

AGREEMENT BETWEEN
THE REDDING BOARD OF EDUCATION
and
THE REDDING EDUCATION ASSOCIATION
*

July 1, 2018 – June 30, 2021

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This Agreement is made and entered into this 5 day of December, 2017, by and between THE REDDING BOARD OF EDUCATION (hereinafter referred to as the "Board") and THE REDDING EDUCATION ASSOCIATION (hereinafter referred to as the "Association").

ARTICLE I – RECOGNITION

A. The Board recognizes the Association for the purpose of professional negotiations as the exclusive representative of the entire teachers' unit consisting of the group of professional employees who are employed by the Board in positions requiring a teacher or other certificate, and holders of Durational Shortage Area Permits (DSAPs), and are not included in the administrators' unit or excluded from the purview of Sections 10-153a to 10-153n, inclusive, of the Connecticut General Statutes. Provisions of this collective bargaining agreement applicable and not applicable to DSAPs are set forth in a Memorandum of Agreement regarding DSAPs agreed by the parties and set forth herein as APPENDIX D. All personnel represented by the Association shall, unless otherwise indicated hereinafter, be referred to as "teachers."

B. The Board and the Association agree to meet for the purpose of negotiating a successor contract with respect to salaries, hours and other conditions of employment in accordance with the requirements and definitions of the above-referenced statute.

ARTICLE II – SCOPE OF AGREEMENT

A. Nothing contained in the Agreement shall be construed to contravene or violate any State or Federal law. In the event of conflict between the provisions of this contract and the provisions of State or Federal law, the provisions of such law shall prevail.

B. All past practices, agreements, and understandings reached by former Association or Board representatives during previous negotiations are void and of no force and effect unless specifically incorporated herein.

C. The Association recognizes that the Board reserves and retains all its rights to manage the school system except to the extent that such powers are abridged or modified by an express provision of this Agreement or applicable law.

The Board reserves and retains, solely and exclusively, all its rights, express or implied, to manage the school system and its employees as such rights existed prior to the execution of this Agreement. The Association agrees that the functions and rights of management belong solely to the Board and that the Association will not interfere with the Board's exercise of these rights and functions.

1. Enumerated Rights. The exclusive functions and rights of the Board include, but are not restricted to, the right to: direct the operation of the public schools in the system in all aspects; select and employ new personnel; manage the school system and the

direction of its work force; determine methods and levels of financing and budget allocation; provide, when necessary, for the transportation of students; designate the schools to be attended by the children in the system; establish the number of schools to be utilized by the system; maintain good public elementary and secondary schools and provide such other educational activities as in its judgment will best serve the interests of the system to give the children of the system as nearly equal advantages as may be practicable; maintain and operate buildings, lands, apparatus and other property used for school purposes; decide the textbooks to be used; make rules for the arrangement, use and safekeeping of the school libraries and to approve the books selected therefore; prepare and submit budgets and, in its sole discretion, expend monies appropriated to the Board for the maintenance and operation of the schools, and to make such transfers of funds within the appropriated budget as it shall deem desirable; determine, and from time to time redetermine, the number of Board personnel and the methods and materials to be employed; select and determine the qualifications of teachers required to promote the efficient operation of the school system; distribute work to teachers in accordance with the job content and job requirements determined, and from time to time redetermined, by the Board; establish assignments for teachers; transfer teachers; determine the procedures for promotion of teachers; create, enforce and, from time to time, change rules and regulations concerning discipline of teachers; discipline, suspend or discharge teachers; and, otherwise take such measures as the Board may determine to be necessary to promote the orderly, efficient and safe operation of the school system.

2. Unenumerated Rights. The listing of specific rights in subsection (1) of this section is not intended to be all inclusive, restrictive or a waiver of any rights of the Board not listed which have not been expressly and specifically surrendered herein, whether or not such rights have been exercised by the Board in the past.

ARTICLE III – GRIEVANCE PROCEDURE

A. Purpose: The purpose of this procedure is to secure equitable solutions to the problems which may arise affecting the welfare or working conditions of teachers. These proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

B. Definitions: “Grievance” shall mean a claim by a teacher or group of teachers that there has been: (1) a violation of the provisions of this Agreement.

“Teacher” shall mean the teacher or group of teachers, or a designated REA representative who is presenting a grievance filed by a teacher or group of teachers.

“School days” shall mean days on which teachers are required to report to work, except during summer vacation when it shall mean days in which the Board’s administrative offices are open for business.

C. Procedure: If any grievance should arise on the part of any teacher, it shall be resolved by means of the following procedures, but nothing herein shall be construed as limiting

the right of any teacher having a grievance to present his or her case to the appropriate member of the administration.

1. The grievance claim of the teacher shall be initiated in writing, indicating the specific section of this Agreement claimed to have been violated and the relief requested, and presented to the building administrator in which the aggrieved teacher serves within thirty (30) calendar days after the teacher first knew or should have known of the matter giving rise to the grievance. The teacher and the building administrator shall meet within fourteen (14) calendar days of the filing of the grievance to discuss and attempt to resolve the issues therein. The building administrator shall issue a written decision and rationale after said meeting and within 10 calendar days. Within five (5) school days after receiving the building administrator's response, the teacher may forward a written grievance to the Superintendent.

2. The teacher shall meet with the Superintendent and administrative staff deemed necessary by the Superintendent within five (5) school days of the teacher's filing of the grievance with the Superintendent. The Superintendent's written decision and rationale shall be presented within seven (7) school days of the teacher's meeting with the Superintendent. If the matter is not resolved to the teacher's satisfaction, then, the teacher may, within seven (7) school days of receipt of the Superintendent's decision, forward the written grievance to the Board.

3. The teacher shall meet with the Board and administrative personnel deemed necessary by the Superintendent at the Board's next regular meeting or within thirty (30) calendar days after the filing of the grievance with the Board, whichever shall occur first.

4. The Board shall render its written decision and rationale to the teacher within seven (7) schools days after its meeting with the teacher.

5. If the teacher is not satisfied with the disposition of the grievance by the Board and if the grievance involves a claim that there has been a violation of the provisions of this Agreement, the Association may, within five (5) school days of receipt of the Board's decision, submit the grievance to arbitration according to the Voluntary Labor Arbitration Rules of the American Arbitration Association, or, if both parties agree, in accordance with the rules and procedures for expedited arbitration. The cost of arbitration shall be borne equally by both parties. Such an arbitration decision shall be binding on both parties, except as otherwise prohibited by law.

6. The arbitrator shall hear and decide only one (1) grievance at a time. The parties agree that timeliness is of the essence and that if a grievance is not pursued at any level within the time limits specified herein, it shall be waived. Should the Board or the administration fail to perform its designated function in a timely manner as prescribed herein, the teacher shall be free to pursue the grievance to the next level of the procedure. The parties may, however, extend by written agreement any time limit contained herein. The arbitrator shall be limited by the express terms of this Agreement and shall not add to, delete from, or modify in any way the Agreement's provisions.

D. REA Representation:

1. The President of the REA, or his or her designee, shall be granted a professional day, or a portion of such day if appropriate, when representing the Association at a grievance meeting or arbitration hearing which takes place during the course of the school day.

ARTICLE IV – ABSENCES AND LEAVES

Teachers shall be allowed absences and leaves for specific purposes as herein enumerated:

A. **General Provisions:**

1. Any of the provisions listed under B below may be extended by written request of the Superintendent of Schools and approval of the Board.

2. Health, life or temporary disability insurance at group rates may be continued at the teacher's expense when a teacher is on extended leave without pay should the teacher so elect.

3. Leaves provided for in this Agreement which are also covered by the Family and Medical Leave Act of 1993 (P.L. 103-3, as said Act may be amended from time to time) (the "FMLA") shall be included in the entitlement provided for by the FMLA and shall not be in addition to such entitlement. A teacher's entitlement to leave under the FMLA shall be computed utilizing a twelve (12) month period measured forward from the first date leave is actually used.

B. **Leaves and Absences:**

1. **Personal Illness:**

a) Fifteen (15) school days sick leave annually shall be allowed with full pay cumulative to 180 days.

b) Sick leave shall be utilized for personal illness or injury and temporary disability which prevents a teacher from performing his/her duties. A teacher may use paid sick leave for his or her own: illness, injury or health condition; the medical diagnosis, care or treatment of his or her mental illness or physical illness, injury or health condition; or preventative medical care. Further, teachers will make every reasonable effort to schedule medical appointments such that, when possible, they can take half sick days in order to attend them.

c) In the case of sick leave due to pregnancy, leave shall begin when the teacher's physician indicates that the teacher is disabled from work. It shall end at such time as her physician certifies that she is no longer prevented from performing the duties of her job because of physical disability.

d) There shall be no infringement or interruption of the teacher's employment contract, accrual of seniority and other benefits and privileges, or protection under health, life, or temporary disability insurance by virtue of sick leave as provided in the subsection.

e) When a teacher's cumulative sick leave is exhausted, the teacher may be granted the difference between his or her pay and that of a substitute for an additional thirty (30) days.

f) When the sick leave herein provided and the extended leave of thirty (30) days are exhausted, the case will, upon the teacher's written request, be presented to the Board for its review and decision. The decision made shall be communicated to the teacher in writing.

g) The Superintendent of Schools shall have the right, at his or her discretion, to request a report on the physical condition of the teacher from the teacher's physician when the teacher is on sick leave.

When a teacher is on extended sick leave of more than ten (10) consecutive school days, the Superintendent of Schools shall have the right to receive a report on the teacher's medical condition that gave rise to the extended leave. At the Superintendent's sole discretion, said report shall be prepared either by the teacher's own physician or by an examining physician selected by the teacher from a list of three physicians provided by the Superintendent. In cases where the Superintendent requires a report from a physician, other than the teacher's physician, the Board shall pay all examination and laboratory or test fees incurred in obtaining the report (using the teacher's health insurance, if applicable, and not subject to deductibles or 80%/20% co-insurance payments).

2. Compensable Injury:

a) Absence due to injury sustained in the course of employment shall be provided in accordance with State Workers' Compensation statutes.

b) During such absence the teacher shall, for the first thirty (30) school days of absence, be paid as salary such amount as when added to his or her Workers' Compensation benefits will equal his or her net (after tax) pay.

c) Should the personal injury be of such a nature that the teacher is granted an extended leave, the teacher shall be paid as salary such amount as when added to his or her Workers' Compensation benefits will equal 80% of his or her net (after tax) pay up to a maximum of sixty (60) additional school days.

d) No time deduction from sick leave shall be made for absences due to injury in the course of employment.

3. Family Illness and Bereavement:

a.) Family Illness_– Leaves of absence shall be provided in accordance

with the Family and Medical Leave Act of 1993 (P.L. 103-3, as said Act may be amended from time to time); provided, however, that the first four (4) days of such a leave shall be paid by the Board. For these purposes, the teacher's "immediate family" shall be defined as provided in the Act.

Up to four (4) additional paid days per year may be used to care for an ill parent, spouse, civil union partner, sibling, child/step child, grandchild or grandparent. Unused days cannot be carried forward into the next year or otherwise accumulated for future use. The teacher will provide the administration as much notice as possible when utilizing these days. The Superintendent of Schools shall have the right, at his or her discretion, to request a report on the physical condition of the family member from the teacher. These four (4) days shall not serve to extend the total amount of leave allowed pursuant to the FMLA.

b. Bereavement – A leave of three (3) days, including the day of the funeral, shall be allowed for a death of a parent, spouse, civil union partner, sibling, child, grandparent, grandchild, parent-in-law, sibling-in-law, aunt, uncle, niece, nephew, or any person legally residing in the teacher's household. Upon request, up to two (2) additional days may be granted by the Administration, which request shall not be unreasonably denied.

4. Personal Days:

A teacher shall be permitted to take four (4) days of leave, non-cumulative, annually to attend to personal business which cannot be scheduled to take place outside of the normal teacher work day or whose scheduling is totally outside of the teacher's control; e.g., court appearances, real estate closings, religious holidays, etc. The teacher will provide the administration as much notice as possible when utilizing these days by completing and submitting to the principal the form established for this purpose. Such leave shall not be taken to engage in private business enterprise (as proprietor, partner, outside contractor, agent or employee) or to extend school vacations or holidays included in the school calendar. As regards to no more than two (2) personal days annually, the reason for taking the leave may be kept private.

Application for such leave shall be made to the school principal on the form established for this purpose as far in advance as is practicable, and, except in an emergency shall be made at least 72 hours prior to the date of the leave. When the requested day is immediately adjacent to a school vacation or holiday, the reason for the request must be given. The Board agrees that denials of applications for personal day leave shall not be arbitrary or capricious.

5. Sabbatical Leave:

All teachers who have been teaching a minimum of seven (7) years in the Redding School System and who have fulfilled the requirements of a Master's Degree shall be entitled to apply for sabbatical leave.

Upon recommendation by the Superintendent of Schools, sabbatical leave may be granted for study, travel, or writing to a member of the professional staff by the Board of Education subject to the following conditions:

a) No more than one (1) of the professional staff shall be absent on sabbatical leave at any one time.

b) Requests for sabbatical leave must be received by the Superintendent of Schools no later than December 31 of the academic school year in which the sabbatical leave is requested.

c) No provisions of the policy shall preclude the acceptance of grants, scholarships, fellowships and/or other financial stipend to facilitate advanced study by the professional personnel while they are on leave under this policy.

d) The teacher shall receive 75% of the salary in effect for the school year in which the leave is taken.

e) Full retirement shall be deducted from the teacher's sabbatical salary.

f) The teacher on sabbatical leave shall receive all fringe benefits and upon return shall be put in the proper place on the salary schedule.

g) Sabbatical leaves on a semester or full year basis shall be granted with the provision that recipients will return to the Redding School System for a period equal to that of the leave. A recipient who does not fulfill this commitment to return and who does not promptly repay to the Board all payments made to or on his or her behalf in connection with the sabbatical leave shall be responsible to the Board for all costs of collection, including reasonable attorneys' fees. (See, Appendix C)

h) The Board of Education, through the Superintendent, will determine prior to the leave the number and kind of reports it may require of the teachers while they are on leave.

6. General Leave:

a) The Board, upon the Superintendent's recommendation, may grant general leaves of absence, without pay or benefits, not to exceed two years. The discretion whether or not to grant such leave shall rest with the Board. If the leave request is denied, the Board shall provide reasons for the denial to the applicant in writing.

b) Under normal circumstances, such leaves of absence shall commence on the first teacher work day of the school year and the teacher requesting the leave shall submit a written application to the Superintendent prior to March 1st of the academic year preceding the academic year for which the leave is requested.

c) Under normal circumstances, return from such leaves of absence shall occur only on the first teacher work day of any given academic year. The discretion to vary that date is reserved to the Board. The teacher must file a written statement of intent to return with the Superintendent on or before March 1st of the preceding academic year. Failure to file such statement shall be construed as other due and sufficient cause for termination.

d) Subject to subsections (a), (b), and (c) above, the teacher will be employed in the first position for which he or she is certified and qualified. If the position is refused, the teacher will be deemed to have resigned.

7. Jury Duty Leave:

In the event that a teacher is not excused from jury duty by the court, the teacher shall be paid the difference between his or her regular salary and the jury fee while performing jury service, provided that such teacher reports for work in his or her regular assignment when not required to be in attendance at the courthouse. The jury fee shall not be deducted from the teacher's regular salary for the first five (5) days of jury duty.

8. Child Rearing and Supplemental Child Rearing Leaves:

a) Teachers shall be entitled, upon written request submitted to the Superintendent of Schools, to a Child Rearing Leave without pay in accordance with the Family and Medical Leave Act of 1993 (P.L. 103-3, as said Act may be amended from time to time) ("FMLA").

b) In addition to a Child Rearing Leave under the FMLA, teachers shall be entitled, upon written request submitted to the Superintendent of Schools to a Supplemental Child Rearing Leave.

c) For these purposes, a "Child Rearing Leave" and a "Supplemental Child Rearing Leave" shall be leaves available to both male and female employees upon the birth or adoption of a child.

d) Child Rearing Leaves and Supplemental Child Rearing Leaves shall be subject to the following conditions:

1) Teachers requesting a Child Rearing Leave must submit the written request to the Superintendent not less than thirty (30) days prior to the commencement of the leave, if the leave is foreseeable, or, if applicable, not less than ten (10) days prior to the commencement of a disability leave. If such notice is not practicable due to factors such as emergency, written notice must be submitted to the Superintendent as soon as practicable. The Board reserves the right, acting through its Superintendent, to delay the commencement of the leave until the applicable notice period is provided by the employee's request. In cases where the teacher receives less than thirty (30) days notice of the date of an adoption, the teacher's request shall be considered timely if it is submitted to the Superintendent within forty-eight (48) hours after the teacher receives notification of that date. In cases where a newborn or adopted

child experiences unexpected health problems, the Superintendent may waive the foregoing notice requirements.

2) In order to be covered by the Board's group health insurance policies during a Child Rearing Leave, teachers must timely submit the employee's share of premiums due as instructed by the Board's Business Office. Except as provided otherwise in the FMLA, teachers are required to reimburse the Board for its share of the cost of health coverage during a Child Rearing Leave if the teacher does not return to his or her employment following a Child Rearing Leave or a combined Child Rearing Leave/Supplemental Child Rearing Leave. If said amount is not voluntarily repaid by the teacher, the teacher shall be responsible for the Board's cost of collection, including reasonable attorneys' fees, in addition to the amount owed for said Board's share of costs.

3) Teachers may continue to be covered by the Board's life insurance policies at their own expense during a Child Rearing Leave, provided that the teacher must timely submit all amounts due as instructed by the Board's Business Office.

4) Teachers who desire a Supplemental Child Rearing Leave must apply in writing for such a leave at the time they apply for a Child Rearing Leave. A Supplemental Child Rearing Leave is a leave without pay or other benefits; provided, however, that teachers may continue to be covered by the Board's group health and life insurance policies at their own expense during a Supplemental Child Rearing Leave, provided that the teacher must timely submit all amounts due as instructed by the Board's Business Office.

5) At the teacher's discretion, a Supplemental Child Rearing Leave may be either for the remainder of the semester or the remainder of the school year; that is, the teacher may elect either of the foregoing options but must return either on the first teacher day of the academic year or the first day of the second semester. Nothing herein shall be construed as limiting the right of the teacher and the head Administrator at the teacher's school from mutually agreeing to permit the teacher to return from Supplementary Child Rearing Leave at an earlier date than either of those described above.

6) Teachers who have taken Child Rearing Leave or Supplemental Child Rearing Leave must have worked for five months or more during the year in order to be considered for advancement on the salary schedule pursuant to Article X, Section B, subsection 1, of the Agreement.

7) Upon completion of Child Rearing Leave or a Supplemental Child Rearing Leave, the teacher shall return to the position vacated or to an equivalent position, subject to the layoff and recall provisions in Article XVII of this Agreement.

8) The period of Child Rearing Leave or a Supplemental Child Rearing Leave shall not be counted toward the teacher's length of service.

9. Short Term Leaves

For compelling reasons the Superintendent or Board may grant a general leave of absence without pay. Such leave shall not exceed ten (10) consecutive school days. Requests for a Short Term Leave must be in writing and must include relevant information. Approval of such leaves shall not be arbitrarily or capriciously withheld. Denial of such requests shall not be subject to the grievance and arbitration provisions of this Agreement.

ARTICLE V – PROFESSIONAL GROWTH

A. The Board agrees to reimburse those teachers authorized by the Board or its designee to represent the system at a convention, conference, or professional meeting, or who are authorized by the Board or its designee to represent the system in observing at another school, for actual expenses incurred.

B. Salary recognition as provided in the salary schedule in Appendix A shall be given to teachers who have completed graduate study approved by the Superintendent of Schools.

1. Graduate study taken before entering the system shall be reviewed by the Superintendent of Schools before the teacher is employed and placement on the salary schedule mutually agreed upon.

2. Graduate study taken after entering the system shall have the approval of the Superintendent before it is submitted for salary recognition.

3. Salary recognition for professional growth may be given twice a year as provided in Article X, Section B of this contract.

C. The Board shall reimburse teachers remaining within the system and holding a Master's Degree, at the rate of 80% per credit, to a maximum of \$400 per credit hour, for a maximum of \$4,800 per fiscal year upon achieving a final equivalent grade of "B" or better. Effective July 1, 2013, for a teacher to advance to a higher salary lane, the coursework must be in an approved planned degree program or a state certification endorsement at an accredited college or university.

The Board shall also reimburse teachers for keeping ahead of the current educational trends and to broaden his or her educational background by taking professional development courses relative to their current position and from an accredited institution. These courses need not be part of a degree program and cannot be used to advance to a higher salary lane.

1. Reimbursement shall be made within thirty (30) days of the date that the teacher submits to the school principal the college receipt for the payment together with an official transcript from the college that the teacher has satisfactorily completed the course.

2. To be eligible for reimbursement, the teacher must have prior approval of the courses taken from the Superintendent or his or her designee.

3. In order to be eligible for course reimbursement, a teacher must remain in the system for at least one school year beyond the school year in which an approved course is taken. A recipient who does not fulfill this commitment to remain employed shall repay the Board for such reimbursements. A recipient who does not promptly repay to the Board all course reimbursement payments shall be responsible to the Board for all costs of collection, including reasonable attorney fees. A teacher may only be relieved from this commitment should the teacher's failure to fulfill this obligation result from illness or disability (as determined by competent medical evidence), death, involuntary release from the teacher's position by the Board, retirement, permanent relocation of the teacher's spouse, or other situations beyond the control of the teacher as determined by the Superintendent in his sole discretion.

ARTICLE VI – NON-SCHOOL ACTIVITIES AND EMPLOYMENT

A teacher shall not accept non-school employment which interferes with the performance of his or her duties as a teacher. The Board agrees that this provision shall not be unreasonably applied.

During the school year, a teacher shall not tutor students in his or her own class for remuneration. If a teacher is requested to tutor privately and for remuneration a local student not currently in his or her charge, then the teacher must first consult with the school principal and the child's regular teacher (teachers) prior to entering into any such agreements.

ARTICLE VII – ASSIGNMENTS OF POSITION

Newly created positions and vacancies of positions, except those created by leaves of absence, shall be filled pursuant to the following procedures:

A. The existence of vacancies in the Redding Elementary School and the John Read Middle School shall be adequately publicized by the Superintendent within the school system, including a posted notice in every school as far in advance of the date of filling such a vacancy as possible (preferably thirty (30) days and in no event less than two (2) weeks in advance, except for vacancies occurring in the last two (2) weeks preceding the start of the school year where posting requirements shall be waived). Where the need to fill a vacancy or position arises during the summer months, notification by mail will be forwarded to the REA and to those teachers who have indicated a preference for the vacant position in accordance with subparagraph D, Article VII.

B. Said notice of vacancy of position shall clearly set forth the qualifications required for the position.

C. If a teacher should notify the Board that he or she is not returning from a leave of absence, or is resigning his or her employment and the Board determines it will fill the position, the position is to be declared vacant, and the procedure outlined in section A above shall apply except where, because of a late notification, the vacancy must be filled in a quicker manner in order to provide for continuity of instruction.

D. Teachers may indicate their preferred assignments for the coming year by filing a notice with the Superintendent by March 1st of the current school year.

E. Teachers who desire to apply for such vacancies of position shall file their application in writing with the Superintendent within the time limit specified in the notice.

F. Unless there is a better qualified applicant from outside the system, as to which the Board or its designated representative shall be the judge, preference shall be given to (a) the candidate or candidates from within the system, and (b) in the event of more than one equally qualified candidate within the system, the seniority in the system.

G. Teachers shall be notified in writing of their teaching assignments for the coming school year as soon as practical and, under normal circumstances, not later than June 1. Notification shall include the school to which assigned, the grade and/or subjects to be taught and any special or unusual assignments that they will have. Thereafter, teachers shall be notified in writing as soon as practical of any changes in their programs or schedules that subsequently may become necessary.

H. The Board, or its designee, will attempt to minimize involuntary reassignments. If the teacher to be reassigned so requests, the reasons for the reassignment will be reduced to writing. If the teacher so desires, a meeting will be held between the teacher and the assigning administrator to discuss the involuntary reassignment. If the involuntary reassignment of a teacher requires the teacher to teach a subject for which the teacher has no experience, or no recent experience and if the Superintendent determines, in his/her sole discretion, a refresher course is warranted, the Board will provide full tuition reimbursement for the course prior to or concurrent with the reassignment.

ARTICLE VIII - INSURANCE

A. The Board will provide the following insurance benefits:

1. Primary coverage available to teachers will be:

- A High Deductible Health Plan (HDHP) with a Health Savings Account (HSA), and a Health Reimbursement Account (HRA) for teachers not eligible for the HSA.
- The High Deductible Health Plan with a Health Reimbursement Account (HDHP-HRA) shall be limited to teachers who are not eligible for the HSA (e.g., because they participate in Medicare or have recently received benefits from the Veteran's Administration or other limits as required under IRS code). The Board shall set up a HRA for teachers participating in the HDHP-HRA with the contribution amounts equal to the Board contributions that are deposited into the HSA for eligible teachers. The Board funding to the HRA shall include a rollover feature for each covered individual allowing any unused HRA deductible funds to be rolled over to the amount legally allowed.
- In 2018-19, the Board will contribute 70% of the applicable HDHP deductible amount for active teachers participating in the HDHP. In each of 2019-20 and 2020-21, the Board will contribute 50% of the applicable HDHP deductible amount for active teachers participating in the HDHP. The Board shall have no obligation to fund any portion of the HDHP deductible for retirees or other individuals upon their separation from employment. In the event that a teacher elects the HDHP after the start of the plan year, the Board's contribution toward the deductible shall be pro-rated for that year.
- In each of 2018-19 and 2019-20, the Board will make its total contribution toward the HDHP deductible on or about July 1 or as soon thereafter as practicable. In 2020-21, the Board will make half of the Board's contribution toward the HDHP deductible on or about September 1 or as soon thereafter as practicable and the other half on or about December 1 or as soon thereafter as practicable. In order to receive the Board's contribution toward his/her HDHP deductible, a teacher must provide the Board's Human Resources Department or designee with the teacher's bank account information so that such contribution may be deposited into the teacher's bank account.
- The teacher will be responsible for opening his/her HSA account at a bank jointly selected by the Board and the Association. If the bank imposes any bank fees associated with maintaining the HSA account, the parties agree to jointly select another bank for the HSA account. At no time will the Board pay for any bank fees associated with the teacher's HSA bank account, including, without limitation, monthly maintenance fees and overdraft charges. The Board will make provisions for a pre-tax direct deposit payroll deduction for teachers who elect the HDHP.
- The deductible will be \$2,000 (single)/\$4,000 (employee + 1 and family) in each of three years.
- Starting in 2019-20 (year 2 of the Agreement), prescription drug copayments after the deductible is satisfied of \$5 (generic)/\$25

(preferred brand)/\$40 (non-preferred brand), with mail order at two (2) times these retail co-payments for a ninety day supply.

- Once the HDHP deductible is met, benefits will be covered at 100% for in-network, and out-of-network services will be subject to 80%/20% co-insurance.
- The combined in and out-of-network out-of-pocket maximums are as follows:
 - i. In network (for 2018-2019 only): \$2,000 (single)/\$4,000 (employee + 1 and family)
 - ii. In network (for 2019-2020 and 2020-2021): \$3,000 (single)/\$6,000 (employee + 1 and family)
 - iii. Out-of-network (in 2018-19, 2019-20, and 2020-21): \$5,000 (single) and \$10,000 (employee + 1 and family)

2. Dental benefit shall be the Blue Cross Blue Shield full dental plan with rider A, including coverage for 19-23 year old dependent children who are students.

- Teachers may access the benefits set forth in Dental Amendatory Riders B, C, and D at the teacher's sole expense. At no time will the Board pay for any costs associated with such benefits.

3. Long-term disability coverage beginning after the expiration of ninety (90) days.

4. Group life insurance in an amount equal to one times the teacher's salary rounded up to the next thousand dollars and a rider of \$15,000 for Accidental Death and Dismemberment Insurance; and an option for teachers who do elect, when first eligible, to voluntarily purchase an additional \$20,000 at existing group rates.

5. The Board will maintain the same vision plan that was in place prior to this Agreement.

6. The parties agree that the specific terms and limitations of the medical, dental, and vision plans offered by the Board are set forth in the Summary Plan Description, which is incorporated herein by reference. The Summary Plan Description shall reflect the terms set forth in this Agreement.

B. Premiums (measured by the Allocation Rate, also known as the self insured equivalent rate) for the individual full-time teacher covered by this Agreement will be paid for as follows:

1. The Board shall pay 80.5% of the premiums related to the medical coverages (including vision) provided for in Section 1 of this Article, and the dental coverage with rider A provided for in Section 2 of this Article, during 2018-2019; 80% during 2019-20; and 79.5% during 2020-21.

2. The Board shall pay 100% of the premiums related to the group life insurance coverage.

3. Each teacher, through payroll deductions, shall pay the remaining premiums related to the coverages provided for in Section A of this Article.

C. Family coverage, to the extent available under the plans described in Section A, subsections (1) and (2) of this Article, may be elected by the teacher, provided that such election does not duplicate any coverage available to any dependent of the teacher on a non-contributory basis under any other group plan, and will be paid by the Board and by the teacher (through payroll deduction) as set forth in this Section B, above.

D. During the life of this contract, the Board may desire a change in insurance carriers. Before a change is implemented, the Board shall present the proposed change to the Association. Any such change must result in coverage substantially equivalent to that provided herein. The Association shall have forty-five (45) calendar days, or ninety (90) calendar days if notice is given after the school year ends to review the proposed change. If no agreement is reached between the parties, the matter shall be decided by an arbitrator with expertise in insurance matters. If the Association fails to respond within forty-five (45) calendar days or ninety (90) calendar days if notice is given after the school year ends, the Board may implement such proposed change without further input from the Association.

E. The Board will make available to teachers who retire under the Teachers' Retirement System of the State of Connecticut with a minimum of ten (10) years of service in the Redding School System, the life insurance coverage (but not including accidental death and dismemberment) and the medical insurance coverage for retiree and spouse/dependent as set forth above. Said coverages are to be properly integrated with any other coverage that the retiree has, including Medicare. The retiree will assume the premium costs of these coverages in an amount that exceeds the amount reimbursed by the State Teachers' Retirement Board.

Retirees may continue a group life insurance policy in the amount of \$5,000 until age 70 payable to the insurance company through the Board of Education at the same group insurance rate charged by the Board. The policy will commence the first of the month immediately following the last day worked and will remain in effect until age 70 as long as the premium is paid to the Board of Education.

Retirees will also be offered a conversion policy with the insurance company in an amount equal to one times their salary at the time of retirement rounded up to the next thousand dollars. The conversion coverage will be issued without submission of evidence of good health provided the premium is paid within 31 days after the group insurance policy ends. The premium cost will be paid directly to the insurance company.

F. Teachers who are currently receiving a reimbursement and are covered under the Board's health policies and who certify that they are also covered under other such policies may elect to cancel their coverage through the Board, as provided below, and to receive, in lieu

thereof, a deductible cost reimbursement to cover their expenses for deductible amounts under their other policies, as well as to pay for uncovered medical expenses.

The election provided for by this section may be made between June 1 and June 20 of each year and shall be effective during the succeeding July 1 through June 30 period. In addition to the foregoing, teachers may elect to reinstate their Board – provided coverages upon the death of the teacher’s spouse or in the event the teacher becomes divorced from his or her spouse. Teachers hired after June 20 of any year and eligible for health insurance coverage will not be eligible to elect this option until the June 1 through June 20 period following their date of hire. A teacher who elects the deductible cost reimbursement during one election period but who elects coverage during a subsequent election period shall not be required to offer proof of insurability in order to reenter the Board’s insurance program. Pre-existing conditions shall be covered to the extent provided for in the policy of insurance.

The deductible cost reimbursement shall be equal to \$1,400 per year for teachers eligible to be covered by the Board as individuals, \$2,600 per year for teachers with one dependent, and \$3,600 per year for teachers with two or more dependents. This amount shall be paid to the teacher along with the first paycheck in December.

G. The Board shall establish a Flexible Spending Account Plan for those teachers who are enrolled in a Health Reimbursement Account or are not enrolled in the HDHP. The Board shall offer Dependent Care FSA to all teachers. The Board will continue to offer a Section 125 Premium Only plan.

ARTICLE IX – SALARY GUIDES

A. Salaries of all persons covered by this Agreement shall be determined by the salary schedules set forth in Appendix A, which shall be effective as of July 1st annually.

B. Advancement in Step:

1. Teachers must have been employed in the Redding System for five school months or more during the prior year in order to be eligible for advancement on the schedule the following September.

2. A teacher who has been placed on intensive assistance in accordance with the then existing teacher evaluation plan may be denied the increment based on the recommendation of the Superintendent and vote of the Board.

3. A teacher who has been placed on intensive assistance in accordance with then existing teacher evaluation plan and who would not receive an annual increment either because the teacher has previously attained the maximum step on the salary schedule or because this contract does not provide for step movement, may be denied up to half of the amount of any

salary increase to which such teacher might otherwise be entitled based on the recommendation of the Superintendent and vote of the Board.

4. Prior to making a decision by the Superintendent under Sections B.2 and B.3, the Superintendent will give the teacher at least ninety (90) calendar days written notice during which the teacher will be given the opportunity to correct the observed deficiency. After the teacher has had the opportunity to make improvements, the Superintendent will give the teacher written notice of the final decision to withhold the increment subject to the grievance procedure. This written notice must be made by June 1 unless the deadline is mutually waived by the Superintendent and association.

5. No teacher shall be denied an annual increment or a portion of a salary increase under sections B.2 or B.3 without just cause. Any grievance regarding the question of just cause for such denial may be processed directly to arbitration under the provisions of Article III of this Agreement.

6. Credit on the salary schedule will be awarded for the B.A. degree, the B.A. degree plus 15 semester hours of graduate study, the M.A. degree, the M.A. degree plus 15 semester hours of graduate study, a sixth year of study or a Ph. D. The sixth year may consist of a sixth year certificate, a second Master's Degree, or a M.A. degree plus 30 additional credits.

7. Credit for previous years of teaching service and/or other relevant, related work experience shall be determined as may be agreed upon between the Superintendent and the applicant, subject to approval by the Board.

8. In accordance with Connecticut General Statute 10-156c, teachers shall receive full credit on the salary schedule, year for year, for service in the armed forces while on military leave of absence from Redding Schools.

C. Each candidate shall be eligible for advanced salary recognition two times yearly. Changes in status which take place prior to October 15 shall be retroactive to the first teacher work day of the school year and changes in status which take place prior to March 15 shall be retroactive to January 1 of the contract year in which the changes occur.

D. For those extra services or responsibilities enumerated in Appendix B which require time spent in addition to a normal teaching schedule, the teacher's compensation will include an addition to the normal salary at the rate specified therein.

E. For teachers employed as of July 1, 2015, an annual longevity payment shall be paid to those teachers who have, at the commencement of the school year, completed the following number of years of service in the Redding Public Schools:

13 years	-	\$850
15 years	-	\$1,100
20 years	-	\$1,850
25 years	-	\$2,350

Such payments shall be made along with the last paycheck in November.

F. National Board Certification – Any teacher who holds current national Board Certification and submits written evidence thereof to the Superintendent prior to June 30 in any year shall be paid a stipend of \$2,000 with the first paycheck in June for that current year.

G. Mentor/Assessor - Any teacher who is a TEAM certified mentor and is matched with a new teacher, shall be paid a stipend of \$ 1,000. Any teacher who is a TEAM reflection paper reviewer and participates in the review of reflection papers will receive \$50 per paper scored. Mentor participation in the TEAM program is voluntary.

District Mentors

1. All new District mentors will attend a workshop that will cover the services they will be expected to provide to new teachers.
2. If desired, teachers new to the Redding District may be assigned a District mentor who has been selected by a building administrator. Teachers being moved to a new grade involuntarily may be provided with a district mentor.
3. The District mentor will contact the new teacher before the start of school to explain the role of the District mentor and to meet with the new teacher before the start of classes. The District mentor will inform the new teacher of the starting procedures and help the new teacher understand the policies and procedures of the Redding School District. The District mentors may help the new teacher plan out beginning units and lessons or provide ideas, sample plans, worksheets, etc.
4. The District mentor is expected to serve as a resource for the new teacher throughout that teacher's first year.
5. Each District mentor will be paid \$280 for each teacher matched with such District mentor.

H. Teacher's Notice of Termination.

1. A teacher who is in good standing and who gives written, binding notice to the Superintendent by January 15 of the applicable school year of his or her retirement effective as of the end of that school year, will receive a one-time lump-sum payment of \$2,500 in July of the fiscal year following such notice. "Retirement" for this section shall be defined as retirement in accordance with the Connecticut State Teachers' Retirement Board. The retiring teacher will be allowed to stay on Redding school insurance through August 31 of their retirement year at the same cost share of full time teachers.

2.
 - a. A teacher who is in good standing and has been employed in the Redding school district prior to January 15 of the applicable school year and who is not retiring in accordance with Section 1 above, and who gives written, binding notice to the Superintendent by January 15 of his/her resignation for the following year will be paid a one-time lump-sum payment of \$1,000 in July of the fiscal year following such notice. The retiring teacher will be allowed to stay on Redding school insurance through August 31 of their retirement year at the same cost share of full time teachers.
 - b. If a teacher who provides the notice described in 2.a above does not have alternative health insurance available to him/her, the teacher may remain on the Redding Board of Education health insurance plan through August 31 in the same year that he or she resigns and will be billed accordingly for July and August.

ARTICLE X – SALARY CHECKS, DEDUCTIONS AND AGENCY FEE

A. Teachers may elect one of three methods of payment. Regardless of the method chosen, the first paycheck will be issued on the first Friday following the opening of school, and at regular intervals thereafter.

Salary may be taken in 21 or 26 equal payments. If taken in 26 equal payments then the teacher shall have the choice of:

1. Receiving the five additional summer payments in the first paycheck in June; or
2. Receiving a paycheck every two weeks during the summer.

No change in the method of payment provided in subsections A.1 and A.2 of Article X, above, will be granted on or after August 15.

B. Deductions from salary may include but not be limited to Association dues, agency fee, credit union payments, retirement annuities, and other deductions as provided in Board personnel policy and by state law, and such deductions be forwarded to the appropriate agencies.

C. All teachers employed by the Redding Board of Education shall, as a condition of continued employment, join the Association or pay a service fee to the Association. Said service fee shall cover a non-member's proportionate share of the cost of collective bargaining, contract maintenance and grievance adjustment.

The Board agrees to deduct from each teacher an amount equal to the Association membership dues or service fee by means of payroll deduction. Membership dues will be deducted in twenty (20) equal installments starting with the first paycheck in September. A member may elect to make a lump sum payment prior to December 15. Such election must be in writing to the Business Office prior to issuance of the first paycheck in September. The amount of the deduction for service fee from each paycheck shall be equal to the total service fee divided by the number of paychecks from and including the first paycheck in January through and including the first paycheck in June.

The amount of Association membership dues shall be certified by the Association to the Board of Education prior to the opening of school each year. The amount of service fee shall be certified by the Association to the Board of Education prior to January 1st of each school year.

The membership/service fee year is September 1 through August 31. Teachers whose employment commences after the start of the school year shall have their dues or service fee payments, whichever is applicable, prorated according to the amount of time remaining in the membership year. If the teacher joins Redding's staff after the 15th of a month, the dues/fees is prorated to the next full month's amount.

D. The Association shall indemnify and save the Board and/or the Town harmless against all claims, demands, suits, or other forms of liability or expense, including reasonable attorneys' fees, which may arise by reason of any action taken in making deductions and remitting the same to the Association pursuant to this Article.

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

F. No later than the first paycheck in October of each school year, the Board shall provide the Association with a list of all teacher bargaining unit members and the positions held by those individuals. The Board shall notify the Association of any change in said list no later than the end of the month following the change.

ARTICLE XI – EMPLOYMENT YEAR

The employment year for teachers shall be determined by the Board. For the term of this Agreement, the employment year for teachers shall be a minimum of 185 days.

If the employment year is extended in length by the Board beyond the number of days set forth above during any year of this Agreement, the compensation for teachers covered by this Agreement shall be increased based upon the individual teacher's per diem rate computed from their then-current annual salary as set forth in Appendix A.

The Board shall determine if there will be any additional days in the calendar, as well as whether such days shall be instructional or not. The Association shall negotiate the placement of non-instructional workdays in the teachers' work calendar. Newly hired teachers shall also attend an Orientation Day.

The student school day shall be determined by the Board. The student school day shall be six (6) hours and forty-five (45) minutes.

The Board and Association recognize and agree that the teacher's responsibility to the school system, the students and their profession entails the performance of duties and the expenditure of time beyond the student school day, but that the teachers are entitled to regular time and work schedules on which they can rely and which will be fairly and evenly maintained throughout the school day. To this end, the teacher workday will start ten (10) minutes before the student school day. In recognition of individual teacher and program needs, the parties agree that, with at least five (5) school days' notice, except in emergency situations, the principal may schedule a meeting up to thirty (30) minutes before or thirty (30) minutes after the student school day. The Principal will not schedule more than two (2) full staff meetings per month and no teacher will be required to attend more than three (3) meetings per week. One full staff meeting will take place once a month in lieu of the two (2) ½ hour long meetings at Redding Elementary School. The Principal will, however, be very cognizant of the overall number of meetings required of individual teachers and make reasonable efforts to insure that no teacher is overburdened. If no meeting is scheduled for a given school day, teachers will be allowed to leave ten (10) minutes after the student school day ends. In no case, however, shall the regular workday be extended beyond a total of forty (40) minutes beyond the regular student school day.

In recognition of the professional responsibility to have parent teacher conferences, the Association executive board will work with the administration to determine dates and times that are reasonable for all parties concerned. Understanding that teachers are entitled to regular time and work schedules on which they can rely, the parent teacher conferences, in conjunction with a student day, will not exceed seven hours and twenty-five minutes scheduled consecutively.

ARTICLE XII – DURATION OF AGREEMENT

This Agreement shall become effective July 1, 2018 and shall remain in full force and effect through June 30, 2021.

ARTICLE XIII – REPRODUCTION OF AGREEMENT

The Board, at its expense, will provide each teacher with a complete electronic text of this Agreement, and any addendum; and teachers may choose to print a copy at school, without cost to the teacher.

ARTICLE XIV – PART-TIME EMPLOYMENT

Employment under this Agreement shall be defined as part-time when a teacher:

1. works a partial daily schedule
2. works a partial weekly schedule

Salaries and any other monetary benefits provided for under this Agreement shall be prorated. Proration shall be determined by dividing hours scheduled by full schedule, and may be effected by either proportioning the benefit or the premium.

For teachers whose employment status is reduced from full to part-time (other than at their request), the Board will attempt to establish a schedule which will accommodate other employment.

Part-time teachers are encouraged to attend all meetings, parent conferences, and in-service programs. Their workday will include before-school teacher time, plus in-service program time equal to their employment percentage. It is understood that attendance beyond a teacher's pro-rata percentage shall be optional and non-attendance beyond said amount will not be grounds for disciplinary actions. Part-time teachers who are required to attend parent conferences beyond their regular workday will be compensated with released time.

ARTICLE XV – DIFFERENTIAL SALARY SCHEDULE

A. Team Leaders (specifically, the Early Intervention Specialist, ILA Specialist(s), Math Specialist(s), Grade Level Team Leaders, Special Education Team Leader(s), FPA Team Leader(s), and the Science Technology Instructional Coach [STIC]) shall be compensated in accordance with Note 1 on Appendix A.

B. Homebound Tutors shall be compensated in accordance with Appendix B including travel time from the school to which the teacher is regularly assigned to the student's home.

When it is determined that a student is to receive Homebound Tutoring, the then-current teacher(s) of the student shall be given first consideration to perform, but shall not be required to perform, the Homebound tutoring prior to the consideration of others. Notwithstanding anything to the contrary contained herein, the assignment must be made according to the best interests of the student as determined by the Superintendent or his/her designee.

C. Chaperones shall be compensated in accordance with Appendix B.

D. The Board and the Association recognize that student-teacher interactions outside of the academic setting (“extracurricular activities”) have great value to both students and teachers. Therefore:

1. the Board shall compensate teachers for directing extracurricular activities offered by the Board in accordance with Appendix B;

2. each teacher shall have the right to apply to direct one or more extracurricular activity. Each activity shall be assigned annually. The Board reserves the right to determine what is a maximum load of such activities given the activities’ time demands and the teacher’s overall responsibilities. This determination of the Board shall be final; and

3. in the event that more than the required number of teachers apply for any given position, the Board shall interview each applicant and, in the Board’s sole discretion, fill the position.

E. No teacher shall be required to direct extracurricular activities, to chaperone or to do homebound tutoring. In the event that no teacher chooses to direct a particular activity, to chaperone or to engage in homebound tutoring, the Board shall have the right to assign a non-bargaining unit member to fill the position. In the event no teacher applied for a Team Leader or Lead Teacher position, no teacher shall be assigned those responsibilities more than one out of any three consecutive years.

F. Teachers who participate in Summer Curriculum Work projects shall be compensated at a rate of ~~\$45~~ \$60 per hour. When summer curriculum work becomes available, the administration shall notify all teachers of the opportunity for the summer curriculum work via email. Teachers shall indicate in writing their interest in such work by a reasonable deadline.

G. The position of “504 Coordinator” shall be compensated in accordance with Appendix A.

H. The position of Extended Bus Dismissal Duty shall be compensated in accordance with Appendix B.

I. Teachers who choose to participate in planning and placement team meetings, special education student evaluations, or special education extended school year activities during the summer shall be compensated at the rate of \$65.00 per hour.

ARTICLE XVI – STAFF REDUCTION

The Board has the responsibility under Sections 10-220 and 10-4a of the Connecticut General Statutes to maintain good public elementary and secondary schools and to implement the educational interest of the State. Since it may become necessary at some time, however, to

eliminate certified staff positions in certain circumstances, this provision is intended to provide a fair and orderly process should such elimination become necessary.

A. Reasons for Elimination of Certified Staff Positions:

It is recognized that the Board has the sole and exclusive prerogative to eliminate certified staff positions consistent with the provisions of the state statutes and has the discretion as to the number of and which positions shall be eliminated.

B. Definitions:

1. As used herein, the term "days" shall mean calendar days.
2. As used herein, the term "teacher" shall apply to any employee of the Board who holds a certificate issued by the Connecticut Board of Education and is employed in a teaching or administrative position below the rank of superintendent.

C. Procedure:

Prior to recommending termination of teacher contracts under this procedure, the Superintendent shall attempt to resolve the problem through one or more of the following means:

1. voluntary retirement;
2. voluntary resignation;
3. transfer of existing staff members.

D. Order of Release:

Determination of those to be released shall be in the following order:

1. teachers serving under a durational shortage area permit;
2. non-tenured teachers;
3. tenured teachers.

If there is a reduction in force due to elimination of positions(s), a teacher who has attained tenure may be terminated, but only if there is no other position in the system for which that teacher is certified and qualified.

E. Selection Criteria:

In selecting those employees who will be recommended for contract termination to the Board, the Superintendent shall use the areas of certification and qualification of teachers, within the tenure and certification categories established in paragraph Order of Release.

F. Seniority:

When the above criteria are met by two or more tenured teachers, the length of service in the Redding School System shall prevail. Should the length of service of two or more such teachers be the same, the teacher whose hire was first approved by the Board upon the Superintendent's recommendation shall be considered the teacher with the greater length of service. Should the length of service of two or more such teachers still be tied, then the teacher with the greatest number of years of credited teaching experience shall be considered the teacher with the greatest length of service.

G. Promotion:

Nothing herein shall require the promotion of a teacher to an administrative position, even though the teacher whose contract is to be terminated because of elimination of position is certified and qualified for the same.

H. Recall Procedure:

If the contract of employment of a tenured teacher is terminated because of elimination of position, the teacher shall be placed on a reappointment list for a period of two (2) years from the date of termination or until the teacher's rejection of a full-time position or full-time equivalency equal or exceeding that which the teacher held prior to termination, whichever occurs first. Recall shall be based on seniority provided they are certified and qualified.

If a position becomes available during this period for which the teacher is certified and qualified, that teacher will be notified by the Superintendent by registered mail at the last known address. The teacher must respond in writing to the Superintendent within ten (10) days of receipt of the letter to acknowledge acceptance or rejection of the position.

The Board of Education will furnish the Association with a list of all positions as they develop and a list of all teachers on the reappointment list.

A teacher who is recalled from layoff shall not lose any previously accumulated sick days as a result of having been laid off. Time spent on the reappointment list shall not be counted as years of service.

ARTICLE XVII – BOARD-ASSOCIATION MEETINGS

The Board and Association agree that there may be times when the parties wish to meet and discuss non-contractual issues. At such times, either party may request that a meeting be

scheduled at a mutually agreed upon time. Agreement to meet will not be unreasonably withheld by either party. Each party will be represented by not more than three (3) of its members.

ARTICLE XVIII – MISCELLANEOUS

A. Just Cause:

No teacher shall be given a reprimand, suspended without pay or discharged without just cause. Claims regarding discharge are not subject to the grievance and arbitration provisions of this Agreement, but instead must be pursued, if at all, under Connecticut General Statutes Section 10-151.

B. Personnel Files:

Before any material has been made a part of a teacher's personnel file, the teacher shall be given the opportunity to read such material and append a written comment to the file copy. In addition, no anonymous material or unsubstantiated correspondence, or unsubstantiated statement of allegations shall be placed in such a file until an impartial investigation has been completed and the results have been attached to the complaint. All records of allegations that are unsubstantiated by an impartial investigation shall be removed from the file in five (5) years if no similar allegations have been made.

If the teacher is asked to sign material placed in his or her file, the teacher shall sign that material with the understanding that his or her signature indicates only that the teacher is aware of the material. The fact that a teacher has signed such material shall not be interpreted as signifying that the teacher agrees with the content of the material.

ARTICLE XIX – ADDITIONAL WORKING CONDITIONS

A. Duty-free Lunch Period

On school days that are not special event days or shortened days, all teachers shall have a daily guaranteed thirty (30) minute duty-free lunch period scheduled as consecutive minutes during the time that the cafeteria is serving lunch. .

B. Teacher Preparation Period

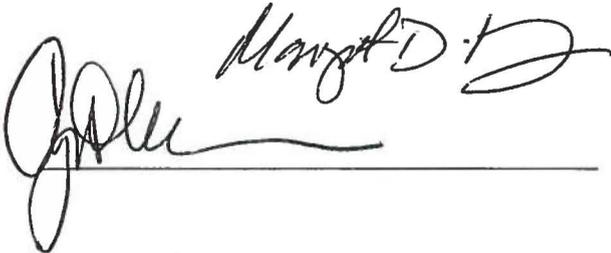
Teachers shall have a minimum of one (1) preparation period per day for teacher determined activities that is equal in length to an instructional period.

Teachers who are requested by an administrator to work during their preparation period, and voluntarily agree to do so, shall be paid at the homebound tutor rate.

C. Collaborative Planning

To the extent possible, teachers will be scheduled five (5) collaborative/team planning periods per week of at least 20 consecutive minutes of duration.

REDDING EDUCATION ASSOCIATION

 Margaret D. J.

Date: 12/5/17

REDDING BOARD OF EDUCATION



Date: 12/5/17

Appendix A
Redding 2018-2019 Salary Schedule

Step	BA	BA +15	MA	MA +15	MA +30	Ph.D.
1	\$49,118	\$50,877	\$54,052	\$56,124	\$58,344	\$63,422
2	\$50,314	\$52,073	\$59,738	\$61,197	\$66,969	\$67,901
3	\$52,619	\$54,460	\$62,796	\$64,537	\$70,276	\$71,210
4	\$54,925	\$56,845	\$65,854	\$67,876	\$73,585	\$74,521
5	\$56,078	\$58,038	\$67,127	\$69,546	\$75,239	\$76,176
6	\$57,231	\$59,231	\$68,399	\$71,215	\$76,893	\$77,831
7	\$59,535	\$61,617	\$71,456	\$74,554	\$80,201	\$81,142
8	\$61,841	\$64,001	\$74,514	\$77,892	\$83,509	\$84,452
9	\$62,993	\$65,195	\$75,928	\$79,562	\$85,163	\$86,108
10	\$64,145	\$66,388	\$77,342	\$81,231	\$86,817	\$87,763
11	\$66,451	\$68,776	\$80,401	\$84,570	\$90,126	\$91,074
12	\$70,131	\$72,586	\$83,459	\$87,909	\$93,434	\$94,385
13			\$86,746	\$91,248	\$96,742	\$97,694
14			\$90,759	\$94,587	\$100,050	\$101,005
15			\$93,277	\$97,825	\$103,346	\$104,316
16			\$96,094	\$100,779	\$106,467	\$107,466

Team Leaders and the SRBI Coordinators shall receive \$3,747 over and above their base salary during the 2018-2019 school year.

504 Coordinators shall receive \$3,426 during the 2018-2019 school year.

**Appendix A
Redding 2019-2020 Salary Schedule**

Step	BA	BA +15	MA	MA +15	MA +30	Ph.D.
1	\$49,118	\$50,877	\$54,052	\$56,124	\$58,344	\$63,422
2	\$50,314	\$52,073	\$59,738	\$61,197	\$66,969	\$67,901
3	\$52,619	\$54,460	\$62,796	\$64,537	\$70,276	\$71,210
4	\$54,925	\$56,845	\$65,854	\$67,876	\$73,585	\$74,521
5	\$56,078	\$58,038	\$67,127	\$69,546	\$75,239	\$76,176
6	\$57,231	\$59,231	\$68,399	\$71,215	\$76,893	\$77,831
7	\$59,535	\$61,617	\$71,456	\$74,554	\$80,201	\$81,142
8	\$61,841	\$64,001	\$74,514	\$77,892	\$83,509	\$84,452
9	\$62,993	\$65,195	\$75,928	\$79,562	\$85,163	\$86,108
10	\$64,145	\$66,388	\$77,342	\$81,231	\$86,817	\$87,763
11	\$66,451	\$68,776	\$80,401	\$84,570	\$90,126	\$91,074
12	\$71,884	\$74,401	\$83,459	\$87,909	\$93,434	\$94,385
13			\$86,746	\$91,248	\$96,742	\$97,694
14			\$90,759	\$94,587	\$100,050	\$101,005
15			\$93,277	\$97,825	\$103,346	\$104,316
16			\$98,497	\$103,299	\$109,128	\$110,153

Team Leaders and SRBI Coordinators shall receive \$3,784 over and above their base salary during the 2019-2020 school year.

504 Coordinators shall receive \$3,460 during the 2019-2020 school year.

Appendix A
Redding 2020-2021 Salary Schedule

Step	BA	BA +15	MA	MA +15	MA +30	Ph.D.
1	\$49,118	\$50,877	\$54,052	\$56,124	\$58,344	\$63,422
2	\$50,314	\$52,073	\$59,738	\$61,197	\$66,969	\$67,901
3	\$52,619	\$54,460	\$62,796	\$64,537	\$70,276	\$71,210
4	\$54,925	\$56,845	\$65,854	\$67,876	\$73,585	\$74,521
5	\$56,078	\$58,038	\$67,127	\$69,546	\$75,239	\$76,176
6	\$57,231	\$59,231	\$68,399	\$71,215	\$76,893	\$77,831
7	\$59,535	\$61,617	\$71,456	\$74,554	\$80,201	\$81,142
8	\$61,841	\$64,001	\$74,514	\$77,892	\$83,509	\$84,452
9	\$62,993	\$65,195	\$75,928	\$79,562	\$85,163	\$86,108
10	\$64,145	\$66,388	\$77,342	\$81,231	\$86,817	\$87,763
11	\$66,451	\$68,776	\$80,401	\$84,570	\$90,126	\$91,074
12	\$73,998	\$76,588	\$83,459	\$87,909	\$93,434	\$94,385
13			\$86,746	\$91,248	\$96,742	\$97,694
14			\$90,759	\$94,587	\$100,050	\$101,005
15			\$93,277	\$97,825	\$103,346	\$104,316
16			\$101,392	\$106,336	\$112,337	\$113,391

Team Leaders and SRBI Coordinators shall receive \$3,822 over and above their base salary during the 2020-2021 school year.

504 Coordinators shall receive \$3,495 during the 2020-2021 school year.

APPENDIX B
STUDENT ACTIVITY PROGRAMS

Teachers shall be compensated for extra-curricular student programs that take place beyond school hours as follows:

Position Title	2018-19	2019-20	2020-21
Academic Support Clubs	\$68	\$69	\$70
Art Club	\$50	\$51	\$52
Bus Dismissal P.M. (RES)	\$1,688	\$1,705	\$1,723
Chamber Ensemble Director	\$2,955	\$2,985	\$3,015
Chaperone	\$78	\$79	\$80
Chess Club	\$985	\$995	\$1,005
Debate Club	\$985	\$995	\$1,005
Early Morning JRMS Gym	\$3,481	\$3,516	\$3,552
Extended Bus Dismissal Duty P.M. (JRMS)	\$3,166	\$3,198	\$3,230
Extended School Year	\$73	\$74	\$75
Garden Club	\$985	\$995	\$1,005
Homebound Tutor	\$73	\$74	\$75
Homework Club	\$68	\$69	\$70
Jazz Band Director	\$2,955	\$2,985	\$3,015
JRMS Fall Play Director	\$1,675	\$1,692	\$1,709
JRMS School Newspaper	\$2,955	\$2,985	\$3,015
Kindness Club	\$50	\$51	\$52
Lego/Robotics	\$50	\$51	\$52
Math Club – JRMS	\$1,970	\$1,990	\$2,010
Non-Academic Activities	\$50	\$51	\$52
Odyssey of Mind	\$985	\$995	\$1,005
Peer Practice Coach	\$1,606	\$1,623	\$1,640
PMT Trainer	\$2,228	\$2,251	\$2,274
PD Workshop Presentations (during school day) Preparation time (hours to be mutually agreed upon)	\$53	\$54	\$55
PD Workshop Presentations (outside of school day) Preparation and Presentation time (hours to be mutually agreed upon)	\$73	\$74	\$75
RES Band (1 day/week)	\$1,478	\$1,493	\$1,508
RES Chorus	\$2,955	\$2,985	\$3,015
RES Orchestra	\$2,955	\$2,985	\$3,015
Select Chorus	\$2,955	\$2,985	\$3,015
Spring Musical Director	\$3,752	\$3,790	\$3,828
Spring Play Producer	\$3,752	\$3,790	\$3,828
Student Council Advisor	\$2,228	\$2,251	\$2,274
Student Council Sub-Committee	\$1,970	\$1,990	\$2,010

Summer Academy Advisor	\$984	\$994	\$1,004
Summer Enrichment Director	\$1,970	\$1,990	\$2,010
Technology Club w/Coding	\$50	\$51	\$52
Tuesday Zone	\$50	\$51	\$52
Video Announcements: Morning Show Producer	\$1,970	\$1,990	\$2,010
Webmaster	\$1,634	\$1,651	\$1,668
World Language Liaison	\$2,677	\$2,704	\$2,732
Writing Club (JRMS)	\$68	\$69	\$70
Yearbook Advisor	\$2,931	\$2,961	\$2,991

This is the base stipend to which the GWI will be added yearly. Notwithstanding the foregoing, for the collective bargaining agreement covering the period July 1, 2018 through June 30, 2021, the stipend schedule in this Appendix B shall reflect an increase of 1% in each of 2018-2019, 2019-2020, and 2020-2021. Rates will be rounded up to the next whole dollar amount.

The Redding Board of Education may make available additional funds for other optional student programs within both schools. Teachers who would like to implement a new club or program will submit a written proposal to the building administrator. If approved by the administrator, the club will run on a pilot status during the first year. The stipend rate shall be determined through mutual agreement between the administrator and association. The building administrator, with the assistance of the teacher, will evaluate the success of the club to determine if the club/program should continue during the next contract year. The position of advisor will be posted annually at a rate mutually agreed to between the administrator and association.

Teachers who implement approved programs shall be compensated at rate equal to the correlating position title listed in Appendix B.

APPENDIX C
REDDING BOARD OF EDUCATION
SABBATICAL LEAVE CONTRACT

I, _____, hereby agree, upon the completion of my sabbatical leave which will commence on _____, 20__, and end on _____, 20__, to return to an assignment in the Redding schools for a period at least equal to the length of my sabbatical leave.

I understand and agree that should I not perform this agreement, I shall repay to the Board of Education a sum equal to the amount of the payments which the Board made to me or on my behalf in connection with my sabbatical leave, plus such amounts as the Board may incur in collecting said amount from me, including reasonable attorney's fees. I further understand that I shall be released from this commitment should my failure to fulfill my obligations hereunder result from illness or disability (as determined by competent medical evidence), death or involuntary release from the position by the Board of Education.

It is also my understanding that this contract shall in no way preclude the right of the Board of Education to terminate my employment due to the elimination of position(s) resulting from a reduction in staff or for any other lawful reason. In such case, this contract shall become null and void.

_____, 20__ _____
Signature of Staff Member

_____, 20__ _____
Signature of Superintendent of Schools

Subscribed and sworn to before me this _____ day of _____, 20__.

(Seal) _____
Signature of Notary Public
My Commission Expires:

Signed at Redding, CT on _____, 20__.

FOR THE BOARD OF EDUCATION

FOR THE REA

APPENDIX D

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into between the Redding Education Association (REA) and the Redding Board of Education (Board) to accommodate the 2003 state law making holders of Durational Shortage Area Permits (DSAPS) members of the "teacher unit" as defined in the Connecticut Teacher Negotiation Act. To accomplish this, the parties agree as follows:

1. DSAP holders shall, effective upon signing and ratification of this Memorandum, become members of the REA bargaining unit as defined in Article I, Recognition, of the parties' collective bargaining agreement;
2. Salary and fringe benefits shall be granted to DSAP holders as per the collective bargaining agreement in like manner as regular certified professional employees who belong to the REA bargaining unit;
3. DSAP holders shall be subject to the terms and provisions of the parties' collective bargaining agreement, including the requirement of paying Association dues and fees or agency fee under Article XI, except in the following areas:
 - a. Article IV, Leaves of Absence: DSAP holders shall not be eligible for Sabbatical Leave or General Leave;
 - b. Article VII, Transfers and Assignments of Position: DSAP holders are hired for assignment to a specified durational shortage area, and thus shall not be subject to the provisions of this article. However, DSAP holders who also possess regular teaching certification may apply for a posted teaching vacancy provided that any appointment to a regular bargaining unit position which may be made to a DSAP holder will not be effective until the expiration of the DSAP assignment. It is recognized that the Administration may wish to keep the DSAP employee in his/her DSAP assignment as opposed to assigning the DSAP holder to a regular teaching position, and shall have the right to deny transfer or reassignment for that reason;
 - c. DSAP holders are not subject to the teacher tenure law and are at-will employees not subject to the provisions of Article XVI, Staff Reduction/Layoff/Recall or the Just Cause provisions of Article XIX, Miscellaneous, which provisions invoke the provisions of the tenure law. The employment of a DSAP holder will automatically end upon the expiration of the DSAP or DSAP assignment, without any action by the Board;
 - d. DSAP holders shall receive contractual jury duty, sick leave and personal leave benefits and shall have access to the grievance procedure;

- e. Since they are not certified teachers, DSAP holders are not subject to the school system's Teacher Evaluation Program.
- f. Unless extended by mutual written agreement of the parties, this Memorandum of Agreement shall remain in effect coterminous with the collective bargaining agreement effective in 2009, but it may be altered or amended at any time by the mutual written agreement of the parties.

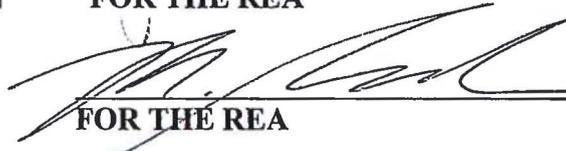
Signed at Redding, CT on 1/21, ²⁰¹⁵2009.



FOR THE BOARD OF EDUCATION



FOR THE REA



FOR THE REA