

**PROFESSIONAL AGREEMENT**

**BETWEEN**

**WILLINGTON BOARD OF EDUCATION**

**AND**

**WILLINGTON EDUCATION ASSOCIATION**

**July 1, 2025 through June 30, 2028**

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## **PREAMBLE**

This Agreement may be changed by the mutual consent of both parties. Such mutually consented change shall be in writing. Any prior agreement between the parties in conflict with this Agreement is hereby superseded by this Agreement.

## **DEFINITIONS**

As used in this Agreement, the following terms shall have the respective meanings as set forth below:

"Board"	The Board of Education of the Town of Willington, Connecticut.
"Superintendent"	The Superintendent of Schools for the Town of Willington, Connecticut or their designee.
"Association"	The Willington Education Association
"Teacher"	All personnel as defined in Article I, Recognition.
"Association Representatives"	The duly designated representatives of the Willington Education Association.
"PR&R"	The Professional Rights and Responsibilities Committee of the Willington Education Association.

## **ARTICLE 1**

### **RECOGNITION**

- A. The Board recognizes the Association as the exclusive bargaining agent for all certified professionals who are employed by the Board in positions requiring a teaching or other certificate issued by the State Department of Education or a Durational Shortage Area Permit (DSAP) and are not included in the administrator's unit or excluded from the purview of Connecticut General Statutes, 10-153a to 10-153g, inclusive. Such personnel are hereinafter referred to as "teachers."
- B.
  - 1. Employees holding a DSAP shall be covered by all terms and conditions of the collective bargaining Agreement, except as follows:
    - a. Teaching Assignment, Transfer, and Vacancy, Article 8, paragraphs B, C.
    - b. Contract Termination and Recall Procedures Upon Elimination of Staff Position, Article 13.
  - 2. A DSAP holder shall not accrue seniority or length of service for any purpose in the Willington school system. Notwithstanding the foregoing, if a DSAP holder becomes certified as a teacher and is retained by the Board, with no break in service, as an employee after receiving such certification, then the individual shall be credited with seniority and length of service for all purposes under this Agreement, retroactive to the first date of hire by the Board in the DSAP position.

3. DSAP holders are not subject to the teacher tenure law and are at-will employees. The Board shall have the right to non-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. If the DSAP employee is not non-renewed and/or terminated their employment shall automatically end at the end of the school year during which the DSAP was applicable.

## **ARTICLE 2**

### **BOARD PREROGATIVES**

All rights, powers, authority and prerogatives of the Board shall continue to remain exclusively vested in the Board unless specifically limited by express provisions of this Agreement.

## **ARTICLE 3**

### **GRIEVANCE PROCEDURE**

- A. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to problems which may arise affecting the welfare or working conditions of teachers. Both parties agree that proceedings shall be kept as confidential as is appropriate.
- B. Definitions
  1. Grievances shall fall under two categories as follows:
    - a. "General Grievance" shall mean a claim based upon an event or condition which affects the welfare or conditions of employment of a teacher or group of teachers. A general grievance may be processed through the Board level.
    - b. "Specific Grievance" shall mean a claim that there has been a violation, misapplication, or misinterpretation of a specific provision of this Agreement. A specific grievance may be processed through binding arbitration.
  2. "Grievant" shall mean the person, group of persons or Association.
  3. "Party in Interest" shall mean the person or persons making the claim, including their designated representative as provided for herein.
  4. "Days" shall mean days when school is in session, and shall include all days when teachers are to report to work.
  5. "Immediate Administrator" shall mean the administrator who is responsible for administering evaluation under the Willington evaluation plan.
- C. Time Limits
  1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each step shall be considered as a maximum. The time limits specified may, however, be extended by written agreement of the parties in interest.



2. If a grievant does not file a grievance in writing within fifteen (15) school days after they knew, or should have known, of the act or conditions on which the grievance is based, then the grievance shall be considered to have been waived.
3. Failure by the grievant at any level to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level.

D. Informal Procedures

1. If a grievant feels that they may have a grievance, they shall initially discuss the matter with their immediate administrator in an effort to resolve the problem informally. They shall have the right to have an Association representative assist in this initial effort.
2. If the grievant is not satisfied with such disposition of the matter, they shall have the right to have the Association assist him/her in further efforts to resolve the problem informally with the immediate administrator.

E. Formal Procedure

1. Level One - Immediate Administrator

- a. If the grievant is not satisfied with the outcome of informal proceedings, they may present their claim to their immediate administrator as a written grievance which states the specific contract article and section which they allege has been misinterpreted, misapplied or violated.
- b. The immediate administrator shall, within five (5) days after receipt of the written grievance, render a decision and the reasons therefore in writing to the grievant with a copy to the Association President(s).

2. Level Two - Superintendent of Schools

- a. If the grievant is not satisfied with the disposition of their grievance at Level One, they may within three (3) days after the decision, or within eight (8) days after their formal presentation, file their written grievance with the Association for referral to the Superintendent of Schools.
- b. The Association shall, within five (5) days after receipt, refer the grievance to the Superintendent, but prior to so doing, the Association shall provide an opportunity for the aggrieved teacher to meet with the appropriate Association committee to review the grievance.
- c. The Superintendent shall, within ten (10) days after receipt of the referral, meet with the grievant and with representatives of the Association for the purpose of resolving the grievance.
- d. The Superintendent shall, within five (5) days after the hearing, render a decision and the reasons therefore, in writing to the grievant, and copy the Association.

3. Level Three - Board of Education

- a. If the grievant is not satisfied with the disposition of their grievance at Level Two, they may, within three (3) days after the decision, or within eight (8) days after the hearing, file the grievance again with the Association for appeal to the Board of Education.
- b. The Association shall, within three (3) days after receipt, refer the appeal to the Board of Education. Referral shall be by certified letter addressed to the Chair of the Board of Education.
- c. The Board of Education shall, within ten (10) days after receipt of the appeal, meet with the grievant and with representatives of the Association for the purpose of resolving the grievance.
- d. The Board shall, within five (5) days after such meeting, render its decision and the reasons therefore in writing to the grievant, with a copy to the Association.

4. Level Four - Arbitration

- a. If the grievant is not satisfied with the disposition of their grievance at Level Three, they may, if the grievance is based on alleged violation of specific terms of this Agreement, within three (3) days after the decision, or within eight (8) days after the Board meeting, request in writing to the President of the Association that the grievance be submitted to arbitration.
- b. The Association may, within five (5) days after receipt of such request, submit the grievance to arbitration by notifying the Board in writing. This notice shall be by certified letter addressed to the Chair of the Board.
- c. The Chair of the Board and the President of the Association shall, within five (5) days after such written notice, jointly select a single arbitrator who is an experienced and impartial person of recognized competence. If the parties are unable to agree upon an arbitrator within five (5) days, the American Arbitration Association shall immediately be called upon to select the single arbitrator, pursuant to the then applicable rules of that Association.
- d. The arbitrator selected shall confer promptly with representatives of the Board and the Association, shall review the record of prior hearings, and shall hold such further hearings with the grievant and other parties in interest as they shall deem requisite. The arbitrator shall hear and decide only one grievance in each case.
- e. The arbitrator shall, within thirty (30) days after the completion of the hearing, render their decision in writing to all parties in interest, setting forth their findings of fact, reasoning, and conclusions on the issues submitted. The arbitrator shall be bound by the American Arbitration Rules. They shall have no power to add to,



delete from, or modify in any way any of the provisions of this Agreement. The decision of the arbitrator shall be final and binding upon all parties in interest.

- f. The costs for the services of the arbitrator shall be borne equally by the Board and the Association.

F. Rights to Representation

1. No reprisals of any kind shall be taken by either party or by any member of the administration against any participants in the grievance procedure by reason of such participation.
2. Any party in interest may be represented at Level Two and Three of the formal grievance procedure by a person of their own choosing, except that they may not be represented by a representative or by an officer of any teacher organization other than the Association. When a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the procedure. Only the Association can advance a grievance to the Arbitration stage of the grievance process.
3. The Association may, if desired, call upon the professional services of the Connecticut Education Association for consultation and assistance at any stage of the procedure.

G. Miscellaneous

1. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
2. Forms to be used for filing and processing grievances shall be prepared cooperatively by the Association and the Administration.
3. When a meeting or hearing is scheduled during a school day by the Superintendent or Board pursuant to Level Two or Three of the grievance procedure, persons whose attendance at such meeting or hearing is deemed necessary by the Professional Rights and Responsibilities Committee, including witnesses, if any, shall be released without loss of pay or leave in order that they may attend. The number of witnesses to be called upon at any one time shall be scheduled so as not to be disruptive to the ongoing operation of the school.
4. Obligation of Teachers: This is the official mutually agreed upon procedure by which teachers register grievances and teachers will proceed exclusively with this procedure.

**ARTICLE 4**

**LEAVES OF ABSENCE**

A. Sick Leave

1. Teachers shall be entitled to sick leave for personal illness with full pay up to fifteen (15)

working days in each year. Personal illness may include but not be limited to any day or any half-day in which the teacher visits a health care provider or complex for the purpose of preventive care, health treatment, or rehabilitation treatment. When less than a half day is needed for sick leave and coverage by a substitute teacher, by an administrator or by a staff member is not required, the Administration may approve a request for this leave and such leave shall not be counted against the teacher's sick leave allotment. Up to eight of the fifteen days may be charged off to family exigencies as defined below, without loss of pay.

Sick leave for personal illness, when not used in any year, shall be accumulated up to 180 days. Regardless of accumulated sick leave, no more than eight days may be used for family exigency in a given year.

2. The words, "family exigency" shall be interpreted to encompass the following reasons for absence.
  - a. The illness of a family member. (Defined as "immediate family" in Paragraph C. of this Article.)
  - b. Quarantine.

B. Personal Leave

1. All employees under this contract of the Willington Public Schools shall be entitled to and shall be allowed up to four (4) days of absence during each school year to be used for such purpose as may be determined by the individual employee on any school day of his or her choice without loss of pay. The teacher must provide his or her immediate supervisor with written notice of the leave at least two school days before the actual leave day unless it is an emergency.
2. No personal leave shall be granted on a professional development day unless an emergency situation exists and the Superintendent reviews and approves the request.
3. Personal days may not be taken attached to a long weekend or school vacation unless permission is granted by the superintendent.
4. Any personal days not used by the end of the year will be converted to sick days in the following year.

C. Bereavement Leave

Teachers shall be entitled to up to five (5) days per year with full pay for death in the immediate family. (Immediate family shall be defined to include parents, grandparents, spouse, in-laws, siblings or children of the teacher, or any other person residing in the teacher's home.) Leave for attendance at funerals for other than immediate family shall be



considered on an individual basis.

D. Educational Leave

Teachers may be entitled to up to two (2) days per year with full pay for attendance at professional conferences or institutes of an educational nature, approved by the Superintendent in advance. The maximum amount of professional course fees that will be reimbursed to each teacher is \$400 per year.

In certain circumstances the Superintendent, in collaboration with the building principal, may approve a teacher request for more than 2 conference days in a given work year, and/or approve a teacher request for reimbursement of more than \$400 in conference fees if the Superintendent determines it is in the best interest of students and the district for the teacher to attend.

E. Jury Duty

Although it is agreed that the presence of the teacher at school is extremely important to the learning process, it shall be the personal decision of each staff member as to whether or not to apply for exemption from jury duty. A teacher who is not excused from jury duty shall receive the necessary leave to fulfill this legal obligation. This leave shall not be deducted from sick leave or from personal days. The staff member shall receive a rate of pay equal to the difference between the professional salary and the jury fee. If relieved from duty after one-half day, they must return to work.

F. Childrearing Leave

Any teacher may be entitled, upon written request submitted to the Board of Education, to an extended leave without pay for purposes of childrearing not to exceed one calendar year, apart from any period of childbirth disability leave with pay. Such employee may be entitled to such leave for any school year, or reasonable requested portion thereof, with limitation as set forth in section F. 3 below in which the child is born, adopted, or fostered, or for the purposes of childrearing.

1. Childrearing leave, like other extended leaves, shall be subject to the following provisions:
  - a. Employees requesting leave shall submit not less than sixty (60) days' written notice of the anticipated date of ending performance of duties.
  - b. Any teacher granted childrearing leave will be guaranteed a position upon return for which the teacher is qualified and certified. The teacher is not guaranteed the same position they held prior to accepting leave.
  - c. Childrearing leave requested for less than a complete school year must begin and end concurrently with the beginning and/or end of a semester or student grading

period, unless the Board in its discretion authorizes a different leave period.

- d. All insurance and other employee fringe benefits, including payments to the State Teachers' Retirement System, shall be paid by the teacher on leave, except the Board will pay its share of health benefits for the first twelve weeks of the leave.
2. Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth and recovery therefrom, shall be treated as temporary disabilities for all job-related purposes. (The term "temporary disability" shall be interpreted as being within the meaning of the term "sick" as used in Section 10-156 of the Connecticut General Statutes.)
3. Accumulated sick leave shall be available for use during periods of such disability.
4. Disability leave beyond any accumulated sick leave shall be available, without pay, for such reasonable further period of time as a female employee is determined by her physician to be disabled from performing the duties of her job because of pregnancy or conditions attendant thereto.
5. Policies involving commencement and duration of leave, the availability of extensions, the accrual of seniority and other benefits and privileges, protection under health or temporary disability plans, and payment of sick leave shall be applied to disability due to pregnancy or childbirth on the same terms and conditions as they are applied to other temporary disabilities.
6. Pregnancy or childbirth shall not be the basis for termination of employment or compulsory resignation.

G. Physical Examinations

In accordance with Connecticut General Statute 10-207, the Board of Education may require an employee to provide a statement from their physician when requested to do so indicating the anticipated date the employee who is ill or disabled will return to work and either the nature of the illness or the disability or the fitness of the employee to return to work. An examination may be requested by the school's medical advisor when in their opinion such examination is necessary for the protection of health. The Board may require an employee to undergo an examination by a Board-appointed physician to verify this information. The Board shall assume the full cost of any medical examination which it or its school medical advisor requests, including psychological and psychiatric examinations, provided that such physical or psychiatric examinations may only be required by the school medical advisor.

H. Emergency Leave

The Board may provide personal leave or bereavement leave in excess of the limits defined in this article in the event of an emergency situation. Each application shall be reviewed by



the Board on a case by case basis, and no case shall be precedential for any future case. The granting or denial of emergency leave shall not be subject to the grievance procedure.

- I. The Board will count any leaves of absence set forth in this Article that are subject to the provisions of the Family Medical Leave Act ("FMLA") against any teachers' FMLA accumulation, whenever permitted by law.

## **ARTICLE 5**

### **SICK DAYS BANK**

- A. Each teacher in the Willington School System may contribute one day of their sick time to the Sick Days Bank each year. Any commitment to the bank must be made by September 30 of the school year, or for new employees within 30 calendar days of signing their contract. All bargaining unit members will receive a notification of the donation period on or before the date of their first paycheck from the Willington School System. The Association President shall receive a report on sick leave bank activity upon request. Days are noncumulative from academic year to academic year.
- B. Any teacher in the Willington School System who has used up their own quota of sick days may apply for days from the bank so long as that teacher has already made a contribution to the bank during the same academic year. These days may be granted only in situations of extreme hardship or extenuating circumstances. The decision regarding the granting of days will be made by a panel composed of two members of the Board of Education and two members of the Willington Education Association. The panel making decisions regarding sick leave bank requests has discretion to award all, some or none of an individual teacher's request. The decision of the panel is not subject to the grievance procedure.
- C. Unused days in the bank shall not accumulate from year to year, and such unused sick days shall be eliminated at the end of the year. Sick leave contributions, once made, shall not be subject to recall by the contributing teacher. In the event not all sick days from the bank are utilized during a school year, remaining said days shall not be returned in any form to the contributing teachers and shall be eliminated.
- D. In order to ensure an equitable review of each teacher's request to use the sick leave bank, teachers seeking to use the sick leave bank must present their request to the Office of the Superintendent of Schools between June 1 and June 10 of the year the sick leave bank is to be accessed. In the event of a sudden or unforeseen illness or injury making it necessary for a teacher to request days after June 10, the teacher will make such request for reimbursement as soon as possible, but prior to the end of the school year, so payment may be made prior to the end of the Board's fiscal year on June 30.

**ARTICLE 6**  
**SABBATICAL LEAVE**

The Willington Board of Education will consider application for a sabbatical year leave for teachers employed in the Willington Public Schools for a minimum of seven (7) consecutive years. The sabbatical leave must be devoted to professional improvement as detailed in a planned program of study, of combined travel and study, of research, or of writing and publication, which program is designed to increase the professional competency, knowledge, and stature of the teachers and to reflect credit upon the system.

The Board of Education agrees to continuance of contract on a sabbatical basis including maintenance of position and placement on salary schedule.

The Board of Education agrees to pay a sabbatical leave stipend based upon 50% of due salary. The teacher on sabbatical leave shall receive the benefits to which they would be entitled if they were actively teaching.

The teacher participating in sabbatical leave shall contract to the Willington Public Schools for a minimum of two years immediately following the sabbatical year and shall enter into a promissory note to that effect before they commences the sabbatical leave.

In the event that a teacher returns for less than the two year minimum they shall compensate the Board the amount of the promissory note on a prorated basis for the time not contracted.

No more than one sabbatical leave application will be approved in any one school year. No teacher will be granted more than one sabbatical leave during their tenure in the Willington Public Schools.

Application for sabbatical leave shall be made by December 1 of the prior school year. Detailed plans for the sabbatical must be submitted by March 1 of the prior school year and shall include a detailed plan of how the knowledge acquired by the teacher on sabbatical leave will be utilized in the Willington School System.

The award of sabbatical leave is at the discretion of the Board of Education. Its decision shall be final. Criteria including, but not limited to the following shall be used by the Board in its consideration of applications: sabbatical year plan, needs of the school system, the applicant's past and potential contribution to the school system, and budget considerations.



## **ARTICLE 7**

### **JOB DESCRIPTION**

Job Descriptions shall exist for all positions held by members of the bargaining unit covered by this Agreement. The job descriptions shall be written by the Administration and approved by the Board.

## **ARTICLE 8**

### **TEACHING ASSIGNMENT, TRANSFER AND VACANCY**

#### **A. Teaching Assignments**

1. Teaching assignment shall be defined as any certified teaching position to which a teacher may be assigned within each individual building.
2. Position shall include the school to which a teacher is assigned, the grades and/or subjects they will teach and any special or unusual classes.
3. Teachers shall be notified in writing of any changes in their programs and schedules for the ensuing school year, including the schools to which they will be assigned, the grades and/or subjects that they will teach, and any special or unusual classes or assignments that they will have. In the event of a change in circumstances or conditions during the months of May through August, such assignments may be changed with prompt notice in writing to the teacher, with a minimum of thirty (30) days notice prior to the start of the teaching assignment whenever feasible. Any such assignment which constitutes a transfer will be dealt with in accordance with the provisions of Article 8. B. of this Agreement.
4. For the purposes of this article, teachers who are assigned to both buildings, shall consider their assignment to be the building where the administrator has been assigned to be primarily responsible for the teacher's evaluation.

#### **B. Teacher Transfer**

1. Teacher transfer shall be defined as the voluntary or involuntary placement of a teacher into a position for which the teacher is certified within another building.
2. Voluntary Transfer
  - a. Teachers who desire to transfer to another building shall file a written statement of such desire with the Superintendent not later than May 1.
  - b. Notice of transfer shall be given to the teacher as soon as practicable and under normal circumstances not later than June 1.
3. Involuntary transfers shall not be effected or announced without a prior personal conference between the teacher involved and the Superintendent, at which time the teacher shall be notified of the reasons for transfer. Involuntary transfers shall not be

arbitrary or capricious, and will be based on the best interests of the school system with seniority as a factor to be used when determining an involuntary transfer. The involuntary transfer shall be subject to the grievance procedure. At the time the teacher is notified of involuntary transfer, they shall be informed of the right to have an Association representative present at any meeting to discuss the transfer.

C. Vacancies

The Superintendent shall observe the following procedure whenever a teaching vacancy occurs caused by retirement, death, resignation, termination or the creation of a new position.

1. Notification

- a. Notice of the vacancy (ies) including any special requirements, will be provided to all teachers prior to advertising outside the system. Such notice shall be by means of posting via the school district's electronic mail (e-mail) system.
- b. Notices of all teaching vacancies will be provided to the President of the Association prior to advertising outside the system.

2. Deadlines

In order to provide opportunity for internal and external candidates to apply for teaching vacancies, deadlines for applications shall be at least seven days following the date of the first website publication of the first notice of the vacancy.

**ARTICLE 9**

**SPECIAL SCHOOL PROGRAMS**

- A. The provisions in this article apply to summer school, night school and homebound instruction.
- B. Subject to special requirements of the program position, openings shall be filled on the basis of competence and experience, and other things being equal, preference shall be given to qualified personnel from the regularly appointed teaching staff in the Willington school system.

**ARTICLE 10**

**STIPEND POSITIONS**

- A. Position, as used in this article, is defined as any supervisory or administrative position covered by this Agreement which pays a salary differential or involves an additional or higher level of responsibility.
- B. Vacancies which are to be filled in positions (as defined above) caused by death, retirement, termination, resignation, or by the creation of a new position shall be filled by the Board, after the existence of the position is publicized by the posting of a notice via the school district's



electronic mail (e-mail) system at least two weeks in advance. Where the need to fill a vacancy or position arises during the summer months, notification shall be made through the school district's electronic mail (e-mail) system.

- C. All positions listed in Appendix B, Extra Pay Schedule that are funded by the Board, shall be posted annually via the school district's electronic mail (e-mail) system. Any teacher interested in a position shall express such interest in writing in keeping with each posting. Appointments to extra pay positions are for one year only. Any teacher wishing to be considered for reappointment or appointment shall notify the Superintendent in writing by May 1 of each year. Appointments are made at the discretion of the Superintendent of Schools and are not subject to the grievance procedure. Nothing in this Agreement requires the filling or funding of such positions. The superintendent may add new stipend positions as needed following a communication to the union president.

## **ARTICLE 11**

### **WORKDAY**

A. Contractual Work Day

1. The contractual workday for teachers will be seven (7) hours and twenty (20) minutes a day so long as the duties and responsibilities as defined in the job description are performed. (It is understood that the student day will be seven (7) hours per day.) Each building principal shall determine annually, based on student needs, including transportation, when the wraparound period begins in their building and when it ends. Teachers are expected to be available for other meetings as described in Article 12.
2. Should the Board, in its discretion, determine that individual teachers or selected groups of teachers who are to be present beyond the established workday or work year from the remainder of the staff (e.g., inservice, staff/curriculum development, etc.), the teachers affected shall be compensated on a per diem basis calculated based on their current salaries. The workday for such duty shall be capped at four (4) hours per day with the opportunity for additional hours approved by the superintendent.

B. Duty Free Lunch

All teachers shall have a thirty (30) minute uninterrupted duty-free lunch period daily.

C. Professional Period

Each teacher will have guaranteed to him or her at least two hundred forty (240) minutes of preparation time distributed over six (6) periods each week. Of the two hundred forty (240) minute allotment, at least eighty (80) minutes shall be self-directed. When reasonable, one professional period will be assigned per day. A professional period is a period when a teacher participates in planning and placement team meetings; team meetings; confers with support personnel in regard to their students' programs and progress; meets in regard to

staff development, curriculum development/ coordination, and implementation of the teacher evaluation plan; prepares for classes, corrects papers, and reviews lesson plans. Teachers will not be assigned any classroom supervision during this period unless there is a teacher absence and a substitute cannot be obtained, or a similar emergency exists. Administrators will do their best to rotate through staff utilized to provide coverage.

The district administration understands the value of professional planning time and will make an effort to provide a balance between teacher-directed time and administrator-directed time.

D. In-Building Substitutes

In the event that a teacher is required to cover a classroom for an absent teacher during their preparation period, said teacher shall be compensated at forty dollars (\$40) per period. Record of said coverage will be maintained by the building principal. No payment shall be made unless this results in a teacher's weekly planning time being reduced below the time provided for in article 11-C.

E. Employment Year

The scheduled employment year for teachers will be 188 days. The student year shall be 182 days. Four (4) in-service professional days shall be mutually determined by the administration and staff development committee. In the event that the days cannot be mutually agreed upon, the administration shall have final authority.

The teacher work day contiguous with the opening of the work year and the work day contiguous with the end of the work year shall not be student contact days. One and one-half (1.50) of the two work days contiguous with the opening and the end of the work year shall be used exclusively for teacher preparation for the opening of school (one-half day) or the closing of school (one day). No staff meetings or other meetings shall be scheduled by the administration or any other group or individual on this day, except that the Superintendent or their designee may assign teachers on one-half (.50) of the above described contiguous non-contact day to attend in-service programs, professional development meetings or other educational activities in the best interest of the school system.

## **ARTICLE 12**

### **MEETINGS**

- A. Teachers shall be required to attend all faculty and team meetings and parent conferences. Teachers are expected to be available for professional meetings during after school hours, including faculty meetings, curriculum study meetings, teacher collaboration meetings, workshops and in-service education meetings, for up to a total of twenty hours. Teachers in one level may be required to attend meetings with teachers in another level for the purpose



of addressing issues related to vertical integration and transition.

Any teacher so desiring may leave after-school meetings at the end of one hour for good reason, with the permission of the administrator conducting the meeting.

Teachers will be present during the entire length of in-service days, unless excused for good reason by the administrator conducting the in-service. In-service days held on site will not be longer than the regular contract workday.

- B. The administration shall post one week in advance notice of any evening meetings. Attendance at these meetings shall be at the option of the individual teacher. Any teacher not planning to attend said meeting shall notify the administration within forty-eight (48) hours of posting.
- C. Teachers shall be required to attend up to four evening meetings a year, exclusive of any PPT's. Teachers holding stipend positions with pay up to \$1,500 may be required to attend one additional evening meeting a year and teachers holding stipend positions with pay exceeding \$1,500 may be required to attend up to six evening meetings. Teachers shall be required to attend out-of-hours PPT's as necessary. To the extent possible, and in compliance with the mandates of state and federal special education law, the school administration will schedule PPT meetings during the teacher work day.
- D. With regard to committees, teacher's participation shall be on a voluntary basis.

### **ARTICLE 13**

#### **CONTRACT TERMINATION AND RECALL PROCEDURES**

##### **UPON ELIMINATION OF STAFF POSITIONS**

##### **A. General Statement of Procedure**

It is recognized that under Sections 10-220 and 10-4a of the Connecticut General Statutes, the Board of Education has the responsibility to maintain good public elementary and secondary schools and to implement the educational interests of the state. However, recognizing also that it may become necessary to eliminate certified staff positions in certain circumstances, the procedure of this article is adopted to provide a fair and orderly process should such eliminations become necessary.

##### **B. Reasons for Elimination of Certified Staff Positions**

It is recognized that the Board of Education has the right and responsibility to eliminate certified staff positions, consistent with the provisions of the State statute, providing such elimination does not result in a failure in its duty as a state agency to implement the educational interests of the State and to provide good public elementary and secondary schools. Elimination of certified staff positions may result from decreases in student enrollment, changes in curriculum, severe financial conditions, or other circumstances as determined by the Board of Education.

C. Exclusions

Any teachers temporarily employed in a vacancy created by a staff member on a leave provided by this Agreement shall be excluded from the terms and conditions of this article.

D. Procedure

1. The Board of Education can exercise its right and responsibility to reduce the number of staff positions without determining which teacher contracts will be terminated, if any, or what other staffing changes will be made to effectuate the purpose of position elimination. When reductions in staff occur, such reductions are first handled through the process of staff attrition.
2. When, in the judgment of the Board of Education, it becomes necessary to reduce the number of teachers, a general notice to this effect will be released to all staff.

The following criteria will be used to select those employees whose contracts are to be considered for termination as a consequence of elimination of certified staff positions:

- a. Tenure status: If a teacher has attained tenure status, their contract of employment may be terminated if their position is eliminated, but only if there is no other position available in the school system for which the teacher is certified and qualified. Therefore, teachers who have acquired tenure will have first preference for retention in positions for which they are certified and qualified.

For purposes of this Article "qualified" is defined as having attained the necessary certification and having taught in a Connecticut public school system within the area of assignment (defined as K-6 or 5-8) for at least one (1) school year within the last five (5) years, or possession of other relevant factors as determined by the Superintendent, provided that a tenured teacher shall be permitted to "bump" a nontenured teacher despite not having met the above prior teaching experience requirements so long as the tenured teacher is certified to displace the nontenured teacher.

Therefore, teachers who have acquired tenure status will be entitled to positions for which they are certified and qualified, including positions held by nontenured teachers in addition to positions which are open and available. A determination as to which position, if any, a tenured teacher shall be placed in shall be made by the Superintendent of Schools.

- b. Other criteria: Within the separate categories of tenured teachers and nontenured teachers, the following criteria will be considered in priority ranking:
  - 1) Total years of experience in Willington as determined by date of signed Individual Teacher Contract should a tie exist;
  - 2) Total years of experience in teaching;



- 3) Years of experience in position in Willington;
- 4) Area of certification;
- 5) Teaching and administrative experience in other positions which may become available;
- 6) Degree status.

c. In the event that all of the above criteria are found to be equal, qualifications and ability, as determined by the evaluations of the teacher's performance shall be used as the final criteria.

3. If the Board of Education considers termination of the contract of a teacher, it shall authorize the Superintendent to notify the teacher in writing that termination of their contract is under consideration. Such initial notice shall comply with the provisions set forth in Section 10-151 of the Connecticut General Statutes.

E. Policy Provisions Not Applicable to Promotions

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

F. Recall Procedures

1. If the contract of employment of a tenured teacher is terminated because of elimination of position, the name of that tenured teacher shall be placed on a reappointment list and remain on such list for a period of eighteen (18) calendar months unless such teacher obtains employment as a public school teacher by another board of education during that period. A nontenured teacher shall remain on the recall list for a period of fifteen (15) months under the same conditions described above. If a position becomes open during such a period, and the teacher has been selected by the Board of Education as the person on the recall list who is certified and most qualified as defined in Article 13, D, 2 to hold that position, then the teacher will be notified in writing by registered mail, sent to the last known address, at least thirty (30) calendar days prior to the anticipated date of reemployment, where possible.

In determining whether a teacher is qualified for reappointment, the Board of Education shall consider the criteria as set forth in Part 2 above. The teacher shall accept or reject the appointment in writing within seven (7) calendar days.

2. If the appointment is accepted, the teacher shall receive a written contract within twenty (20) calendar days of receipt of the teacher's reply by the Board of Education. If the teacher rejects the appointment offer, or does not respond to this procedure within seven (7) calendar days, then the name of the teacher will be removed from the recall list.

3. Teachers may grieve the misapplication of this Article, but the provisions and procedures as written are not subject to the grievance procedure.

#### **ARTICLE 14**

##### **INCENTIVE PAY**

- A. Staff members in the following situations will be eligible for \$1,000 or 50% of the cost of the course, whichever is lower, up to a maximum of \$2,000 per year: (1) who seek a master's degree (2) who seek a sixth-year certificate, (3) who seek credits beyond said sixth-year certificate, or (4) who earn additional credits beyond a master's degree and/or sixth-year certificate in annually designated subject areas and/or skill areas. Items (1) and (2) require a degree related to education, and courses related to items (3) and (4) must be approved by the superintendent.
- B. If a teacher is reimbursed for courses by an outside agency or group, the teacher shall not be reimbursed by the Board. Courses for which staff members plan to seek reimbursement are to be approved in advance with the Superintendent, must be part of the teacher's plan of study, and a teacher must receive at least a "B" grade for the entire course.

#### **ARTICLE 15**

##### **SALARIES**

- A. The salary schedule(s) is/are set forth in Appendix A-2 of this Agreement, attached hereto and made part of this Agreement.
- B. Teachers shall be paid every other Friday of the month beginning in September.
- C. A teacher shall have twenty-six (26) salary payments.
- D. In the event that there are twenty-seven (27) pay periods in a school year, September 1 to August 31, the systems accountant shall have the authority to make twenty-seven (27) equal payments instead of twenty-six (26) equal payments.



**ARTICLE 16**  
**DEGREE DEFINITION**

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

<i>Bachelor</i>	A baccalaureate degree earned at an accredited college or university.
<i>Master</i>	A master's degree relevant to the profession of teaching earned at an accredited college or university
<i>Master's + 15</i>	A master's degree relevant to the profession of teaching earned at an accredited college or university, and the completion of fifteen (15) credits either (a) earned at an accredited college or university beyond the master's degree in a non-degree program comprising a coherent sequence relevant to teaching as determined in prior consultation with the Superintendent or their designee; or (b) the completion of fifteen (15) additional credits beyond said degree in annually designated subject areas and/or skill areas that the Superintendent has determined to be critical for the instruction of Willington students.
<i>Sixth Year or Master +30</i>	A second master's degree in a discipline other than the discipline in which the initial master's degree was attained; the completion of thirty (30) credits earned at an accredited college or university beyond the master's degree in a non-degree program comprising a coherent sequence relevant to teaching as determined in prior consultation with the Superintendent or their designee; a "Sixth Year Certificate" from an accredited college or university; or a MSW Degree and relevant state licensure in Social Work (e.g. , LCSW)
<i>Doctorate</i>	A doctorate degree, excluding the M.D. and J.D., earned at an accredited college or university.

All advanced degrees earned after June 30, 2005 that are to be used to receive credit on the professional salary schedule based upon earning said degrees at an accredited college or university as provided above, must be earned at a college or university that requires teachers to regularly attend courses at the institution or any established branch. Where the institution or branch normally requires actual physical attendance at courses, "on-line" courses that are offered by the institution and approved by the Superintendent, are acceptable for degree advancement. Notwithstanding the above language, the majority of a teacher's course credits through an accredited college or university for purposes of Article 16 may be earned from "on-line" courses if the teacher has submitted written notice to the Superintendent in advance of enrolling in such a college or university's program and the Superintendent, in the exercise of their complete discretion, has approved the teacher's plan of study for an advanced degree.



## **ARTICLE 17**

### **PLACEMENT ON THE SALARY SCHEDULE**

All teachers shall be placed on the appropriate step on the salary schedule, taking into consideration the following:

- A. Degree status as defined under "Degree Definitions" Article 16.
- B. Upon notification to the Superintendent's Office of a new degree status and upon submission of appropriate transcripts or other satisfactory evidence, adjustment in the salary of the teacher will be made, effective the next September.
- C. In the initial placement of new staff members, credit for previous teaching experience in public, private, and military dependency schools, provided that such experience shall have been continuous service of at least one school year, shall be granted at the discretion of the Board.
- D. In general, a teacher who is new to the Willington School System shall be placed on the appropriate step that correlates with their credited years of teaching experience, except when an external candidate is hired to fill a shortage area position or a current teacher is hired to fill a new or vacant position in a shortage area subject as identified by the State Department of Education. In such cases, the Superintendent may establish a baseline credit of three (3) years of teaching experience before calculating the employee's actual years of experience.
- E. For a teacher to advance on the salary schedule, they must actually teach 90 days or more in the school year.

## **ARTICLE 18**

### **FRINGE BENEFITS**

- A. The Board shall provide for all eligible teachers the following:
  - 1. One (1) medical insurance option shall be available: High Deductible Health Plan with a Health Savings Account (H.S.A.), which is described in Appendix C.
  - 2. Dental including family, \$1,000 per individual per calendar year maximum:
    - a. Preventive                      100%   - no deductible
    - b. Basic                              100%   - in network
    - 80%   - out of network
    - c. Major                              60%   - in network
    - 50%   - out of network

This dental insurance coverage will be provided through Guardian Dental or through other means that are substantially equivalent in benefits, coverage and administration.

- 3. Group Life Insurance Coverage - each teacher shall be eligible for \$100,000 of

coverage. Employees may purchase an additional \$50,000 of coverage at group rates at their own expense provided they meet the eligibility requirements of the carrier.

The Board shall have the right to change insurance carriers and/or self-insure, in whole or in part, in order to provide the insurance coverage set forth above, provided that the plan(s) which result(s) from change in carriers and/or self-insurance are substantially equivalent to the plan(s) described above, in terms of coverage, benefits, and administration when viewed as a whole.

The President of the Association shall be notified, in writing, within thirty (30) calendar days of any intention to change carriers or self-insure, and shall have a reasonable opportunity to review the proposed changes, but shall have no more than thirty (30) calendar days from the date the new plan is presented to the Association. The proposed changes shall be presented to the Association through a Board committee, including a representative of the insurance carrier or other insurance consultant, who will explain the proposed changes. If the Association does not approve of the proposed changes recommended by the Board, it shall submit a written statement detailing the reasons for such disapproval, specifically listing the reduction in the level of coverage, benefits, or administration to which it objects. The Association must submit this written statement within thirty (30) calendar days of the meeting noted above. Failure to submit such statement within the thirty (30) calendar day time period shall be deemed approval of the proposed plan and a waiver of any right to arbitrate the issue.

If the Association disapproves of any change pursuant to the written statement noted above, the Board or the Association may submit the issue to arbitration within fifteen (15) calendar days of receipt from the Superintendent that the Board intends to implement the new plan. The arbitrator shall be well-versed in matters related to insurance. The Board must receive a written decision therein prior to implementing any change. The sole substantive issue for arbitration shall be as follows: Is/Are the proposed insurance plan(s) substantially equivalent to the existing plan(s) in terms of benefits, coverage, and administration when viewed as a whole. The parties agree to work cooperatively to expedite the arbitration hearing process, including the selection of an arbitrator, the scheduling of hearing sessions and the filing of post-hearing briefs. The arbitrator shall rule within forty-five (45) calendar days of their appointment unless extended, in writing, by the parties.

As of July 1st of each year, subject to insurance company rules on coverage eligibility, the premium share shall be as follows, with the teachers contributing the following percentage of the total cost of their medical-dental via payroll deductions pursuant to a Section 125 pretax contribution described in Paragraph F of this Article.



<u>Contract Year</u>	<u>Board</u>	<u>Teacher</u>
2025-2028	80.0%	20.0%

The Board will contribute into a Health Savings Account (H.S.A.) for each employee selecting the High Deductible Health Plan at the following levels over the life of this Agreement:

2025-2028	50% of the applicable deductible amount (\$1,250 for single and \$2,500 for two person and family).
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The Board will contribute to an H.S.A. for a teacher who is hired after the start of the work year at a lower ratio than for full-time teachers, based on the percent of time the teacher is hired to work up to the amount paid to full-time employees (e.g. for a teacher who is hired with 70% of the work year remaining, the Board shall pay 70% of its annual contribution).

The Board's annual contributions to the H.S.A. for each employee selecting the High Deductible Health Plan will be deposited into each participating employee's H.S.A. at the time of the first paycheck in September. In individual cases involving financial hardship, a teacher may file a request to the Superintendent for advance payment of the Board's annual contribution amount. The Board shall have no obligation to fund any portion of the H.S.A. deductible amount for retired teachers or other individuals upon their separation from employment.

B. Insurance benefits for employees hired:

1. Before August 15<sup>th</sup> will be effective as of September 1<sup>st</sup> of that school year.
2. Between the 1<sup>st</sup> and 15<sup>th</sup> day of any school calendar month, will be effective the first day of the following month.
3. After August 15<sup>th</sup> or the 15<sup>th</sup> of any school calendar month, will be effective the first day of the month. Billing dates are the 1<sup>st</sup> day of each month.

C. Insurance Waiver

1. Teachers eligible for Board provided health insurance policies may elect to waive all coverage and, in lieu thereof, to receive a payment of \$1,800. Teachers hired after the start of the work year shall receive a prorated payment based on the percent of time the teacher is hired to work up to the amount paid to full-time employees (e.g. for a teacher who is hired and starts waiving insurance in December, they would receive \$150/month for December through June). Payment to those employees waiving coverage will be made as follows: one-half in December and one-half in June of the contract year.
2. Where there is a change in a teacher's status such as, but not limited to, change in the



spouse's employment or changes in a spouse's benefit program, the waiver may, by written notice to the Board of Education, be revoked. Upon receipt of revocation of the waiver, reinstated coverage by the insurance carrier shall be subject to any regulations or policy restrictions, including waiting periods, which may then be in effect. Depending upon the effective date of the resumed coverage, appropriate financial adjustments shall be made between the teacher and the Board so as to ensure that the prorated basis in Section A is accurate.

3. Notice per 1. above must be sent by June 15th of the previous school year.
  4. Waivers under this section must be permitted by the applicable insurance companies and policies.
- D. The Board shall allow continuation of all existing health insurance for any teacher and their spouse upon retirement. Such coverage shall be equal to the terms in the current collective bargaining agreement between the Board and the Association. For teachers employed in Willington as of September 1, 1989, the Board shall pay one percent (1%) of the premium for each year of service in Willington for the first five (5) years of retirement or until age 65, whichever comes first. For a teacher who was not employed as of September 1, 1989, they may elect to continue in the group health insurance plan at their own expense.
- E. Retired teachers and members of teachers' families, who qualify for Medicare, must use Medicare as their primary carrier.
- F. In addition this plan shall also include an Internal Revenue Code Section 125 Flexible Spending Arrangement for dependent care expenses up to a maximum of \$5,000 per year under a salary reduction agreement. Claims shall be processed by the program administrator quarterly. The ongoing administrative costs shall be the responsibility of the individual participants in the flexible spending plan to a maximum of \$75 per year to be deducted from the first paycheck of the plan year.
- G. If the cost of the group health insurance plan offered under Article 18 and Appendix C of this Agreement triggers an excise tax (the "Cadillac Tax") under the Internal Revenue Code or any other related local, state or federal statute or regulation, the parties agree to re-open Article 18 and Appendix C for negotiations per Connecticut General Statute § 10-153f(e) for the purpose of addressing the impact of said tax upon the parties. No other provision of the collective bargaining agreement shall be reopened during said mid-term negotiations.

## **ARTICLE 19**

### **CONTRACTS**

- A. All teachers will be informed in June of the school year of their salary and placement on the salary schedule for the next school year. New teachers are to be notified by

September first or date of employment.

- B. Any teacher appointed to an extra pay position will be informed of such appointment in June or at the time of such appointment.
- C. On or before September 1st of each work year, the Superintendent, or their designee, shall provide the Association President(s) with a seniority list, which includes each certified teacher's date of hire as a teacher in the Willington Public Schools, the teacher's assigned grade, department and/or position, and the teacher's placement on the current year salary grid. If a certified teacher is hired after September 1st to fill a vacancy, the Superintendent, or their designee, shall provide an updated seniority list, with the above information, to the Association President(s) within ten business days of the teacher's hire date.

## **ARTICLE 20**

### **ASSOCIATION DUES**

The Board agrees to deduct Association dues from the salary of each teacher who has signed an authorization for membership in the Association by means of payroll deduction.

The amount of this deduction from each paycheck shall be equal to the total membership dues divided by twenty (20). Dues shall be deducted beginning with the first paycheck in September and continue until all dues are collected. The amount of Association membership dues shall be certified by the Association to the Board prior to the opening of each school year. Those teachers whose employment commences after the start of the school year shall pay a pro-rated amount equal to the percentage of the remaining school year.

The Board shall forward to the Willington Education Association as soon as possible a check for the amount of money deducted during the previous pay period. The Board shall provide, upon the request of the Association, a list of the teachers for whom such deductions were made.

No later than September 30 of each year, the Board shall provide the Association with a list of all teachers employed by the Board and the positions held by said teachers. No later than October 10 the Association shall provide the Board with a list of all teachers indicating those who have joined the Association.

The singular reference to the "Association" herein shall be interpreted as referring to the Willington Education Association, the Connecticut Education Association, and the National Education Association.

The Association agrees to indemnify and hold harmless the Board for all types of demands, suits, liabilities, litigation, counsel fees and other claims or costs arising from action taken by the Board pursuant to this Section.

## **ARTICLE 21**

### **JUST CAUSE**

No teacher shall be formally disciplined, reduced in rank or compensation, denied an increment



or a longevity payment, or suspended without just cause. If a teacher is to be formally disciplined or otherwise deprived of any professional advantage by the Board or its agents, they shall receive at least 24 hours advance notice and shall be entitled to receive a written statement of the reasons and to have a representative of the Association present. Verbal reprimands do not require a written statement of the reasons.

The Association recognizes that if the health, safety or well-being of either students or staff is in jeopardy, it may not be possible or advisable for the Board to give 24 hour advance notice to a teacher and that immediate action may be taken. The Association also recognizes that the provisions of Connecticut General Statute Section 10-151 supersede this section.

## **ARTICLE 22**

### **PERSONNEL FILES**

- A. No complaint shall be placed in a teacher's personnel file until the complaint has been investigated and verified by the Superintendent, or their designee. Such investigation shall include consultation with the affected teacher.
- B. A teacher under investigation by a state agency for their alleged conduct towards a Willington student may add to their personnel file any and all correspondence from the agency regarding a finding that the allegation is false or unsubstantiated.
- C. Any evaluation report made pursuant to Connecticut General Statute 10-151b may not be contained in the individual teacher's personnel file longer than thirty (30) days unless such report is shown to the subject teacher and such individual has been given the opportunity to review the report as evidenced by their signature. The signature of the teacher shall be understood to indicate their knowledge of the material but in no instance shall said signature be interpreted to mean agreement with the content of the material.

## **ARTICLE 23**

### **RELIEF FROM NON-TEACHING DUTIES**

The Board and Association agree that a teacher's primary responsibility is to teach and that their energy should be utilized to this end. Therefore, the Board will make every effort to the extent that they are financially able to relieve teachers from non- classroom supervision. This is in order that more of the teacher's time may be devoted to instruction, activities, and preparation. This article will not be subject to the grievance procedure.

## **ARTICLE 24**

### **CLASS SIZE**

The parties agree that it is important to maintain class sizes which are educationally sound. To this end, the Board agrees to maintain the provisions of its current policy regarding class size. It

agrees not to change the provisions regarding class size during the term of this contract.

## **ARTICLE 25**

### **ACCUMULATED SICK LEAVE FOR RETIREMENT**

- A. Upon retirement under the Connecticut Teacher Retirement System, any teacher retiring with fifteen (15) years or more of consecutive service in the Willington Public Schools shall receive an amount equal to accumulated sick leave up to a maximum of one hundred sixty (160) days at one-half (1/2) the prevailing substitute rate of pay for an individual with a bachelor's degree. In order to receive this benefit in the last year of retirement, teachers planning on retiring and availing themselves of this severance benefit must notify the Superintendent in writing prior to January 1 of the final year of employment to permit the Board to budget for the payment. If the teacher fails to meet the preceding notice requirement, the Board may delay payment of the teacher's severance benefit until January 1 of the year immediately succeeding the teacher's retirement.
- B. Effective July 1, 2008, the Board shall establish a special purpose trust to allow retired employees to pay post retirement medical expenses on a tax free basis and converts lump sum distributions upon retirement from taxable earned income to an employer qualified 401(a) or 403(b) plan. The Association agrees to save the Board and its agents harmless from any claims, demands, suits, or judgments arising from actions taken by the Board in complying with the provisions of this Section.

## **ARTICLE 26**

### **DURATION**

The provisions of this Agreement shall be effective as of July 1, 2025 and shall continue and remain in full force and effect to and including June 30, 2028.

## **ARTICLE 27**

### **THE AGREEMENT**

This Agreement contains the full and complete Agreement between the Board and the Association on all negotiable issues. The parties may negotiate during the term of this Agreement if they mutually agree to or if they are ordered to negotiate said Agreement by a board or court of competent jurisdiction. In the event that any provision or portion of this Agreement is ultimately ruled invalid for any reason by an authority of established and competent legal jurisdiction, the balance and remainder of this Agreement shall remain in effect.

## **ARTICLE 28**

### **INFORMATION: TEACHER EVALUATION**

Teacher evaluation procedures are maintained in accordance with Connecticut General Statute 10-151 as amended.



**APPENDIX A-1**  
**PLACEMENT ON THE SALARY SCHEDULE**  
**Credited Years of Teaching Experience**

<b>Years of Experience</b>	<b>Step</b>
0	1
1-2	2
3-4	3
5-6	4
7-8	5
9-10	6
11-12	7
13-14	8
15	9
16	10
17	11
18	12
19+	13

**NEW STAFF**

In general, a teacher who is new to the Willington School System shall be placed on the appropriate STEP that correlates with their credited years of teaching experience, except when an external candidate is hired to fill a shortage area position, or a current teacher is hired to fill a new or vacant position in a shortage area subject as identified by the State Department of Education. In such cases, the Superintendent may establish a baseline credit of three (3) years of teaching experience before calculating the employee's actual years of experience.

Teachers possessing National Board Certification will receive an annual stipend of \$500.

## APPENDIX A-2

2025-2026 SALARY SCHEDULE					
STEP	BA	MA	MA+15	6TH YR	PHD
1	\$49,025	\$53,605	\$54,338	\$55,343	\$56,546
2	\$50,796	\$55,958	\$56,755	\$57,826	\$59,052
3	\$52,629	\$58,416	\$59,280	\$60,418	\$61,666
4	\$54,529	\$60,981	\$61,916	\$63,128	\$64,399
5	\$56,499	\$63,660	\$64,669	\$65,958	\$67,252
6	\$58,538	\$66,455	\$67,546	\$68,916	\$70,232
7	\$60,653	\$69,374	\$70,549	\$72,006	\$73,342
8	\$62,841	\$72,421	\$73,687	\$75,236	\$76,591
9	\$65,112	\$75,602	\$76,965	\$78,610	\$79,985
10	\$67,462	\$78,923	\$80,388	\$82,134	\$83,528
11	\$69,899	\$82,389	\$83,964	\$85,818	\$87,228
12	\$72,422	\$86,007	\$87,700	\$89,666	\$91,094
13	\$77,487	\$92,188	\$94,051	\$96,194	\$97,675

2026-2027 SALARY SCHEDULE					
STEP	BA	MA	MA+15	6TH YR	PHD
1	\$49,932	\$54,597	\$55,343	\$56,367	\$57,592
2	\$51,736	\$56,993	\$57,805	\$58,896	\$60,144
3	\$53,603	\$59,497	\$60,377	\$61,536	\$62,807
4	\$55,538	\$62,109	\$63,061	\$64,296	\$65,590
5	\$57,544	\$64,838	\$65,865	\$67,178	\$68,496
6	\$59,621	\$67,684	\$68,796	\$70,191	\$71,531
7	\$61,775	\$70,657	\$71,854	\$73,338	\$74,699
8	\$64,004	\$73,761	\$75,050	\$76,628	\$78,008
9	\$66,317	\$77,001	\$78,389	\$80,064	\$81,465
10	\$68,710	\$80,383	\$81,875	\$83,653	\$85,073
11	\$71,192	\$83,913	\$85,517	\$87,406	\$88,842
12	\$73,762	\$87,598	\$89,322	\$91,325	\$92,779
13	\$79,657	\$94,769	\$96,684	\$98,887	\$100,410



2027-2028 SALARY SCHEDULE					
STEP	BA	MA	MA+15	6TH YR	PHD
1	\$51,560	\$56,377	\$57,147	\$58,205	\$59,469
2	\$53,423	\$58,851	\$59,689	\$60,816	\$62,105
3	\$55,350	\$61,437	\$62,345	\$63,542	\$64,855
4	\$57,349	\$64,134	\$65,117	\$66,392	\$67,728
5	\$59,420	\$66,952	\$68,012	\$69,368	\$70,729
6	\$61,565	\$69,890	\$71,039	\$72,479	\$73,863
7	\$63,789	\$72,960	\$74,196	\$75,729	\$77,134
8	\$66,091	\$76,166	\$77,497	\$79,126	\$80,551
9	\$68,479	\$79,511	\$80,944	\$82,674	\$84,121
10	\$70,950	\$83,003	\$84,544	\$86,380	\$87,846
11	\$73,513	\$86,649	\$88,305	\$90,255	\$91,738
12	\$76,167	\$90,454	\$92,234	\$94,302	\$95,804
13	\$82,445	\$98,086	\$100,068	\$102,348	\$103,924

#### NEW STAFF

In general, a teacher who is new to the Willington School System shall be placed on the appropriate STEP that correlates with their credited years of teaching experience, except when an external candidate is hired to fill a shortage area position, or a current teacher is hired to fill a new or vacant position in a shortage area subject as identified by the State Department of Education. In such cases, the Superintendent may establish a baseline credit of three (3) years of teaching experience before calculating the employee's actual years of experience.

Teachers possessing National Board Certification will received an annual stipend of \$500

## APPENDIX B

### EXTRA PAY SCHEDULE (Stipends)

September 2025 through June 2028 - Stipend Positions

	<u>24-25</u>	<u>25-26</u>	<u>26-27</u>	<u>27-28</u>
Webmaster				
Resource Teacher/Technology	\$1,303			
Media Facilitator	\$1,303			
Team Leader/Grade Representative	\$1,498			
Curriculum Chairperson	\$909			
Building Staff Development Coordinator	\$611			
PDC Coordinators				
TEAM Mentor (2nd year)				
EIT Committee Member				
<b>SPORTS</b>				
Athletic Director	\$1,234			
Soccer Coaches (intramural)	\$1,467			
Basketball Coaches (intramural)	\$1,467			
Field Hockey Coach (intramural)				
Baseball Coach (intramural)	\$1,483			
Softball Coach (intramural)	\$1,482			
Cheerleader				
<b>EXTRACURRICULAR CLUBS</b>				
Clubs (year)	\$989			
Clubs (semester)	\$494			
(Clubs running less than a semester, or meeting less than weekly will be prorated.)				
<b>ACTIVITIES/ADVISORS</b>				
8th Grade Class Advisor	\$798			
Student Council Advisor				
Festival Director	\$741			
Yearbook Advisor	\$798			
Musical Performance Director	\$1,834			



## APPENDIX C

### FRINGE BENEFITS

A. The Board shall provide for all eligible teachers the following:

1. Medical Benefits:

Teachers shall be eligible to participate in medical insurance coverage a High Deductible Health Plan with Health Savings Account (H.S.A.). In accord with legal requirements, this shall require a high up-front deductible payment, after which in-network benefits are without cost to the employee, excepting only the employee premium contribution.

1. There are two levels of annual up-front in-network deductibles under the H.S.A.: \$2500 for individual teachers and \$5000 for a teacher plus one or more dependents. There is no separate deductible amount for two person coverage.
2. In-network benefits covered by the H.S.A. Plan, excluding Rx costs, are paid 100% after the deductible is satisfied. The employee shall be responsible for Rx co-pays of \$5 / \$25 / \$40 for purchases made after the annual deductible is satisfied until the out of pocket maximum has been reached in a given plan year.
3. Out-of-network benefits require 30% payment by employee and 70% by the insurance company, up to two times the applicable employee deductible, to a \$5000/\$10000 maximum out-of-pocket annual expense.

There are many other features of the H.S.A. option that are not addressed here, and information will be provided to staff members and/or will be available on request. This is not an insurance policy, but is a thumbnail description of certain features, which does not alter or amend the terms of the actual insurance policy. In the event of any dispute, the terms of the actual insurance contract shall govern and be controlling.

4. One hundred percent (100%) of the Board's annual contributions to employee's health savings accounts will be made at the time of the first paycheck in September. In individual cases involving financial hardship, a teacher may file a request to the Superintendent for advance payment of the Board's annual contribution amount. The Board shall have no obligation to fund any portion of the annual plan deductible amount for retired teachers or other individuals upon their separation from employment.

2025-2028 50% of the applicable deductible amount \$1,250 for single and \$2,500 for two people and a family).

**In witness hereof, the duly authorized parties affix their signatures.**

Willington Board of Education

Brian J. Ross

Chairperson

11/12/24

Date

Willington Education Association

[Signature]

President

11/13/24

Date