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CONTRACT

BETWEEN

CLINTON BOARD OF EDUCATION

AND

EDUCATION ASSOCIATION OF CLINTON

JULY 1, 2025 – JUNE 30, 2028

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ARTICLE I - RECOGNITION

The Board recognizes the Education Association of Clinton, hereafter known as the Association, as the exclusive representative, pursuant to 10-153a through 10-153g of the Connecticut General Statutes, as amended, of all certified professional employees of the Board in positions requiring teaching, other certificate, or Durational Area Shortage Permit, not in the administrators' unit or otherwise excluded by law, and excluding temporary substitutes.

ARTICLE II - PROFESSIONAL NEGOTIATIONS

Section 2.1

The Association and the Board agree to negotiate in good faith in accordance with the law. Any agreement so negotiated shall be reduced to writing and signed by the Board and the Association.

Section 2.2

During negotiation, the Board and the Association shall exchange relevant data, points of view and proposals and counterproposals.

Section 2.3

The Superintendent of Schools or Superintendent's designee shall provide necessary information to the Association for negotiations with the Board.

Section 2.4

"NO STRIKE CLAUSE"

The Association agrees that it shall not call, authorize, instigate, sanction or condone any strike, slowdown, work stoppage or other concerted refusal to perform any assignment on the part of any employees during the period of this agreement or any extension thereof. It is recognized that the Board has and will continue to retain, whether exercised or not, the full and unquestioned right, responsibility and prerogative to direct the operation of the public schools in the Town of Clinton, in all its aspects.

Section 2.5

The agreement shall not be altered, amended or changed, except in writing, signed by both the Board and the Association, which amendment shall be appended hereto and become a part hereof.

Any agreement reached with the Board, shall be reduced to writing, shall be signed by the Board and the Association, and shall become an addendum to this Agreement.

ARTICLE III - DUES DEDUCTION

Section 3.1 Deductions

Upon the submission of a voluntary electronic authorization submitted by a bargaining unit member, the Board agrees to deduct from each bargaining unit member an amount equal to the Association membership dues by means of payroll deductions. The amount of the deduction from each paycheck for membership dues shall be equal to the total Association membership dues divided by eighteen and shall be deducted from the first and second paychecks of each month for a total of eighteen deductions per year beginning with the first paycheck in October. The amount of Association membership dues shall be certified by the Association to the Board prior to the opening of school each year.

Section 3.2 Subsequent Employment

Those bargaining unit members whose employment commences after the start of the school year shall pay a prorated amount equal to the percentage of the remaining school year.

Section 3.3 Forwarding of Monies

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

Section 3.4 Lists

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

Section 3.5 Indemnification

The Association shall indemnify and save the Board and/or the Town harmless against all claims, demands, suits or other forms of liability which may arise by reason of any action taken in compliance with this Article.

The Board shall give the Association written notice of any claim against it under this Article, as soon as the Board or its agents become aware of such claim. The Board and the Association shall cooperate fully in the investigation and defense of any such claim.

ARTICLE IV - GRIEVANCE PROCEDURE

Section 4.1 Purpose

- a. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to problems which may arise under specific provisions of this agreement.
- b. Nothing herein contained shall be construed as limiting the right of any member of the unit to discuss informally a concern or problem with any appropriate member of the administration.
- c. Nothing herein shall be construed as limiting the right of either party to seek judicial intervention with regard to questions concerning the arbitrability of a dispute. An action seeking judicial intervention shall be sought within a reasonable time after a demand to arbitrate the grievance dispute. This provision shall not constitute a waiver of either party's right to seek judicial review of the question of arbitrability when that question has been submitted to the arbitrator.

Section 4.2 Definitions

- a. A "grievance" shall be defined as a complaint by a bargaining unit member, a group of bargaining unit members, or the Association, that there has been a violation or misinterpretation of a specific provision or provisions of this agreement to the detriment of the bargaining unit member, or members concerned, or the Association.
- b. The term "grievant" as used in this grievance procedure shall mean any certified employee within the bargaining unit covered by this agreement, as well as the Association in the event the Association files a grievance.
- c. The term "days" shall be defined as days when school is in session, except after June 1st when "days" shall mean calendar days.

Section 4.3 Procedure

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered the maximum and every effort should be made to expedite the process. The time limits specified, however, may be extended by mutual agreement. If a bargaining unit member has not filed a written grievance as provided for at Level One of this procedure within thirty (30) days after the bargaining unit member knew or should have known of the circumstances giving rise to the grievance, then the grievance shall be considered waived.

Failure to process a grievance to the next level within the time specified shall constitute an acceptance of the decision at the prior level.

a. Level One - School Principal

1. If a bargaining unit member feels that they may have a grievance, the bargaining unit member may first discuss the matter with the principal or other appropriate administrator in an effort to resolve the problem informally.
2. If the grievant is not satisfied with such disposition of the matter, the grievant shall have the right to have the Association assist the grievant in further efforts to resolve the problem informally with the principal or other appropriate administrator.
3. If the grievant is still not satisfied with the disposition of the matter, the grievant shall reduce the grievance to writing, stating the provision or provisions of the agreement allegedly violated and/or misinterpreted, and submit it to the principal. The principal shall, within ten (10) days of the filing of the grievance in writing, give a written answer with a copy to the Association.

b. Level Two - Superintendent of Schools

1. If the grievant is not satisfied with the disposition of the grievance at Level One or if no decision is rendered within ten (10) days of filing at Level One, the grievant shall within five (5) days of the decision or the expiration of the time limit for rendering a decision, (whichever is sooner) file the written grievance with the Superintendent.
2. The Superintendent shall, within ten (10) days after receipt of the grievance, meet with the grievant and the Association representative, if any, for the purpose of resolving the grievance.
3. The Superintendent shall, within five (5) days after the meeting, render a decision and reasons in writing to the grievant with a copy to the Association.

c. Level Three - Board of Education

1. If the grievant is not satisfied with the disposition of the grievance at Level Two or if no decision is rendered within five (5) days after such meeting at Level Two, the grievant shall within five (5) days after the decision or the expiration of the time limit for rendering a decision, (whichever is sooner) file the written grievance with the Board.

2. The Board or a committee thereof shall meet with the grievant and the Association representative, if any, within ten (10) days of written receipt of the grievance for the purpose of resolving the grievance.
 3. The Board or Board committee shall, within ten (10) days after such a meeting, render its decision and reasons in writing to the grievant, with a copy to the Association.
- d. Level Four - Arbitration
1. If the grievant is not satisfied with the disposition of the grievance at Level Three or if no decision has been rendered within ten (10) days after the meeting at Level Three, the grievant shall within five (5) days of receipt of the Level Three decision or the expiration of the time limit for rendering a decision, (whichever is sooner) request in writing to the President of the Association to submit the grievance to arbitration. A copy of the written request shall be delivered to the Superintendent's Office.
 2. After consideration of the grievance, the Association may submit the grievance to arbitration within fifteen (15) days of receipt of the grievance request by notifying the Superintendent on behalf of the Board, in writing, of its intent to proceed to arbitration.
 3. The arbitrator shall be mutually selected by the Superintendent on behalf of the Board and the Association within fifteen (15) days of receipt of notification by the Superintendent on behalf of the Board. Should the parties be unable to mutually select an arbitrator within fifteen (15) days of the receipt of notice by the Superintendent on behalf of the Board, the Association may submit the grievance to the American Arbitration Association, which shall administer the proceedings under the Labor Arbitration Rules of the Association.
 4. The arbitrator's decision shall be in writing and shall set forth findings of fact, reasoning and conclusions. The arbitrator shall have no authority to add to, subtract from, or in any way modify the terms of this agreement. The decision of the arbitrator shall be final and binding.
 5. The cost for the services of the arbitrator shall be borne equally by the Board and the Association.

Section 4.4 Rights of Representation

- a. No reprisals of any kind shall be taken by either party against any participant in the grievance procedure by reason of such participation.
- b. Any bargaining unit member may be represented at Levels One, Two and Three of the grievance procedure by a Board employee who is a designated representative of the Association, or by any officer or paid staff member of the Association.

Section 4.5 Miscellaneous

- a. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participants.
- b. A grievance filed at any level of this procedure must be in writing and must contain the following information:
 1. The name(s) of the grievant(s);
 2. A statement of the nature of the grievance;
 3. A statement of the provision(s) of the contract allegedly misinterpreted or misapplied;
 4. The result of previous discussions or decisions, if any;
 5. Grievant(s)' signature indicating dissatisfaction with decisions previously rendered; and
 6. Remedy requested.

The forms for filing and processing grievances shall be prepared by the Superintendent after consultation with the Association. Such documents shall be made available through the Superintendent's office to all parties.

- c. If an alleged grievance results from an action or a failure to act by the Superintendent, or Superintendent's designee, or by the Board, the grievance may be initiated at the procedural level at which the action occurs or fails to occur.
- d. No adjustment of any grievance, whether by informal or formal means shall be inconsistent with the terms of this agreement unless such adjustment is in writing and signed by the representatives of the Board and the Association.

ARTICLE V - SALARY SCHEDULES AND PAYMENTS

Section 5.1 Salary Schedules

- a. Bargaining Unit Members Salary Schedules are attached hereto as Appendix B.

1. Definitions - the terms used in the above schedules shall be interpreted and applied in accordance with the following definitions:
 - (a) Bachelor's - a baccalaureate degree earned at an accredited college or university.
 - (b) Bachelor's plus 30 credits - completion of thirty (30) credits beyond the Bachelor's degree, at an accredited college or university, and possession of a Connecticut Professional Certificate.
 - (c) Master's - a Master's degree earned at an accredited college or university.
 - (d) Bachelor's plus sixty (60) credits - thirty (30) credits beyond a Professional Certificate in a planned program, in an educationally related discipline, approved by the Superintendent. No bargaining unit member shall be permitted to move to the BA+60 lane unless in a planned program approved by the Superintendent prior to July 1, 2008.
 - (e) Master's plus 30 credits - a second Master's Degree in a discipline other than the discipline in which the initial Master's Degree was attained or the completion of thirty (30) credits beyond the Master's Degree in a planned program approved by the Superintendent or a Certificate of Advanced Study; or a Master's Degree which by state certification or state licensing requirements is 60 credits beyond the Bachelor's Degree. The degree credits or certificate must be in an educationally related discipline.
 - (f) The Superintendent of Schools shall be informed in writing of each bargaining unit member's plan of study and approve this plan before it is carried out. Such approval is to be signed by the Superintendent of Schools. This qualification will not apply to programs arranged by an approved university or college, however, the Superintendent must be informed of such a program.
 - (g) Any bargaining unit member seeking advancement to a higher salary schedule must submit an official transcript and degree to the Superintendent no later than July 1st of the year for which the advancement is sought. These documents will become part of the bargaining unit member's personnel file.

- (h) If a bargaining unit member receives sufficient academic credit to warrant advancement to a higher salary schedule between July 1st and December 31st of a contract year, the bargaining unit member may submit an official transcript that indicates the degree to the Superintendent no later than January 15th of the contract year. Any bargaining unit member who submits such academic credential shall be moved to the applicable salary lane with the first payroll after February 1st of the contract year. A bargaining unit member who submits the specified documents after the established deadlines will advance to the higher salary schedule in the subsequent contract year.
2. Placement - all members of the unit shall be placed on the appropriate step in the salary schedule taking into consideration the following:
- (a) Degree status as defined in section a.1. above.
 - (b) Full 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-half of any school year up to the time of employment.

Such credit for previous non-teaching experience as the Superintendent, in the Superintendent's discretion, deems appropriate based on the relevance of such experience to a newly hired bargaining unit member's assignment, up to a maximum of three (3) years experience or up to five (5) years in a shortage area as determined by the Connecticut State Department of Education.

Intermittent or short-term substitute service will not be credited as teaching experience.
 - (c) Credit for service in the Peace Corps or Vista to a maximum of two (2) years.
 - (d) Full credit for active service in the Armed Forces of the United States when such service interrupts Clinton teaching experience, in accordance with the requirements of law.
 - (e) Credit on the salary schedule for active service in the Armed Forces of the United States whenever served shall be one year for twelve (12) through twenty-one (21) months, two (2) years for twenty-one (21) or more months. Two (2) years maximum credit.

- (f) Based on written evaluations and conferences by administrators with the bargaining unit member(s), the Board reserves the right to withhold a salary raise from such bargaining unit member(s). Said decision to withhold a salary raise shall be grievable commencing at Level II of the grievance procedure.
- (g) Substitute teachers are defined as individuals who either 1) do not possess teacher certification or 2) possess certification, are employed by the Board and work up to but not beyond forty (40) school days in the same assignment. Such individuals are not by law considered members of the bargaining unit, and the Board shall have full discretion to determine the salary and benefits provided to those individuals.
- (h) A long-term substitute is defined as any certified teacher employed in the teacher's area of certification, has been granted a waiver by the State Department of Education (SDE), or has been granted a durational shortage area permit by SDE for forty-one (41) or more school days in the same assignment within the same school year and who replaces another bargaining unit member and is employed.
1. Long-term substitute teachers who are retained with the stated expectation that they shall work for the Board for the entire school year or for a known defined period of time of forty-one (41) school days or more, shall be entitled to all benefits, terms and conditions of employment described in and provided for in the collective bargaining agreement, except as outlined below.
 2. Long-term substitutes who work forty-one (41) or more school days in the same assignment, but less than the entire school year shall be placed at the first (1) step of the B.A. degree lane of the salary schedule effective the forty-first (41) day and shall receive no other benefits (except as may be required by law). Commencing with the ninety-first (91) work day of continuous employment, any long term substitute shall be placed on the appropriate step of the salary schedule in accordance with Article V – 5.1.a.2 and shall be eligible for full insurance benefits subject to eligibility requirements and to carrier regulations.

- (i) In any work year, a bargaining unit member on an unpaid leave of absence lasting a full work year shall not receive a year of experience for the period of the unpaid leave. A bargaining unit member working at least ninety-three (93) days in any work year, inclusive of paid leave time, shall be credited with a year of experience as if the bargaining unit member had worked the full year. A bargaining unit member working less than ninety-three (93) days in any work year, shall not receive a year of experience for that year, except as may be required by law.
- b. Extra-curricular salary schedules are attached hereto as Appendix C.
- c. Other salary schedules attached hereto as Appendix B.
- d. Bargaining unit members shall be paid their annual salaries as follows:
 - 1. The annual salary shall be paid in twenty-six (26) equal payments beginning with the first regular biweekly payday following the start of the bargaining unit member's work year, and the normal July and August payments paid in total on the last pay check in June.
 - 2. All salary payments may be made by automatic deposit at the bank of any individual bargaining unit member's choice.
- e. If a payday falls on a holiday, payments shall be made on the business day prior to the holiday.
- f. If, with proper and legal notification, termination of employment occurs prior to the end of the school year, the bargaining unit member shall be paid a pro rata portion of the annual salary on the basis of the total number of days worked relative to the total days in the work year as provided in Article VII. If a bargaining unit member resigns or leaves employment without appropriate notice, said bargaining unit member's salary shall not be prorated and shall cease effective immediately.
- g. Having performed the applicable contract obligations to the school system, a bargaining unit member who resigns after the end of the school year is entitled to appropriate Health Insurance through August 31; and bargaining unit members contribution as provided in Article VIII will be deducted from the bargaining unit member's last pay check.
- h. Other payroll deductions:
 - 1. In addition to those payroll deductions required by law or as provided for in this Agreement, the following agencies are eligible for payroll

deductions. All requests for voluntary deductions must be in writing on approved authorization forms.

2. (a) The list of approved deductions shall include:

Education Association of Clinton
Credit Union
Dependent Care Assistance Plan
Flexible Spending Account
Tax Sheltered Annuity Plans
Up to two CEA endorsed disability plan carriers

(b) The Board and the Association agree that there shall be up to ten (10) companies eligible for deductions for tax sheltered annuity plans. When there are fewer than ten (10) companies being used, the Board shall notify the Association so that substitute companies may be added to the list of those eligible.

In addition to the above, deductions for the State of Connecticut Deferred Compensation 457 Plan shall be available.

The parties' agreement to permit deductions for tax sheltered annuity plans for these companies shall not in any way be construed as Board or Association approval or endorsement of these companies. The Board and the Association expressly disclaim any investigation of the soundness or merits of these companies or their tax sheltered annuity plans.

3. If a bargaining unit member terminates employment at some time during the year and the full amount of the bargaining unit member's contribution to either the Flexible Spending Account (FSA) or the Dependent Care Assistance Plan (DCAP) has not been deducted from the bargaining unit member's checks, then the balance shall be deducted from the last check issued to that bargaining unit member.
- i. Continuing Education Unit (CEU) programs or equivalents which are utilized for the purpose of maintaining certification requirements of state law will not be applied toward advancement on the salary schedule.

Section 5.2 Contracts

The Board agrees to issue an initial contract and an annual salary notification and intent to return statement. Copies of these forms are included in Appendix A.

Section 5.3 Extra-Pay Positions

- a. Bargaining unit members who hold extra-pay positions shall be automatically reappointed annually unless they are notified otherwise by the Superintendent within the established deadlines. Such notification shall be in writing. Bargaining unit members who do not desire to be reappointed to an extra-pay position shall so notify the Superintendent, in writing, within the established deadlines.
- b. The deadlines for bargaining unit member appointment for seasonal extra-pay positions shall be the end of each season (see subparagraph d). For full year positions, the deadline for bargaining unit member appointment shall be March 1.
- c. The Board and the Association agree that appointments to extra-pay positions are annual in nature and that these positions do not carry an expectation of continued employment, except as required by law. In the event that an extra-pay position is eliminated for not more than two (2) years, preference shall be given to the bargaining unit member who held the position at the time of its elimination. Appointments to these positions are solely at the discretion of the Superintendent on behalf of the Board.
- d. Salaries for seasonal extra-pay positions shall be paid in one (1) lump sum on the second regular paydays in December, April and June.
- e. Payment for full-year positions shall be in three (3) equal payments: On the second regular paydays in December, April and June.
- f. Payments to Mentor Bargaining Unit Members shall be paid in one (1) lump sum on the second regular payday in April.
- g. Payment for extra-pay positions which are subject to Teachers' Retirement shall be folded into the bargaining unit member's salary and paid in twenty-six (26) equal payments.

Section 5.4 Classroom Work Beyond Calendar Days

- a. Any bargaining unit member required to work on classroom or assignment related materials beyond the school calendar days will be paid on the basis of the bargaining unit member's annual salary per day (calculated based on the total days in the work year as provided in Article VII), prorated to hours worked based upon the workday when school is in session, with a minimum assignment of three (3) hours for any day worked.
- b. Every bargaining unit member must recognize the responsibility for continuous effort to keep abreast of new or developing activities within the bargaining unit

member's own field or within the cultural context in which our schools function.

Section 5.5 Part-time Employees

- a. Bargaining unit members hired for fractional positions shall be paid at standard percentage rates, e.g.:

4/5 position - 80% of full-time salary
3/5 position - 60% of full-time salary
2/3 position - 67% of full-time salary

- b. Part-time employees shall receive pro-rata sick leave benefits and shall be placed at the appropriate salary step in accordance with Article V - 5.1.a.2. Those part-time bargaining unit members who are paid at a salary rate of fifty percent (50%) or more shall be entitled to full insurance benefits subject to carrier regulations and eligibility requirements.

ARTICLE VI – BARGAINING UNIT MEMBER WELFARE PROVISIONS

Section 6.1 Protection of Bargaining Unit Members

- a. A bargaining unit member shall report immediately in writing to the principal and to the central office all cases of assault suffered by the bargaining unit member in connection with the bargaining unit member's employment.
- b. This report shall be forwarded to the police and the Board which shall comply with any reasonable request from the bargaining unit member for information in its possession relating to the incident or the persons involved, unless such information is confidential, and shall act in appropriate ways as liaison between the bargaining unit member, and the police and the Courts.
- c. Whenever a bargaining unit member is absent from school as a result of personal injury caused by an assault arising out of and in the course of employment, the bargaining unit member shall be paid the bargaining unit member's full salary for the period of such absence for up to one calendar year without using sick leave. Any amount of salary payable pursuant to this Section shall be reduced by the amount of any worker's compensation awarded for temporary disability due to the said assault injury for the period for which salary is paid. The Superintendent, acting on behalf of the Board shall have the right to have the bargaining unit member examined by a physician designated by the Superintendent, acting on behalf of the Board for the purpose of establishing the length of time during which the bargaining unit member is temporarily disabled from performing the bargaining unit member's duties. The

Superintendent, acting on behalf of the Board will designate two physicians; the bargaining unit member may choose one of the two.

Payment of the salary benefit set forth in this paragraph shall be contingent upon the bargaining unit member's filing a worker's compensation claim. In the event the Worker's Compensation Commissioner determines that such claim is not compensable, the Board will have no obligation to the bargaining unit member under this Article.

Section 6.2 Accident and Sickness Benefits

- a. A bargaining unit member shall report immediately in writing to the principal and to the central office all cases of personal injury caused by an accident arising out of and in the course of employment.
- b. Whenever a bargaining unit member is absent from school as a result of personal injury caused by an accident arising out of and in the course of employment (other than an assault), the bargaining unit member may elect to charge all or part of such absence during the period of temporary disability due to the accident to the sick leave days to the bargaining unit member's credit under the Board's rules and regulations pertaining to sick leave. In which event the bargaining unit member shall receive the sick leave pay to which the bargaining unit member is entitled for the period so charged to the bargaining unit member's sick leave credits, less the amount of any temporary disability payments received under the worker's compensation laws due to said injury for any period for which such sick leave is paid. In the absence of such election said bargaining unit member shall not receive the bargaining unit member's sick leave payments during the period of the bargaining unit member's absence for temporary disability due to the accident, and the bargaining unit member's sick leave credits shall not be reduced by temporary disability due to the injury. Acceptance of sick leave payments (other than those made under 6.1 c. in connection with injury due to an assault) for any period for which the bargaining unit member may be entitled to receive disability payments under the worker's compensation laws shall constitute an election to charge the bargaining unit member's absence for such period to the sick leave days to the bargaining unit member's credit.

Section 6.3 Bargaining Unit Member Assignment

- a. The assignment and transfer of bargaining unit members within the Clinton Public Schools is the responsibility of the Superintendent and shall not be exercised in an arbitrary and capricious manner. In the determination of assignments, the reasonable requests and wishes of the bargaining unit member shall be honored to the extent that these do not conflict with the requirements and best interests of the Clinton Public Schools.

- b. Bargaining unit members shall be notified in writing of their program assignment for the coming school year, including the schools to which they will be assigned, the grades, subjects and group levels that they will teach, and any special or unusual classes that they will have, as soon as practical and under normal circumstances not later than the close of the school year. In the event of a change in circumstances or conditions after the close of the school year, assignments may be changed with prompt notice in writing to the bargaining unit member's last known address.

Guidance counselors who are required to work during the summer months shall be given notice of summer work dates, under normal circumstances prior to June 1. In the event of a change in circumstances or conditions after June 1, the dates may be changed with prompt notice in writing to the guidance counselor's last known address.

- c. Changes in assignment shall be effectuated only after a conference between Building Principal and the bargaining unit member concerned except in the case of changes made after the close of the school year, as provided in (b) above, in which case a conference between the Building Principal and the bargaining unit member shall be scheduled as soon as mutually convenient after receipt of notice of assignment change by the bargaining unit member concerned.
- d. In arranging schedules for bargaining unit members assigned to more than one school, an effort shall be made to limit the amount of interschool travel. Such bargaining unit members shall be notified of any change in their schedules as soon as possible.
- e. Planning Periods - For purposes of this Article, planning periods shall be defined as non-teaching time when the bargaining unit member's energies are devoted to activities affecting teaching readiness and the improvement of pupil adjustment and achievement.

Elementary bargaining unit members shall be entitled to a minimum of 190 minutes per five (5) day school week. The building administrator in consultation with the school based scheduling committee at the elementary schools shall make every effort to apply the following criteria in scheduling: (1) bargaining unit member preparatory time shall be scheduled within the instructional day; (2) an individual preparation period of at least thirty (30) minutes shall be scheduled for each bargaining unit member per day.

Each middle school and high school bargaining unit member shall be entitled to five (5) planning periods per a five (5) day school week. The administration will make every reasonable effort to provide 200 minutes of cooperative planning time per week for bargaining unit members at the middle school. The administration shall provide, at a minimum, 150 minutes of cooperative planning time per week for such bargaining unit members.

When an "Eight Period Drop 2 Rotating Schedule in a Four Day Rotation" is implemented at The Morgan School, the following will apply:

- i. Each bargaining unit member shall be guaranteed one (1) preparation period per day. Such preparation periods shall be defined as non-teaching time when the bargaining unit member's energies are devoted to activities affecting teaching readiness and the improvement of pupil adjustment and achievement.
- ii. Advisory Period shall be scheduled one day per week for thirty (30) minutes.
- iii. When operating on a four (4) day schedule rotation, teachers will be assigned one (1) duty period which will occur three (3) days of the four (4) day schedule rotation.
- iv. High School teachers shall be provided a collaboration planning period on two (2) days of the 4-day schedule rotation.
- v. Program Chairs at the High School shall, in addition to their regular planning period, be assigned two (2) collaboration periods and one (1) non-teaching period solely devoted to their assignment as Program Chairs, or by mutual agreement between the Program Chair and the Principal, devoted to teaching an additional class or independent study. Program Chairs may elect to teach an additional period per day upon written request instituted by the Program Chair. Such election shall not constitute a binding agreement for future years.

f. Teaching Periods –

When an "Eight Period Drop 2 Rotating Schedule in a Four Day Rotation" is implemented at The Morgan School, high school teachers shall not be assigned more than five (5) teaching periods per semester. A normal schedule would have between three (3) and five (5) teaching periods per day, with two (2) periods dropping each day of the four (4) day rotation.

The normal schedule for middle school teachers shall be five (5) teaching periods per day.

The following criteria shall be utilized in scheduling secondary teachers:

1. Alternative sign-ups for elective courses (e.g. first/second choice);
2. Alternative scheduling which may be employed to provide conflict-free schedules;

3. No predetermined number of teachers who may be assigned to teach six (6) teaching periods per semester;
4. Input of teachers within the department potentially affected by the assignment of an additional teaching period;
5. The number of times any given teacher is assigned a sixth teaching period should be minimized;
6. When assigned an additional teaching period, an effort will be made to minimize the number of different courses, preparations, and levels of instruction as well as the number of students assigned;
7. Prior to assigning an additional teaching period, the administration shall first seek volunteers. No teacher shall be involuntarily assigned to teach a sixth period when a qualified volunteer is available.
8. When assigned an additional teaching period, the Board agrees to pay such middle school and high school teachers at the rate of ten percent (10%) of the teacher's daily rate in biweekly payments. Teachers assigned to a sixth teaching period within a schedule rotation will forego their preparation period. In the event that an additional teaching period meets on less than a full-time basis, the overload payment due will be paid on a pro-rata basis.

In any event, no more than three (3) teachers in any one department may be assigned to an additional teaching period per day. When said teachers are assigned to an additional teaching period per day they shall be relieved of all other non-teaching duties and shall only be assigned to homeroom duty when all other teachers are assigned to a homeroom duty. When a science teacher is assigned to a laboratory, in addition to the normal schedule for high school teachers, said teacher shall be relieved of all other non-teaching duties and shall only be assigned to homeroom duty when all other teachers are assigned to a homeroom duty.

- g. The parameters of 6.3e and f are subject to re-negotiations in the event of change in school schedules.

Section 6.4 Bargaining Unit Member Transfers

- a. When a reduction in the number of bargaining unit members in a school is necessary, volunteers shall be transferred to another school first.
- b. An involuntary transfer shall be made only after a meeting between the bargaining unit members involved and the Superintendent or Superintendent's designee at which time the bargaining unit members shall be notified of the reason or reasons for the transfer.

- c. When involuntary transfers are necessary in the judgment of the school administration, length of service in the school system shall be a consideration in determining which bargaining unit members is to be transferred. Bargaining unit members shall be transferred only to positions within their area of certification.
- d. Notice of transfer shall be given to bargaining unit members as soon as practicable and under normal circumstances no later than June 1st.

Section 6.5 Reduction of Staff Because of Elimination of Position

- a. Bargaining unit members who have acquired tenure will have first preference for retention in positions for which they are certified and qualified. This shall include first preference with regard to positions that are held by non-tenured bargaining unit members, in addition to positions which are open and available. For the purpose of determining years of service under this Section, no credit shall be given for unpaid leaves of absence lasting a full work year. Unpaid leaves of absences lasting less than a full work year shall be pro-rated consistent with the amount of the unpaid leave period.
- b. Within the separate category of non-tenure bargaining unit members, the following criteria will be considered to determine the bargaining unit member or bargaining unit members to be released (order not determinative):
 1. Areas of certification by the State Department of Education;
 2. Total years of teaching in the Clinton Public Schools from most recent date of hire;
 3. Educational needs of the school system;
 4. Yearly written evaluations;
 5. Special training and experience; and
 6. Total years of experience in teaching.
- c. Within the separate category of tenured bargaining unit members, to determine which bargaining unit member is to be terminated as a result of elimination of a bargaining unit position, the following criteria will be considered in the order listed:
 1. Areas of certification by the State Department of Education;
 2. Total years of teaching in the Clinton Public Schools from most recent date of hire;
 3. Educational needs of the school system;
 4. Yearly written evaluations;
 5. Special training and experience; and
 6. Total years of experience in teaching.

It may be necessary to consider more than one of the above criteria to identify the bargaining unit member being terminated.

d. Recall

1. Any bargaining unit member whose employment is severed as a result of the elimination of bargaining unit member position(s) shall be placed on the recall list. No vacancy shall be filled or posted prior to the attempt to recall a qualified bargaining unit members from the recall list.
2. Tenured bargaining unit members shall be recalled before non-tenured bargaining unit members provided that they are certified as defined by the Connecticut State Department of Education and qualified in an area in which an opening occurs.
3. The Board shall recall bargaining unit members in the reverse order of layoff, provided the bargaining unit member is certified, as defined by the State Department of Education, and qualified in an area in which an opening occurs. In determining the qualification of a bargaining unit member for an opening, the factors listed in paragraph c. of this Article shall be considered.
4. Bargaining unit members shall be retained on the recall list according to the following:
 - (a) Bargaining unit members who have completed three (3) or less continuous years of service in the Clinton Public Schools shall be retained on the recall list for two (2) years; and
 - (b) Bargaining unit members who have begun or surpassed their fourth continuous year of service in the Clinton Public Schools shall be retained on the recall list for three (3) years.
5. All bargaining unit members on the recall list shall be required to notify the Superintendent, in writing, of their intention to remain on the recall list for the following year, if eligible in accordance with the above, before January 1 of the preceding school year. The written notification shall also contain the bargaining unit member's current address. If the Superintendent is not notified by the specified date, the bargaining unit member automatically will be removed from the recall list.
6. In the event that a bargaining unit member is recalled, the bargaining unit member will accept or reject in writing the offer of rehire within fifteen (15) days of the receipt of written notification of position availability from the Superintendent. This notification of position

availability will be mailed to the bargaining unit member's last known address.

If the bargaining unit member rejects the offer, the bargaining unit member shall forfeit all recall rights. The bargaining unit member's failure to provide to the Superintendent written notification concerning the offer of rehire within thirty (30) days of the emailing of written notification shall be considered a rejection of the offer.

7. A bargaining unit member rehired from layoff shall have bargaining unit member's accumulated sick leave restored provided the bargaining unit member has not taken the leave or received reimbursement for the leave.
8. A bargaining unit member rehired from the layoff shall be credited with bargaining unit member's years of teaching experience in the Clinton Public Schools earned prior to the layoff.

Section 6.6 Promotions

Promotion shall mean any position within the bargaining unit which includes a salary differential. All bargaining unit members shall be given a reasonable opportunity to apply for such positions and preference shall be given to qualified bargaining unit members currently employed by the Board provided, however, that the Board reserves the right to fill any promotional position in a manner which it feels best serves the interest of the School System.

Section 6.7 Posting of Vacancies

- a. Vacancies shall mean all openings of bargaining unit positions within the District which occur as a result of death, termination, retirement, leaves of absence approved prior to March 1, resignation, non-renewal, or a newly created position. A vacancy shall also include an opening in a bargaining unit position which occurs as a result of a transfer that takes place following the close of school in June but prior to August 15.
- b. All vacancies in positions requiring certification shall be posted on the District website and via e-mail (using @clintonpublic.net addresses) to members of the bargaining unit at least three (3) business days (Monday through Friday) prior to the anticipated application closing date.
- c. When, in the judgment of the Superintendent acting on behalf of the Board of Education, bargaining unit members currently employed by the Board and outside candidates are substantially equal in qualification, preference shall be given to the qualified employee.

- d. The Board reserves the right to fill any position in a manner which it feels best serves the interest of the school system subject to the other provisions of this section.

Section 6.8 In-Service Training

- a. Release time for Curriculum Development workshops will be provided for each bargaining unit member during the school year.

Section 6.9 Personnel File

Each bargaining unit member shall have a personnel file. Each bargaining unit member may also have a supervisory file kept by the building principal or other appropriate administrator. No item of evaluation, criticism, complaint or reprimand shall be introduced into the personnel file or the supervisory file unless the bargaining unit member is informed of the existence of such item. In no case shall any anonymous complaint be placed in any bargaining unit member's personnel or supervisory file.

The bargaining unit member may submit a written notation regarding any material in the personnel or supervisory file, and the same shall be attached to the file copy of the material in question. If the bargaining unit member is asked to sign the material placed in the personnel or supervisory file, such signature shall be understood to indicate the bargaining unit member's awareness of the material; but, in no instance, shall said signature be interpreted to mean agreement with the content of the material.

Bargaining unit members shall have the opportunity to review and discuss any evaluation reports with their supervisors, and to review the contents of their personnel and/or supervisory files as maintained by the building principals, supervisors or the Superintendent.

Section 6.10 Just Cause

No bargaining unit member shall be reprimanded or suspended without just cause.

Section 6.11 Special Education -- Physical Restraint

A bargaining unit member who has a special education student with an IEP providing for physical restraint shall be provided with training in proper techniques for physical restraint. The Superintendent shall convene a committee of bargaining unit members and administrators to discuss safety issues related to physical restraint and means of addressing staff concerns regarding such.

ARTICLE VII - WORKING CONDITIONS

Section 7.1 New Bargaining Unit Members

New bargaining unit member may be required to report for one extra day of orientation prior to the start of the bargaining unit member work year.

Section 7.2 School Day

- a. The starting and dismissal times of all schools shall be established by the school administration. The administration agrees to consult with the Association in the establishment of these times. Such starting and dismissal times for the subsequent school year shall be published not later than June 1.
 1. For purposes of this article of the Agreement, the bargaining unit member's basic work day and work year shall be as follows: The bargaining unit member's basic work day shall be seven (7) hours and twenty-one (21) minutes inclusive of instructional time, planning and preparation time, before/after school duty, and a duty-free lunch period.
 2. Any extension of this work day, except as permitted by the terms of this Agreement, shall be compensated at an hourly rate prorated based on the length of the school year and the length of the school day as provided in this Agreement.
 3.
 - (a) Any extension of the work year, except as permitted by the terms of this Agreement, beyond the number of days in the work year established pursuant to this Agreement, shall be compensated at a daily rate prorated based on the number of days in the work year as provided in this Agreement.
 - (b) The work year of 186 days shall include 183 student days and two (2) professional development days, which shall be of six (6) hours duration not including lunch and one other non-instruction day.
4. Current practices regarding after-school day responsibilities, such as planning and placement team meetings, workshops and other practices, not specifically modified by the terms of this Article, shall not be considered extensions of the work day.
5. Lengthening of the school day in lieu of a work day(s) shall not be considered extensions of the work day or work year. A work day

scheduled as a school day which does not meet the legal requirements of a school day shall not be considered as a day in the work year.

- b. Planning and Placement Team Meetings - The Board agrees to make an effort to schedule these meetings during the work day.
- c. Building Principal Meetings – Bargaining unit members may be required to attend up to twenty (20) building principal meetings/other activities per school year. The duration of such meetings shall not exceed one and one-half (1 ½) hours beyond the bargaining unit member's work day. In the months during which there is early dismissal for Professional Development, such meetings may be held on the early dismissal day. The District shall provide professional development activities for bargaining unit members during this time. Additional meetings may be scheduled in the event of an emergency. When not used for building principal meetings, the time may be used for alternative activities. The administrator responsible for the building principal meeting and/or other activity has the discretion to dismiss the bargaining unit members from such meetings and/or activities are concluded.

Educator Growth Goals meetings scheduled at the end of the day on Friday Professional Development days may be accomplished either on or off campus at the bargaining unit member's discretion.

The Administration shall provide a schedule of Building Principal meetings to bargaining unit members prior to September 1 of each school year. If changes to said schedule are required, Administration shall make every effort to provide at least two-weeks' notice to bargaining unit members where feasible.

- d. Evening Conferences – Bargaining unit members may be required to attend three (3) evening parent conferences and/or open houses each school year. These shall be scheduled by the Administration. The Administration shall provide a schedule of parent conferences and/or open houses to bargaining unit members prior to September 1 of each school year. If changes to said schedule are required, the Administration shall make every effort to provide at least two-weeks' notice to bargaining unit members where feasible.
- e. Guidance Counselors may be assigned to work flexible schedules for three six-week periods per year (one each in the fall, winter, and spring). During each of these periods, each guidance counselor will work four (4) evenings.

Section 7.3 Lunch and Recess Periods

No bargaining unit member shall be responsible for lunchroom or recess duty.

All bargaining unit members shall receive at least 30 minute lunch period that does not include passing time.

Section 7.4 Bargaining Unit Member Conferences and Visiting Days

The Board will provide an allowance of no less than five thousand dollars (\$5,000) per year for expenses incurred for conference and visiting days, not including substitution. All requests must have prior approval by the Superintendent or Superintendent's designee. The Superintendent may approve, not subject to the grievance procedures, bargaining unit members paying part or all expenses in attending a conference.

Section 7.5 Interactive Video

- a. The school administration, in its discretion, may propose an interactive video class assignment to a teacher, and the teacher may decline such assignment, without fear of discipline. The Board shall provide teachers assigned to teach such classes with the appropriate training necessary for proper set-up, use and maintenance of the distance learning center equipment, or otherwise provide for the same through assignment of a trained assistant, aide or otherwise.
- b. It is not the purpose of interactive video to eliminate bargaining unit positions or reduce the total number of bargaining unit members employed or hours worked as a result of the implementation of the interactive video. This does not preclude the use of interactive video to provide an instructional program where limited enrollment, funding, or other circumstances preclude a course offering taught by a bargaining unit member in a classroom setting.

ARTICLE VIII - HEALTH INSURANCE

Section 8.1 Insurance - Active Employees

- a. Medical Insurance. The Board shall provide the following option for medical insurance coverage for eligible employees and their eligible dependents:
 1. The Board shall offer bargaining unit members the State Partnership Plan 2.0 in lieu of the High Deductible Health Plan with a Health Savings Account) offered under the July 1, 2017-June 30, 2020 collective bargaining agreement (the "2017-2020 HDHP Plan").
 2. In the event that the State Partnership Plan 2.0 substantially changes with respect to plan design or cost, the Board may re-institute the 2017-2020 HDHP Plan as set forth in Appendices to this Agreement, and the parties agree to open negotiations at that time as to the applicable premium cost sharing.

Year	Board Premium Contribution	Employee Premium Contribution
2025-2026	78%	22%
2026-2027	77.5%	22.5%
2027-2028	77%	23%

Premium rates shall be inclusive of medical, RX, dental and all administrative fees incurred by the Board, and shall be established by the State of Connecticut for the relevant July 1 through June 30 period.

The premium rates will be established by the State of Connecticut for single, employee + 1 and family, and for actives, pre-65 actives, Medicare retirees and post-65 non Medicare eligible retirees, and blended to provide a uniform rate across categories for actives and retirees. This may result in active employees paying a higher premium than the active rates posted on the State of Connecticut website and retirees paying less than the retiree rate listed.

The Partnership Plan design and co-payments shall be specified by the State of Connecticut. The MEDICAL PLAN SUMMARY and the DENTAL PLAN SUMMARY are published by the State and described by the State and attached hereto as in the appendices to this Agreement.

The Board and the Association recognize that State of Connecticut may unilaterally change the plan design and co-payments of these plans.

The parties acknowledge that the Partnership Plan contains a wellness component referred to by the State as the Health Enhancement Program (“HEP”). All employees and their dependents participating in the Partnership Plan will be required to participate in HEP and subject to its terms and conditions.

All employees will be required to complete any documentation required to enroll in the Partnership Plan and HEP.

In the event that the Partnership Plan administrators impose a HEP non-participation penalty on the basis of an employee's non-compliance with the terms of the HEP or any non-compliance on the part of any individual covered under the employee's insurance, any such penalty shall be fully paid by the non-compliant employee, by payroll deduction.

In the event that the State of Connecticut does not continue the Board's participation in the Partnership Plan, then the Board shall provide the employees with insurance benefits substantially equivalent to the HDHP component of the 2017-2020 Plan.

- b. Dental Benefits. The Board shall provide bargaining unit members and eligible dependents with the Cigna Dental Partnership Plans provided under Option 3

at the same premium cost shares as the medical insurance. The DENTAL PLAN SUMMARY is found in the appendices to this Agreement.

- c. Life Insurance. The Board shall pay ninety percent (90%) of the cost of life insurance coverage in the amount of seventy-five thousand dollars (\$75,000).

Section 8.2 Insurance -- Retirees

Retirees in all insurance plans pay one hundred percent (100%) of the cost minus any payment from the state made on behalf of the retiree.

Any bargaining unit member who, upon retirement from the Clinton Public Schools, receives actual payment for current Teacher Retirement Benefits immediately after retirement (as defined in C.G.S. §§ 10-183 f (a), (b), (c) or § 10-183aa) will be permitted to participate in all group medical and dental insurance plans available to active bargaining unit members. The surviving spouse of a deceased retiree will be permitted to participate in all group medical insurance plans available to active bargaining unit members at the spouse's own cost, until such time as the spouse is eligible for Medicare and thus eligible to participate in the State sponsored plan.

Section 8.3 Change of Carriers

Nothing herein shall be interpreted to prevent the Board from obtaining coverage which is substantially equivalent as a whole from alternative insurance carriers, or through self-insurance, so long as there is no interruption in coverage, except that the E.A.C. may reject any proposed change in insurance carriers on the basis of non-equivalent coverage, including its administration, within sixty (60) school days from notice of such proposed change. In the event the Association rejects the proposed change in insurance carriers, the Board may submit the question of whether the proposed insurance coverage is substantially equivalent as a whole to the present coverage to the American Arbitration Association, which shall administer the proceedings under the labor arbitration rules of the Association. The arbitrator's decision shall be in writing and shall be final and binding. The cost for the services of the arbitrator shall be borne equally by the Board and the Association.

Section 8.4 Premium Conversion, Flexible Spending Accounts and DCAP

The Board shall continue to provide a plan whereby bargaining unit members' premium cost sharing shall be on a pre-tax basis. The Board shall also establish such plan(s) as are required to allow bargaining unit members to elect participation in:

- (1) a flexible spending account, with a two thousand five hundred dollar (\$2,500.00) per year limit on medical expense reimbursements; and/or
- (2) a dependent care assistance plan with such annual limit as permitted under the Internal Revenue Code.

These plans shall be established and administered in accordance with Internal Revenue Code requirements.

Section 8.5 Managed Benefits

Managed Benefit Guidelines apply to the health insurance plans offered penalties for non-compliance shall be as imposed by the carrier.

ARTICLE IX - LEAVES

Section 9.1 Sick Leave

- a. All certificated professional employees shall be granted annually fifteen (15) days of sick leave with full pay accumulative to one hundred eighty (180) days. Bargaining unit members shall be notified by January 1 of their accumulated sick leave, on their payroll records.
- b. Any bargaining unit member who qualifies for FMLA leave and takes a leave of absence under the FMLA in order to care for a member of the immediate family with a serious illness may substitute up to six (6) continuous weeks of accumulated sick leave for unpaid leave taken pursuant to the FMLA within in a twelve (12) month period as calculated under the FMLA. Any accumulated sick leave days used for an illness in the immediate family which qualifies as FMLA leave shall count against the twelve (12) weeks of FMLA leave within in a twelve month period to which the bargaining unit member is entitled within in a twelve (12) month period as calculated under the FMLA. The Superintendent may require medical documentation for the use of such leave. Such leave shall be deducted from the bargaining unit member's accumulated sick leave.
- c. Upon the retirement or permanent disability of a bargaining unit member, as defined in the Teacher's Retirement Act (Connecticut General Statute §10-183b et seq.), payment over and above regular compensation shall be made for the total accumulated sick leave at the rate of sixty-five dollars (\$65) per day up to one hundred eighty (180) days maximum.
- d. Voluntary Sick Leave Bank

Purpose: To provide members with additional paid sick leave when such members have exhausted sick leave due to their personal catastrophic illness or injury or combination thereof, and have provided competent medical certification of said catastrophic illness or injury or combination thereof.

Eligibility:

1. A bargaining unit member actively working who has a minimum accumulated sick leave as of September 1 of a school year equal to or greater than thirty (30) days.
2. Applications for membership will be accepted between September 1st and September 15th of any year.

Participation Requirements:

1. Those bargaining unit members who are eligible for participation and choose to participate in the "Bank" will transfer three (3) days from their accumulated sick leave to the "Bank" as of September 15th in the year they qualify.
2. A participating bargaining unit member must transfer an additional two (2) days from accumulated sick leave to the "Bank" during any year the "Bank" goes below fifty (50) days.
3. Any bargaining unit member eligible to participate who chooses not to do so, and, who thereafter chooses to participate, shall, upon entering the "Bank", be obliged to contribute the number of days the eligible bargaining unit member would have contributed had the bargaining unit member participated from the bargaining unit member's 1st year of eligibility.
4. Any participating bargaining unit member who elects to withdraw from participation may do so effective with the 1st day of the subsequent school year by so notifying the "Bank" Administrator (the "Administrator") prior to June 1st. Days contributed by such withdrawing bargaining unit member participant remain assets of the "Bank".
5. Participating bargaining unit members who choose to participate in the Bank shall be automatically re-enrolled.

Procedures:

1. Any "Bank" participating bargaining unit member may apply for additional leave from the Sick Leave Bank upon filing a disability form with the "Bank" "Administrator". The disability form shall include the participating bargaining unit member's diagnosis, prognosis, and date of anticipated return to work. Such application shall be submitted prior to the exhaustion of the participating bargaining unit member's sick leave days.
 - a. In the event a participating bargaining unit member does not submit their application prior to the exhaustion of the participating

bargaining unit member's individual sick leave days, and the Sick Leave Bank Committee (the "Committee") does not agree as to whether or not the bargaining unit member's application, should be accepted, a participating bargaining unit member who has circumstances that are exceptional, unforeseen, and out of their control may appeal this provision of the sick leave bank "Administrator", who will consult with the EAC president prior to making any determination.

2. Any and all requests from participating bargaining unit members that have been submitted in accordance with Procedures #1, shall be reviewed by the "Committee" to determine whether the participating bargaining unit member meets the criteria as generally set out in the purpose of the "Bank".
3. Decisions of the "Committee" regarding the awarding of sick leave by the Bank and judgments as to whether requests fulfilled the purpose of the Bank are final and not subject to the grievance procedure.
 - a. The "Bank" shall not be used in conjunction with any other unpaid leave already approved in accordance with Article IX.
 - b. If there is an abnormal circumstance, the participating bargaining unit member (or designee) already on approved unpaid leave shall be allowed to make an appeal to the "Administrator".
 - c. Prior to making any decisions, the "Administrator", in consultation with the EAC president, shall decide if the abnormal circumstances allow the participating bargaining unit member to be awarded the use of the "Bank".
4. The "Committee" shall include two (2) administrators appointed by the Superintendent and two (2) participants appointed by the Education Association of Clinton. In the event of a tie, the Board of Education medical advisor shall determine if the applicant shall receive days from the "Bank".
5. The "Administrator" shall be the Superintendent or the Superintendent's designee.
6. The returning bargaining unit member shall be required to recontribute upon accumulation of thirty (30) sick days. Such contribution shall be five (5) days per year until 50% of the days used from the "Bank" have been restored to the "Bank". Such contribution shall continue beyond the bargaining unit member's withdrawal from participation until the requirements of this section are met, as long as the bargaining unit member remains employed by the Board of Education.
7. In any single school year, no single eligible bargaining unit member shall receive more than ninety (90) days from the "Bank".

- c. Any bargaining unit member may be given an alternative assignment or use available sick leave when, in the written opinion of the bargaining unit member's physician, a condition at the site of the bargaining unit member's assignment, constitutes a threat to the bargaining unit member's health, the viability of a pregnancy, or the health of an unborn child. Alternative assignment decisions shall be at the option of the Superintendent and such decisions shall not be subject to the grievance procedure.
- d. Any bargaining unit members not eligible to join the "Bank" by virtue of a lack of sick day accumulation, who has exhausted their sick leave accumulation as a result of such condition, shall, for the purposes of this section, be deemed a member of the "Bank". This membership shall be limited to that period of time the bargaining unit member is absent from their assignment as a result of such condition.
- f. Absences for which a worker's compensation claim has been filed shall not be subject to the provisions of this section.

Section 9.2 Temporary Leave

- a. Each member of the unit shall be entitled to a total of five (5) days leave of absence with pay each year for the following reasons:
 1. Emergencies requiring the immediate presence of the bargaining unit member during the scheduled work day;
 2. Legal appearances that require the presence of the bargaining unit member during the scheduled work day, for example a) required court attendance as a party or witness, b) required attendance at an administrative hearing as a party or as a witness under subpoena; c) house closing;
 3. Birth of child;
 4. Marriage ceremony (self, children, parent, siblings);
 5. Illness in the immediate family (for the purposes of this subsection immediate family shall be defined as children, parents, spouse, grandchildren, grandparents, or an individual related to the employee by blood or affinity whose close association the employee demonstrates to be equivalent to those family relationships);
 6. Death in the immediate family (for the purposes of this subsection immediate family shall be defined as children, parents, siblings, spouse, grandchildren and grandparents or an individual related to the employee

by blood or affinity whose close association the employee demonstrates to be equivalent to those family relationships);

7. Attendance at funeral of relatives (for the purposes of this subsection relatives shall be defined as aunts, uncles, in-laws, domestic partner);
8. Religious holidays which require absence from work; and
9. Attendance at graduation exercises (self, spouse, child).

Each member of the unit shall be entitled to use two (2) of the above five (5) days each year without having to state a reason. These two (2) days may not be taken to extend a holiday or school vacation, or on professional development days, unless the bargaining unit member can demonstrate that there is good cause for the absence and that the bargaining unit member has no choice as to the date of the event. Additionally, during May and June these two (2) days shall be limited to only emergencies or to attend to matters that cannot be attended to outside of regular working hours.

- b. Application for such leave shall be made in writing at least forty-eight (48) hours in advance of the intended leave day and, if applicable, shall state the reason for the leave. The Superintendent shall notify the applicant of the Superintendent's decision to grant or deny the request twenty-four (24) hours in advance of the intended leave period. In the event that circumstances make prior application for a leave-of-absence day impossible, the Superintendent of Schools shall have the discretion to grant or deny payment for such a day upon written application which shall be submitted the next day.

In the discretion of the Superintendent, additional days of temporary leave of absence with pay, charged to the bargaining unit member's accrued sick leave, may be granted to a unit member. The decision of the Superintendent in granting or denying such leave shall not be grievable. Bargaining unit members requesting leave under this subsection must clearly state the reasons for utilization of temporary leave time.

- c. Leaves taken pursuant to paragraph a, items 1 through 7, shall be in addition to any sick leave to which a member of the unit is entitled.
- d. The Association accepts the responsibility to encourage staff members to use temporary leave days with discretion. The Association shall receive annually a list of all staff members who have used temporary leave days and the number of such days used.

Section 9.3 Extended Leaves

- a. Bargaining unit members who wish to apply for an extended leave of absence without pay must do so in writing to the Superintendent no later than March 1, preceding the school year for which the request is made.
- b. If the Superintendent intends to recommend approval to the Board of Education, the Board of Education will consider the Superintendent's recommendation during the month of March.
- c. A bargaining unit member on such extended leave of absence must inform the Superintendent, in writing, of the bargaining unit member's plans for the next school year no later than December 15 of the school year for which the leave of absence is granted. Failure to so notify the Superintendent shall be viewed as a voluntary resignation.
- d. The Superintendent, acting on behalf of the Board of Education, may waive the March 1 deadline if the Superintendent deems such action is warranted.

Section 9.4 Medical Leaves of Absence

Upon request and with appropriate medical verification, a bargaining unit member who has exhausted or will exhaust all available paid and unpaid leave may request a medical leave of absence without pay or benefits, which leave will be granted only to tenured bargaining unit member, for a period not to exceed for the remainder of the school year and for the next year ensuing. A bargaining unit member on such extended leave of absence must inform the Superintendent, in writing, of the bargaining unit member's plans for the next school year no later than December 15 of the school year for which the leave of absence is granted. Failure to so notify the Superintendent shall be viewed as a voluntary resignation.

Section 9.5 Leave of Absence for Child Rearing

- a. Any bargaining unit member who qualifies for FMLA leave and takes a leave of absence under FMLA in order to care for her newborn child after the expiration of her physical disability leave arising from childbirth may utilize up to a maximum of six (6) continuous weeks of accumulated sick leave for childrearing leave taken immediately following the period of disability in lieu of unpaid leave taken pursuant to the FMLA within in a twelve (12) month period as calculated under the FMLA. Any such accumulated sick leave days used for care for a newborn under this section shall count against the twelve (12) weeks of FMLA leave to which the bargaining unit member is entitled within in a twelve (12) month period as calculated under the FMLA. Such leave shall be deducted from the bargaining unit member's accumulated sick leave.

- b. Any bargaining unit member who qualifies for FMLA leave and is the parent of a newborn infant (or a child newly adopted or a child newly placed in foster care), and such bargaining unit member is not entitled to paid sick leave due to disability from childbirth, may request the utilization of up to six (6) continuous weeks of accumulated sick leave days to care for the newborn infant (or a child newly adopted or a child newly placed in foster care), with such leave to be taken immediately following the birth, placement or adoption and such leave taken in lieu of unpaid leave taken pursuant to the FMLA within in a twelve (12) month period as calculated under the FMLA. Such leave shall be deducted from the bargaining unit member's accumulated sick leave. This leave shall be counted against the twelve (12) weeks of FMLA leave to which the bargaining unit member is entitled within in a twelve (12) month period as calculated under the FMLA.
- c. Upon request, a bargaining unit member who has exhausted or will exhaust all available paid and unpaid leave may request a leave of absence without pay or benefits for childrearing. Such leave will be granted to bargaining unit members for the balance of the school year in which childbirth or adoption occurs (and the following school year in cases where leave begins after March 1st).
- d. A bargaining unit member on such extended leave of absence must inform the Superintendent, in writing, of the bargaining unit member's plans for the next school year no later than December 15 of the school year for which the leave of absence is granted. Failure to so notify the Superintendent shall be viewed as a voluntary resignation.
- e. Bargaining unit members on childbearing leave are encouraged at their discretion to participate in district professional development activities.

ARTICLE X - NOTICE OF RETIREMENT

A bargaining unit member who intends to retire shall give notice, in writing, to the Superintendent, in accordance with the following:

- a. If the bargaining unit member intends to retire at the end of the school year, the notice shall be given not later than December 15. If the bargaining unit member provides timely notice in accordance with this provision, the bargaining unit member shall be entitled to one (1) paid temporary leave day for the purpose of attending to bargaining unit member's business with the Teacher Retirement Board.
- b. If the bargaining unit member intends to retire at some other time during the school year, notice shall be given at least ninety (90) calendar days in advance.

- c. The notice periods provided herein shall be waived in any case where the bargaining unit member becomes unexpectedly unable to work due to an unanticipated medical condition or a family illness or injury which requires that the employee provide care.

ARTICLE XI - GENERAL PROVISIONS

- a. It is understood that bargaining unit members shall continue to serve under the direction of the Superintendent and in accordance with the Board and administrative policies, rules and regulations provided that the provisions of the Agreement shall supersede and prevail over any conflicting provisions.
- b. There shall be no reprisals of any kind taken against any bargaining unit member by reason of the bargaining unit member's membership in the Association or participation in its activities.
- c. Each principal shall continue to provide every bargaining unit member with a Teacher's Handbook, the contents of which shall not be contrary to Board of Education Policies or the terms of this Agreement.
- d. Copies of the Board of Education Policies Manual shall be available on the school district website.
- e. If any portion of this Agreement is ruled invalid for any reason, the remainder of the Agreement shall remain in full force and effect.
- f. Terms of Agreement copies shall be posted online for all bargaining unit members, Board of Education members, and administrators, no later than thirty (30) days after this Agreement is legal and binding.
- g. The E.A.C. has the right to display notices, circulars and other materials on a bulletin board located in the Faculty Rooms. These must be in good taste as determined by the Principal.
- h. Complaints regarding working conditions, which are not covered by this Agreement, and the welfare of bargaining unit members shall be informally discussed with the school principal and, if unresolved, shall be discussed with the Superintendent before the Board considers such complaint. Such complaints shall not be subject to the grievance procedure.

ARTICLE XII - DURATION AND EFFECTIVE DATES

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.

THIS AGREEMENT MADE AND ENTERED INTO by and between the Clinton Board of Education (hereinafter referred to as the "BOARD") and the EDUCATION ASSOCIATION OF CLINTON (hereinafter referred to as the "ASSOCIATION").

IN WITNESS WHEREOF, the parties hereunto have caused these present to be executed by their proper officers, hereunto duly authorized and their seal affixed hereto as of the date and year first above written.

CLINTON BOARD OF EDUCATION

By


Erica Gelven
Chairperson

EDUCATION ASSOCIATION OF CLINTON

By


Michael Meizes
President

10.11.24
Date of Signing

APPENDIX A

INDIVIDUAL CONTRACT

TO:

FROM:

You are offered the position of Certified teacher with the Clinton Board of Education
commencing _____.

Please sign and return to me electronically, one (1) copy of this memo to serve as a
contract.

Superintendent of Schools

Teacher's Signature

Date

APPENDIX A

SALARY NOTIFICATION

and

INTENT TO RETURN

TO:

FROM:

You are hereby notified that your salary for the 20_ -20_ school year is \$_____.

Please sign and return to me electronically one (1) copy on or before _____, 20_____
to serve as notification of your intent to return to employment.

Superintendent of Schools

Teacher's Signature

Date

APPENDIX A

BOARD OF EDUCATION CLINTON, CONNECTICUT

Annual Extra Pay Duty Agreement

The Clinton, Connecticut Board of Education hereby agrees to employ:
to perform the Extra Pay Assignment(s) of _____ in the _____ School for the school
year beginning _____, 20_ and ending _____, 20_.

This Agreement covers only the above-stated extra assignment(s) which (is/are) in
addition to the regular teaching duties provided for in the Teacher's Contract.

The Board of Education has voted and hereby agrees to pay said teacher, and said
teacher agrees to accept, for services during the above-stated period, an annual salary of \$
in _____ periodic installments payable as follows:

_____ beginning _____, 20_, and subject to required deductions for the U.S. Withholding
Tax, and other agreed-to deductions which the teacher may in writing authorize.

By _____
Teacher

By _____
Superintendent of Schools

Date _____

Date _____

APPENDIX B

2025-26 SALARY SCHEDULE						
STEP	EXP	BA	BA+30	MA	BA+60	MA+30
1						
2	0-1	51,765	54,542	56,063	57,886	58,826
3	2	55,321	58,098	60,026	61,946	63,268
4	3-4	58,839	61,619	64,015	66,044	67,816
5	5	63,236	65,996	68,920	71,064	73,345
6	6	67,959	70,688	74,204	76,467	79,326
7	7	70,466	73,168	77,015	79,340	82,526
8	8	72,974	75,649	79,823	82,212	85,726
9	9	75,715	78,491	82,821	85,300	88,944
10	10-12	78,836	81,726	86,236	88,816	92,610
11	13+	88,651	91,901	96,973	99,876	104,142

Subject to Article V, Section 5.1.a.2(f), all bargaining unit members who are not at maximum shall advance one step on the 2025-2026 salary schedule.

2026-27 SALARY SCHEDULE						
STEP	EXP	BA	BA+30	MA	BA+60	MA+30
1						
2	0	52,283	55,087	56,624	58,465	59,414
3	1-2	55,874	58,679	60,626	62,565	63,901
4	3	59,427	62,235	64,655	66,704	68,494
5	4-5	63,868	66,656	69,609	71,775	74,078
6	6	68,639	71,395	74,946	77,232	80,119
7	7	71,171	73,900	77,785	80,133	83,351
8	8	73,704	76,405	80,621	83,034	86,583
9	9	76,472	79,276	83,649	86,153	89,833
10	10	79,624	82,543	87,098	89,704	93,536
11	11+	91,266	94,612	99,834	102,822	107,214

Subject to Article V, Section 5.1.a.2(f), all bargaining unit members who are not at maximum shall advance one step on the 2026-2027 salary schedule.

2027-28 SALARY SCHEDULE						
STEP	EXP	BA	BA+30	MA	BA+60	MA+30
1						
2	0	52,544	55,362	56,907	58,757	59,711
3	1	56,153	58,972	60,929	62,878	64,221
4	2-3	59,724	62,546	64,978	67,038	68,836
5	4	64,187	66,989	69,957	72,134	74,448
6	5-6	68,982	71,752	75,321	77,618	80,520
7	7	71,527	74,270	78,174	80,534	83,768
8	8	74,073	76,787	81,024	83,449	87,016
9	9	76,854	79,672	84,067	86,584	90,282
10	10	80,022	82,956	87,533	90,153	94,004
11	11+	93,958	97,403	102,779	105,855	110,377

Subject to Article V, Section 5.1.a.2(f), all bargaining unit members who are not at maximum shall advance one step on the 2026-2027 salary schedule.

Parties agree that the 2025-2028 contract will include a schedule that will be adopted on June 30, 2028 (the “Replacement Schedule”), and that the Replacement Schedule will interpose a step between the next to last and the last step (breaking the bubble), and further that the parties will consider the Replacement Schedule as the current contract language from which the step costs and base salary schedule for the negotiations for a successor agreement to the 2025-2028 collective bargaining agreement.

SALARY SCHEDULE JUNE 30, 2028						
STEP	EXP	BA	BA+30	MA	BA+60	MA+30
1						
2	0	52,544	55,362	56,907	58,757	59,711
3	1	56,153	58,972	60,929	62,878	64,221
4	2-3	59,724	62,546	64,978	67,038	68,836
5	4	64,187	66,989	69,957	72,134	74,448
6	5-6	68,982	71,752	75,321	77,618	80,520
7	7	71,527	74,270	78,174	80,534	83,768
8	8	74,073	76,787	81,024	83,449	87,016
9	9	76,854	79,672	84,067	86,584	90,282
10	10	80,022	82,956	87,533	90,153	94,004
11		86,990	90,180	95,156	98,004	102,191
12	11+	93,958	97,403	102,779	105,855	110,377

APPENDIX C
EXTRA PAY SCHEDULE
Student Activities/Advisor Positions

Student Activity/Advisor Positions		2025-2026	2026-2027	2027-2028
		3.00%	2.00%	2.00%
Yearbook Advisor				
High School	Morgan	\$3,059	\$3,120	\$3,182
Middle School	Eliot	\$2,141	\$2,184	\$2,228
Director-Musical	Morgan	\$3,946	\$4,025	\$4,106
Asst. Director – Musical	Morgan	\$2,631	\$2,684	\$2,738
Director-Musical	Eliot	\$3,946	\$4,025	\$4,106
Audio Visual	Morgan	\$3,151	\$3,214	\$3,278
Drama Coach	Morgan	\$3,151	\$3,214	\$3,278
National Honor Society Advisor	Morgan	\$3,151	\$3,214	\$3,278
High School Bowl Advisor	Morgan	\$1,983	\$2,023	\$2,063
Math League Advisor	Morgan	\$1,983	\$2,023	\$2,063
J.V. Math League Advisor	Morgan	\$1,208	\$1,232	\$1,257
Literary Review Advisor	Morgan	\$1,983	\$2,023	\$2,063
Student Council Advisor*				
High School	Morgan	\$3,151	\$3,214	\$3,278
Middle School	Eliot	\$2,205	\$2,249	\$2,294
Senior Class Advisor	Morgan	\$1,983	\$2,023	\$2,063
Junior Class Advisor	Morgan	\$1,983	\$2,023	\$2,063
Sophomore Class Advisor	Morgan	\$994	\$1,014	\$1,034
Freshman Class Advisor	Morgan	\$994	\$1,014	\$1,034
Chemical Hygiene Safety Officer	District	\$2,361	\$2,408	\$2,456
Science Resource Chairperson	Joel	\$2,361	\$2,408	\$2,456
Gifted Resource Chairperson	Joel	\$2,361	\$2,408	\$2,456
	Eliot	\$2,361	\$2,408	\$2,456
Coordinator Gifted Program	District	\$4,626	\$4,719	\$4,813
After Hours Activities: *	District	\$4,627	\$4,720	\$4,814
Club/Activity Coordinator	Eliot	\$4,626	\$4,719	\$4,813
	Morgan	\$4,626	\$4,719	\$4,813
Interact Advisor	Morgan	\$1,983	\$2,023	\$2,063
Team Leader				
(3-5 Bargaining Unit Members)	Joel/Eliot	\$4,626	\$4,719	\$4,813
(6-8 Bargaining Unit Members)	Joel/Eliot	\$4,990	\$5,090	\$5,192
(9-11 Bargaining Unit Members)	Joel/Eliot	\$5,379	\$5,487	\$5,597
(12+ Bargaining unit Members)	Joel/Eliot	\$5,798	\$5,914	\$6,032

All Student Activities/Advisor positions are filled at discretion of Superintendent.

APPENDIX C
EXTRA PAY SCHEDULE
Program Chairpersons

All program chairperson positions are filled at the discretion of the Superintendent.

	School	# Teachers	2025-26	2026-27	2027-28
Program Chairperson	Morgan	3-5	\$4,626	\$4,719	\$4,813
		6-8	\$4,990	\$5,090	\$5,192
		9-11	\$5,379	\$5,487	\$5,597
		12+	\$5,798	\$5,914	\$6,032
Science Program Chairperson	Morgan	3-5	\$5,238	\$5,343	\$5,450
		6-8	\$5,653	\$5,766	\$5,881

APPENDIX C
EXTRA PAY SCHEDULE

Mentor Bargaining Unit Members, Memorial Day Parade, Hourly Rates

Mentor Bargaining Unit Members

A bargaining unit member who serves as a Mentor shall receive a stipend for each school year of service as a Mentor. The stipend shall be prorated if the bargaining unit member serves as Mentor for only half of a school year. All mentor bargaining unit member positions are filled at the discretion of the Superintendent. The amount of the stipend for the duration of this Agreement shall be as follows:

Mentors	
2025-26	\$1,122
2026-27	\$1,144
2027-28	\$1,167

The stipend above shall be inclusive of the State mentor stipend, if any.

Memorial Day Parade

The band teachers (up to 2) who coordinate and participate with their Student Marching Band(s) in the Memorial Day Parade shall each receive a stipend in each year of this Agreement. The choral teachers (up to 4) who coordinate and participate with their Student Chorus(es) for the Memorial Day Parade shall each receive a stipend in each year of this Agreement. All Memorial Day Parade positions are filled at the discretion of the Superintendent. The amount of the stipend for the duration of this Agreement shall be as follows:

Memorial Day Parade	
2025-26	\$150.00
2026-27	\$153.00
2027-28	\$156.06

Hourly Rates

All hourly rate positions are filled at the discretion of the Superintendent.

	Hourly Rates		
Position	2025-26	2026-27	2027-28
Summer Teacher	\$40	\$41	\$42
Summer Coordinator	\$50	\$51	\$52
Curriculum Other	\$38	\$39	\$40
STEP Program	\$35	\$36	\$37
Instructor (MAP)	\$40	\$41	\$42
Tutors	\$40	\$41	\$42

APPENDIX C
EXTRA PAY SCHEDULE
SPORTS

All coaching positions are to be filled at discretion of Superintendent.

Position	School	2025- 2026	2026-2027	2027-2028
Director of Athletics	Eliot/Morgan	\$10,377	\$10,585	\$10,797
Basketball-Varsity	Morgan	\$6,811	\$6,947	\$7,086
Basketball-J.V.	Morgan	\$4,176	\$4,260	\$4,345
Basketball-Freshman	Morgan	\$3,104	\$3,166	\$3,229
Cross Country	Morgan	\$5,124	\$5,226	\$5,331
Football-Head Coach	Morgan	\$7,756	\$7,911	\$8,069
Football-Asst. Coach	Morgan	\$4,756	\$4,851	\$4,948
Football-Freshman Coach	Morgan	\$4,556	\$4,647	\$4,740
Football-Freshman A. Coach	Morgan	\$3,279	\$3,345	\$3,412
Pep/Marching Band Director	Morgan	\$1,665	\$1,698	\$1,732
Soccer-Varsity	Morgan	\$5,674	\$5,787	\$5,903
Soccer-Assistant Varsity	Morgan	\$3,453	\$3,522	\$3,592
Soccer-J.V.	Morgan	\$3,453	\$3,522	\$3,592
Baseball-Varsity (Boys)	Morgan	\$5,696	\$5,810	\$5,926
Baseball-J.V. (Boys)	Morgan	\$3,453	\$3,522	\$3,592
Tennis	Morgan	\$4,483	\$4,573	\$4,664
Track	Morgan	\$5,183	\$5,287	\$5,393
Track Assistant	Morgan	\$3,014	\$3,074	\$3,135
Winter Track	Morgan	\$5,042	\$5,143	\$5,246
Winter Track Assistant	Morgan	\$3,014	\$3,074	\$3,135
Field Hockey-Varsity (Girls)	Morgan	\$5,674	\$5,787	\$5,903
Field Hockey-J.V. (Girls)	Morgan	\$3,500	\$3,570	\$3,641
Softball-Varsity (Girls)	Morgan	\$5,696	\$5,810	\$5,926
Softball-J.V. (Girls)	Morgan	\$3,453	\$3,522	\$3,592
Cheerleading (Fall)	Morgan	\$3,086	\$3,148	\$3,211
Cheerleading (Winter)	Morgan	\$3,086	\$3,148	\$3,211
Cheerleading Assistant (Fall)	Morgan	\$1,801	\$1,837	\$1,874
Cheerleading Assistant (Winter)	Morgan	\$1,801	\$1,837	\$1,874
Golf	Morgan	\$4,306	\$4,392	\$4,480
Golf Assistant	Morgan	\$2,985	\$3,045	\$3,106
Fencing	Morgan	\$4,267	\$4,352	\$4,439
Fencing Assistant	Morgan	\$2,460	\$2,509	\$2,559
Volleyball (Girls)	Morgan	\$5,168	\$5,271	\$5,376
Volleyball-J.V. (Girls)	Morgan	\$3,208	\$3,272	\$3,337

Position	School	2025- 2026	2026-2027	2027-2028
Wrestling	Morgan	\$5,804	\$5,920	\$6,038
Wrestling-Assistant	Morgan	\$3,582	\$3,654	\$3,727
Weight Training	Morgan	\$1,039	\$1,060	\$1,081
Lacrosse – Varsity	Morgan	\$5,674	\$5,787	\$5,903
Lacrosse – JV	Morgan	\$3,453	\$3,522	\$3,592

Position	School	2025-2026	2026-2027	2027-2028
Baseball (Boys)	Eliot	\$3,253	\$3,318	\$3,384
Asst. Baseball (Boys)	Eliot	\$1,627	\$1,660	\$1,693
Basketball (Boys & Girls)	Eliot	\$3,776	\$3,852	\$3,929
Asst. Basketball (Boys & Girls)	Eliot	\$1,888	\$1,926	\$1,965
Soccer (Boys & Girls)	Eliot	\$3,300	\$3,366	\$3,433
Asst. Soccer (Boys and Girls)	Eliot	\$1,650	\$1,683	\$1,717
Cheerleading (Fall)	Eliot	\$1,000	\$1,020	\$1,040
Cheerleading (Winter)	Eliot	\$1,000	\$1,020	\$1,040
Field Hockey	Eliot	\$3,300	\$3,366	\$3,433
Asst. Field Hockey	Eliot	\$1,650	\$1,683	\$1,717
Softball (Girls)	Eliot	\$3,253	\$3,318	\$3,384
Asst. Softball (Girls)	Eliot	\$1,627	\$1,660	\$1,693
Cross Country	Eliot	\$2,974	\$3,033	\$3,094
Asst. Cross Country	Eliot	\$1,487	\$1,517	\$1,547
Track and Field	Eliot	\$3,014	\$3,074	\$3,135
Asst. Track and Field	Eliot	\$1,507	\$1,537	\$1,568
Intra murals				
Soccer	Eliot	\$1,600	\$1,632	\$1,665
Field Hockey	Eliot	\$1,600	\$1,632	\$1,665
Basketball	Eliot	\$1,942	\$1,981	\$2,021
Softball	Eliot	\$1,581	\$1,613	\$1,645
Baseball	Eliot	\$1,581	\$1,613	\$1,645
Cross Country	Eliot	\$1,561	\$1,592	\$1,624
Wrestling	Eliot	\$1,651	\$1,684	\$1,718
Track and Field	Eliot	\$1,581	\$1,613	\$1,645
Track and Field Asst.	Eliot	\$1,455	\$1,484	\$1,514
Cheerleading (Fall)	Eliot	\$500	\$510	\$520
Cheerleading (Winter)	Eliot	\$500	\$510	\$520

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter "MOU") is made by and between the Clinton Board of Education (hereinafter the "BOARD") and its teacher bargaining unit Education Association of Clinton (the "EAC"), hereinafter sometimes referred to as the "parties."

WHEREAS, during the negotiations for the 2025-2028 collective bargaining agreement, the BOARD and the Association agree to the following:

1. 2025-28 the incumbent individual performing as the After Hours Activities Coordinator will be paid the current stipend of \$8,301, while that individual is continues to work in that capacity.

IN WITNESS WHEREOF, the aforementioned parties, intending to be legally bound hereby, have executed this MOU.

CLINTON BOARD OF
EDUCATION:

By: _____
Erica Gelven
Chairperson

EDUCATION ASSOCIATION OF
CLINTON:

By: Marilyn Murray
President

Date 10.11.24

CONNECTICUT PARTNERSHIP PLAN

2.0

A Great Opportunity for Very Valuable Healthcare Coverage

Welcome to the Connecticut (CT) Partnership Plan—a low-/no-deductible Point of Service (POS) plan now available to you (and your eligible dependents up to age 26) and other non-state public employees who work for municipalities, boards of education, quasi-public agencies, and public libraries.

The CT Partnership Plan is the same Expanded Access plan currently offered to State of Connecticut employees. You get the same great healthcare benefits that state employees get, including \$15 in-network office visits (average actual cost in CT: \$150), free preventive care, and \$5 or \$10 generic drug copays for your maintenance drugs. You can see any provider (e.g., doctors, hospitals, other medical facilities) you want—in- or out-of network. But, when you see in-network providers, you pay less. That's because they contract with Anthem Blue Cross and Blue Shield (Anthem)—the plan's administrator—to charge lower rates for their services. You have access to Anthem's State Bluecare POS network in Connecticut, and access to doctors and hospitals across the country through the BlueCard® program.*

When you join the CT Partnership Plan, the state's Health Enhancement Program (HEP) is included. HEP encourages you to get preventive care screenings, routine wellness visits, and chronic disease education and counseling. When you remain compliant with the specific HEP requirements on page 6, you get to keep the financial incentives of the HEP program!

Look inside for a summary of medical benefits, and or visit osc.ct.gov/ctpartner.

*Source: Healthcare Bluebook: healthcarebluebook.com

www.osc.ct.gov/ctpartner

**CONNECTICUT
PARTNERSHIP PLAN**

2.0

POS MEDICAL BENEFIT SUMMARY

BENEFIT FEATURE	IN-NETWORK	OUT-OF-NETWORK
Preventive Care (including adult and well-child exams and immunizations, routine gynecologist visits, mammograms, colonoscopy)	\$0	20% of allowable UCR* charges
Annual Deductible (amount you pay before the Plan starts paying benefits)	Individual: \$350 Family: \$350 per member (\$1,400 maximum) <i>Waived for HEP-compliant members</i>	Individual: \$300 Family: \$900
Coinsurance (the percentage of a covered expense you pay after you meet the Plan's annual deductible)	Not applicable	20% of allowable UCR* charges
Annual Out-of-Pocket Maximum (amount you pay before the Plan pays 100% of allowable/UCR* charges)	Individual: \$2,000 Family: 4,000	Individual: \$2,300 (includes deductible) Family: \$4,900 (includes deductible)
Primary Care Office Visits	\$15 copay (\$0 copay for Preferred Providers)	20% of allowable UCR* charges
Specialist Office Visits	\$15 copay (\$0 copay for Preferred Providers)	20% of allowable UCR* charges
Urgent Care & Walk-In Center Visits	\$15 copay	20% of allowable UCR* charges
Acupuncture (20 visits per year)	\$15 copay	20% of allowable UCR* charges
Chiropractic Care	\$0 copay	20% of allowable UCR* charges
Diagnostic Labs	\$0 copay (your doctor will need to get prior authorization for high-cost testing)	20% of allowable UCR* charges (you will need to get prior authorization for high-cost testing)
Durable Medical Equipment	\$0 (your doctor may need to get prior authorization)	20% of allowable UCR* charges (you may need to get prior authorization)

1 IN NETWORK: Within your carrier's immediate service area, no co-pay for preferred facility. 20% cost share at non-preferred facility.
Outside your carrier's immediate service area: no co-pay.

1 OUT OF NETWORK: Within your carrier's immediate service area, deductible plus 40% coinsurance.
Outside of carrier's immediate service area: deductible plus 20% coinsurance.

(continued on next page)

2



POS MEDICAL BENEFIT SUMMARY

BENEFIT FEATURE	IN-NETWORK	OUT-OF-NETWORK
Emergency Room Care	\$250 copay (waived if admitted)	\$250 copay (waived if admitted)
Eye Exam (one per year)	\$15 copay	50% of allowable UCR* charges
**Infertility (based on medical necessity)		
Office Visit	\$15 copay	20% of allowable UCR* charges
Outpatient or Inpatient Hospital Care	\$0	20% of allowable UCR* charges
**Inpatient Hospital Stay	\$0	20% of allowable UCR* charges
Mental Healthcare/Substance Abuse Treatment	\$0	20% of allowable UCR* charges (you may need to get prior authorization)
**Inpatient		
Outpatient	\$15 copay	20% of allowable UCR* charges
Nutritional Counseling (Maximum of 3 visits per Covered Person per Calendar Year)	\$0	20% of allowable UCR* charges
**Outpatient Surgery	\$0	20% of allowable UCR* charges
**Physical/Occupational Therapy	\$0	20% of allowable UCR* charges, up to 60 inpatient days and 30 outpatient days per condition per year
Foot Orthotics	\$0 (your doctor may need to get prior authorization)	20% of allowable UCR* charges (you may need to get prior authorization)
Speech therapy: Covered for treatment resulting from autism, stroke, tumor removal, injury or congenital anomalies of the oropharynx	\$0	Deductible plus Coinsurance (30 visits per Calendar Year)
Medically necessary treatment resulting from other causes is subject to Prior Authorization	\$0 (30 visits per Covered Person per Calendar Year)	Deductible plus Coinsurance (30 visits per Calendar Year)

*Usual, Customary and Reasonable. You pay 20% coinsurance based on UCR, plus you pay 100% of amount provider bills you over UCR.

** Prior authorization required: If you use in-network providers, your provider is responsible for obtaining prior authorization from Anthem. If you use out-of-network providers, you are responsible for obtaining prior authorization from Anthem.

CONNECTICUT PARTNERSHIP PLAN

2.0

Using Your Benefits

When you need medical or dental services... your benefits...

CareCompass.CT.gov is your one-stop shop for benefits and general information on your coverage. Click Partnership to view medical, dental, pharmacy and vision benefit information.

- Access your personalized benefits portal at carecompass.quantum-health.com, or by clicking Sign In on the Care Compass home page
- To view forms, visit CareCompass.CT.gov/forms, or click the Forms button at the bottom of the Care Compass home page.

When you need benefits support...

You and any enrolled dependents can speak with a personal Care Coordinator (833-740-3258) for help understanding your benefits, finding a doctor, and dealing with the complexities of health care. Quantum Health makes it easier for you to navigate your benefits and access the right care for you by coordinating with your medical, pharmacy, and dental member service teams. Chat with a Care Coordinator 8:30 a.m. – 10 p.m., Monday – Friday, at 833-740-3258, or send a message through your secure portal.

Earn incentives

The state has identified providers in Connecticut that meet the highest patient care standards for specific procedures and conditions as "Providers of Distinction". By completing your care with a designated "Provider of Distinction", you will receive a cash incentive in the mail.

To view a full list of procedures and incentives, visit CareCompass.CT.gov/providersofdistinction. Note: The amount of the reward varies by procedure or condition.

When you need to find the best provider or to find a location for a routine lab test...

Visit your Quantum Health benefits portal, select My Plan, and then Find Provider to locate a covered provider.

You pay nothing—\$0 copay—for lab tests, if you visit a preferred Site of Service provider. To find a Site of Service provider, visit your personalized benefits portal at carecompass.quantum-health.com.

When you're injured...

Your health plan has resources to help you through orthopedic injuries, from diagnosis to minor aches and pains, to surgery and recovery.

Get help diagnosing minor or lingering injuries through a virtual visit. Your provider will help create a rehab program you can do at home.

For surgical procedures, find the best providers for the care you need. Learn more at CareCompass.CT.gov/orthopedics.

Help Managing and Reversing Diabetes

Get help managing Type 1 or Type 2 Diabetes with Virta Health. Members are connected and supported with access to a diabetes health coach and receive free testing supplies and tips to manage their A1c. In the diabetes reversal program, where members with Type 2 Diabetes can learn to eat their way to better health with personalized nutrition plans and support from medical providers, professional coaches, and digital health tools.

Help Preventing Diabetes

If you have prediabetes, the digital Diabetes Prevention Program offered by Wellspark can help you prevent diabetes by focusing on lifestyle changes.

To learn more about these programs, visit CareCompass.CT.gov/diabetes.

Clinical Weight Management

Adult Plan Members: Flyte Health is a virtual medical weight loss program using clinical specialists to evaluate your blood work, lifestyle, and medical history to prescribe medication to help you lose weight safely.

Child Dependents (under 18): Connecticut Children's Medical Center offers four locations where you can visit a provider. Monthly education sessions are available to help build physical activity and healthy eating in your child's care.

**CONNECTICUT
PARTNERSHIP PLAN**

2.0

PRESCRIPTION DRUGS

Prescription Drugs	Maintenance* (31-to-90-day supply)	Non-Maintenance (up to 30-day supply)	HEP Chronic Conditions
Generic (preferred/non-preferred)** \$5/\$10	\$5/\$10	\$0	
Preferred/ Listed Brand Name Drugs	\$25	\$25	\$5
Non-Preferred/ Non- Listed Brand Name Drugs	\$40	\$40	\$12.50
Annual Out-of-Pocket Maximum	\$4,600 Individual/ \$9,200 Family		

* Initial 30-day supply at retail pharmacy is permitted. Thereafter, 90-day supply is required—through mail-order or at a retail pharmacy participating in the State of Connecticut Maintenance Drug Network.

** Prescriptions are filled automatically with a generic drug if one is available, unless the prescribing physician submits a Coverage Exception Request attesting that the brand name drug is medically necessary.

Preferred and Non-Preferred Brand- Name Drugs

A drug's tier placement is determined by Caremark's Pharmacy and Therapeutics Committee, which reviews tier placement each quarter. If new generics have become available, new clinical studies have been released, new brand-name drugs have become available, etc., the Pharmacy and Therapeutics Committee may change the tier placement of a drug.

If your doctor believes a non-preferred brand-name drug is medically necessary for you, they will need to complete the Coverage Exception Request form (available at www.osc.ct.gov/ctpartner) and fax it to Caremark. If approved, you will pay the preferred brand co-pay amount.

If You Choose a Brand Name When a Generic Is Available

Prescriptions will be automatically filled with a generic drug if one is available, unless your doctor completes Caremark's Coverage Exception Request form and it is approved. (It

is not enough for your doctor to note "dispense as written" on your prescription, a separate form is required.) If you request a brand-name drug over a generic alternative without obtaining a coverage exception, you will pay the generic drug co-pay PLUS the difference in cost between the brand and generic drug.

Mandatory 90-day Supply for Maintenance Medications

If you or your family member takes a maintenance medication, you are required to get your maintenance prescriptions as 90-day fills. You will be able to get your first 30-day fill of that medication at any participating pharmacy. After that your two choices are:

- Receive your medication through the Caremark mail-order pharmacy, or
- Fill your medication at a pharmacy that participates in the State's Maintenance Drug Network (see the list of participating pharmacies on www.osc.ct.gov/ctpartner) and scroll down to Pharmacy under Benefit Summaries.)

The Health Enhancement Program (HEP) is a component of the medical plan and has several important benefits. First, it helps you and your family work with your medical providers to get and stay healthy. Second, it saves you money on your healthcare. Third, it will save money for the Partnership Plan long term by focusing healthcare dollars on prevention.

Health Enhancement Program Requirements

You and your enrolled family members must get age-appropriate wellness exams, early diagnosis screenings (such as colorectal cancer screenings, Pap tests, mammograms, and vision exams). Here are the 2024 HEP Requirements:

2024 PREVENTIVE SCREENINGS	Dependent Requirements	Employee and Spouse Requirements				
		18-29 years	30-39 years	40-49 years	50-64 years	65+ years
Preventive Visit (Changing to every 2 years for all ages in 2025)		Every 3 years		Every 2 years		
Dental Cleaning	At least 1 per year	At least 1 per year				
Cholesterol Screening		Every 5 years (age 20+)				
Breast Cancer Screening (for women) (Changing to every 2 years for women age 40+ in 2025)		N/A	1 mammogram between ages 45-49	As recommended by your doctor		
Cervical Cancer Screening (for women)		Pap every 3 years (age 21+)	Pap only every 3 years or Pap/HPV combo every 5 years		N/A	
Colorectal Cancer Screening		N/A	Colonoscopy every 10 years (45+), Cologuard screening every 3 years, or Annual FIT/FOBT to age 75			

To check your Health Enhancement Program compliance status, visit CareCompass.GT.gov, then sign in or register for your Quantum Health benefits portal. To view your status, click the My Health tab in your portal.

You can also download the MyQHealth app on the App Store or Google Play.

CONNECTICUT PARTNERSHIP PLAN

2.0

HEALTH ENHANCEMENT PROGRAM

Additional Requirements for Those With Certain Conditions

If you or any enrolled family member has 1) Diabetes (Type 1 or 2), 2) asthma or COPD, 3) heart disease/heart failure, 4) hyperlipidemia (high cholesterol), or 5) hypertension (high blood pressure), you and/or that family member will be required to participate in a disease education and counseling program for that particular condition. You will receive free office visits and reduced pharmacy copays for treatments related to your condition.

These particular conditions are targeted because they account for a large part of our total healthcare costs and have been shown to respond particularly well to education and counseling programs. By participating in these programs, affected employees and family members will be given additional resources to improve their health.

If You Do Not Comply with the requirements of HEP

If you or any enrolled dependent becomes non-compliant in HEP, your premiums will be \$100 per month higher and you will have an annual \$350 per individual (\$1,400 per family) in-network medical deductible.

Quantum Health is the administrator for the Health Enhancement Program (HEP) and gives you access to your personalized health benefits portal. The HEP participant portal features tips and tools to help you manage your health and your HEP requirements. Login to your personal benefit portal at carecompass.quantum-health.com to:

- View HEP preventive and chronic requirements and download HEP forms
- Check your HEP preventive and chronic compliance status
- Complete your chronic condition education and counseling compliance requirement
- Send a secure message to a Care Coordinator for benefits assistance
- Connect you to your medical, pharmacy, dental and other healthcare services covered in your plan- with just one login.

Quantum Health: (833)740-3258, 8:30 a.m.-10 p.m. ET, Mon.-Fri.



YOUR BENEFIT RESOURCES

Office of the State Comptroller, Healthcare Policy & Benefit Services Division

www.osc.ct.gov/ctpartner
860-702-3560

General benefit questions, Medical, and Health Enhancement Program (HEP)

Quantum Health
CareCompass.CT.gov or login to your benefits portal from Care Compass
833-740-3258

Prescription drug benefits

CVS Caremark
CareCompass.CT.gov/state/pharmacy or login to your benefits portal from Care Compass
1-800-318-2572

Dental and Vision Rider benefits (if applicable)

Cigna
CareCompass.CT.gov/state/pharmacy or login to your benefits portal from Care Compass
1-800-244-6224

For details about specific plan benefits and network providers, contact the insurance carrier. If you have questions about eligibility, enrolling in the plans or payroll deductions, contact your Payroll/Human Resources office.

APPENDIX D
HDHP with HSA from 2017-2020 Agreement

**HIGH DEDUCTIBLE HEALTH PLAN (HDHP)
WITH A HEALTH SAVINGS ACCOUNT (HSA) FEATURE**

Cost Share Provisions	In-Network	Out-of-Network
Annual Deductible (individual/aggregate family)		\$2000/\$4000
Co-insurance	100%	20/80% after deductible, up to co-insurance maximum
Annual Out-of-Pocket Maximum Co-insurance	\$2000 individual coverage/ \$4000 family coverage	\$4000 individual coverage/ \$8000 family coverage
Preventive Care	Deductible not applicable	20% after deductible, subject to co-insurance limits
Prescription Drug Coverage	\$5 for generic, \$25 for brand name (formulary), \$40 for brand name non-formulary, and twice the applicable co-payment for mail order after reaching deductible.	

The Board will contribute fifty percent (50%) of the applicable HSA deductible amount.

50% of the Board's contribution toward the HSA deductible will be deposited on the first pay period in July and 50% of the Board's contribution toward the HSA deductible will be deposited on the first pay period in January.

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