

NEW LONDON BOARD OF EDUCATION
AND
NEW LONDON EDUCATION ASSOCIATION
CONTRACT

JULY 1, 2025 - JUNE 30, 2028

21720971.2

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WILL BE UPDATED WHEN LANGUAGE IS FINAL

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THIS AGREEMENT IS MADE AND ENTERED INTO pursuant to Section 10-153d of the Connecticut General Statutes (as amended), by and between the NEW LONDON BOARD OF EDUCATION (hereinafter referred to as the "Board") and the NEW LONDON EDUCATION ASSOCIATION (hereinafter referred to as the "Association"), affiliated with the Connecticut Education Association.

ARTICLE I **RECOGNITION**

- A. The Board recognizes the New London Education Association for purposes of professional negotiations as the exclusive representative of a unit consisting of all certified professional employees of the New London System, excluding temporary substitute teachers and anyone employed in a position requiring a supervisory or administrative certificate. Unless otherwise indicated, the employee in the unit shall be hereinafter referred to as the "teacher."
- B. Negotiation Over Matters Not Covered by Terms of the Agreement.
1. For the duration of the Agreement, items will remain in effect without revision or addenda for the life of the contract except as both parties to the Agreement mutually consent otherwise or except as discussion is part of the formal negotiation period for settling on a successor contract.
 2. Any additional agreement reached shall be reduced to writing, shall be signed by the Board and the Association, and shall become an addendum to this Agreement.
- C. Durational Shortage Area Permits (DSAPs)
- Teachers holding Durational Shortage Area Permits (DSAPs) are members of the "teacher unit" for collective bargaining purposes as defined in the Connecticut Teacher Negotiation Act and members of the NLEA bargaining unit as defined in Section A of this Article.
- DSAP holders are subject to the terms and provisions of this Agreement, including the requirement of paying Association dues and fees or agency shop under Article XXV, except in areas where the contract indicates or implies that regular teaching certification is required, including, but not limited to:
- a. Under Article VII, Teacher Transfer and Assignments, DSAP holders shall be assigned by the Administration, and shall not have any contractual transfer rights. A DSAP holder without any regular teaching certification may not bid on posted positions. However, if a DSAP holder also possesses regular teaching certification in an area other than his/her DSAP assignment, that

person may apply for vacant positions within the system, provided that it is recognized that the Administration may wish to keep the DSAP employee is his/her DSAP assignment.

- b. It is agreed that DSAP holders are not subject to the teacher tenure law and are at-will employees not subject to the rights of regularly certified teachers in matters of termination and other discipline. Accordingly, the provisions of Article XVI, Reduction In Force/Recall, shall not apply to DSAP staff, and such individuals shall have no contractual rights in reference to layoff and/or recall. In addition, the provisions of Article XIX, Section J shall not apply to DSAP holders. Further, it is agreed that the employment of a DSAP holder will automatically end upon the expiration of the DSAP.
- c. DSAP holders shall receive contractual jury duty, sick leave and personal leave benefits, but are not eligible for tuition reimbursement or the benefits of Article XVII of this Agreement.

ARTICLE II

PROFESSIONAL NEGOTIATIONS

- A. It is the intent and purpose of the parties hereto that their agreements promote and improve the quality of education in the City of New London, provide for orderly professional negotiation between the Board and the Association, and secure prompt and fair disposition of grievances so as to promote positive influences upon the operation of the educational program.
- B. Both parties will make every reasonable effort to begin the data collecting process as soon as may be practicable prior to the aforementioned dates. Conditions of employment shall include the matters covered by the Agreement and any other matters legally determined to be within the scope of the statutory definition of conditions of employment or mutually agreed to be negotiable by the parties. Any agreement so negotiated shall apply to all teachers and shall be reduced to writing and signed by the Board and the Association.
- C. During negotiations, the Board and the Association shall present relevant data, exchange points of view, and make proposals and counter proposals.
- D. If the negotiations described in this Article have reached an impasse, the procedure described in Section 10-153f of the General Statutes shall be followed.
- E. If negotiation meetings between the Board and the Association are scheduled by mutual agreement during a school day, the representatives of the Association shall be relieved from all regular duties without loss of pay as necessary in order to permit their participation in such meetings. When it is necessary, pursuant to Article III (Grievance Procedure) for a School Representative, member of the Welfare Committee or other

representative designated by the Association to investigate a grievance or attend a grievance meeting or hearing during a school day, s/he shall, with the permission of the principal or immediate superior and upon notice to the Superintendent by the Chairperson of the Welfare Committee, and with the approval of the Superintendent or the Superintendent's designee, be released, without loss of pay, as necessary in order to permit participation in the foregoing activities. Any teacher whose appearance in such investigations, meetings, or hearings as a witness is necessary shall be accorded the same right. The Association agrees that these rights shall not be abused.

- F. Despite reference herein to the Board and the Association as such, each reserves the right to act hereunder by committee or representative. Furthermore, the New London Board of Education and the Association agree that either party may, at its discretion, bring into the negotiations any outside legal or professional advisor.
- G. This Agreement may not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.
- H. The Board agrees not to negotiate at any time with any teachers' organization other than that designated as the representative pursuant to Section 10-153b through 10-153d of the General Statutes.

ARTICLE III **GRIEVANCE PROCEDURE**

Section 1.

The prompt, informal and confidential adjustment and settlement of grievances is encouraged, and therefore the following procedures to accomplish these purposes are hereby established. The purpose of the grievance procedure as set forth herein is to secure and obtain, at the lowest possible administrative level, an equitable solution to the grievance. The parties agree that the purpose of the grievance procedure will best be served if all proceedings thereunder be kept as confidential as appropriate.

Section 2 – Definitions.

- a. A grievance shall be defined as an alleged violation, misapplication or misinterpretation of a specific section of this Agreement or of any written Board Policy. Grievances concerning evaluations shall be permitted only to the extent allowed by statute.
- b. An "aggrieved person" is the person making a claim.
- c. A "party in interest" is the person making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

- d. "Day" or "school day" shall be defined as a day in the school year on which teachers are required to work, including less than full work days. Grievance time lines shall be held in abeyance during July and August, except in instances where the Board, because of the nature of a particular grievance, is subjected to potential financial exposure of a continuing, ongoing nature, in which case "day" shall mean days during said months when the Board of Education Office is open for business.

Section 3 – Time Limits.

- a. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each step shall be considered as a maximum. The time limit specified may, however, be extended by mutual agreement.
- b. A grievance shall be deemed waived unless it is submitted within twenty one (21) school days after the aggrieved party knew or should have known of the events or conditions on which it is based.
- c. Failure by the grievant at any level to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level.

Section 4 – Informal Procedure.

The parties both agree that the resolution of the grievance should, to the extent possible, be handled informally. Therefore, if a teacher feels that s/he may have a grievance, the matter shall first be discussed informally with the Principal, or his/her designee or, where the immediate supervisor is not the principal, with the grievant's immediate supervisor or his/her designee in an effort to resolve the problem. If, after such discussion, the teacher is not satisfied with the informal attempts to resolve the matter, s/he shall have the right to file a grievance in writing. (The person with whom the grievance is discussed at the informal level may not be a member of the New London Education Association bargaining unit.)

The informal procedure is a mandatory procedure that must be followed before a formal written grievance is filed. See APPENDIX A of this agreement for additional informal procedure provisions and requirements.

Section 5 – Formal Procedure.

Step One:

- a. If a grievant is not satisfied with the disposition of her/his grievance by informal proceedings, s/he may present her/his grievance as a written grievance to the Principal or her/his designee, or where the immediate supervisor is not the Principal, with the grievant's immediate supervisor or his/her designee within the above mentioned twenty one (21) day period, and shall have the right to have the

Association assist her/him. (The person with whom the written grievance is filed may not be a member of the New London Education Association bargaining unit.)

- b. The Principal or other administrator with whom the grievance is filed, or her/his designee, shall have fifteen (15) school days to meet with the grievant, starting from the date that the written grievance is filed with the Administrator at Step One. At this meeting, the grievant shall explain the grievance to the Superintendent or her/his designee in an effort to reach a mutually acceptable settlement.
- c. The Administrator shall have a period of ten (10) school days, commencing with the day of the last grievance meeting within the above described fifteen (15) day period, in order to respond in writing to the grievant.

Step Two:

- a. If, upon receipt of the Step One Administrator or her/his designee's written decision, the grievant is not satisfied with the disposition of the matter, the grievant shall have five (5) school days in which to file a written appeal of the Administrator's decision to the Superintendent of Schools.
- b. Upon receipt of the grievance, the Superintendent or his/her designee shall have fifteen (15) school days to meet with the grievant, starting from the day that the written grievance is filed with the Superintendent at Step Two. At this meeting, the grievant shall explain the grievance to the Superintendent or his/her designee in an effort to reach a mutually acceptable settlement.
- c. The Superintendent or his/her designee shall have a period of ten (10) school days following the conclusion of the grievance meeting in which to respond to the grievance, commencing with the day of the last grievance meeting within the above described fifteen (15) school days.

Step Three:

- a. Grievances which do not involve the interpretation, meaning or application of any of the provisions of this Agreement may only be processed through Step Two but shall not be arbitrable.
- b. If the grievant is not satisfied with the disposition of his/her grievance at Step Two, and if the grievance deals with a claim that provision(s) of this contract was violated or misapplied, he/she may, within five (5) school days after the Board decision, request that the Association submit the grievance to arbitration.
- c. If the Association elects to submit the grievance to arbitration, the Association shall so advise the Superintendent and the President of the Association, or their designated representatives, within five (5) school days after the date of the Board

decision, and the matter shall be submitted to the American Arbitration Association under the Rules of Voluntary Arbitration of the American Arbitration Association.

- d. The arbitrator so selected shall confer promptly with representatives of the Board and the Association and shall hold a hearing with the grievant and other parties in interest as s/he shall deem requisite.
- e. The arbitrator shall render a decision in writing transmitting it to all parties in interest, setting forth findings of fact, reasoning and conclusions on the issues, submitted within thirty (30) days from the date of the close of the hearing. The decision of the arbitrator shall be final and binding upon all parties in interest to the extent permitted by law.
- f. The cost of the services of the arbitrator shall be borne equally by the Board and the Association.
- g. No reprisals of any kind shall be taken by the Board, the Administration, or individual administrators against any participant in the grievance procedure by reason of such participation.
- h. The Association or its designee may be formally represented at any level of the formal procedures by a person or persons of her/his own choosing. Similarly, the Board may obtain such representation at the same levels.

Section 6 Miscellaneous.

- 1. Whenever ten (10) or more teachers have a grievance based upon the same act or condition, the Association may initiate and process a group grievance on their behalf. In cases of discipline, a grievance may be filed at the level at which the discipline was issued.
- 2. All documents dealing with the processing of grievances should be filed apart from the personnel files of the participants.
- 3. The sole remedy available to any teacher for any alleged breach of this Agreement or any alleged violation of a right hereunder shall be pursuant to the grievance and arbitration procedure, provided however, that nothing contained herein shall deprive any teacher or the Board of any legal right.
- 4. Nothing herein deprives a teacher of any statutory right to present a complaint to the Board of Education or to discuss the matter informally with any appropriate member of the administration.

ARTICLE IV **CLASS SIZE**

- A. The Board and the Association recognize that class size is affected by a number of factors such as building space, age level, school program, and subject matter. The following

limits on class size shall be regarded as the expressed desire of the Board of Education and the Association for traditional classes:

Pre School15 – 17 (per teacher)
Kindergarten and first grade20 -24
Second through twelfth grade24 - 28

Whenever the number of students in the traditional classroom exceeds the stated maximum, the Board will supply a teacher aide for such class for up to forty (40) days during which time the Board will reassign or transfer students as necessary to meet the classroom maximums.

The size of Special Education classes (mentally and/or emotionally handicapped) shall be within the limits defined by statute or permitted by state authorities.

The term “traditional classes” shall not include study halls, physical education classes, classes specifically designed for large-group or small-group instruction and non-graded grouping. Except when the best interests of the educational process indicate otherwise, teachers will be assigned variable group instruction only on a voluntary basis.

- B. No teacher shall be assigned sole responsibility for more than forty-eight (48) pupils at any moment in time, exclusive of band, chorus, study hall, arrival, dismissal, ROTC, playgrounds and lunchrooms. Any grievance alleging a violation of this provision may only be processed through Step Two and shall not be arbitrable.
- C. This provision does not relieve the teacher of any responsibility required by law.

ARTICLE V **TEACHER HOURS AND TEACHING LOAD**

A. SCHOOL YEAR

- 1. The school calendars will be determined by the Board of Education by May 1. Although non-negotiable, the Board will consult with the Association prior to adoption of the school calendar. It is understood that once set, the calendar may be changed by the Board for sufficient reason after notification to and consultation with the Association.
- 2. The scheduled work year of teachers covered by the Teachers' Salary Schedule (other than new personnel and others who may be required to attend pre-school orientation sessions) shall be as designated on the school calendar and shall consist of not more than one hundred eighty-five (185) scheduled work days. The scheduled work year of twelve (12) month teachers shall consist of not more than two hundred twenty-four (224) scheduled work days.

B. SCHOOL DAY

1. The starting and dismissal times at all schools shall be determined by the Board of Education. With the exception of subsections B(1)f and B(2) below, the normal teaching day shall be as follows.
 - a. High School: Seven (7) hours, fifteen (15) minutes.
 - b. Middle School: Seven (7) hours, ten (10) minutes.
 - c. Elementary Schools: Seven hours, Ten (10) minutes.
 - d. The time beyond the student day will result in pre and post school day time where teachers will be responsible to be present. Building administration will define the schedule prior to each school year. The increase in the teacher school day in this contract is for pre and post school day time only, not to be used for increased teaching time.
 - e. At no time while school is in session shall a teacher leave the place of assigned duty without permission of the principal or the principal's delegate, except during the periods of duty-free lunch.
 - f. The teachers recognize that they have a professional responsibility beyond the normal limits of the school day as here defined, and staff shall attend parents teacher conferences as past practice now in effect and two (2) parent evening events per year. Every effort shall be made to schedule parent evening events for no longer than two (2) hours.
 - g. Subsections a, b and c above are subject to minor modifications due to bus schedules.
 - h. If the Board determines that double sessions are necessary, the Association agrees to negotiate revisions in the school day for the schools involved.
 - i. Social workers may be assigned no more than four (4) hours per week during no more than two (2) evenings per week for meetings with parents and related duties. Social workers shall not work longer days than the particular school that they are assigned to.
 - j. Not more than one time in each year, the Board may notify the Association of its desire to change the stated student and/or teacher work day or work year as they are set forth in Article V. Negotiations shall take place between the parties over any decision/impact of the proposed increase as required by law, and will be treated as reopener negotiations under the Teacher Negotiations Act. The status quo will remain in effect until such negotiations have been concluded.
2. General staff meetings shall be considered mandatory and a professional responsibility of the entire teaching staff. No such meeting shall be scheduled for more than one (1) hour. No more than three (3) general staff meetings will be

scheduled in one month. Adverse criticism of the professional work of individual teachers shall not be presented at general staff meetings. Teachers shall be given at least forty-eight (48) hours' notice before a meeting is called, except in case of emergency. The content and use of general staff meetings shall be at the discretion of the Administration.

3. All teachers shall have an uninterrupted daily duty-free lunch period. The lunch period of high school and middle school teachers shall be the same length as that of the students. The minimum lunch period for elementary teachers shall be thirty (30) minutes. Teachers who are released from classroom duties early for the purpose of attending afternoon in-service programs at schools other than that to which they are assigned will be afforded an opportunity to have a reasonable lunch period prior to the commencement of the in-service program, even though this may be of shorter duration than their regularly scheduled duty-free lunch period. Lunch on student $\frac{1}{2}$ days may be after all teacher responsibilities with students are complete.

4. The Board and the Association recognize that continuous improvement of the quality of education requires that teachers perform many professional duties in addition to classroom instruction. The following limits on scheduled assignments in secondary schools are, therefore, regarded as the expressed desire of the Board of Education and the Association for traditional classes and will be implemented to the extent that facilities, curriculum and staff resources permit.

- a. All secondary teachers shall, in addition to their lunch period, have at least one (1) preparation period each day, during which they shall not be assigned to any other duties except in case of emergency.

While block scheduling is in effect at the High School, teachers shall receive an uninterrupted forty-five (45) minute preparation period daily. In addition to this daily prep, high school teachers shall also receive an additional forty-five (45) minute preparation period, for a total of ninety (90) preparation minutes, every four school days. Notwithstanding, the Administration reserves the right to designate one of every four of the additional forty-five-minute preparation periods as administrative directed time for (e.g. for PLCs).

Notwithstanding the above, the parties agree that the Administration may require teachers to provide substitute coverage in emergencies where there is a lack of coverage during their preparation period. Should this occur, said teachers shall be compensated at the rate of \$26.25 per instance of coverage. To help facilitate ease of coverage the Administration shall establish a voluntary list of teachers who will be called upon first in instances of requiring emergency coverage. Teachers may voluntarily be added to the list or removed from the list at their discretion. A teacher whose name is on the substitute coverage list shall not be required to provide coverage in all

instances, but rather will be called first and may refuse if necessary. Nothing herein precludes the Administration from assigning substitute coverage if absolutely necessary, but instead delineates the best practice for the parties to follow.

- b. In those areas of the curriculum where a high quality of teaching requires an unusual amount of preparation of new material and/or correction of students' work, the optimal number of teaching periods per day for a secondary school teacher shall be no more than five (5), provided the Board maintains a seven (7) period student day. Notwithstanding this provision, the Superintendent or his/her designee and a teacher may voluntarily agree to six (6) teaching periods. In such an instance, the teacher shall be compensated at an additional twenty percent (20%) of his or her base yearly salary payment.
- c. Each elementary teacher shall receive a forty five (45) minute preparation period each day. One (1) day per week, such preparation period shall be used at the Administration's discretion. If the Administration uses more than those preparation periods stated above, the Administration shall provide coverage for forty five (45) minutes for each such period somewhere else in the teacher's schedule or from an after school meeting within two (2) weeks of the lost preparation period. On planned student $\frac{1}{2}$ days, teachers shall be provided with 25 minutes of prep.
- d. Teacher participation in extracurricular activities for which no additional compensation is paid shall be voluntary. At the same time, the teachers recognize that their responsibility to their students and their profession requires the performance of duties that involve the expenditure of time beyond that of the normal working day. For those extracurricular activities for which additional compensation is paid, assignment thereto shall be subject to the teacher's consent after the second year of assignment. Teachers who participate in professional learning opportunities during the summer will be compensated for their time in accordance with Appendix D of this Agreement. In order to receive such compensation, the teacher shall execute a promissory note that will require repayment of such funds to the Board if the teacher leaves the district prior to the end of the following student school year.
- e. Teachers will be assigned substitute duty during preparation periods only in case of emergency.

5. Long-term substitutes are teachers occupying a position in the Board's table of organization requiring a certificate for forty or more consecutive days of employment. Temporary substitutes are employees employed by the Board in positions for less than forty days of continued employment. The parties have agreed as follows:
- a. Temporary substitutes are not members of the bargaining unit and are paid in accordance with Board policy, which may be changed from time to time by the Board.
 - b. Long-term substitutes are members of the bargaining unit and, after their fortieth day of employment, shall be placed on the salary schedule in accordance with their degree, standing, and years of experience after their fortieth day of employment.
 - c. Long-term substitutes shall receive no fringe benefits.

In no case should this apply to anyone who is not expected to be employed for an additional 30 days (70 days total)

6. The Board will require employees in this bargaining unit to account for their attendance in the Kronos or similar electronic platform either, and at the employee's choice, through swiping in on a daily basis or by manually entering their attendance on the electronic platform on a by-weekly. The Board agrees that such practice shall not be used to support disciplinary proceedings with regards to arrival or departure, but only to account for employee attendance.

Notwithstanding the foregoing, the Board reserves the right to continue to monitor employee attendance through other means and take any and all disciplinary action necessary.

ARTICLE VI **SPECIALISTS**

The Board and the Association recognize that instruction by specialists is increasingly important in the operation of an effective educational program. Accordingly, the Board of Education will make every effort to provide special teachers in the areas such as the following: art, music and physical education. Whenever possible, special teachers will be made equally available in all elementary grades.

ARTICLE VII
TEACHING ASSIGNMENTS

- A. Changes in grade assignment in the elementary schools and in subject assignment in the secondary schools are sometimes necessary and even beneficial. Such changes in grade and subject assignment shall typically be voluntary, but the Administration reserves the right to make such changes when necessary and when possible after discussion with the teachers involved.
- B. Under normal circumstances and when the Administration has information sufficient to form a judgment, teachers shall be notified in writing by the end of the school year of their programs for the coming school year, including the schools to which they will be assigned, the grades and/or subjects that they will teach, and any special or unusual classes that they will have. Notwithstanding the foregoing, the Board reserves the right to assign staff in accordance with section C below.
- C. The assignment of staff members and their transfer to positions in the various schools and departments of the district shall be made by the Superintendent on the basis of the following criteria, which are listed in order of priority: (1) Contribution which staff member could make to students in the new position. (2) Qualifications of staff member compared to all other candidates for position to be vacated and for position to be filled. (3) Length of service in New London Schools. (4) Desire of staff member regarding assignment or transfer. (5) Opportunity for professional growth. Except with the specific approval of the Superintendent of Schools or his/her designee, all transfers shall be implemented with the beginning of the school year in August.
- D. The place of residence of any teacher shall not be cause for discrimination in respect to employment or continuance of employment under the contract. Although teachers have the right to live outside of New London, such residence shall not be claimed as the reason for not participating in instructional and other activities as expected in this agreement except in case of emergency and at the discretion of the principal or of the immediate supervisor in the case of the itinerant teacher.
- E. The teacher shall be directly responsible to their building principal/ director and, through her/him to the Superintendent or the Superintendent's designee. The teacher shall become familiar with her/his duties and shall conform to rules and regulations established by contract, Board policy or delegated administrative authority regarding the routine of the school and the instruction and supervision of pupils.
- F. In order to maintain continuity and to keep abreast of valuable new developments in the profession, courses of study are subject to continuing review by the staff and the Board of Education. Teachers will base lesson plans on the established courses of study, making departures only for professional reasons such as the individual needs of students, enrichment made possible by special areas of teacher competence, unusual resources or relevant current events, and carefully evaluated experimentation.

- G. Teachers who are required to give up a preparation period to provide coverage shall be offered added preparatory time within two weeks. If the teacher(s) cannot be accommodated, s/he shall receive compensation for the lost preparation period at a rate of \$35 per hour.

ARTICLE VIII **PROMOTIONS**

- A. All openings for positions in the NLBA bargaining unit shall be sent to each teacher electronically and posted on the district's website at least ten (10) school days or fourteen (14) calendar days during the summer, except in cases of emergency, and the qualifications for the positions shall be clearly set forth.
- B. All qualified teachers shall be given adequate opportunity to make application for such positions. If, in the determination of the Superintendent, the qualifications of applicants are substantially equivalent and the interests of the pupils are thereby best served, preference shall be given to qualified teachers employed by the Board.
- C. If an opening occurs during the summer vacation, notification will be posted on the district's website. In addition, a copy will be sent to the President of the Association and teachers by e-mail.

ARTICLE IX **TEACHER FACILITIES**

- A. The Board shall make every effort to provide each school with the following facilities:
1. Space in each classroom in which teachers may safely store instructional materials and supplies.
 2. A teacher work area containing adequate equipment and supplies to aid in the preparation of instructional materials.
 3. An appropriately furnished room to be used as a faculty lounge. To the extent possible, said room shall be in addition to the aforementioned teacher work area.

ARTICLE X **SALARIES**

- A. The salaries of all persons covered by this Agreement are set forth in Appendix B. No exceptions will be made in individual cases to the approved provisions of the prevailing salary schedule.
- B. Salary Checks and Deductions

1. Beginning with the first Thursday in September when school is in session and ending no later than the last day of school in June, the teachers' annual salary will be paid as follows: (a) There shall be twenty-two (22) checks, one issued every other Thursday through the first scheduled biweekly payday of June, during both regular and vacation periods, in the amount of one twenty-sixth (1/26) of the contracted salary. (b) The remainder shall be paid as close as possible to the last biweekly payday in June. Should it become necessary to adjust the above bi-weekly schedule, it shall be by mutual agreement of the Board and the Association.
2. Payment of salaries shall be subject to those deductions required by State and federal law, required by this Agreement and otherwise as agreed by the parties. Deductions shall also be made for professional staff dues, e.g., New London Education Association, Connecticut Education Association and National Education Association, as teachers individually and voluntarily authorize. The Board shall promptly transmit the monies so deducted to the New London Education Association.

Teacher authorization for professional dues shall be in writing on a form established by the Association and approved by the Board and must be filed with the Superintendent between September 1 and October 15 for the academic year. The Association shall save harmless the Board from any claim for return of union and professional dues deducted from the final paychecks of any teacher who resigns from the New London Public School System during the school year.

All wage payments will be made via direct deposit to members of the union.

Employees who have tendered their resignation prior to the last bi-weekly pay date will have their check held for delivery by paper check the last day of the teacher work year.

3. For all staff members whose work is governed by the school calendar, a day's full pay for purposes of calculation shall be the annual salary divided by the number of work days in the school year. It is understood that the number of days in the school years covered by this ~~2016-2019~~ Agreement shall be 185 with the following exceptions:
 - a. The Board may establish a year-round magnet school and teachers working there will have a work year that is longer than 185 days.

The Board acknowledges its obligation to bargain with the Association over the impact of such additional work days.

4. For the 12 month teacher whose work is governed by a twelve (12) month year, a day's full pay for purposes of calculation shall be 1/224 of the annual salary.
- C. Salary Guides: Credit for Experience or Service
See Article XIX.
- D. Salary Guide: Extra Pay For Extra Work
Extra pay for extra-curricular activities and additional duties shall be in accordance with the salary guide for such activities.
- E. Certification Requirements
If a certified professional employee in the NLEA bargaining unit loses his/her current state department of education teaching certificate, authorization, or permit due to a lapse of certification, the teacher may apply for any open teaching position which is to be filled if she/he possesses a valid state teaching certificate, authorization, or permit for the open position. However, no displacement of another teacher shall be allowed, and the right to be so assigned to another open position for which certification is held shall be limited to an existing open position which is to be filled. If the teacher cannot be so reassigned based upon dual certification, then her/his teaching salary shall immediately be discontinued, and his/her insurance shall be discontinued if proper certificate, authorization, or permit is not reinstated one month after the lapse of certification. The teacher will be eligible for substitute teaching if qualified. This section shall not apply to teachers whose certificate is revoked for cause by the State Board of Education pursuant to Section 10-145(j). Pursuant to the provisions of Public Act 09-01, a person whose certificate, authorization, or permit has been revoked may not be employed in a public school during the period of revocation.

ARTICLE XI **SUMMER SCHOOL PROGRAM**

- A. Positions in the New London Summer Program shall, to the extent possible, be filled by regularly appointed teachers in the New London School System.
- B. In filling such positions, consideration shall be given to a teacher's area of competence, major and/or minor field of study and quality of teaching performance.

ARTICLE XII **PROTECTION**

- A. Teachers shall immediately report all cases of assault suffered by them in connection with their employment to their principal in writing for her/his discretionary action.
- B. The Board will protect and save harmless any teacher from any financial loss and expense, including legal fees and costs, arising out of any claim, demand, suit or

judgment as provided by the General Statutes of the State of Connecticut, Section 10235 (as amended from time to time.)

- C. Whenever possible, teachers shall be given at least twenty-four (24) hours notice of a new student being placed in their classroom.

ARTICLE XIII **WORKER'S COMPENSATION SUPPLEMENT**

Whenever a teacher is absent from school as a result of personal injury caused by an accident arising out of and in the course of employment while the teacher is in discharge of her/his duties, s/he shall be paid a total of 80% of her/his full salary (less the amount of any worker's compensation award made for temporary disability due to said injury) for a period of up to one (1) years, and no part of such absence shall be charged to the teacher's annual or accumulated sick leave. Granting such payment is subject to reporting and validation of the absence to the Board.

ARTICLE XIV **LEAVES OF ABSENCE**

- A. Staff members will be granted fifteen (15) days of sick leave per school year up to the maximum of one hundred fifty (150) days. Sick leave shall only be used to attend to personal illness.
- B. General Regulations
1. A professional staff member is a person serving under any certificate issued by the State of Connecticut in connection with public education. The provisions of these policies apply to all such persons.
 2. A school year is defined by the terms of the individual's contract.
 3. The Board of Education Expects integrity on the part of the professional staff as to the necessity and propriety of all absences.
- C. Absences

Staff member absence for reasons other than those covered by specific policy shall be subject to loss of pay equal to the substitute teacher's pay for one day per school year. Unexcused absence in excess of one day per year will result in a loss of 1/185 of the teacher's annual pay for each day of leave, or 1/224 of the twelve month teacher's annual pay for each day of leave.

Staff members shall be permitted emergency leave with pay in situations where the issue is of unusual and important significance, normally not weather, wholly beyond the control of the staff member and shall not be used to extend holidays, weekends or

vacation periods. Emergency leave will normally be limited to one school day at a time. All emergency leave situations shall be referred to the Superintendent or the Superintendent's designee for approval.

- D. Except in circumstances beyond the teacher's control, each teacher who has been absent shall notify the principal of intended return by 2:30 p.m. the day prior to said return.
- E. 1. Each staff member may accumulate sick leave annually up to the maximum allowed in the statutes as revised, of the State of Connecticut or a proportional part thereof, depending upon the beginning contractual date. Beginning of accumulation of sick leave for new teachers is opening day of school of the school year for which the teacher is engaged. A school year is defined in terms of the individual's contract.
2. Under continuous service such sick leave may be accumulated at the rate of fifteen (15) days in any one school year up to the maximum allowed in the statutes, as revised, of the State of Connecticut without deduction of salary.
3. After more than three (3) consecutive school days of absence because of illness, or in cases of suspected sick leave abuse (demonstrated by a pattern of abuse, including, but not limited to, extending weekends or holidays through the use of sick time), the staff member may be required by the Human Resources Office to submit a physician's certification confirming the employee's illness.

F. Sick Leave Bank

PURPOSE AND PARTICIPATION

A. Sick Leave Bank (the "Bank") shall be established and administered by the Board. The Sick Leave Bank shall provide additional paid sick leave to eligible teachers due to unforeseen personal catastrophic illness or injury.

Participation in the Sick Leave Bank is voluntary and only available after a teacher has completed five (5) years of service with New London Public Schools.

- Active teachers who desire to participate in the Sick Leave Bank shall notify the Business Office in writing by June 30th of the school year preceding their enrollment in the Sick Leave Bank to be eligible for participation the following school year.
- Only teachers who have donated to the sick leave bank will be eligible to receive donations.
- Only teachers that have at least thirty (30) days of accumulated sick leave may donate days. Teachers may contribute one (1) sick day to the bank each year.

- At the start of each school year, contributions to the bank will be deducted from participating teachers sick leave balance.
- The sick leave bank will have a cap approximately equal to the number of teachers at the beginning of the school year. No more days will be added until the bank is depleted to ninety (90) days. The bank will be built up to the maximum cap again and the process repeated. Newly eligible employees shall be permitted to join the sick leave bank by donating one (1) day, even if the bank exceeds the number of teachers for that school year.
- Once donated, sick days cannot be given back to the donating teacher, nor do they have any cash value if unused by the bank.
- All unused days awarded through this provision, shall be returned to the bank or if the bank has reached the maximum, sick days will be forfeited.

PROCEDURES

- Active teachers must submit, on written application, a request for additional paid sick leave days with sufficient medical documentation of the member's unforeseen personal catastrophic illness or injury from his/her treating physician to the President of the Association or union designee and the Human Resources Department.
- Applications shall be reviewed by the Human Resources Department and the Superintendent of Schools.
- The Superintendent shall determine whether the illness qualifies for donations from the bank. Decisions of the Superintendent shall not be subject to the grievance procedure.
- The Superintendent of Schools reserves the right to request additional information or require the applicant to undergo a medical assessment of the Superintendent's choosing.

LIMITS AND RESTRICTIONS

- Teachers shall not be eligible for any paid sick leave from the bank if the teacher has a disability claim pending; if the injury is subject to worker's compensation benefits; or if the teacher is eligible for, or has or will seek, relief in any state or federal court or personal injury mediation and or/arbitration process or other civil proceeding.
- Teachers must exhaust all accumulated leave benefits before using Sick Leave Bank days and shall not be eligible for any other paid leave.
- Teachers shall only be eligible to receive thirty (30) days per year from the sick leave bank.
- The Sick Leave Bank provision is not applicable for long term substitutes.
- The decisions under this provision are not subject to the grievance or arbitration process.

G. Family Illness

Each absence caused by serious illness to the immediate family (immediate family shall be defined as the teacher's spouse, civil union partner as provided by Connecticut law, parent, sibling, child, grandchild, or grandparent, or anyone residing in the household one year or more), up to and including five (5) days in any school year to take no deduction from salary. Two (2) of the five (5) days may be used for personal reasons. In such instances, prior approval of the Superintendent or his/her designee shall be required forty-eight (48) hours in advance and may only be used for responsibilities that cannot be conducted outside of the workday.

H. Bereavement

Each absence caused by death in the immediate family (immediate family shall be defined as the teacher's spouse, parent, step-parent, sibling, child, step-child, grandchild, or grandparent), up to and including five (5) days in any school year to take no deduction from salary.

I. Professional Purposes

Absences without deduction in pay for attending approved professional meetings and for visiting other schools in or outside of New London, such as institutes, conferences, committee meetings, or organization meetings, are subject to the discretion of the Superintendent of Schools. Such observance must be recommended to the Superintendent by a building principal. In the case of the itinerant teacher, the recommendation will come from the immediate supervisor.

J. Religious Observances

No deduction in the pay of a staff member is made in the case of required observation of religious holidays not now recognized in the official school calendar.

K. Retirement Compensation: Staff on Military Leave

Retirement assessments, for the period of military leave, are paid by the Board of Education to the State Teachers' Retirement Fund for the staff members of the New London Public School returning to teach in the community upon completion of the term of required military service.

L. Maternity Leaves

Maternity leave shall be granted in conformity with State and Federal legislation.

M. Military Leave

Members of the profession are granted full credit on the salary schedule, year for year, for required service in the armed forces while on leave from the profession. Retirement assessments, for the period of military leave, are paid by the Board of Education to the State Teachers' Retirement Fund for staff members of the New London Public Schools returning to teach in the community upon completion of the term of required military service. The Board of Education reserves the right to determine the teacher's fitness to resume teaching. In the event re-employment is denied, the teacher may appeal to the Board.

N. Weddings

Absences for attendance at weddings of staff members and in the immediate family (immediate family here means the teacher, the teacher's parent, step-parents, sibling, child, step-child, or grandparent) to take no deduction from salary, such absences to be confined to not over one day for each wedding.

O. Graduations

Teachers shall be entitled to one day's leave per school year for each of the following reasons: (1) to receive a graduate degree; (2) to attend a graduation of a member of the teacher's immediate family, defined as teacher's spouse, parent, step-parents, sibling, child, step-child, grandchild or grandparent.

P. The twelve month teacher(s) will work a twelve (12) month year and receive the following days off during the calendar year:

1. Holidays:

- A. New Year's Day
- B. Three Kings' Day
- C. Martin Luther King Day
- D. President's Day and the day following
- E. Good Friday
- F. Memorial Day
- G. Fourth of July
- H. National Election Day
- I. Labor Day
- J. Indigenous Peoples' Day
- K. Veterans' Day
- L/M. Thanksgiving Day and the Day Following
- N. Christmas Day
- O. Four (4) Floating Holidays between Christmas and New Year's Day
- P. Juneteenth (on school years in which school is in session)

2. Vacation:

Non-accumulative vacation time of twenty-two (22) days will be granted to the twelve (12)-month teacher(s). Vacation times must be approved by the immediate supervisor. The Business Office will use two hundred twenty-four (224) days to pro-rate a twelve-month professional employee's salary.

Any 12 month teacher voluntarily separating from service will not receive a payout of accumulated vacation leave at separation of employment.

Any 12 month teacher returning to a 10 month position voluntarily will not receive a payout of accumulated vacation leave.

Any 12 month teacher returning to a 10 month position due to elimination of their 12 month position or due to involuntary reassignment will be entitled to pay out of any balance of accumulated pro-rated vacation leave.

Any 12 month teacher converting to a 10 month work schedule, consistent with all 10 month teachers, will receive their first regular paycheck as indicated in Article X, B.

- Q. Teachers on leave for child rearing leave, as defined by FMLA for maternity purposes, shall be allowed to substitute paid leave, as available, for up to the twelve (12) weeks of FMLA. Teachers absent on child-rearing leave beyond the 12 weeks, or beyond the time their substitute paid leave runs out while on FMLA, shall receive no compensation of any kind during the term of the leave.

ARTICLE XV
CHILD-REARING LEAVE

- A. Leave to care for the employee's newborn or newly adopted child shall be approved in accordance with Board policy, the federal FMLA and/or applicable state law.
- B. The Board may grant additional leave beyond the leave described in Article XV to an employee to care for the employee's newborn or newly adopted child ("child-rearing leave") in accordance with this Article. Such child-rearing leave, however, shall not be for more than twenty (20) teachers at any given time during the term of this contract.
- C. Employees approved for child-rearing leave shall be entitled to an unpaid leave of absence for child-rearing purposes subject the following terms and conditions:
1. Child-rearing leave beyond what is required by the FMLA shall be available only to teachers to care for their newborn or newly adopted a child either during the year in which leave is requested or in the school year immediately following the birth or adoption of the child.

2. Teachers wishing to apply for child-rearing leave beyond what is required by FMLA must furnish a minimum of forty-five (45) days' written notice in advance of the commencement of the requested leave. Teachers must file such notice with the Superintendent of Schools and set forth the basis for the request and the duration of the requested leave.
3. Child-rearing leave beyond what is required by the FMLA shall be granted up to either one (1) full semester (or one-half (1/2) of the school year); two (2) consecutive one-half (1/2) years (semesters); or one (1) full school year.
4. Child-rearing leave beyond what is required by the FMLA shall terminate either at the end of a school year in June or at the end of the first semester of the school year. As such, employees returning from child-rearing leave shall return to work at the beginning of the following school year or at the beginning of the second semester, as applicable.
5. Child-rearing leave shall be unpaid, and employees shall not be able to use their accrued leave during periods of approved child-rearing leave. Employees on child-rearing leave may elect to continue their membership in applicable group insurance policies provided they make full and timely payment of all premiums for such coverage.
6. Upon return from child-rearing leave, teachers shall be assigned to the same position they held prior to the leave or to another position within their area of certification and qualification at the discretion of the Superintendent of Schools or designee. Upon return to work, employees shall be credited with all accumulated sick leave possessed at the time the teacher began approved child-rearing leave. However, sick leave will not be accrued during the period of child-rearing leave.
7. Teachers who return to teaching duties from approved child-rearing leave in August after a full school year's absence on child-rearing leave will be placed at the next higher step on the schedule than that occupied at the time the leave commenced. Teachers who return to teaching duties after approved child-rearing leave at the start of the second half of an already commenced school year will be placed at the next higher step on the salary schedule than that occupied prior to the commencement of the leave, but such placement shall be prospective only, and not retroactive.

ARTICLE XVI
REDUCTION IN WORK FORCE (RIF) OF TEACHERS

I. Definition

Reduction of teachers shall mean a decrease in the number of certified teachers employed by the Board of Education. The number of professional employees is recognized to be a matter for the sole determination of the Board of Education.

II. Procedure

Determination of those who are to be released is to be in the following order:

A. Basic Criteria

Steps will first be taken to determine if a sufficient number of teachers can be released by the following means:

1. Voluntary retirements,
2. Voluntary resignations,
3. Transfers of existing staff members, and
4. Voluntary leaves of absence.

B. If the above steps do not reduce the staff in sufficient numbers and additional teachers need to be released, termination of who will be released will be made in the following order:

1. Non-tenured teachers and
2. Tenured teachers, provided that tenured teachers who are retained are qualified to perform the necessary and required teaching functions.

C. Other Criteria

In the event that the categories established above are found not to be definitive enough as determined by the Board, the following criteria shall be used within each level (i.e., non-tenured and tenured):

1. Certification for the position or positions available,
2. Total contractual experience in the system, and
3. Degree status.

The parties agree that subparagraph C.2, "Total contractual experience in the system" shall be interpreted to mean the actual date of employment as

determined by effective date of employment and if necessary next by date of hire, and further agree that there shall be no distinction between half-time or full-time. Service, whether half-time or full-time, shall be considered the same service for purposes of this article. Service for less than half-time shall be accumulated and pro-rated based on the actual time worked for the purposes of this article.

III. Recall Procedure

- A. The name of any teacher whose services have been terminated because of the elimination of a position or a reduction in professional staff shall be placed upon a reappointment list and remain on such list for three years, provided such teacher does not refuse a reappointment.
- B. Any teacher on the reappointment list shall receive a written offer of reappointment to a comparable position. The teacher shall accept or reject the appointment in writing within ten (10) days.
- C. Teachers laid off are to be recalled in the reverse order of the layoff.
- D. No new teachers shall be hired in a subject area or grade level until all laid-off teachers from that subject area or grade level who are qualified to fill the vacancy have been recalled or have declined the opening.
- E. No new teachers shall be hired in a subject area or grade level before teachers who are laid off from other subject areas or grade levels who may be qualified and who possess the necessary certification are recalled or decline the opening.
- F. All terminations of professional staff members shall take place solely in accordance with applicable provisions of the Connecticut Teacher Dismissal Law (C.G.S. 10-151).
- G. It shall be the responsibility of all teachers to keep the Superintendent of Schools apprised of their current address at all times. Any notices required herein shall be deemed fully discharged by the sending of a certified letter to the last address of any person appearing on Board of Education records.

Legal Reference: Connecticut Public Act 80-354

Connecticut General Statutes 10-151

ARTICLE XVII
PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

A. Professional Growth

The professional focus of the district is on student achievement. Accordingly, all employees shall be provided opportunities for the development of increased competence beyond that which they may attain through the performance of their assigned duties. Such opportunities shall be designed to enhance the breadth of their experience and depth of their training so as to foment additional opportunities for our students to achieve success.

In light of their impact upon the lives of students and in keeping with the breadth of experience and depth of training which they possess, opportunities for the professional staff shall be especially rich and varied. The Superintendent shall provide the staff with the opportunities in areas such as the following: (1) visits to other classrooms and other schools; (2) conferences involving other personnel from the district, county, state, region, or nation; (3) membership on committees drawing personnel from such sources; (4) further training in institutions of higher learning.

B. The Board shall pay the reasonable expenses (including fees, tuition, meals, lodging and/or transportation) incurred by teachers who attend workshops, seminars, conferences or other professional improvement sessions at the request of and/or with the advance approval of the Superintendent of Schools.

C. Supervision of the work performance of a teacher will be conducted openly and with full knowledge of the teacher. Teachers will receive a copy of any evaluation report prepared by their supervisors and will have the right to discuss the report with their supervisors before it is submitted to the principals or Superintendent or put into their personnel file.

D. Academic Leave

With the approval of the Superintendent of Schools, a teacher may be allowed leave at full pay, minus a substitute deduction, provided a substitute is hired, to begin programs of study which result from foundations scholarship or voluntary participation which necessitate personal presence in advance of the close of the school year, the full time will not exceed ten (10) school days.

E. Administrators will make every effort to place in the personnel file of each teacher specific comments with regard to special achievements or lack thereof.

ARTICLE XVIII
ANNUITY PLAN

- A. Teachers shall be eligible to participate in a "tax sheltered" annuity plan established pursuant to Section 403(b) of the Internal Revenue Code, with a single mutually agreed upon company which will serve as a disbursing agent.
- B. Notwithstanding the foregoing, the Board shall not be responsible for making more than two (2) equal deductions monthly from each participant, each which shall be payable to the single company. The Board will be held harmless from any responsibility other than making the single payment pursuant to filed and signed individual deduction authorizations. Teachers must elect participation in September and participate at least for the ensuing academic year.

ARTICLE XIX
GENERAL

- A. If an administrator relays to a teacher a complaint relating to a teacher's professional work, the administrator shall inform the teacher of the source of the complaint. This provision does not obligate administrators to relay complaints to teachers.
- B. Upon written request, each teacher shall have the right to review at a time mutually convenient the contents of her/his personal file, excepting, however, any confidential records given at the time of her/his employment. At the teacher's request, a representative of the Association may accompany the teacher in such a review. It shall be made in the presence of the administrator responsible for the safekeeping of such file.
- C. Persons wishing to discuss complaints against individual employees of the New London Public Schools at any meeting of the New London Board of Education shall be encouraged to pursue such complaints through the office of the Superintendent prior to presenting his/her complaints to the Board at a Board meeting. Employees will receive copies of any written complaints as to their performance which are presented at a Board of Education meeting despite the referral of such complaints to the Administration.
- D. Participating in school related organizations shall be on a voluntary basis on the part of teachers, but teachers will endeavor to use their professional experience and knowledge to make positive contributions to the educational objective of such organizations.
- E. The Board of Education shall set Board policies following notice to the Association. No Board policy shall be established which will contravene a specific provision of this contract.
- F. It is recognized that the Board has and will continue to retain, whether exercised or not, the sole and unquestioned right, responsibility and prerogative, as granted by statute and the City Charter, to direct the operation of the public schools in the City of New London,

in all its aspects, including but not limited to the following: To maintain public elementary and secondary schools and such other educational activities as in its judgment will best serve the interest of the City of New London, to give the children of New London as nearly equal advantages as may be practicable; to decide the need for school facilities; to determine the care, maintenance and operation of buildings, land, apparatus and other property used for school purposes; to determine the number, age and qualifications of the pupils to be admitted into each school; to employ, assign and transfer teachers; to suspend or dismiss the teachers of the schools in the manner provided by statute or ordinance; to designate the schools which shall be attended by the various children within the city; to make such provisions as will enable each child of school age residing in the city to attend school for the period required by law and provide for the transportation of children wherever it is reasonable and desirable; to prescribe rules for the management, studies, classification and discipline for the public schools; to decide the textbooks to be used; to make rules for the arrangement, use and safekeeping of the school libraries and to approve plans for school buildings; to prepare and submit budgets to the City Council and, in its sole discretion, expend moneys appropriated by the city for maintenance of the schools, and to make such transfers of funds within the appropriated budget as it shall deem desirable. These rights, responsibilities and prerogatives are not subject to delegation in whole or in part, except that the same shall not be exercised in a manner inconsistent with or in violation of any of the specific terms and provisions of this agreement. No action taken by the Board with respect to such rights, responsibilities and prerogatives, other than as there are specific provisions herein elsewhere contained, shall be subject to the grievance and arbitration provisions of this Agreement.

- G. Teachers shall be reimbursed for tuition expenses for courses taken at accredited colleges and universities. Prior approval by the Superintendent is required. To be eligible for reimbursement, the course must be:
- a) in the content area of the teacher's certification; or
 - b) part of a program leading to a Masters degree that is directly related to the area of the teacher's certification; or
 - c) part of a program leading to a Masters degree in a shortage area identified by the State and or the school district.

In order to be reimbursed pursuant to this provision, the teacher must obtain a grade of "B" or better in a letter graded course, 80 or higher in a numerically or percent graded course, or "pass" in a pass/fail graded course.

The Board of Education will provide an account of \$40,000 during the 2025-2026 year, \$42,000 during the 2026-2027 year, and \$44,000 during the 2027-2028 year and pro-rate the amount per semester hour in the event more courses are completed than are budgeted. No teacher may receive reimbursement for more than nine (9) credits per year. Partial or full course reimbursement is payable in one lump sum in September of the school year following the school year in which the courses were taken and successfully

completed. An official transcript of the course(s) must be received by July 31st of the fiscal year in which the course(s) were taken. A teacher who has left the district as of the date payments are made shall not receive reimbursement.

Teachers may also submit for reimbursement for coursework taken to achieve certification/endorsement in a shortage area as defined by the State Department of Education.

- H. An administrator will not present adverse criticism of the professional work of an entire group of teachers unless evidence exists that the entire group of teachers are derelict in some professional duty, in which case the evidence will be presented along with the criticism.
- I. The Association President shall not be assigned bus duty, lunch duty, or study hall duty and shall be released up to the equivalent of two (2) school days per month for NLEA business.

- J. No teacher will be given a written reprimand, suspended or otherwise disciplined without just cause, or deprived of a salary increment without just cause.

This provision does not apply to terminations made under the Connecticut General Statute, Section 10-151 inclusive.

- K. A teacher anticipating a degree change for the next school year shall file with the Superintendent of Schools a written statement of intention no later than January 1 prior to the school year in which salary credit for the degree change is anticipated as a requirement for receiving salary credit for the degree change, and provided all substantiating credits are received by the Superintendent of Schools or her/his designee no later than September 1 of the year in which credit is to be honored effective October 1 or February 1 of the year in which credit is to be honored effective March 1.

- L. Department Heads will be assigned an additional daily preparation period to perform departmental duties.

M. Salary Schedule Definitions and Placement

1. Definitions

The terms used in the salary schedules shall be interpreted and applied in accordance with the following definitions:

Bachelor A baccalaureate degree earned at an accredited college or university.

Masters A masters degree earned at an accredited college or university or the completion of thirty (30) credits beyond the baccalaureate degree in an approved program at an accredited college or university.

2. **New Employees - Initial Salary Placement**
 - a. The initial salary of a teacher shall be on a step of the salary schedule for which the teacher is professionally qualified. Placement shall be at the first step unless additional credit is appropriate as determined by the Superintendent in his/her discretion based on the following guidelines: Credit may be given for:
 - i. Credit may be given for public, private, or collegiate full-time successful teaching experience in a regular/permanent position in an accredited school.
 - ii. Credit may be given for military service (active duty) to a maximum of three (3) years.
 - iii. Credit may be given for up to three (3) years of full-time, non-teaching private sector experience in a field that is directly related to the area in which the teacher will be teaching (*e.g.*, engineering for math; scientific research for biology or chemistry).
 - b. All appointments to vacancies and openings shall be made without regard to age, race, creed, color, religion, nationality, sex, marital status or other applicable unlawful discriminatory standard as provided by statute.
3. **Masters Degree**
 - a. **Procedure**
 - i. Teachers must make written application to the Superintendent of Schools for Masters credit.
 - ii. The application must be accompanied by official transcripts certifying to all credits earned.
 - b. **Timing**
 - i. Preliminary application must be made to the Superintendent of Schools by January 1 prior to the school year in which salary credit for a Masters degree is contemplated. This is necessary to permit inclusion in the school budget.
 - ii. All substantiating transcripts must be received no later than August 1 of the year in which an advanced placement is anticipated.
 - iii. Credit will be given only at the beginning of a school year.

4. Sixth Year

a. General Provisions

- i. Applicable only to those personnel whose basic remuneration is based upon the teachers' salary schedule.
- ii. Teachers placed on the Sixth Year schedule prior to this Agreement shall remain there and, to the extent provided by this Agreement, be eligible for step advancement.

New placements on the Sixth Year schedule shall require completion of a Sixth Year certificate program at an accredited college or university in areas mutually agreed by the Superintendent and the Association.

Notwithstanding the above, a certified and licensed Speech Pathologist shall be placed on the Sixth-Year schedule provided he/she has a valid license from the Connecticut State Board of Health and holds Certification of Clinical Competency (CCC) from ASHA. School Psychologists shall be placed on the Sixth Year pay schedule.

- iii. A certified and licensed speech pathologist shall be placed on the sixth-year schedule provided they have a valid license from the Connecticut State Board of Health and holds Certification of Clinical competency (CCC from ASHA. School Psychologists, School Counselors and Social Workers shall be placed on the Sixth Year pay schedule.
- iv. In addition, employees who obtain 30 credits beyond Master's in a program approved by the Superintendent and in an area directly related to the teacher's teaching assignment shall be placed on the sixth-year schedule.

b. Procedure

- i. Teachers must make written application to the Superintendent of Schools for Sixth-Year credit.
- ii. Application must be accompanied by official transcripts certifying to all credits earned.

c. Time

- i. Preliminary application must be made to the Superintendent of Schools by January 1 prior to the school year in which salary credit for a Sixth-Year is contemplated. This is necessary to permit inclusion in the school budget.
- ii. All substantiating transcripts must be received no later than August 1 of the year in which an advanced placement is anticipated.
- iii. Credit will be given only at the beginning of a school year.

5. Seventh Year

a. General Provisions

- i. Applicable only to those personnel whose basic remuneration is based upon the teachers' salary schedule. Seventh year compensation level shall be available only for bargaining unit members hired before January 1, 2000, and shall be eliminated and not available for members hired on January 1, 2000 and afterward.
- ii. Completion of thirty (30) credit hours of work beyond the Sixth Year, sixty (60) credit hours of work beyond the Masters degree, or ninety (90) credit hours of work beyond the Bachelor's degree. The credits must be earned in an accredited institution(s) of higher learning and must be relevant to the teacher's teaching assignment, as determined by the Seventh Year Standing Committee.

b. Procedure

- i. Staff members must make written application to the Superintendent of Schools for Seventh Year credit.
- ii. Application must be accompanied by official transcripts certifying to all credits earned.
- iii. A standing committee, composed of the President of the Board of Education, the Chairperson of the Negotiating Committee of the Association, and the Superintendent of Schools shall meet to review all applications and recommend approval or rejection of the application to the Board of Education.

c. Time

- i. Preliminary application must be made to the Superintendent of Schools by January 1 prior to the school year in which salary credit for a Seventh-Year is contemplated. This is necessary to permit inclusion in the school budget.
- ii. All substantiating transcripts must be received no later than August 1 of the year in which an advanced placement is anticipated.
- iii. Credit will be given only at the beginning of a school year.

6. Doctorate

a. General Provisions

- i. Applicable only to those personnel whose basic remuneration is based upon the teachers' salary schedule. This provision shall not apply to any teacher currently enrolled in a Doctorate program as of the effective date of this Agreement.

- ii. Placements on the Doctorate schedule shall require completion of a Doctorate degree program at an accredited college or university in areas mutually agreed by the Superintendent and the Association.

b. Procedure

- i. Staff members must make written application to the Superintendent of Schools for Doctorate credit.
- ii. Application must be accompanied by official transcripts certifying to all credits earned.
- iii. A standing committee, composed of the President of the Board of Education, the Chairperson of the Negotiating Committee of the Association, and the Superintendent of Schools shall meet to review all applications and recommend approval or rejection of the application to the Board of Education.

c. Time

- i. Preliminary application must be made to the Superintendent of Schools by January 1 prior to the school year in which salary credit for a Doctorate degree is contemplated. This is necessary to permit inclusion in the school budget.
- ii. All substantiating transcripts must be received no later than August 1 of the year in which an advanced placement is anticipated.
- iii. Credit will be given only at the beginning of a school year.

7. A hiring and retention bonus may be offered to new employees certified in an area of shortage as defined by the State Department of Education to be paid as follows:

- a. \$1,000 in the first paycheck of December if the start date is at the beginning of the school year.
- b. If the start date is after the beginning of the school year but before December 31st, the \$1,000 bonus will be paid in the first paycheck upon completion of 90 calendar days.
- c. If hired after December 31st through the end of the school year the teacher would receive payment of \$1,000 in the first paycheck of the next school year if offered a contract to return.
- d. Each employee would then receive a retention bonus of \$750 in the first paycheck of January each of the next four (4) school years, if offered a contract to return.

N. Professional Dress

The parties agree that all teachers shall be groomed and dressed in a manner appropriate to their professional status. Inappropriate attire may include torn clothing or clothing with holes, t-shirts with explicit language and sweatpants or suits (except where appropriate for physical education programs).

ARTICLE XX
IN-SERVICE PROGRAMS

- A. The Board may institute "in-service" programs and require attendance thereat. Additionally, such programs may be proposed by any member(s) of the professional staff. Upon approval of any "in-service" program by the Board, the program will be funded from the educational budget. The Board or Superintendent of Schools shall schedule reasonable in-service training for teachers, after consultation with the Association.
- B. Upon request by the Association to the Superintendent of Schools, elementary school teachers may be permitted to utilize two (2) half-days for the purpose of parent conferences at such time as the Superintendent determines such conferences will be held. Days not so utilized will revert to the in-service program described in Section A above, but nothing in Sections A or B herein shall be construed as a guarantee of any in-service days.

The Association shall be required to file such request no later than October 1, and the Superintendent shall respond within fifteen (15) days thereafter.

ARTICLE XXI
CONTINUING COMMITTEE

The Board and the Association shall form a committee made up of representatives of the Board and the Association, with appropriate representation from the Administration, for the purpose of discussing items of mutual interest between the respective parties. It is expected that such committee will meet monthly October through May on the basis of agendas agreed upon by the parties.

ARTICLE XXII
SEVERANCE PAY

- A. The Board shall make a one-time lump sum payment of four thousand dollars (\$4,000) to bargaining unit members who elect to retire during the term of this Agreement, subject to compliance with all of the following conditions:
1. The teacher must have completed a minimum of twenty (20) years of continuous employment as a teacher in New London's public schools.

2. The teacher must retire from the teaching profession and, after such retirement, must actually receive pension payments from the state teachers' retirement system.
3. The teacher must apply for the severance bonus in writing to the Superintendent not later than February 1 of the year prior to the commencement of the last full year of teaching.
4. The payment by the Board shall be made to the teacher in a lump sum during the month of September following retirement in compliance with the provisions set forth above.
5. The Board shall not be required to pay the severance payment to more than ten (10) teachers per year. In the event that more than ten (10) teachers who qualify for the payment apply before February 1 of a given year during this Agreement, the ten most senior applicants in terms of continuous teaching employment in the New London Public Schools shall receive the payment. However, the Board, in its sole discretion, may grant severance payments in accord with this Article to more than ten (10) eligible staff members per year.
6. A teacher may apply for the severance pay provided under this Article only one time.

ARTICLE XXIII
MEDICAL INSURANCE COVERAGE FOR CERTAIN RETIRED
CERTIFICATED STAFF FROM THE NEW LONDON PUBLIC SCHOOLS

Teachers who retire and receive pension benefits under the Connecticut State Teachers' Retirement System will be eligible for post-retirement medical insurance coverage at teacher expense as provided by Sec. 10-183t of the Connecticut General Statutes. Retirees who continue coverage after retirement will be covered by the same insurance as active teachers. Neither the Board of Education nor the Association shall be responsible in any way for any loss of coverage stemming from the failure of an eligible retired teacher to properly submit premium payments to continue the desired coverage.

ARTICLE XXIV
NONDISCRIMINATION

In accordance with applicable law, both parties agree to continue their policies of not unlawfully discriminating against any unit member on the basis of race, color, religion, marital status, sex, national origin or other applicable unlawful discriminatory standard.

ARTICLE XXV
HANDBOOK and GUIDELINES

The District Employee Handbook shall specify those matters not contained in this agreement. There shall be no unilateral modification of any matters affecting wages, hours or other

conditions of employment of employees covered by this agreement. To the extent the provisions of a handbook or set of guidelines conflict with the language of the collective bargaining agreement, the collective bargaining agreement will be the controlling document.

ARTICLE XXVI
DURATION

The foregoing, including appendices, represents the full Negotiated Agreement between the New London Education Association and the New London Board of Education for a three (3) year contract commencing July 1, 2025, and terminating on June 30, 2028.

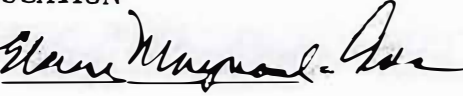
Dated at New London, Connecticut, this 10 day of FEBRUARY 2025

NEW LONDON EDUCATION
ASSOCIATION

By: 

David Moore, President

NEW LONDON BOARD OF
EDUCATION

By: 

Elaine Maynard-Adams, President

APPENDIX A

GRIEVANCE FORMS

INFORMAL PROCEDURE

Article III, Section 4 of the NLEA-Board of Education Agreement contains a mandatory informal procedure that must be followed before a formal written grievance is filed. If a teacher feels s/he has a grievance, the matter must first be discussed informally with the Principal or designee or, where the supervisor is not the Principal, with the teacher's immediate supervisor or designee. The purpose of this informal procedure is to give the parties a chance to settle the problem without the need of filing a formal grievance.

If, after discussion at the informal level, the teacher is not satisfied with the informal attempts to resolve the matter, s/he shall have the right to file a grievance in writing.

Note that the person with whom the teacher meets to informally discuss the problem or presents a formal grievance at Step One cannot be an NLEA bargaining unit member.

Since it is important that grievances be processed as rapidly as possible, the informal discussions must take place within the 21 day period for filing of a formal grievance. Under the contract, the 21 day filing period begins to run on the day the teacher knew or should have known of the events or condition on which the grievance is based. The 21 day period for filing of a formal written grievance at Step One is designed to give the teacher and the Principal/Supervisor time to discuss the matter informally so that the teacher will still have time to file a formal grievance within the 21 day period.

FORMAL GRIEVANCE PRESENTATION

STEP ONE – PRINCIPAL OR OTHER IMMEDIATE SUPERVISOR

(Formal grievance must be filed with the Principal or the immediate supervisor if not the Principal within 21 days after the occurrence of the act or event gave rise to the grievance. The Agreement requires that the grievance be in writing. Article III, sec.2(a) defines a grievance as an alleged violation, misapplication, or misinterpretation of a specific section of this Agreement or of any written Board Policy. The grievant and the Principal or other immediate supervisor must meet to review the grievance within 15 school days starting with the date of filing. A written response to the grievance must be prepared by the Principal/Supervisory within 10 school days of the date of the meeting).

AGGRIEVED PERSON _____

DATE GRIEVANCE FILED AT STEP ONE _____

STATEMENT OF GRIEVANCE (must identify contract or policy section(s) alleged to have been violated)

DATE OF STEP ONE MEETING _____

DECISION OF PRINCIPAL OR OTHER IMMEDIATE SUPERVISOR AT STEP ONE:

Signature of Principal or other
Immediate Supervisor

Date

FORMAL GRIEVANCE PRESENTATION

STEP TWO

REVIEW BY SUPERINTENDENT OF SCHOOLS

(Must be filed with Superintendent by grievant within FIVE SCHOOL DAYS after receipt of the decision of the Principal or Supervisor at Step One. The Superintendent or his/her designee must meet with the grievant within 15 school days starting with the date the grievance is filed with the Superintendent at Step Two, and the Superintendent must respond to the grievance in writing within 15 school days following the grievance meeting.)

AGGRIEVED PERSON _____

DATE GRIEVANCE FILED WITH SUPERINTENDENT OF SCHOOLS

DATE MEETING HELD BY SUPERINTENDENT _____

DECISION OF SUPERINTENDENT AT STEP TWO:

DATE OF DECISION _____

Signature of Superintendent

FORMAL GRIEVANCE PRESENTATION

STEP THREE

PROCEDURE IF GRIEVANCE IS TO BE APPEALED TO ARBITRATION

Grievances that involve the interpretation, meaning, or application of a provision or provisions of this Agreement may be appealed to arbitration by the NLEA. Grievances involving Board Policy may only be processed only through Step Three and shall not be arbitrable. If the grievant is not satisfied with the disposition of the grievance at the Board of Education Level (Step Three) s/he must, within five school days after receipt of the Board decision, request that the Association submit the grievance to arbitration. The NLEA shall review the request and, within five school days, make a determination as to whether to invoke arbitration. If the NLEA determines to appeal the grievance to arbitration, a written demand for arbitration must be submitted to the American Arbitration Association within five school days of receipt of the grievant's request for arbitration. Thus, the NLEA must submit a written demand for arbitration to the AAA within 10 school days of receipt by the grievant of the Board decision.

DATE OF SUPERINTENDENT'S DECISION _____

DATE GRIEVANT REQUESTED NLEA TO INVOKE ARBITRATION _____

DATE OF FILING WITH AAA OF WRITTEN ARBITRATION DEMAND _____

Signature of NLEA Representative

Date

APPENDIX B
NEW LONDON BOARD OF EDUCATION

Under no circumstances shall the removal of the teacher experience grid during the 2024 contract negotiations entitle employees hired before July 1, 2025 reconsideration of step placement. Step placement for employees hired prior to July 1, 2025 shall be based on placement in effect on June 30, 2024.

TEACHERS' SALARY SCHEDULE
2025-2026

STEP	BACHELOR	MASTER	6TH YR	7TH YR	PHD
1					
2	46,424	51,685	56,011	57,889	68,980
3	47,203	52,463	56,784	58,664	69,757
4	47,977	53,243	57,541	59,444	70,533
5	49,649	56,249	59,647	61,533	72,661
6	51,332	59,276	62,078	63,976	74,802
7	53,019	62,328	65,140	67,037	76,914
8	54,722	65,400	68,218	70,125	79,121
9	56,436	68,489	71,320	73,232	81,308
10	58,474	71,597	74,442	76,359	83,605
11	60,458	74,734	77,582	79,507	85,714
12	62,495	77,827	80,615	82,542	87,858
13	64,534	80,147	82,961	84,919	90,003
14	66,764	82,468	85,305	87,296	94,513
15	68,604	86,788	89,745	91,828	99,022
16	70,444	91,107	94,184	96,359	
17	77,660				

Teachers who are not at maximum and are eligible for step advancement shall move up one step on the schedule from their 2024-25 step.

TWELVE (12) MONTH TEACHER:

The salary for a twelve (12)-month teacher shall be calculated using the following multiplier:

Base salary on the Teachers' Salary Schedule divided by the number of work days for members of the Teachers' bargaining unit (one hundred eighty-five (185) days) multiplied by the work year of a twelve (12) month teacher (two hundred twenty-four (224) days) as set forth in Article V.A.2.

GUIDANCE COUNSELOR:

The salary differential for a Guidance Counselor shall be determined using the following multiplier: Base salary on the Teachers' Salary Schedule at Master Step 1 divided by the number of workdays for members of the Teachers' bargaining unit (185 days) multiplied by the number of additional days Guidance Counselors are required to work (10 days).

APPENDIX B
NEW LONDON BOARD OF EDUCATION

Under no circumstances shall the removal of the teacher experience grid during the 2024 contract negotiations entitle employees hired before July 1, 2025 reconsideration of step placement. Step placement for employees hired prior to July 1, 2025 shall be based on placement in effect on June 30, 2024.

TEACHERS' SALARY SCHEDULE
2026-2027

STEP	BACHELOR	MASTER	6TH YR	7TH YR	PHD
1					
2					
3	48,703	53,963	58,284	60,164	71,257
4	49,477	54,743	59,041	60,944	72,033
5	51,149	57,749	61,147	63,033	74,161
6	52,832	60,776	63,578	65,476	76,302
7	54,519	63,828	66,640	68,537	78,414
8	56,222	66,900	69,718	71,625	80,621
9	57,936	69,989	72,820	74,732	82,808
10	59,974	73,097	75,942	77,859	85,105
11	61,958	76,234	79,082	81,007	87,214
12	64,195	79,527	82,315	84,242	89,558
13	66,234	81,847	84,661	86,619	91,703
14	68,464	84,168	87,005	88,996	96,213
15	70,304	88,488	91,445	93,528	100,722
16	72,144	92,807	95,884	98,059	
17	79,360				

Teachers who are not at maximum and are eligible for step advancement shall move up one step on the schedule from their 2025-26 step.

TWELVE (12) MONTH TEACHER:

The salary for a twelve (12)-month teacher shall be calculated using the following multiplier:

Base salary on the Teachers' Salary Schedule divided by the number of work days for members of the Teachers' bargaining unit (one hundred eighty-five (185) days) multiplied by the work year of a twelve (12) month teacher (two hundred twenty-four (224) days) as set forth in Article V.A.2.

GUIDANCE COUNSELOR:

The salary differential for a Guidance Counselor shall be determined using the following multiplier: Base salary on the Teachers' Salary Schedule at Master Step 1 divided by the number of workdays for members of the Teachers' bargaining unit (185 days) multiplied by the number of additional days Guidance Counselors are required to work (10 days).

APPENDIX B
NEW LONDON BOARD OF EDUCATION

Under no circumstances shall the removal of the teacher experience grid during the 2024 contract negotiations entitle employees hired before July 1, 2025 reconsideration of step placement. Step placement for employees hired prior to July 1, 2025 shall be based on placement in effect on June 30, 2024.

TEACHERS' SALARY SCHEDULE
2027-2028

STEP	BACHELOR	MASTER	6TH YR	7TH YR	PHD
1					
2					
3					
4	51,377	56,643	60,941	62,844	73,933
5	53,049	59,649	63,047	64,933	76,061
6	54,732	62,676	65,478	67,376	78,202
7	56,419	65,728	68,540	70,437	80,314
8	58,122	68,800	71,618	73,525	82,521
9	59,836	71,889	74,720	76,632	84,708
10	61,874	74,997	77,842	79,759	87,005
11	63,808	78,084	80,932	82,857	89,064
12	66,045	81,377	84,165	86,092	91,408
13	68,084	83,697	86,511	88,469	93,553
14	70,314	86,518	89,355	91,346	98,063
15	72,154	90,588	93,545	95,628	102,572
16	73,994	94,657	97,734	99,909	
17	81,210				

Teachers who are not at maximum and are eligible for step advancement shall move up one step on the schedule from their 2026-27 step.

TWELVE (12) MONTH TEACHER:

The salary for a twelve (12)-month teacher shall be calculated using the following multiplier:

Base salary on the Teachers' Salary Schedule divided by the number of work days for members of the Teachers' bargaining unit (one hundred eighty-five (185) days) multiplied by the work year of a twelve (12) month teacher (two hundred twenty-four (224) days) as set forth in Article V.A.2.

GUIDANCE COUNSELOR:

The salary differential for a Guidance Counselor shall be determined using the following multiplier: Base salary on the Teachers' Salary Schedule at Master Step 1 divided by the number of workdays for members of the Teachers' bargaining unit (185 days) multiplied by the number of additional days Guidance Counselors are required to work (10 days).

APPENDIX C
FRINGE BENEFITS

I. HEALTH INSURANCE OPTIONS

Employees who are eligible for group health insurance shall be eligible to receive health insurance benefit coverage under the Connecticut State Partnership Plan.

Effective July 1, 2025, the premium cost sharing for the Health Insurance Plan shall be twenty-two and a half percent (22 ½%).

Effective July 1, 2026, the premium cost sharing for the Health Insurance Plan shall be twenty-three percent (23%).

Effective July 1, 2027, the premium cost sharing for the Health Insurance Plan shall be twenty-three and a half percent (23 ½%).

II. DENTAL PLAN

Teachers eligible for Board provided group health insurance may elect coverage under the Connecticut State Partnership Dental Plan for themselves and eligible dependents.

III. OTHER FRINGE BENEFITS

- a. One hundred percent (100%) of a seventy five thousand dollars (\$75,000) Life Insurance Policy. This policy shall remain in effect throughout the term of the contract.
- b. The New London Board of Education shall have full rights of subrogation in any proceeding involving a teacher in which the teacher claims or receives as part of a court judgment or out-of-court settlement reimbursement for lost salary or wages covering periods during which the teacher received full or partial payments by the Board of Education. In instances where subrogation rights of the Board are successfully exercised, no deduction from a teacher's accumulated sick leave shall be made for days on which the teacher was absent and for which the Board receives reimbursement under this section.
- c. The Board of Education shall have the right to change insurance carriers in order to provide the insurance coverage's set forth above, provided that there shall be no reduction or diminution in the above coverage and no increase in expense to any bargaining unit members, and provided further that coverages which result from change in carriers are at least equal to the coverages described above, in terms of coverage, benefits, and administration.

The President of the Association shall be notified in writing within thirty (30) days of any intention to change carriers and shall have a reasonable opportunity to review the proposed changes. Should the Association and the Board disagree that the changes proposed will provide coverages at least equal to the coverages, benefits, and administration described above at no additional cost to staff members, the disagreement(s) shall be subject to impartial arbitration as set forth in Article II of this Agreement, preferably before an arbitrator with experience in insurance matters. Such arbitration shall be expedited under the Rules of the American Arbitration Association

for expedited arbitration, and no change shall be made until the arbitrator has rendered her/his award.

IV. INSURANCE WAIVER

Members of the bargaining unit who are eligible for insurance coverage under this section may voluntarily elect to waive such coverage, in whole or in part, provided that such waiver does not conflict with the rules regulations or requirements of the appropriate insurance carrier(s).

Teachers electing such a waiver shall receive cash payments from the New London Board of Education in an amount equal to 25 percent (25%) of the insurance cost which would have been charged to the Board on their behalf had the insurance coverage not been waived.

In order to exercise this waiver option, teachers must apply in writing to the Superintendent of Schools not later than June 20 in any year covered by this Agreement with such waiver to be effective the following September 1. All waiver applications must be completely voluntary on the part of the staff member and must be accompanied by a signed waiver of coverage document acceptable to the Board of Education. If the waiver application is acceptable to the applicable insurance carrier(s), it shall be effective as of September 1 and shall remain in effect until revoked as provided below. Teachers whose waiver applications are acceptable to the applicable insurance carrier(s) shall receive quarterly cash payments from the New London Board of Education in September, November, February and June.

There shall be an annual open enrollment window of May 20 - June 20 of each year. At this time an employee may choose to reinstate or waive his/her insurance for the fiscal year commencing September 1.

There shall be no reinstatements other than the May 20 - June 20 period, however, there shall be no lapse of coverage if an employee rescinds his/her waiver due to:

- 1) Coverage was waived by the employee because another group health insurance plan provided coverage for the employee; and
- 2) Coverage is lost under that plan due to employment termination, death of a spouse, or divorce; and
- 3) The employee applies for coverage under this contract within thirty (30) days after the loss of coverage under the other plan.

All such reinstatements shall be subject to all requirements of the applicable carrier(s), including, but not limited to, any mandatory waiting periods.

This and all future language contained within this section shall conform with all applicable State and Federal COBRA laws.

APPENDIX D
SUPERVISORY, SPECIAL AND RELATED PERSONNEL

	Differential		
	2025-26	2026-27	2027-28
Department Heads	\$3,056	\$3,117	\$3,179
Department Chairperson PT	\$7,178	\$7,321	\$7,468
Districtwide Lead Teacher	\$3,390	\$3,458	\$3,527
Leader in Residence	\$3,978	\$4,058	\$4,139
Summer Program Coordinator	\$5,100	\$5,202	\$5,306
Summer Program Assistant Coord	\$4,080	\$4,162	\$4,245
TEAM District Facilitator	\$5,100	\$5,202	\$5,306
Director of Guidance	\$3,390	\$3,458	\$3,527
Guidance Counselors			
***Secondary	\$2,015	\$2,055	\$2,096
****Adult Education	(Salary		
Homebound Teacher (per Hour)	\$40.80	\$41.62	\$42.45

*The Board and the Association agree that the salary for the position of Teacher/Dean of Students (Part-time) will be forty three (43%) percent of the difference between the salary of Dean of Students and the Teacher's salary on the salary schedule.

** Work year of Director of Guidance is two hundred ten (210) work days.

Compensation will be in addition to base salary and differential. Ten percent (10%) of base salary and differential for each year of this contract.

***The difference paid to Guidance Counselors is for five (5) additional days immediately preceding the beginning of school and five (5) additional days following the close of school for teachers. Should the Board reduce said additional days or eliminate them entirely during the life of this contract, it is understood that there will not be a reduction in the paid differential. Sick leave and other approved leave shall be administered in accordance with past practice.

****The differential (in addition to base salary) for the Guidance Counselor for Adult Education shall be calculated using the following multiplier: base salary on the Teachers' Salary Schedule multiplied by the number of work days required for the position of Guidance Counselor for Adult Education divided by the number of work days for members of the Teachers' bargaining unit set forth in Article V.A.2.

***** Travel - In accordance with Board Policy

SUPERVISORY, SPECIAL AND RELATED PERSONNEL (continued)

	Differential		
	2025-2026	2026-2027	2027-2028
<u>OTHER - ELEMENTARY</u>			
Elementary Head Teachers	\$3,056	\$3,117	\$3,179
<u>OTHER - HIGH SCHOOL</u>			
Academic Support Program			
Coordinator (3)	\$2,098	\$2,140	\$2,183
Audio-Visual Coordinator	\$1,227	\$1,252	\$1,227
Band, Dance & Marching	\$1,939	\$1,978	\$1,939
Band, Marching Assistant (2)	\$1,398	\$1,426	\$1,398
Baton, Flags & Marching	\$970	\$989	\$970
Detention Center Supervisor	\$2,263	\$2,309	\$2,263
Dramatics Assistant	\$1,561	\$1,592	\$1,561
Dramatics Director (HS)	\$2,911	\$2,969	\$2,911
Dramatics Producer	\$1,358	\$1,385	\$1,358
Faculty Manager	\$4,072	\$4,153	\$4,072
Freshman Class Advisor	\$622	\$635	\$622
Junior Class Advisor	\$1,075	\$1,097	\$1,075
Service Club Advisor	\$1,698	\$1,732	\$1,698
Literary Magazine Advisor	\$1,471	\$1,500	\$1,471
Multicultural Club Advisor	\$2,149	\$2,192	\$2,149
National Honor Society Advisor	\$1,398	\$1,426	\$1,398
Newspaper Advisor	\$1,561	\$1,592	\$1,561
Peer Counseling Advisor	\$2,149	\$2,192	\$2,149
Public Relations Director	\$1,131	\$1,154	\$1,131
Senior Class Activities Director	\$1,698	\$1,732	\$1,698
Sophomore Class Advisor	\$622	\$635	\$622
Stepping Team Advisor	\$1,119	\$1,141	\$1,119
Student Activities Assistant	\$188	\$191	\$188
Student Activities Director	\$1,129	\$1,152	\$1,129
Student Council Advisor	\$1,584	\$1,616	\$1,584
Yearbook Advisor	\$2,263	\$2,309	\$2,263
Youth In Government Advisor	\$793	\$808	\$793
<u>HOURLY - OTHER</u>			
Delivery of Instruction	\$41.00	\$41.00	\$41.00
Attending Summer Professional Development and engaging in Curriculum Writing or any other Non-academic extracurricular activities not paid by Stipend	\$36.00	\$36.00	\$36.00

SUPERVISORY, SPECIAL AND RELATED PERSONNEL (continued)

	Differential		
	2025-2026	2026-2027	2027-2028
HIGH SCHOOL VARSITY SPORTS			
Baseball, Assistant Coach	\$3,570	\$3,641	\$3,714
Baseball, Head Coach	\$5,896	\$6,014	\$6,134
Basketball, Assistant Coach, Boys	\$3,570	\$3,641	\$3,714
Basketball, Assistant Coach, Girls	\$3,570	\$3,641	\$3,714
Basketball, Head Coach, Boys	\$5,896	\$6,014	\$6,134
Basketball, Head Coach, Girls	\$5,896	\$6,014	\$6,134
Cheerleading, (Fall), Head Coach	\$2,977	\$3,037	\$3,098
Cheerleading, (Winter), Head Coach	\$3,286	\$3,352	\$3,419
Cross Country, Assistant Coach (Boys & Girls)	\$2,092	\$2,134	\$2,177
Cross Country, Head Coach (Boys & Girls)	\$3,235	\$3,300	\$3,366
Lacrosse, Assistant Coach, Girls	\$3,141	\$3,203	\$3,267
Lacrosse, Head Coach, Girls	\$4,880	\$4,977	\$5,077
Fencing, Head Coach	\$4,008	\$4,088	\$4,169
Football, Assistant Coach (5)	\$3,797	\$3,873	\$3,951
Football, Head Coach	\$6,577	\$6,708	\$6,843
Golf Coach	\$2,857	\$2,914	\$2,972
Soccer, Assistant Coach, Boys	\$3,141	\$3,203	\$3,267
Soccer, Assistant Coach, Girl	\$3,141	\$3,203	\$3,267
Soccer, Head Coach, Boys	\$4,880	\$4,977	\$5,077
Soccer, Head Coach, Girls	\$4,880	\$4,977	\$5,077
Softball, Assistant Coach	\$3,570	\$3,641	\$3,714
Softball, Head Coach	\$5,896	\$6,014	\$6,134
Strength Conditioning Coach (each of 3 seasons)	\$3,235	\$3,300	\$3,366
Assistant Athletic Director, High School	\$8,799	\$8,974	\$9,154
Unified Sports	\$1,366	\$1,393	\$1,421
Tennis Assistant Coach, (Boys & Girls)	\$2,557	\$2,608	\$2,660
Tennis Head Coach, Boys	\$3,582	\$3,654	\$3,727
Tennis Head Coach, Girls	\$3,582	\$3,654	\$3,727
Track, Outdoor, Assistant Coach, Boys	\$3,141	\$3,203	\$3,267
Track, Outdoor, Assistant Coach, Girls	\$3,141	\$3,203	\$3,267
Track, Outdoor, Head Coach, Boys	\$4,880	\$4,977	\$5,077
Track, Outdoor, Head Coach, Girls	\$4,880	\$4,977	\$5,077
Track, Indoor, Head Coach	\$4,008	\$4,088	\$4,169
Track, Indoor, Assistant Coach	\$2,420	\$2,469	\$2,518
Volleyball, Head Coach	\$4,880	\$4,977	\$5,077
Volleyball, Assistant Coach	\$3,141	\$3,203	\$3,267
Wrestling, Head Coach	\$5,896	\$6,014	\$6,134

Wrestling, Assistant Coach

\$3,570

\$3,641

\$3,714

SUPERVISORY, SPECIAL AND RELATED PERSONNEL (continued)

	Differential		
	2025-2026	2026-2027	2027-2028
<u>MIDDLE SCHOOL STUDENT BODY ACTIVITIES</u>			
Activity Director	\$2,356	\$2,403	\$2,451
Detention Center Supervisor	\$2,263	\$2,309	\$2,355
Drama Director	\$2,127	\$2,169	\$2,213
Intramurals (5)	\$888	\$906	\$924
Newspaper Advisor	\$1,089	\$1,111	\$1,133
Yearbook Advisor	\$1,131	\$1,154	\$1,177
Student Council Advisor	\$848	\$865	\$882
<u>MIDDLE SCHOOL SPORTS</u>			
Athletics, Assistant Director	\$4,245	\$4,330	\$4,417
Basketball, Head Coach Boys	\$3,118	\$3,181	\$3,244
Basketball, Head Coach Girls	\$3,118	\$3,181	\$3,244
Cross Country, Head Coach Boys	\$1,859	\$1,897	\$1,935
Cross Country, Head Coach Girls	\$1,859	\$1,897	\$1,935
Soccer, Head Coach Boys	\$2,363	\$2,411	\$2,459
Soccer, Head Coach Girls	\$2,363	\$2,411	\$2,459
Track, Head Coach Boys	\$1,859	\$1,897	\$1,935
Track, Head Coach Girls	\$1,859	\$1,897	\$1,935
<u>HOURLY – OTHER</u>			
Delivery of Instruction	\$41.00	\$41.00	\$41.00
Attending Summer Professional Development and engaging in Curriculum Writing or any other Non-academic extracurricular activities not paid by Stipend	\$36.00	\$36.00	\$36.00