

AGREEMENT

Between the

KENT BOARD OF EDUCATION

And the

KENT EDUCATION ASSOCIATION

July 1, 2023 - June 30, 2026

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AGREEMENT

This Agreement is between the Kent Board of Education (hereinafter referred to as the "Board"), and the Kent Education Association (hereinafter referred to as the "Association").

ARTICLE 1 **RECOGNITION**

1-1 The Board recognizes the Association as the exclusive representative of all the certified professional employees of the Board, employed in positions requiring a teaching or special services certificate or durational shortage area permit, for the purpose of negotiations with respect to salaries and other conditions of employment about which either party wishes to negotiate pursuant to Connecticut General Statutes §§ 10-153g. The Association recognizes the Board as the employer vested with the sole and exclusive powers and authorities to direct and administer the operation of the school district. The Board retains all rights as prescribed by law subject only to the limitations imposed by the language of this Agreement.

1-2 The Board reserves the right to them alone to establish policies and take administrative action as mandated under the statutes of the State of Connecticut.

1-3 The term "teacher" as used in this Agreement, except where otherwise specifically indicated, is considered to apply to all teachers described in Section 1-1 above and shall mean a person employed in a position requiring a certificate issued by the State Board of Education and included in the teacher's unit as defined by Section 10-153(b) of the Connecticut General Statutes.

1-4 The term "superintendent" as used in this agreement is considered to apply to the superintendent, assistant superintendent or anyone acting in that capacity.

1-5 "RSSC" shall mean Regional Schools Services Center.

1-6 "Length of Service" shall mean continuous employment with this Board of Education from the teacher's last date of hire.

1-7 "The Region" shall mean the seven school districts including the Housatonic Valley Regional High School and the school districts located in the towns of Canaan, Cornwall, Kent, North Canaan, Salisbury and Sharon.

ARTICLE 2 **NEGOTIATION**

2-1 Negotiation Over a Successor Agreement

2-1.1 The Board and the Association agree to abide by the Connecticut General Statutes.

2-2 Matters Not Covered by Terms of the Agreement

2-2.1 During the duration of the Agreement, in the event that the Association desires to make any proposal, the subject matter of which is not covered herein, the Association may submit such proposal in writing to the Chairman of the Board or his/her designee. Similarly, the Board of Education may submit proposals in writing to the President of the Association. Not more than two (2) Board meetings will elapse before Board reply, nor sixty (60) days before Association reply. Neither the making of a proposal nor the issuance of a reply, hereunder, shall be deemed to comprise mid-term bargaining pursuant to Connecticut General Statutes §10-153f (e) unless both parties, in writing, voluntarily agree to enter into such negotiations.

2-3 Severability

2-3.1 In the event that any provision or portion of this Agreement is illegal or ruled invalid for any reason by an authority of established and competent legal jurisdiction, the balance and remainder of this agreement shall remain in full force and effect.

2-3.2 This Agreement shall not be altered, amended, or changed except in writing after mutual agreement of the parties and after ratification by duly authorized groups and signed by the Board and the Association which writing shall be appended hereto and become part hereof.

ARTICLE 3 **GRIEVANCE PROCEDURE**

3-1 Definitions

3-1.1 A "grievance" shall mean a complaint by a teacher or a group of teachers or the Association covered by this Agreement that there has been to him/her or them a personal loss, injury, or inconvenience because of a violation of the terms of this Agreement except that the term "grievance" shall not apply to (a) any matter for which a method of review is prescribed by law; (b) any rule or regulation of the State Commissioner of Education; (c) any by-law of the Board of Education; (d) any matter which according to law is either beyond the scope of the Board authority or limited to unilateral action by the Board alone; (e) complaint of a non-tenured teacher which arises by reason of his/her not being re-employed; or (f) a complaint by any certified personnel occasioned by appointment to or lack of appointment to, retention in or lack of retention in any position for which tenure is either not possible or not required.

3-1.2 "Days" shall mean days when school is in session except during the period July 1 - August 31 when "days" shall mean Monday, Tuesday, Wednesday, Thursday, Friday.

3-1.3 "Party in interest" shall mean the teacher or teachers making the complaint, including their designated representatives as provided herein.

3-1.4 "Forms" shall mean the appropriate forms as appended hereto in Appendix D.

3-2 Purpose

3-2.1 The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems which may occasionally arise affecting the welfare or working conditions of teachers. Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure.

3-2.2 Nothing herein contained shall be construed as limiting the right of any party in interest having a grievance or dispute to discuss the matter informally with any appropriate member of the administration.

3-3 Procedure

3-3.1 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 and every effort shall be made to expedite the process. The time limits specified may, however, be extended by written agreement of the parties in interest.

3-3.2 In the event a grievance is filed on or after June 1, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is practicable.

3-3.3 If the teacher(s) does not file a written grievance with his/her immediate supervisor within twenty (20) days after the teacher(s) knows or should have known of the act or condition on which the grievance is based, then the grievance shall be waived. A grievance filed with the Professional Rights and Responsibilities Committee must reach Level One within twenty (20) days of the date of the grievance.

3-4 Level One - Principal or Immediate Supervisor

3-4.1 A teacher or group of teachers of the unit with a grievance or dispute shall first discuss it with his/her or their immediate supervisor or principal, either directly or through the representative of the aggrieved, with the objective of resolving the matter informally.

3-4.2 If a teacher or group of teachers is not satisfied with the outcome of the informal grievance procedures as defined in the above, then the teacher or teachers shall present his/her or their claim as a written grievance to the principal on form 1.

3-4.3 The principal shall, within five (5) days after receipt of the written grievance, render his/her decision in writing to the aggrieved on form 2 in duplicate.

3-4.4 One copy of form 2 is to be returned to the principal by the aggrieved within three (3) days with a response indicated.

3-5 Level Two - Superintendent of Schools

3-5.1 In the event that the aggrieved is not satisfied with the disposition of his/her grievance at Level One, or in the event that no written decision has been rendered by the principal within five (5) days after presentation of the written grievance, he/she or his/her representative may file

within three (3) days of the decision or within eight (8) days after the formal presentation a written grievance with the Superintendent of Schools on form 1.

3-5.2 The superintendent shall represent the administration at this level of the grievance procedure. Within ten (10) days after receipt of the written grievance by the superintendent, the superintendent shall meet with the aggrieved and/or his/her representatives in an effort to resolve it.

3-5.3 The superintendent shall, within five (5) days after the hearing, render his/her decision in writing to the aggrieved on form 3 in duplicate.

3-5.4 One copy of form 3 is to be returned to the superintendent by the aggrieved within three (3) days with a response indicated.

3-6 Level Three - Board of Education

3-6.1 In the event that the aggrieved is not satisfied with the disposition of his/her grievance at Level Two, or in the event no decision has been rendered within ten (10) days after he/she has first met with the superintendent, he/she or his/her representative may file within three (3) days of the decision or within thirteen (13) days after the formal presentation a written grievance, indicating such dissatisfaction, with the Board on form 1.

3-6.2 A committee of the Board shall, within ten (10) days after receipt of the appeal, meet with the aggrieved and/or his/her representative for the purpose of resolving the grievance.

3-6.3 The Board shall, within twenty (20) days after such meeting, render its decision and the reasons therefor in writing to the aggrieved on form 4 in duplicate.

3-6.4 The aggrieved shall return one copy of form 4 to the chairman of the Board within three (3) days with a response indicated.

3-7 Level Four - Arbitration

3-7.1 If the aggrieved is not satisfied with the disposition of his/her grievance at Level Three, he/she may, within three (3) days after the decision, or within thirty-six (36) days after the Board meeting, request, in writing on form 1 to the president of the Association that his/her grievance be submitted to arbitration.

3-7.2 The Association shall, within five (5) days after receipt of such request, render its determination to the Board and to the aggrieved on form 5 as to whether or not the grievance is meritorious and the reasons therefor.

3-7.3 If the grievance is deemed meritorious by the Association, the chairman 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 and indicate such on form 5. 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. The Board and the Association shall be bound by the rules and procedures of the American Arbitration Association.

3-7.4 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 aggrieved and other parties in interest as he/she shall deem requisite.

3-7.5 The arbitrator shall limit himself/herself to the issues submitted and shall consider nothing else. He/she can neither add anything to nor subtract anything from the Agreement between the parties.

3-7.6 The arbitrator shall, within ten (10) days after the close of the hearings, render his/her decision in writing to all parties in interest, setting forth his/her findings of fact, reasoning, and conclusion on the issues submitted. The decision of the arbitrator shall be final and binding upon all parties in interest.

3-7.7 The costs for the services of the arbitrator shall be borne equally by the Board and the Association.

3-8 Rights of Teachers to Representation

3-8.1 No reprisals of any kind shall be taken by the Board or by any member of the administration or by the Association or aggrieved against anyone by reason of participation in the grievance procedure or support of any participant thereto.

3-8.2 Representation of the grievant at any level of the grievance procedure shall be limited to the grievant and/or an authorized Association representative, except that only the Association may present a grievance at Arbitration.

3-9 Miscellaneous

3-9.1 All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

3-9.2 Copies of the forms to be used in processing a grievance and for reporting decisions and recommendations shall be made available by the superintendent and the chairman of the Professional Rights and Responsibilities Committee of the Association.

ARTICLE 4 **TERMINATION AND RECALL PROCEDURES**

4-1 General Statement of Policy

It is recognized that under State law the Board 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 professional staff positions in certain circumstances, this policy is adopted to provide a fair and orderly process should such eliminations become necessary. This article shall not apply to employees holding durational shortage area permits. These individuals have no contractual right in reference to layoff and/or recall.

4-2 Procedure

4-2.1 The Board may, in the first instance, exercise its right and power to reduce the number of teaching staff positions without determining which teacher contracts will be terminated, if any, or what other staffing changes will be made to effectuate the purpose of position elimination.

4-2.2 Prior to commencing action to terminate teacher contracts under this policy, the Board will give due consideration of its ability to effectuate position eliminations and/or reduction in staff by:

1. Voluntary retirements
2. Voluntary resignations

4-2.3 If the position of a teacher who has attained tenure status is eliminated by the Board, such teacher will have the right to be placed in an available position for which he or she is certified and qualified. Available positions shall include those held by non-tenured teachers.

4-2.4 When the Board votes to eliminate a position in a department or subject area, the following criteria shall apply in determining what teaching contracts, if any, will be subject to termination. The criteria shall be applied sequentially and are:

- (a) Certification
- (b) Total continuing paid teaching experience in the school district. Unpaid leaves of less than one school year shall not be considered an interruption of "total continuing paid teaching experience."
- (c) Performance as determined by written summary evaluation.
- (d) In the event that the application of the criteria (a) (b) (c) is not sufficient to determine which teacher's contract will be subject to termination, the date of contract signing will be the determining factor.

4-3 Recall Procedure

If the contract of employment of a teacher is terminated because of elimination of teaching positions, the name of that teacher shall be placed on a reappointment list and remain on such list for a period of one (1) year. If a position becomes open during such one (1) year period, teachers shall be recalled in the inverse order of being laid off, provided said teacher is certified and qualified for said position. The teacher will be notified in writing by certified mail, return receipt requested, sent to his/her last known address, at least thirty (30) days prior to the anticipation date of reemployment. In determining whether a teacher is qualified for reappointment, the Board shall consider criteria as set forth in 4-2.4 above. The teacher shall accept or reject the reappointment in writing within ten (10) days of receipt of notice. If the appointment is accepted, the teacher shall receive a written contract of employment within twenty (20) days of receipt of the teacher's reply by the Board. If the teacher rejects the appointment offer or does not respond according to this procedure within ten (10) days, the name of the teacher will be removed from the recall list.

4-4 The provisions of Article 4-1 and 4-2.1 shall not be subject to the grievance procedure as set forth in Article 3.

ARTICLE 5
PROTECTION OF TEACHERS

5-1.1 Teachers shall report immediately in writing to their principal or immediate supervisor and to the superintendent all cases of assault or legal action suffered by them in connection with their employment.

5-1.2 The Board and the Association recognize that "Protection of Teachers" is provided for in Connecticut General Statutes.

ARTICLE 6
USE OF TEACHER VEHICLES

6-1 Insurance on Vehicles

6-1.1 The Board is protected, under the non-ownership clause of its transportation insurance, against judgment arising from accidents in which a school teacher, using his/her personal vehicle on school business, is involved. The first claim, however, is placed against the owner of the vehicle.

6-2 Mileage reimbursement where authorized by the Board will be at the rate specified by the I.R.S. and adjusted as per date of publication by the I.R.S.

ARTICLE 7
LEAVES

7-1 Personal Illness/ Family Illness Days

7-1.1

Sixteen days of personal sick leave/family illness leave per year, effective September 1 will be granted to each teacher. Family illness leave days may be used when the teacher's child, spouse, spouse's parent, parent, or dependent is ill and the teacher's presence is required.

Such unused personal sick leave/family illness leaves days may be accumulated to a number of days equal to that of one work year. If the accumulated sick leave is exceeded, salary deductions thereafter will be at the per diem rate of full salary until employment of teacher is terminated.

7-1.2 A medical certificate is required for sick leave of any duration if a teacher's absence from duty occurs frequently or habitually and when, in the judgment of the principal, evidence indicates reasonable cause for requiring such a certificate.

7-1.3 The Board agrees that the first thirty (30) school days of any given on-the-job illness or injury arising out of an assault or accident in the course of his/her employment that is covered by Workers' Compensation will not be counted as sick leave. A teacher receiving Workers' Compensation pay shall receive a rate of pay equal to the difference between his/her earned salary and Workers' Compensation pay for the first thirty (30) days of the teacher's leave, unless greater coverage is required by law. Beyond the first thirty (30) days of the teacher's leave, except in cases covered by Connecticut General Statutes 10-23a, the teacher may use accumulated sick leave up to sixty (60) days on a pro-rated basis to supplement his/her worker's compensation temporary disability benefits so that the teacher receives full pay.

7-1.4 After accumulated sick leave has been exhausted a leave of absence will be granted without pay to the end of the school year for extended illness, injury or disability (including disability arising out of pregnancy) occurring during the summer or within the school year. However, determination should be made by June 15 as to whether the teacher will be able to return to full-duty status the following September or whether a replacement should be hired. In the event of full recovery after a replacement has been hired, the teacher will be given special consideration when there is a vacancy in an equivalent position.

(a) All insurance, retirement, and other teacher benefits shall continue in force for any teacher on leave without pay, provided that the teacher pays all premiums, contributions, and other costs requisite to keep such benefits in force during such period.

7-2 Bereavement

7-2.1 Up to five days leave at any one time, non-cumulative, will be granted by the principal for death in the immediate family - here defined as husband, wife, either spouse's parent or legal guardian, grandparent, grandchild, child, sister, brother, or other relative/dependent living within the teacher's household. Section 7-2.1 also applies to partners in a legally recognized civil union.

7-3 Personal Leave

7-3.1 When arrangements cannot be made by the teacher for a time outside of the regular school day, each teacher is entitled to four (4) days personal business leave per year, non-cumulative, with full pay. Personal business leave generally refers to business that cannot be transacted outside of school hours including, but not limited to, the following: attendance at the graduation exercise or travel to a graduation of self or an immediate family member, marriage of self or a member of the immediate family, and compulsory legal matters. Such leave shall be granted the day before or the day after a holiday or vacation period provided the teacher submits a specific statement of the reasons for the leave and the Superintendent or his/her designee approves the request. Permission for leave requests shall not be arbitrarily or unreasonable withheld.

7-3.2 In the case of religious holidays, up to three (3) days per year may be granted with no resulting loss in personal days.

7-3.3 Notification of personal or religious leave must be made in writing at least five (5) school days in advance, except in emergencies which prevent such advance notice.

7-3.4 Section 7-3.1 also applies to personal affairs involving partners in a legally recognized civil union that cannot be conducted outside of the regular school day.

7-4 Sabbatical Leave

7-4.1 Desiring to reward professional performance and encourage independent research and achievement, the Board hereby initiates the policy of sabbatical leave for teachers for approved scholarly programs whether or not carried on in an academic institution, subject to the following conditions. It is understood that the granting of sabbatical leaves is within the discretion of the Board of Education.

(a) Not more than one teacher in the Kent elementary school shall be absent on sabbatical leave at any one time.

(b) Request for sabbatical leave must be received by the superintendent in writing in such form as may be required by the Board no later than December 31 of the year proceeding the school year for which the sabbatical leave is requested. The board shall reply within a thirty (30) day period.

(c) The teacher has completed at least seven consecutive full school years of service in the school district.

(d) Salary paid to a teacher on sabbatical leave shall be paid at the rate of three-fourths ($\frac{3}{4}$) of his/her basic salary which would have been in effect had he/she remained in the system, proportionate with the length of the leave.

(e) The teacher shall agree to return to employment in the Kent Public Schools for one full year for each one-half year's leave. Upon such return the teacher shall be placed on the appropriate step in the salary schedule as though such teacher had not been on leave.

(f) Basic Salary paid teachers on sabbatical leave will be advanced upon a personal note, repayable within two years from completion of the agreed study period if the individual fails to return for the required one or two years. The note which the teacher shall execute shall include the obligation to pay the Board's reasonable attorney's fees in the event the teacher fails to return from sabbatical leave or leaves the Board's employ prior to the expiration of the required one or two-year period. Such note shall be reduced on a pro rata basis and shall be automatically canceled upon completion of the agreed term of post-study employment or upon permanent disability or death of the teacher. For example, ten (10) percent of a one-year obligation or five (5) percent of a two-year obligation will be canceled upon completion of each month of return service.

7-5 Jury Duty

7-5.1 If the teacher called for jury duty cannot be excused from such duty on his/her own request or the request of the principal or superintendent of schools, he/she shall receive leave for jury duty.

7-5.2 The teacher shall notify the principal upon receipt of a summons to jury duty.

7-5.3 The teacher receiving leave for jury duty shall receive a rate of pay equal to the difference between his/her earned salary and jury fee.

7-6 Special Leave Request

7-6.1 Leaves not covered by the preceding sections may be granted by the Board of Education, without pay and without establishing precedents for similar requests, upon timely application from the teacher.

7-7 Maternity

7-7.1 An employee who is pregnant shall receive a leave of absence for the reasonable period of physical disability due to childbirth. Such leave shall be treated the same as any other short-term disability, and shall be with pay to the extent of accumulated sick leave. Except in the case of medical difficulties, sick leave is not normally expected to continue for more than six (6) weeks after delivery. Upon her return the teacher shall be assigned to her former position.

7-7.2 Forms signed by the teacher's physician, indicating commencement and termination of temporary disability due to pregnancy, will be supplied by the superintendent's office.

7-8 Parenting Leave

7-8.1

Any teacher in the bargaining unit shall be eligible, upon written request to, and approval of, the Superintendent, which approval will not be unreasonably withheld, for an extended leave for the purpose of parenting. Such leave shall be with pay and fringe benefits for up to ten (10) school days. A bargaining unit member may request leave for not less than one (1) semester or more than one (1) school year from the date of the beginning of said leave. When there are extenuating circumstances, and with approval of the Superintendent, a bargaining unit member may request and be granted a leave of up to two (2) school years. Any such leave must begin within six (6) years of the birth, foster placement, or adoption of the child for whom the leave is taken. Any parenting leave must be followed by a term of at least two (2) consecutive school semesters before such leave can be taken again. Teachers on parenting leave must notify the Superintendent of their intention to return to work on or before March 15th of the leave year or the position will be considered vacant, and will be filled in accordance with Article 21.

7-8.2 A teacher on such leave shall, if reinstated, be reinstated on the first day of school in the subsequent school year, or as otherwise determined by the Superintendent with Board approval.

7-8.3 No benefits (including seniority) shall accrue while any teacher is on said leave but all benefits existing on the commencement of leave shall be restored upon reinstatement. Any such reinstated teacher whose leave exceeded one semester shall be placed on the step of the salary schedule he or she occupied during the last school year worked by the teacher. Any such reinstated teacher whose leave did not exceed one semester, shall be placed on the salary schedule one step higher than that he or she occupied during the last school year worked (unless said leave and said reinstatement occurs in the same school year). No step movement is earned

upon reinstatement from parenting leave unless such step movement is included in Appendix A for the respective salary schedule for the subsequent school year.

7-8.4 At the end of such leave, the teacher shall be reinstated to a position equivalent to that held at the time the said leave began if such a position exists.

7-8.5 Except in emergency situations, a request for such leave shall be made at least sixty (60) days prior to its commencement unless, in the case of an adoption, a teacher receives knowledge of the effective adoption date less than sixty (60) days prior to commencement of leave, in which case such request shall be made upon receipt of such knowledge.

7-8.6 Where both parents are covered by this Agreement, they shall not be eligible for such leave at the same time.

7-8.7 No teacher shall be eligible for more than one such leave per child.

7-8.8 Any such teachers may continue to participate in the group medical insurance plans at his or her own expense during the period of such leave.

7-8.9 Section 7-9.1 also applies to partners in a legally recognized civil union.

7-9 Consultants' Leave

7-9.1 Each teacher will, with permission from his/her principal, director of pupil services, and/or superintendent, be allowed two (2) days without loss of pay for the purpose of acting as a consultant within his/her particular area of expertise. The teacher may choose to take these days with or without pay. If the teacher elects to take the day with pay, all consultation fees shall be signed over to the board.

7-10 Sick Leave Bank

7-10.1 Each teacher shall be permitted to contribute three (3) days from his/her sick leave accumulation reserve each school year to a "Sick Leave Bank" which shall be established to aid teachers who suffer prolonged illness and whose sick leave accumulation has been exhausted. The bank shall be built up to a maximum of one hundred and fifty (150) days.

7-10.2 A teacher may be permitted, on written application, to draw up to thirty (30) days against the sick leave bank after his/her own accumulated sick leave has been exhausted.

7-10.3 The following conditions shall apply:

- (a) Additions to the bank shall be made at the beginning of each school year.
- (b) A person withdrawing from membership in the bank will not be permitted to withdraw the contribution days.
- (c) Persons withdrawing sick leave days from the bank will not have to replace these days except as a regular contributing member to the bank.

(d) Sick leave shall mean the leave the teacher has for that year plus his/her accumulation.

(e) An Elementary School Bank will be administered by a Committee of four (4), two of whom shall be appointed by the Association and two by appointment of the Superintendent.

ARTICLE 8 **SCHOOL DAY AND YEAR**

8-1 The teacher work day will be seven (7) hours and fifteen minutes (7:15).

8-2 Should the length of the teachers' work day be increased; teachers shall be compensated at the hourly rate of 1/1295 of their annual salary.

8-3 If a teacher's work year is extended by the Board beyond 186 days, additional compensation for any such days shall be at the rate of 1/186th of the teacher's salary. If a teacher's work year is reduced by the Board to less than 186 days, the compensation for any affected teacher shall be reduced by 1/186th for each day that the work year is reduced.

8-4 The teacher work year shall be 186 days and consist of a total of one hundred eighty (180) student contact days. Four (4) days of the teacher work year beyond the student contact days shall be used as in-service days for the teachers.

8-5 Notwithstanding Section 8-4 above, the teacher work year for new teachers in the district shall be 187 work days. The additional day shall occur in August, before the school year commences.

ARTICLE 9 **LUNCH PERIODS**

9-1 Teachers shall have a duty-free lunch period of not less than thirty (30) minutes.

ARTICLE 10 **CLASS SIZE AND TEACHER LOAD**

10-1 Optimum class size for kindergarten and first grade will be eighteen (18) to twenty-two (22) pupils, and for other grades twenty (20) to twenty-five (25). The Board will give consideration to splitting classes when enrollment begins to move appreciably beyond these optimum sizes.

10-2 All teachers shall have an average of one (1) preparation and planning period per day equal in length to the amount of time allotted for specialist instruction in art, music, and physical education, computer and library, as long as these special instruction classes are offered.

ARTICLE 11 **MEETINGS**

11-1 A schedule of local faculty meetings will be developed in September of each school year. These will be arranged for a given day of the week. They will generally be held monthly and not more frequently than twice monthly. A predetermined time for beginning and ending such meetings will be established. General information items not requiring discussion will be distributed via faculty bulletins.

ARTICLE 12 **JUST CAUSE**

12-1 No teacher shall be demoted, disciplined, or reduced in pay or benefits without just cause. This article shall not apply to the non-reappointment of a teacher solely holding a durational shortage area permit.

ARTICLE 13 **ASSIGNMENT AND TRANSFER**

13-1 Assignment of teachers to grades or subject areas is the responsibility of the school administrators.

Involuntary Transfer - When change of assignment is contemplated by the administration, the principal or superintendent will discuss the advantages and disadvantages of the move with the teacher or teachers involved prior to making the move.

Voluntary Transfer - When a teacher desires a change of position within the school, the teacher will apply in writing to the superintendent and principal stating the reasons. If the change is not granted, a letter from the superintendent or principal will be sent to the teacher explaining the reason(s) for not granting the change of position. A teacher denied a voluntary transfer shall be granted a meeting regarding the decision.

13-2 Vacancies in certified positions in the Kent elementary schools caused by retirement, resignation, death or termination, or newly created positions shall be posted. A copy of the posting notice shall be sent to the president of the Association at his/her home address. During the school year the notice will be posted for at least ten (10) days prior to the deadline for submitting applications. During the summer recess, notice to the president of the Association shall constitute posting.

ARTICLE 14

PROFESSIONAL GROWTH

14-1 Every teacher recognizes a responsibility for continuous effort to keep abreast of new or developing activities within his/her own field or within the cultural context in which our school functions. Varying ways of meeting this responsibility are set forth in 15-1.1.

14-1.1 A variety of planned, Board sponsored activities will be set up in cooperation with the Region One Professional Development and Evaluation Committee. The variety may be broad or narrow, depending upon the needs of the school. These may include subject or grade level study groups, curriculum committees, classes within the adult education program, local school study groups, university courses, approved individual work or independent study single session meetings, demonstrations or workshops, and trips or visits within or outside of the Region.

14-1.2 Reimbursement for approved out-of-Region visits or trips will be in full with mileage reimbursement at the rate specified by the I.R.S. and adjusted as per date of publication by the I.R.S.

14-2 Assigned summer or vacation paid duties excepting summer school teaching.

14-2.1 When it is specifically in the interest of the educational program to have an individual teacher do special work or take special training at Board expense, such assignment will be initiated by the superintendent of schools and paid at the rate of \$39.00 (2023-2024), \$41.00 (2024-2025), and \$43.00 (2025-2026) per hour. No teacher can be required to accept such summer or vacation assignment even though compensation is offered. Any such assignment acceptable to a teacher must have Board approval.

14-3 Leave for Professional Purposes

14-3.1 Out-of-district visits or professional meetings may be initiated by the teacher or the administration. One (1) day trips must be approved by the principal. Trips of two (2) or more days must have prior approval by the superintendent, and programs of three (3) or more days' duration must have approval by the Board of Education as well.

14-3.2 Reimbursement for the costs of leave for professional purposes will be at the rate of one hundred (100) percent of the total cost submitted by the teacher unless the teacher elects to incur the expenses.

ARTICLE 15

BOARD OF EDUCATION FUNCTIONS

15-1 The Board retains all rights as prescribed by law subject only to the limitations imposed by the language of this Agreement.

ARTICLE 16 **PERFORMANCE**

16-1 It is understood and agreed that teachers shall continue to serve under the direction of the Superintendent of Schools and in accordance with Board and administrative policies, rules, and regulations, provided that the language of the Agreement shall supersede and prevail over any conflicting provisions.

ARTICLE 17 **SEVERANCE**

17-1 Severance Allowance

17-1.1 Except in the case where a teacher is terminated for cause the Board agrees to pay a severance allowance of fifteen percent (15%) of the teacher's basic salary provided that the teacher has spent at least twenty (20) years in the district. Teachers must notify the Superintendent prior to February 1 of the year they intend to retire.

17-1.2 In the event of the teacher's death prior to retirement, the allowance will be paid to (1) the surviving spouse or (2) other designated beneficiaries.

ARTICLE 18 **SALARY CHECKS AND DEDUCTIONS**

18-1 The Board will determine the intervals for salary payments, taking into account the requirements imposed by its fiscal year and the workload of its secretary or clerk. Requests for change of interval or date of payment will be considered only if presented in writing and based upon a recorded vote of two-thirds of the teaching staff. The Board agrees to provide direct deposit at the employee's bank of choice.

18-2 In the event a teacher leaves the employ of the Board before the end of the school year, a salary adjustment would be computed at the per diem rate of earned salary.

18-3 A teacher may, on written request, have deductions made from his/her salary for any of the approved list set forth on Appendix C.

18-4 Membership

18-4.1 Deductions. Upon the submission of a voluntary written authorization signed by the teacher to voluntarily join the Association the Board agrees to deduct from the teacher the Association membership dues by means of payroll deduction. Association membership dues will be deducted in twenty (20) equal installments beginning with the first paycheck in September. The amount of Association membership dues shall be certified by the Association to the Board prior to the opening of school each year.

18-4.2 Subsequent Employment. Subject to the provisions of Section 2 above, those teachers whose employment commences after the start of the school year shall pay a prorated amount

equal to the percentage of the remaining school year unless the Association notifies administration differently.

18-4.3 Forwarding of Monies. The Board agrees to forward to the Association each month a check for the full amount of money deducted during that month. The Board shall include with such check a list of teachers from whom said deductions were made.

18-4.4 Save Harmless. The Association agrees to indemnify, defend and hold the Board harmless against all liability, fees and costs which may arise by reason of any action taken by the Board in compliance with the provisions of this section. The Association is free to hire counsel of its choice.

18-4.5 The singular reference to the Association herein shall be interpreted as referring to the Kent Education Association, the, Connecticut Education Association and the National Education Association.

ARTICLE 19

FORMS AND DEFINITIONS

19-1 Each teacher shall receive notice of his/her placement on the salary schedule by June 1 for the following year based upon information in the file at that time.

19-2 The term "per diem rate" as used in this Agreement shall mean the teacher's salary divided by the number of days in that teacher's contracted school year.

19-3 The term "teacher's salary" as used in this Agreement is specified as follows:

19-3.1 Basic salary refers to the salary specified in Appendix A.

19-3.2 Full salary refers to the "basic salary" plus monies paid under Appendix B.

19-3.3 Earned salary refers to either "basic" or "full" accrued salary, to depend upon whether the duties under Appendix B have been performed.

ARTICLE 20

PLACEMENT ON SALARY SCHEDULE

20-1 New teachers will be placed on the salary schedule in accordance with their training and prior experience as outlined below:

20-1.1 New teachers will be placed on the salary schedule at negotiated Step and Education Level. Up to full salary credit for prior experience may be granted according to the current salary schedule after evaluation by the superintendent in conference with the candidate. No teacher will be placed higher on the salary schedule than previous experience would warrant.

20-1.2 Equivalency of prior relevant non-teaching experience may be determined by a candidate and the superintendent subject to approval of the employing Board of Education.

20-1.3 Evaluation of previous experience and the granting of less than full service credit may be in order when there has been an absence from teaching service for more than five years; when prior service was under other than public school auspices; or when a retired teacher is returning for temporary service. Such evaluation will be done by the superintendent in conference with the candidate and will be embodied in the superintendent's recommendation to the Board.

20-2 Up to two years' salary credit will be granted for full time, active military service or for active Peace Corps service on a year for year basis.

20-3 The following definitions will apply to training status:

20-3.1 Bachelor - a baccalaureate degree earned at an accredited college or university.

20-3.2 Master - a master's degree earned at an accredited college or university; or a full year of study within an approved doctoral program (as the preparing institution defines the equivalent of a full year of study but not less than twenty-four (24) credit hours of study).

20-3.3 Sixth Year - the sixth year may be evidenced by a Professional Diploma or Certificate awarded by an approved institution within a two-year post master's program:

- (a) or a second one-year master's degree which is relevant to the teaching assignment;
- (b) or the sixth year may be a year's study (as the preparing institution defines the equivalent of a full year of study) taken within an approved doctoral program in which an individual who has completed the master's degree is fully matriculated.

20-3.4 Teachers presently employed on the sixth year schedule will retain their position on such schedule. Teachers covered by this contract who have earned doctorate degrees shall be placed on the appropriate step of the Doctorate Schedule.

20-3.5 Changes in degree status will occur in September or February. Teachers who anticipate changes in degree status must notify the school administrator by February 1st of the preceding year and must declare whether the change will take place in September or February. In order to obtain the degree change, such teachers must provide the school administrator with an official transcript or official department letter recognizing completion of degree requirements verifying the degree status before August 31 for a September change and before January 31 for a February change. Degree status change will not take place without the submission of such verification and the late submission of such verification will cause the degree change to take place at the next change time. That is, a late September submission would become effective the following February.

ARTICLE 21
INSURANCE

21-1 Health Insurance

21-1.1 Each teacher who is eligible for individual, two person or family coverage under the health insurance plan described below may elect to be covered by executing and returning to the Board between June 1 and June 20 of each year the form attached to this Agreement as Appendix E. Attached to this agreement, as Appendix F, for informational purposes only, is an insurance matrix summary of the medical insurance benefits.

21-1.2 All teachers who work at least a .5 FTE shall be eligible to participate in the following health insurance plan:

21-1.3 The Board shall offer one insurance plan to eligible teachers, the Connecticut Partnership Plan 2.0 (hereinafter the Partnership Plan). The plan benefits shall be as set forth in the Partnership Plan effective on July 1, 2022 including any subsequent amendments or modifications made to the Partnership Plan by the State and its employee representatives (A summary of which is affixed to Appendix F of this document). The administration of the Partnership Plan, including open enrollment, beneficiary eligibility and changes, and other administration provisions shall be as established by the Partnership Plan.

The Partnership Plan contains a Health Enhancement Plan (HEP) component. All employees participating in the Partnership Plan are subject to the terms and provisions of the HEP. Within eighteen (18) months of joining the plan, all employees and dependents must meet the minimum requirements of HEP. In the event Partnership Plan administrators impose the HEP non-participation or noncompliance monetary fee (NCMF) per month premium cost increase or the deductible fee increase, those sums shall be paid 100% in their entirety by the non-participating or non-compliant employee. No portion or percentage shall be paid by the Board. The NCMF per month premium cost increase shall be implemented through payroll deduction, and the increase to annual deductible shall be implemented through claims administration.

Premium rates will be established by the State of Connecticut for the relevant periods, and shall be inclusive of medical and prescription (Rx). Based on such rates, the Board and Association shall establish a blended rate to provide the same rate to active and retired teachers in accordance with statute.

2023-2024	Twenty percent (20.0%) of the annual premium
2024-2025	Twenty and a half percent (20.5%) of the annual premium
2025-2026	Twenty-one and a half percent (21.5%) of the annual premium

All new teachers hired after 6/30/06 who work less than 1.0 FTE for the Board, but equal to or greater than .5 FTE, will pay a proportionate amount for the HDHP that is based on their FTE differential. For example, a .5 FTE teacher would pay 50% for his/her insurance, and a .8 FTE teacher would pay 20% for his/her insurance. At no time, however, during the life of this Agreement shall a teacher who works less than full time for the Board pay a lower percentage for his/her insurance than 1.0 FTE teachers.

21-1.4 In any re-opener negotiations as well as negotiations for a successor to this collective bargaining agreement, the parties shall consider the plan set forth in Article 22 of the 2014-2018 collective bargaining agreement to be the baseline for such negotiations, and the parties shall consider the following additional factors:

1. Trends in health insurance plan design outside of the Partnership Plan;
2. The costs of different plan designs, including a high deductible health plan structure and a PPO plan structure.

Should such negotiations be submitted to arbitration for resolution, the arbitration panel shall consider the foregoing in applying the statutory criteria in making its ruling.

Re-opener negotiations shall occur under the following conditions:

- (a) If the Partnership Plan in its current form is no longer available; or if the benefit plan design of the Partnership Plan is modified as a result of a change in the State's collective bargaining agreement with SEBAC, and if such modifications would substantially increase the cost of the medical insurance plan offered herein.
- (b) If Conn. Gen. Stat. Section 3-123rrr et seq. is amended, or if there are any changes to the administration of the Partnership Plan, or if additional fees and/or charges for the SPP Partnership Plan are imposed so as to affect the Board, any of which amendments, changes, fees, or charges (individually or collectively) would substantially increase the cost of the medical insurance plan offered herein,

Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan.

21-2 All teachers who work at least a .5 FTE shall be eligible to participate in the following dental insurance plan:

MetLife Dental plan coverage of 100%/80%/50% with no deductibles with annual benefit capped at \$1,500.00/member. Premium cost share for this plan shall be as follows during the Agreement:

2023-2024	21.0%
2024-2025	21.5%
2025-2026	22.5%

21-3 The Kent Board of Education shall continue to maintain a Section 125 pre-tax wage deduction plan designed to permit exclusion from taxable income of the employee's share of health insurance premiums in accordance with applicable provisions of Section 125 of the Internal Revenue Code (and in accordance with any amendments to said provisions) so long as said provisions allow for such a plan. The Kent Board of Education shall implement, beginning in the 2004-2005 work year, a Section 125 pre-tax deduction plan designed to permit exclusion from taxable income of allowable expenses incurred for medical care, as defined by IRS section 213(d), and allowable dependent care expenses, pursuant to IRS regulations, for those employees who complete and sign the appropriate authorization form. The Kent Board of Education shall incur no obligation to engage in any form of impact bargaining in the event that a change in law reduces or eliminates the tax-exempt status of the employee insurance premium and allowable medical expense and dependent care contributions. Neither the Association nor any employee covered by this Agreement shall make any claim or demands nor maintain any action against the school district or any of its members or agents for taxes, penalties, interests or other costs or loss arising from the use of the wage deduction form or from a change in law that may reduce or eliminate the employee tax benefits to be derived from this plan. Further, the parties agree that the health insurance benefits and the administration of those benefits shall continue to be governed by the collective bargaining agreement and the carriers' insurance plan.

21-4 Life Insurance:

21-4.1 The Board shall provide a \$50,000 term life insurance policy for the individual, 100% paid by the Board.

21-5 Change of Insurance Carrier

21-5.1 The Board may substitute any insurance carrier for any insurance carrier specifically named in this Agreement so long as the new insurance coverage provides an overall level of benefits that remains substantially equivalent to or better than the current insurance coverage. The "substantially equivalent to or better than" standard shall be applied on program-wide analysis, including the network, and shall not be benefit specific.

At least sixty (60) days prior to changing insurance carriers, the Board or its designee shall notify the Association in writing. Upon request, the parties shall meet to discuss the proposed change. Should the Association and the Board disagree that the changes proposed would provide substantially equivalent coverage, when viewed in total; the disagreement shall be subject to impartial arbitration before a mutually agreeable member of the American Arbitration Association. The Board will not change to the new insurance carrier until the Arbitrator's decision has been issued in writing.

ARTICLE 22
SUBSTITUTES

22-1 This article will not pertain to emergency situations which arise during the school day or two days or half days for which a substitute is paid.

22-2 Elementary: In the event that a teacher is required to cover a class or portion of a class for a teacher who is absent for an entire day, said teacher will be compensated at a rate proportional to the amount of time spent in substitution, based on a substitute teacher's daily rate of pay.

ARTICLE 23
EXTRA DUTY POSITIONS

The following provisions shall apply to all items found in Appendix B:

- a. All extra duty assignment vacancies will initially be posted for ten (10) days.
- b. Positions in these programs shall be filled from within, when qualified personnel are available. All positions are considered voluntary to currently employed teachers in the Kent Center School.
- c. All monetary consideration granted for extra duty assignments shall be listed in Appendix B.
- d. Any newly created extra school programs will be posted and filled by the Superintendent of Schools or his designee at his/her discretion.

ARTICLE 24
TUITION REIMBURSEMENT

24-1 Teachers who successfully complete graduate level courses in a program of courses approved by the superintendent of schools shall be reimbursed at a rate equal to fifty percent (50%) of the cost of a credit hour at the Connecticut State University up to a maximum of six (6) credit hours annually. Teachers shall receive an additional 25% of the tuition cost after completion of two years of service at Kent Center School.

24-2 Reimbursement shall be made within thirty (30) days of the date that the teacher submits to the Superintendent the college receipt for the payment together with written evidence from the college that the teacher has satisfactorily completed the course, with a grade of "B" or better.

24-3 To be eligible for reimbursement, the teacher must have prior approval of such graduate level courses from the Superintendent of his/her designee.

24-4 Decisions of the Superintendent to approve or disapprove course reimbursement shall not be subject to the grievance procedure set forth in Article 3 of this Agreement.

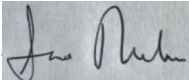
ARTICLE 25
HOLDOVER

In the event that the Board and the Association fail to secure a successor agreement, this agreement will be extended for a period not to extend beyond the date of the execution of a successor agreement.

ARTICLE 26
DURATION

26-1 The provisions of this agreement shall be effective as of July 1, 2023 and shall remain in full force and effect and shall bind and inure to the benefits of the parties hereto and their successors, to and including June 30, 2026.

KENT BOARD OF EDUCATION

By:  _____ Oct 25 2022 22:05 EDT

KENT EDUCATION ASSOCIATION

By:  _____ Oct 26 2022 12:32 EDT
President

APPENDIX A SALARY STEP MOVEMENT

Due to the necessity of moving up the salary schedule at the precise mid-way point of Year 2 (2024-2025); and Year 3 (2025-2026). This chart is merely an illustration of each teacher’s expected step increase from year to year. This chart has no impact on the precise salary step schedules for each work year.

Salary Schedule Guide

2022-2023	2023-2024	2024-2025	2025-2026
1	3	3.5	1
2	3	3.5	1
3	4	4.5	2
4	5	5.5	3
5	6	6.5	4
6	7	7.5	5
7	8	8.5	6
8	9	9.5	7
9	10	10.5	8
10	11	11.5	9
11	12	12.5	10
12	13	13.5	12
13	14	14	12
14	14	14	12

APPENDIX A-1
2023-2024

SALARY SCHEDULE

Step	BA	MA	6th	DOC
1	43,155	46,561	47,978	51,755
2	44,722	48,595	50,072	54,023
3	46,347	50,717	52,264	56,391
4	48,033	52,937	54,810	59,140
5	49,783	55,258	57,478	62,030
6	51,599	57,812	60,285	65,061
7	53,480	60,633	63,260	68,241
8	56,007	64,053	67,132	72,188
9	58,654	67,667	71,250	76,366
10	61,432	71,492	75,622	80,789
11	64,345	75,536	80,269	85,472
12	67,398	79,816	85,208	90,434
13	70,606	84,334	90,459	96,078
14	80,343	95,991	102,953	105,803

All teachers not at maximum in the 2022-2023 school year shall move to the next highest step number for the 2023-2024 school year.

APPENDIX A-2
2024-2025

SALARY SCHEDULE

For the school year 2024-2025, the salaries of all certified professional employees shall be in accordance with the salary schedule (Appendix A-2a). The salary schedule provided below is for calculating the amount paid in the aforementioned schedule.

Step	BA	MA	6th	DOC
1	43,155	46,561	47,978	52,914
2	44,722	48,595	50,072	55,233
3	46,347	50,717	52,264	57,654
4	49,263	54,167	56,040	60,465
5	51,013	56,488	58,708	63,419
6	52,829	59,042	61,515	66,518
7	54,710	61,863	64,490	69,770
8	57,237	65,283	68,362	73,805
9	59,884	68,897	72,480	78,077
10	62,662	72,722	76,852	82,599
11	65,575	76,766	81,499	87,387
12	68,628	81,046	86,438	92,460
13	71,836	85,564	91,689	98,230
14	82,743	98,391	105,353	108,037

Everyone moves 0.5 step.

*Please see the attached salary schedule to be paid out in Appendix A-2a.

New teachers hired for the commencement of the 2024-2025 with no previous teaching experience or credits and not teaching in a shortage area, will be placed on Step 3.5 of the salary schedule and will not receive midyear step movement. All other teachers hired for the commencement of 2024-2025 will be placed according to the collective bargaining agreement and receive mid-year step movement allowing them to earn the same as existing teachers with the same or similar experience.

APPENDIX A-2a
ACTUAL SALARY SCHEDULE TO BE PAID – 2024-2025

STEP	BA	MA	6 th	DOC
3.5	48,420	53,057	54,767	59,376
4.5	50,138	55,328	57,374	62,202
5.5	51,921	57,765	60,112	65,170
6.5	53,770	60,453	63,003	68,304
7.5	55,974	63,573	66,426	72,015
8.5	58,561	67,090	70,421	76,346
9.5	61,273	70,810	74,666	80,948
10.5	64,119	74,744	79,176	85,837
11.5	67,102	78,906	83,969	91,033
12.5	70,232	83,305	89,064	96,557
13.5	76,704	91,392	97,936	100,431
14.0	82,743	98,391	105,353	108,037

APPENDIX A-3
2025-2026

SALARY SCHEDULE

For the school year of 2025-2026, the salaries of all certified professional employees shall be in accordance with the salary schedules and provisions set forth in the contract.

Step	BA	MA	6th	DOC
1	43,155	46,561	47,978	51,755
2	44,722	48,595	50,072	54,023
3	46,347	50,717	52,264	56,391
1	50,221	55,125	56,998	58,408
2	51,971	57,446	59,666	61,142
3	53,787	60,000	62,473	64,081
4	55,668	62,821	65,448	67,133
5	58,195	66,241	69,320	71,105
6	60,842	69,855	73,438	75,329
7	63,620	73,680	77,810	79,814
8	66,533	77,724	82,457	84,581
9	69,586	82,004	87,396	89,647
10	72,794	86,522	92,647	95,041
11	77,662	92,350	98,894	101,449
12	84,923	100,571	107,533	110,311

1. Everyone moves the remainder of a step to a whole step.
2. A penultimate step is added between Step 10 and Step 12

Salary Schedule Guide

2022-2023	2023-2024	2024-2025	2025-2026
1	3	3.5	1
2	3	3.5	1
3	4	4.5	2
4	5	5.5	3
5	6	6.5	4
6	7	7.5	5
7	8	8.5	6
8	9	9.5	7
9	10	10.5	8
10	11	11.5	9
11	12	12.5	10
12	13	13.5	12
13	14	14	12
14	14	14	12

APPENDIX B
ELEMENTARY SCHOOL
EXTRA PAY FOR EXTRA DUTY

	<u>2023-2024</u>	<u>2024-2025</u>	<u>2025-2026</u>
Coach (single season)	\$2543	\$2594	\$2,646
Assistant Principal	\$759	\$774	\$789
8th Grade Coordinator (total)	\$357	\$364	\$371
Quiz Bowl Coach	\$271	\$276	\$282
Student Council Advisor	\$271	\$276	\$282
PTO Coordinator	\$271	\$276	\$282
Field Day Coordinator	\$378	\$386	\$394
Grade 5-6 Intramural Basketball Coordinator	\$378	\$386	\$394
Team Mentor	\$586	\$598	\$610
After School Language	\$832	\$844	\$856
Audio-Visual Coordinator	\$630	\$643	\$656
Cafeteria Duty – per group	\$682	\$696	\$710
Jazz Band	\$700	\$714	\$728
Fifth to Eighth Grade Play (total)	\$1319	\$1345	\$1372
Third & Fourth Grade Play (total)	\$271	\$276	\$282
Website Coordinator	\$1571	\$1602	\$1634
Yearbook	\$1,472	\$1,501	\$1531
Summer School Tchr.	\$1151	\$1,174	\$1197
Summer School Dir.	\$1,367	\$1,394	\$1,422
Nature's Classroom Trip (Overnight Chaperone)*	\$260.00	\$265.20	\$270.48

1. Bargaining unit members who supervise non-sports activities approved by the principal and school board will be paid at the rate of \$26.55/hr. in year one; \$27.08/hr. in year two; and \$27.62/hr. in year three.
2. Certified personnel within the local school will be given first consideration for all extra pay for extra duty positions. *
 - No new paying programs under Extra Pay for Extra Duty may be instituted without prior local Board of Education approval.

3. The Nature's Classroom Trip Overnight Chaperone Rate is \$65.00 per night in Year 1 (2023-2024), \$66.30 per night in Year 2 (2024-2025), and \$67.62 per night in Year 3 (2025-2026) for a four night trip. *
4. The Secondary Observer shall be a teacher at Kent Center School who has been trained in collegial calibration. This observer will be limited in scope to conducting observations at the informal level. Teacher have the right to request the building administrator conduct his or her observation if he or she does not wish to be observed by the secondary observer. Hourly rates shall be the following:

2023-2024 - \$39/hr.

2024-2025 - \$41/hr.

2025-2026 - \$43/hr.

Informal observations paid for 2 hours and formal observations shall be paid for 3 hours.

5. TEAM Mentors – Mentors are expected to work with new teachers in the TEAM program for two consecutive years. TEAM Mentors will receive an annual stipend per mentee at the completion of each year of service. The stipend shall equal \$600.00 per year regardless of whether state funding for this program is reduced or withdrawn.
6. Instructional Coaches: Instructional Coaches are expected to work with teachers who need support related to curriculum and classroom management. The Instructional Coach will be compensated \$1500.00 per year.

APPENDIX C
2017-2020

SALARY DEDUCTIONS

A staff member may, on written request, have deductions made from his/her salary for any of the approved list below:

Teachers' Retirement Fund (pension);
Washington National Insurance (income participation);
Kent Education Association
Connecticut Education Association (professional dues);
National Education Association (professional dues);
Bristol Teachers' Credit Union; and

KENT TAX-SHELTERED ANNUITIES

ING
AXA Equitable
MetLife
Vanguard
Fidelity

APPENDIX D

Type or Print

Form 1

FORMAL GRIEVANCE PRESENTATION

(to be completed by aggrieved person)

Aggrieved Person: _____ Date of Formal Presentation: _____

Home Address of Aggrieved Person: _____

School: _____ Level of Grievance (check applicable level)
 One Two Three Four

STATEMENT OF GRIEVANCE:

ACTION REQUESTED:

_____	_____
(signature of aggrieved)	(date)
<input type="checkbox"/> One _____	_____
<input type="checkbox"/> Two _____	_____
<input type="checkbox"/> Three _____	_____
<input type="checkbox"/> Four _____	_____

(signature and formal date of grievance at the applicable level)

APPENDIX D

Type or Print

Form 2

DECISION OF PRINCIPAL

(To be completed by the Principal or other appropriate administrator within 5 days of formal grievance presentation.)

Aggrieved Person: _____ Date of Formal Grievance: _____

School: _____ Principal (or other Administrator): _____

DECISION OF PRINCIPAL:

Date of Decision _____
(signature of Principal)

AGGRIEVED PERSON'S RESPONSE: (to be completed by aggrieved within 3 days of decision)

- I accept the above decision and a grievance no longer exists.
- I hereby appeal to the Superintendent of Schools for a review of this grievance.

Date of Response: _____
(signature of aggrieved)

APPENDIX D

Type or Print

Form 3

DECISION OF SUPERINTENDENT

(To be completed by the Superintendent of Schools or his designate within 3 days after hearing with aggrieved or his/her representative. Hearing to be held within 10 days after receipt of appeal.)

Aggrieved Person: _____

Date of Formal Grievance Presentation: _____

Date Hearing Held by Superintendent: _____

DECISION OF SUPERINTENDENT:

Date of Decision _____

(signature of Superintendent)

AGGRIEVED PERSON'S RESPONSE: (to be completed by aggrieved within 3 days of decision)

- I accept the above decision and a grievance no longer exists.
- I hereby appeal to the Board of Education for a review of this grievance.

Date of Response: _____

(signature of aggrieved)

APPENDIX D

Type or Print

Form 4

REVIEW BY BOARD OF EDUCATION

Aggrieved
Person: _____

Date of Formal
Grievance Presentation: _____

Date: _____

(signature of aggrieved)

BOARD RESPONSE:

(To be completed by Board of Education within 30 days after Board hearing with aggrieved or his/her representative. Board hearing to be held within 10 days after receipt of appeal.)

Date Appeal Received
by Board of Education: _____

Date Hearing Held by
Board of Education: _____

DECISION OF BOARD OF EDUCATION AND THE REASONS THEREFORE:

Date _____

(authorized signature for the Board)

AGGRIEVED PERSON'S RESPONSE: (to be completed by aggrieved within 3 days of decision)

- I accept the above decision and a grievance no longer exists.
- I hereby refer the above decision to the president of the Association and request that this grievance be submitted to arbitration.

Date of
Response: _____

(signature of aggrieved)

APPENDIX D

Type or Print

Form 5

DETERMINATION REGARDING ARBITRATION

(To be completed by Association President and PR&R Committee Chairman within 5 days of receipt of request from aggrieved that grievance is submitted to arbitration.)

Aggrieved Person: _____ Date of Formal Grievance Presentation: _____

Association President: _____ Date Request for Arbitration Received: _____

DETERMINATION BY ASSOCIATION:

- The Association, through its PR&R Committee, has determined that this grievance is not meritorious and/or that submitting it to arbitration is not in the best interests of the school system. The grievance therefore is closed.
- The Association, through its PR&R Committee, has determined that this grievance is meritorious and that submitting it to arbitration is in the best interests of the school system. The grievance therefore is hereby submitted to arbitration.

REASONS THEREFOR:

Date of Determination: _____
_____ (signature of PR&R chairman)

_____ (signature of Association President)

DESIGNATION OF ARBITRATOR: (To be completed by Board Chairman and Association President)

The parties have agreed upon and selected _____ as arbitrator to whom the (name appended grievance is here by submitted. (name of arbitrator)

Date of Designation: _____
_____ (signature of Association President)

APPENDIX E

HEALTH INSURANCE ELECTION FORM

For the past year from July 1, _____ to June 30, _____, I had the following health insurance coverage pursuant to Article 22 of the Agreement between the Kent Board of Education (the "Board") and the _____ Association:

- * individual
- * individual and spouse
- * family
- * no coverage

Pursuant to Article 22 of the Agreement, I elect the following level of insurance coverage for the coming year from July 1, _____ to June 30, _____:

COVERAGE

- * individual
- * individual and spouse
- * family
- * no coverage

(print name of teacher)

(date)

(signature)

APPENDIX F
INSURANCE MATRIX OF BENEFITS