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WASHINGTON CENTRAL EDUCATORS UNION

And The

WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT BOARD

## **TEACHERS' AGREEMENT**

July 1, 2023 to June 30, 2026

# AGREEMENT

## Table of Contents

ARTICLE 1--RECOGNITION.....	2
ARTICLE 2--DEFINITIONS.....	2
ARTICLE 3--RIGHTS OF THE PARTIES .....	3
ARTICLE 4--FAIR PRACTICES .....	4
ARTICLE 5--CONTRACT RENEWAL.....	5
ARTICLE 6--TEACHER EVALUATION .....	6
ARTICLE 7--SENIORITY & REDUCTION IN FORCE .....	9
ARTICLE 8--ASSOCIATION DUES DEDUCTION .....	14
ARTICLE 9--CONDITIONS OF EMPLOYMENT.....	14
ARTICLE 10--PROFESSIONAL DEVELOPMENT.....	23
ARTICLE 11--INSURANCE .....	27
ARTICLE 12--LEAVES AND ABSENCES .....	28
ARTICLE 13--GRIEVANCE PROCEDURE .....	37
ARTICLE 14--SALARY .....	40
ARTICLE 15--GENERAL .....	46
ARTICLE 16--NO STRIKE PLEDGE.....	50
ARTICLE 17--DURATION .....	50

APPENDIX A:	PUBLIC SCHOOL EMPLOYEE HEALTH BENEFITS
APPENDIX B1:	SALARY SCHEDULE 2023-2024
APPENDIX B2:	SALARY SCHEDULE 2024-2025
APPENDIX B3:	SALARY SCHEDULE 2025-2026
APPENDIX C1:	U-32 CO-CURRICULAR SALARY SCHEDULE 2023-2024
APPENDIX C2:	U-32 CO-CURRICULAR SALARY SCHEDULE 2024-2025
APPENDIX C3:	U-32 CO-CURRICULAR SALARY SCHEDULE 2025-2026
APPENDIX D:	U-32 DEPARTMENT HEAD CONTRACT
APPENDIX E1:	HEALTH INSURANCE SUMMARY – ANNUAL COSTS
APPENDIX E2:	HEALTH INSURANCE SUMMARY – BI-MONTHLY COST

# AGREEMENT

THIS AGREEMENT FOR THE 2023-2026 SCHOOL YEAR IS MADE AND ENTERED INTO by Washington Central Unified Union School District School Directors, the “Board”, and Washington Central Educators Union and Vermont-NEA/NEA, the “Association.”

## ARTICLE 1--RECOGNITION

The School Board of Washington Central Unified Union School District hereby recognizes the Washington Central Educators Union for the purpose of collective negotiations pursuant to Title 16, Chapter 57 of the Vermont Statutes Annotated, as the exclusive representative of a unit consisting of all teachers of Washington Central Unified Union School District (WCUUSD), certified by the State of Vermont, excluding administrative personnel as defined by Chapter 57 of 16 V.S.A.; the Directors of Curriculum, Guidance, Special Education, Technology and Athletics and Student Affairs; and substitute teachers not under contract to the District. (All certified teachers are represented by Washington Central Educators Union).

## ARTICLE 2--DEFINITIONS

- 2.1 Board: The corporate governing body of the school district signatory hereto.
- 2.2 Teacher: Any person employed on a full or part-time basis by the Board as a teacher who is licensed according to the statutes of the State of Vermont. Unless otherwise indicated, the employees in the above unit will be hereafter referred to as “teacher.” Whenever the singular is used in this Agreement, it is to include the plural.
- 2.3 Administrator: A person employed by the Board, the majority of whose time is assigned to administrative, managerial or supervisory duties, and who is employed as a superintendent, assistant superintendent, principal, assistant principal, coordinator, or director.
- 2.4 Negotiations: The process of meeting, conferring, consulting, and discussing in good faith for the purpose of reaching an agreement as to matters of salary, related economic conditions of employment, grievance procedures, and other mutually agreed upon subjects not in conflict with laws or statutes of the State of Vermont.

- 2.5 Days: Unless otherwise specified, “days” shall mean student contact days when school is in session, and weekdays when school is recessed for the summer, exclusive of legal holidays as defined in V.S.A. T. 1, § 371(a).
- 2.6 Association: Washington Central Educators Union, Vermont-NEA/NEA.

## **ARTICLE 3--RIGHTS OF THE PARTIES**

### Rights of the Association

- 3.1 The Association shall have the right to use such facilities and equipment as are normally located for teachers' use within the schools and school audio-visual equipment. Such use of facilities or equipment shall be at unassigned times and upon appropriate request to the Principal; provided such use does not interfere with the teaching of pupils or interrupt normal school operations. Any custodial cost or cost for repair or replacement as the result of such use of the equipment or facilities, beyond a reasonable amount, will be borne by the Association. The Association will reimburse the District for costs of toll calls, copies or facsimile transmissions.
- 3.2 Duly-authorized representatives of the Association shall be permitted to transact official business on school property at unassigned times, provided this shall not interfere with the teaching of pupils or assigned duties or interrupt normal school operations during school hours.
- 3.3 The Association shall have the right to use the teachers' lounge for the posting of notices of its activities and matters of Association concern.
- 3.4 A teacher has the right to become a candidate for public office, subject to the constraints of any applicable state or federal law.
- 3.5 The Association may use the teachers' mailboxes or other media for communications to teachers. The Association retains all rights granted by law. The Board does not guarantee the privacy of such communications.

## Rights of the Board

- 3.6 Except as specifically and directly modified by express language in a specific provision of this contract, the Board retains all rights and powers it has, or may hereinafter be granted, by law.
- 3.7 The Board may contract for services normally provided by members of the bargaining unit when no qualified licensed teacher is currently on the recall list and no qualified licensed teacher applies for an offered position within the bargaining unit after a “good faith” search. Prior to engaging any such consultant, the Superintendent shall notify the Association, in writing, of its intent at least ten (10) calendar days prior to making a contract offer. The Superintendent shall meet and confer with the Association during this ten-day period about its decision to offer a contract if a timely request is made. It is agreed that the use of consultants to provide bargaining unit services shall be a temporary measure to provide services to students while the Board continues to seek and employ a licensed person. The District’s contract with said consultant may continue up to and including the end of that contract year, and may be renewed if the criteria continue to be met in any succeeding year. The Board agrees that the use of contracted consultants shall not replace or reduce a member of the bargaining unit.

## **ARTICLE 4--FAIR PRACTICES**

- 4.1 The Association agrees to maintain its obligation to represent all teachers by continuing to admit persons to membership without discrimination on the basis of race, religion, creed, color, national origin, ancestry, place of birth, age, sex, gender identification, sexual orientation, disability, or marital status and to represent equally all employees without regard to membership or participation in, or association with, the activities of any employee organization.
- 4.2 The Board agrees to continue its policy of not discriminating against any employee on the basis of race, religion, creed, color, national origin, ancestry, place of birth, age, sex,

gender identification, sexual orientation, disability, marital status, or membership or participation in, or association with, the activities of any employee organization.

## **ARTICLE 5--CONTRACT RENEWAL**

- 5.1 The Board shall issue employment contracts to currently employed staff no later than April 15.
- 5.2 Any teacher who is not to be re-employed for reasons having to do with performance shall be notified on or before April 1. Such notices shall be by certified mail and include the reasons for the Board's action. Any teacher not re-employed through a reduction in force shall also be notified by April 15 by certified mail.
- 5.3 Except as provided in § 5.4 for probationary teachers, no teacher shall have his or her contract non-renewed or be disciplined, suspended, dismissed, or reprimanded without just and sufficient cause.
- 5.4 Newly hired teachers shall serve a probationary period of two (2) years. However, one year of probationary service may be waived at the discretion of the Superintendent, as follows:
  - a. following evaluation and one (1) year of teaching, an exceptional teacher may be granted a non-probationary appointment; and
  - b. a newly hired teacher with at least three (3) years of teaching experience may be hired to serve a probationary period of one (1) year.

Upon hiring, a teacher shall be notified of the terms of probation. Teachers serving an initial probation period shall receive a minimum of two (2) written performance evaluations per year. If during the probationary period a teacher's employment is not renewed by the Board, such action by the Board shall not be made the subject of a grievance under this Agreement, provided the procedures outlined in this section have been followed.

- 5.5 Upon receiving a contract, the teacher shall indicate acceptance of the offer by signing and returning the contract no later than thirty (30) calendar days after receiving the contract. Newly hired teachers shall indicate acceptance of the offer by signing and returning the contract no later than fifteen (15) calendar days after receiving the contract.
- 5.6 If an unanticipated vacancy occurs after July 1, or after the start of the teachers' work year, the Board may choose to fill the position with a one-year non-renewable contract. The start of the teachers' work year will be considered the first in-service day required of all teachers prior to the arrival of students.
- 5.7 A non-renewable contract may be offered to a teacher who is hired to replace a teacher who has been granted a leave of absence by the Board. A teacher on a non-renewable contract will be covered by all terms and conditions of this Agreement except the following: Articles 5.1-5.4, Article 7, Article 10.2, and Article 12.6. A teacher employed under a non-renewable contract who is then hired to fill a regular teaching position with a regular contract, without a break in continuous service, shall be credited with seniority from the teacher's date of hire under the non-renewable contract.
- 5.8 **Transition of Positions**  
Upon transition to the merged District, those employees will retain their current placement on the salary schedule and all benefits, including accrued leave and retirement benefits as provided under state law. Each of the transitioned employees will start employment at WCUUSD with seniority equivalent to the seniority he or she had accrued as of the last day that the position was at the school district. From that point forward, reduction in force, layoff and recall procedures as defined in Article 7 of this agreement will apply to the group and its members as employees of WCUUSD.

## **ARTICLE 6--TEACHER EVALUATION**

- 6.1 The purpose of evaluation of the teaching staff shall be to maintain a well-qualified, competent staff and to promote its continuing development. This should be a

professional process in which the teacher and evaluator cooperate to achieve these purposes.

- 6.2
  - a. Evaluations of all professional staff will be done in conformance with the WCUUSD Supervision and Evaluation Document as amended by the Supervision and Evaluation Committee. The Supervision and Evaluation Committee will be determined by the Labor Management Committee.
  - b. Notice of meetings of the Supervision and Evaluation Committee shall be set at least thirty (30) days in advance by the superintendent or designee. Any proposed changes to the WCUUSD Supervision and Evaluation Document shall be subject to: (a) a thirty (30) day comment period; and (b) reconvening of the Task Force to review the comments and then act on the proposal.
  - c. Any major or substantial change in the Supervision and Evaluation document, i.e., the development or adoption of a new system, to be used in the evaluation of teachers will be devised jointly by the Supervision and Evaluation Committee. Said document or system shall be approved by the Administration, Board, and the Association.
- 6.3 Summative evaluations shall be conducted by licensed administrators. Informal evaluation may be performed by a variety of means. Covert methods shall not be used for either formal or informal observation of teacher performance.
- 6.4 Focused Assistance – For a teacher who is placed on Focused Assistance, the process and timeline will be:
  - a. The Superintendent or designee will provide the teacher written notice that he or she will be placed on Focused Assistance. This letter will cite the reasons for placement on Focused Assistance, provide corresponding documentation, and contain the dates and descriptions of concerning performance. The notification will be signed, dated, and added to the personnel file.



- b. The assigned administrator and the teacher will develop and sign an Improvement Plan according to the WCUUSD Supervision and Evaluation Document within 10 days of notification.
  - c. The “time frame” for Focused Assistance begins when the Improvement Plan is signed by both parties unless notification happens after May 1st, in which case the time frame shall begin in August of the next school year and work on the Improvement Plan may begin by the teacher in the summer.
  - d. The assigned administrator will provide the teacher with a written mid-year evaluation and final evaluation for each year of the plan.
  - e. The Superintendent will determine contract renewal or non-renewal by April 1st in the second school year of Focused Assistance.
  - f. The Superintendent will provide the teacher with written notification that Focused Assistance is leading to non-renewal. This notification will include cited reasons, corresponding documentation, date, and signature.
  - g. The teacher goes into the Summative Cycle for the next two years after successfully completing Focused Assistance.
- 6.5
- a. On request, and accompanied by an Association representative, if desired, the teacher may examine his or her personnel file and all documents contained therein except employment references. The teacher shall file a signed statement that he or she has examined the file, the date the file was examined, and the name of the representative who acted as a witness. A teacher will be provided with copies of documents in their personnel file upon request.
  - b. A teacher may file a written statement or objection to any material in the personnel file which the teacher feels to be irrelevant, derogatory, or objectionable.

- 6.6 The official personnel file shall be maintained in the Superintendent's Office. For convenience a copy of the teacher's personnel file may also be maintained in the Principal's Office. Provisions of this Article shall apply to both the official personnel files maintained at the Superintendent's Office and any and all other files maintained by District administrators.
- 6.7 Criticism or complaints regarding the performance or conduct of a teacher that comes to the attention of an administrator shall be communicated promptly to the teacher. If action is taken by the Administration which is based on the criticism or complaint, the administrative memorandum and the attendant documents including original complaint(s) shall be included in the file. Criticism or complaints which do not result in administrative action shall be discarded, and no reference to said criticisms or complaints shall be included in the file. If materials are placed in the teacher's file, the teacher shall sign the file copy and have the opportunity to file a written reply.
- 6.8 Whenever any teacher is required to appear before the Principal, the Superintendent, the Board, or any committee or member thereof with respect to a charge concerning his or her competency or position of continued employment, the teacher shall be entitled to be advised and represented by legal counsel, a representative of the Association or its affiliate, or both.
- 6.9 Any material placed in a teacher's personnel file in accordance with Article 6.7 which did not result in suspension may be removed at the teacher's request seven (7) years after placement of the material.

## **ARTICLE 7--SENIORITY & REDUCTION IN FORCE**

- 7.1 **Seniority:** For purposes of this Article, seniority will be computed from the beginning of a teacher's most recent period of continuous employment in the District, and it will begin to accrue as of the date the contract commencing that period of continuous employment was signed by the teacher. Specific situations will be addressed as follows:

- a. Seniority will continue to accrue during all paid leaves of absence. Seniority will not be broken by unpaid leaves of absence, or by layoff, but such time will not be counted in computing seniority.
- b. Part-time teachers will accrue seniority on a pro-rata basis.
- c. In the event of identical contract signing dates, the following methods shall be used in determining seniority in the following order:
  - 1. Date the teacher signed their first contract or letter of intent during the continuous employment period
  - 2. Total years of teaching service as used for salary placement
  - 3. Documented education and professional development as used for salary placement

7.2 The Superintendent's Office will issue a seniority list to the Association and Administrators no later than October 15 annually for their review and possible edits. The Association and Administration will make the Seniority List available to teachers by November 15 annually.

7.3 In the event that a reduction in force ("RIF") is deemed necessary by the Board, the President of the respective Association shall be notified within five (5) days of when the Board took this action.

7.4 Reduction in force shall be accomplished by staff turnover. If a teacher who has been notified of their reduction in force is endorsed for a position that subsequently becomes available prior to the end of the school year through turnover, the teacher shall be offered that position. If a position is not available due to attrition by the end of the school year, the teacher will have recall rights as provided in Section 7.5.

## 7.5 Reduction in Force Procedure

When a reduction in force is necessary, and information regarding staff turnover is not available prior to the date when RIF notices are sent to teachers, teachers shall be laid off in the reverse order of seniority. The following procedures will be followed:

- a. A teacher who is notified they are to be laid off under this Article shall have the right to displace a less senior teacher in another academic area or department provided that the teacher scheduled to be laid off:
  - i. Holds a valid teacher's license and endorsement issued by the state of Vermont in an endorsement area not impacted by the reduction in force; and
  - ii. Has taught within that endorsement area within the last 10 years or has taught within that endorsement area while employed by the District.
  - iii. In the event a teacher who is notified they are to be laid off under this Article possesses a valid teacher license and endorsement issued by the state of Vermont and has taught in that endorsement area more than 10 years ago, the Administration shall consider permitting the displacement.
- b. A full-time teacher whose FTE is being reduced to a partial FTE through the Reduction in Force process shall have the right to displace a less senior teacher provided the requirements in 7.5a are met. The teacher impacted by that displacement shall be offered the partial FTE position vacated by the more senior teacher.
- c. In the event of a RIF for a part-time teacher, that teacher is entitled to any position of equal or lesser FTE in their endorsement area in the district, provided the provisions of 7.5a are met. That teacher is not entitled to cause a full-time position to be split into a partial FTE position.
- d. In the event of a RIF in a coaching, intervention, or other similar, specialized position, a teacher in that position shall have the right to displace a less senior teacher in their previously assigned academic area or department within the district. If no position is available in their previously assigned academic area or department, the provisions of 7.5a shall be implemented.
- e. A more senior teacher may be laid off before a less senior teacher if the Board can demonstrate that there is a significant difference in professional performance between

that senior teacher and each less senior teacher in the academic area which the majority of the teacher's teaching assignment is performed.

7.6 Teachers shall retain the right to recall, in reverse order of layoff, to vacant teaching positions in the District and in the area of licensure from which they were reduced for a period of two (2) years from the effective date of layoff, which is September 1. Notice of recall will be given by certified mail to the last address given to the Board by the teacher. A copy of the notice of recall will be given to the Association. If a teacher refuses the position offered, or fails to respond within twelve (12) days of the mailing of the notice of recall, the teacher shall remain on the recall list for the period provided herein.

7.7 In the event that the laid off teacher is unable to obtain other employment, the Board shall permit the teacher to buy the current medical insurance coverage at the group rate which the District pays for the maximum period provided by law.

#### 7.8 Early Retirement Program

During any school year, the WCUUSD School Board may, at its sole discretion, offer the early retirement program below to one or more of its teachers who have at least fifteen (15) years of full or part-time teaching service in the WCUUSD by July 1 of the school year in which the program is offered. The program will only be available if the Board affirmatively votes to adopt the program for that given school year on or before November 1 of that school year.

In those cases, where an eligible teacher works part-time in two or more schools, and only one of those schools offers the career change option, the teacher may accept the option offered and continue to teach part-time in the other school. The teacher accepting the option may not increase their part-time teaching increment in the other school, or otherwise seek or accept additional full or part-time employment as a teacher in Vermont during the three-year period specified herein.

In the event the board votes to offer an early retirement program, the benefit package shall be as follows:

- a. A cash payout that represents fifty percent (50%) of the teacher's current teaching salary during their final year with the District. The payout will be made in three (3) equal installments on September 1 of the next three (3) school years following the teacher's resignation. At the option of the teacher, the monetary value of the cash payout may be applied by the District, in whole or in part, to the purchase of "air time" from the Vermont State Teachers' Retirement system on behalf of the teacher.
- b. Twelve (12) months of single health insurance coverage for the teacher under the District's policy, subject to the regular board-teacher contributions to the cost of premium and maximum out-of-pocket contribution established in this Agreement or, if the teacher chooses the Vermont Teachers' Retirement System health insurance program, the District will pay twenty (20) percent of the teacher's premium for single health insurance for one year following the June 30 effective date of the teacher's resignation, whichever is less. The teacher may purchase dependent coverage, if desired, but he or she will be responsible for the difference in cost between single coverage and either two-person, parent/child or family coverage. The parties agree that the District will not be obligated to provide the insurance benefit referenced above should the employee be eligible for group health insurance coverage from a subsequent employer, or from the Vermont State Teachers' Retirement system. If allowed under the current insurance plan, the teacher may purchase medical and dental insurance coverage through the District's group policy for the remainder of the payout period, or whatever shorter period is allowed.
- c. A teacher who meets the criteria delineated herein and who desires to apply for the retirement incentive will submit an application on a form devised by the Board, along with an irrevocable letter of resignation to the Board on or before the deadline established by the Board in its early retirement offering. The teacher's resignation will be effective June 30, at the conclusion of the school year. The Board may establish the maximum number of participants in the program in any year in which it is offered. If the number of applicants exceeds the number established by the Board,

- and the Board declines to accept that number of applicants, the program participant(s) will be selected by lottery conducted by the Board. If the teacher is not accepted into the early retirement program, their letter of resignation will be returned to him/her.
- d. The Board may, at its discretion, increase the maximum number of teachers who may elect this benefit after any initial limits established by the Board have been met.
  - e. A teacher electing the employment change option set forth herein must agree not to seek or accept other employment in Vermont as a teacher for a three (3) year period.
  - f. A teacher who elects this benefit will not be entitled to recall rights.
  - g. In the event that a lottery is necessary to determine the teacher(s) who will participate in the early retirement program, the Association will designate two members to participate along with the designees of the Board to ensure that a fair process is followed.

## **ARTICLE 8--ASSOCIATION DUES DEDUCTION**

The Board agrees to the principle of the payroll deduction of Association dues in amounts to be determined by the Association, on forms mutually agreed to by the parties.

The Board agrees to deduct from teachers' salaries all local, state and national Association dues as teachers individually or voluntarily authorize said deductions. Payroll deduction authorizations for Association dues shall be continuous from year to year unless the teacher leaves the District or notifies the Association, in writing, with a copy to the Superintendent, no later than July 1 of any year to terminate said deductions.

## **ARTICLE 9--CONDITIONS OF EMPLOYMENT**

- 9.1 a. The normal work year for teachers shall consist of up to 185 days, inclusive of up to 179 student days, and be aligned with the normal school calendar established by the Superintendent for most students. Any days not scheduled as student's days may be assigned as non-student work days.

Programs or classes may be developed and scheduled that do not fall within the normal school calendar as described above. A teacher's work year (i.e. 1.0 FTE) may differ from the normal 185-day work year as defined above, with the agreement of the teacher and the Superintendent or designee. The parties agree that there will be no adverse consequences imposed by either party on the teacher, including reduction of FTE or seniority, if a teacher agrees or disagrees (as part of an annual individual employment contract) to an alternative work year.

The non-student work days shall be used as follows: up to 2 days for parent/teacher conferences as determined by the Superintendent or designee; 2 half days for teachers for grading/other professional duties; 1 day prior to the start of school as determined by the teacher and 1 day after the end of the school year scheduled by the Administration with activities as determined by the teacher, and the remaining days to be used for professional development activities as determined by the Administration. The Administration shall schedule the above half days at the end of each semester within the school calendar.

Newly hired teachers are required to participate in induction training days preceding the first teacher workday, as outlined by the WCUUSD calendar. Attendance at these days is mandatory. The superintendent may reschedule or waive attendance at induction trainings. Teachers will be compensated at the per diem rate for participation in induction training days.

9.2 The Board and Association agree it is in the best interest of our students, our communities, and education professionals for the schools to be recognized as professional learning communities. In order to encourage an environment that promotes this shared objective, the Board and Association agree to the following principles:

- a. Teachers are professional employees. Teachers will meet their professional obligations and structure their workday to achieve this end. The work week for full-time teachers will be thirty-seven and a half (37.5) hours. Start and end times for the



work day will be established by the Principal and shall be continuous except as provided in 9.2.b below. The Principal and the Association may agree, at the building level, to structure work days in a flexible manner to accomplish the objectives of the school and its professional educators.

- b. The Principal and Association may agree, at the building level to structure work days in a flexible manner to accomplish the objectives of the school and its professional educators. If requested, the Administration in each building will meet and confer with Association representatives no later than June 10<sup>th</sup> annually to discuss the student day start and end times in each building for the following school year.
- c. Programs or classes may be developed and scheduled that do not fall within the normal work day as described above. To accommodate an alternatively scheduled program or class, a teacher and the Superintendent or designee may agree to (1) a non-continuous work day, or (2) a work day which begins earlier or later and ends earlier or later, while maintaining an overall average of 37.5 hours per work week. If a flexible-schedule, or placement, prevents a teacher from having a TA, the Principal will assign other responsibilities in place of the 7% of work time (pro-rated by FTE) assigned for TA responsibilities. Both parties may agree to replace TA with an additional teaching assignment. The parties agree that there will be no adverse consequences imposed by either party on the teacher, including reduction of FTE or seniority, if a teacher agrees or disagrees (as part of an annual individual employment contract) to an alternative work day schedule.
- d. The teaching load, duties and professional responsibilities assigned to part-time teachers shall be equitable, in proportion to those of full-time teachers. Administration will work to create a balanced schedule when possible for part-time teachers.
- e. The teaching load for full-time high school teachers at U-32 may include six (6) teaching assignments during one semester and five (5) teaching assignments in the other semester. The teaching load for a full-time teacher can range from 40% to 50% of the work week. During any semester when a teacher has six (6) teaching assignments, the teacher will not be assigned any additional supervision duties per Article 9.13 of this Agreement. To the extent practical, the Administration will strive

to minimize the number of different teaching preps assigned to a full-time teacher in a given semester, and will consider alternatives offered by that teacher or the Association to help achieve this.

- f. Professional obligations are the essential duties and responsibilities required to successfully perform the role of a teacher.
- g. Monthly Meetings: Up to four hours of meetings per month may be scheduled by the Administration outside the regular work week, including but not limited to faculty meetings, unit/department meetings, trainings, and committee work. Normally, there will be no more than one such meeting a week.
- h. In addition to the meetings described in 9.2.g herein, all teachers will participate in IEP, 504 and EST meetings as required. Said meetings will be scheduled at the mutual convenience of the teacher and administration, while taking into consideration the needs of the child and the availability constraints of both teachers and parents/guardians. Every effort will be made to avoid setting up these meetings during the meetings outlined in subsection 9.1 or 9.2.g of this Article.
- i. After a U-32 teacher's schedule (including contact time, professional responsibilities and planning time) is set, the Administration may assign other professional obligations including, but not limited to, department and/or team meetings, school committee meetings, duties and the like if a full-time teacher at U-32 is scheduled to teach less than six (6) courses in a given semester teaching less than 49% of the work week, and has unscheduled time available during the teacher's work day. The Superintendent, or designee, may adjust instructional time and duties to accommodate collaborative initiatives.
- j. All teachers at U-32 who are assigned as Teacher Advisors ("TA") shall have a minimum of 7% of their work week to devote to their TA responsibilities.

9.3 Teachers shall have a daily duty-free lunch period of at least thirty (30) minutes.

9.4 No teacher covered by this Agreement will be required to perform bus duty.

9.5 Supervision of Athletic or Other Co-Curricular Activities

- a. Supervision of athletic or other co-curricular activities beyond the normal teaching day shall be undertaken only by voluntary choice of the teacher.
  - b. Teachers assuming athletic or other co-curricular duties at U-32 shall be compensated at a rate specified in Appendix C of this Agreement.
- 9.6 Transportation costs authorized in writing and incurred in conjunction with the school program will be reimbursed at the rate established by the IRS. Teachers who travel regularly for the District shall be deemed to have authorization for such travel.
- 9.7 The Superintendent shall consult with the Association representatives regarding the school calendar prior to submitting a recommendation to the Board. The school calendar adopted by the Board shall be used consistently by the parties to this Agreement. In the event that a statewide or regional school calendar is enacted which is binding on the District, the parties agree that the provisions of this Agreement will be interpreted in a manner consistent with any such law or rule to the extent possible.
- 9.8 It is agreed by the parties that teachers play an integral role in the selection of textbooks, selection of instructional equipment, and the development of curriculum.
- 9.9 Direct access to pupil records will be in accordance with federal and state law.
- 9.10 The salaries of teachers on a standard school year contract shall be paid on a biweekly basis commencing in September of each year. The teacher will receive twenty-six (26) substantially equal payments. The teacher will choose whether to have direct deposit or a payroll check. Salary checks for the WCUUSD will be issued on the same designated day of the week; except when the pay day falls on a holiday, checks will be issued on the preceding day. All summer biweekly salary payments will be distributed before June 30.
- 9.11 Upon request by the individual teacher, payroll deductions in the following areas will be honored:
- Section 125 – pretax cafeteria plan:

- Premium Expense Reimbursement Account (Health and Dental)
- Dependent Care Flexible Spending Account
- Health Flexible Spending Account (“FSA”)

The specific terms of the various Reimbursement and spending accounts identified above can be found in the Section 125 Cafeteria Plan documents, which shall govern in the event of any discrepancy or ambiguity.

Teacher Retirement  
 403(b) Investment Accounts with Vendor(s) as agreed per plan document  
 Computer Purchase Program  
 Educators Union dues

9.12 If a vacancy occurs in a school covered by this Agreement, a notice of said vacancy will be posted in each school building within the District. Applicants for the vacancy shall be considered by the Superintendent or designee in the following order: (1) applicants from within the District; and (2) other applicants. The Superintendent or designee, however, shall make the final decision. For purposes of this section, a vacancy is defined as an opening created by the death, retirement, or resignation of a teacher, or a new position created by the Board.

9.13 Reassignments

- a. A reassignment occurs when a teacher is moved from their current teaching assignment to an alternate teaching assignment in a different school based on the decision of the Superintendent or designee.
- b. If a vacancy is not filled through the process outlined in 9.12, the vacancy may be filled by means of a reassignment.
  - i. Reassignments shall be at the sole discretion of the Superintendent or designee based on their assessment of the instructional requirements and the best interests of the school system. The Superintendent or designee may consider some or all of the following factors before implementing a reassignment: a licensed teacher's endorsement area(s), major or minor field of study, length of service in the District, length of service in the particular school building, and other relevant factors, including without

limitation state and/or federal laws, rules, regulations or administrative directives. The Superintendent or designee will provide the applicant with the basis for the decision.

- ii. When a reassignment would require the teacher to fill a vacant teaching position at the beginning of the school year the teacher will receive written notification of the reassignment as soon as possible but no later than July 31<sup>st</sup> unless there are extenuating circumstances. It is understood and agreed that compliance with Section 9.12 may result in extension of notice to a teacher later than July 31.
  - iii. A teacher will receive written notification of a reassignment as soon as possible when a reassignment is to be implemented during the school year.
  - iv. A teacher designated for reassignment may request, and upon request shall be granted, a meeting with the Superintendent or designee to discuss the reasons for the reassignment. The teacher may have a Union representative present at such meeting.
  - v. Additional preparation time of no less than three and up to ten days paid at prorated per-diem rate shall be provided for a reassigned teacher at the discretion of the Superintendent or designee.
  - vi. Reassigned teachers retain District seniority per section 7.4.
- 9.14 a. Except as provided in 9.2(e) each teacher at U-32 may be assigned up to an average of 2% of their workweek per week of supervision duty. Teachers who are assigned less than an average of 2% of their work week of supervision duty per week will schedule other duties such as student tutoring, new teacher mentoring, and similar assignments of benefit to students or the school community as determined by the Administration. Teachers will be given an opportunity on an annual basis to submit their preferences for assignments to the Administration. The Administration will consider teacher preferences, a teacher's assigned workload (i.e., teaching

assignments and other professional obligations) and other relevant information at the time assignments are made, and may reduce or eliminate duty assignments for teachers as appropriate in consideration of their other professional assignments and responsibilities.

- b. Elementary school teachers, as a normal practice, may be assigned up to a total of 60 minutes per week of cafeteria and/or recess duty. If circumstances dictate, the Administration may, at its discretion, schedule up to a total of 75 minutes of cafeteria and/or recess duty per week. Cafeteria and/or recess duty assignments may be increased from 75 up to a total of 90 minutes weekly provided that the Administration accords the Association the opportunity to discuss the proposed increase and to explore, in good faith, alternative ways of structuring the increased duty time.

Part-time employees' duties will be proportional to their contract FTE.

- c. If there is a need for additional duties over what is in the CBA, then the District will pay the sub rate for prorated time worked over those units.

#### 9.15 Preparation Periods

- a. Elementary schools: Each full-time elementary school teacher shall be provided with a minimum of at least thirty (30) continuous minutes of preparation time during the regular student day. If circumstances are such that it would be difficult or impossible to provide a teacher with at least thirty (30) minutes of preparation time on a given school day, the Administration and the teacher will agree on an equitable alternative for preparation time. The building administrator may approve additional preparation time for a teacher as circumstances permit. The Parties agree that preparation time is provided for teacher-directed professional activities including, but not limited to, lesson preparation, classroom organization, grading and the like. Absent extenuating circumstances, preparation time will be in continuous thirty (30) minute blocks of time.

b. U-32 Teachers: Depending on their teaching assignments, each full-time teacher at U-32 shall be provided 10% to 18% of their time for individual preparation time per five-day work cycle. The Parties agree that preparation time is provided for teacher-directed professional activities including, but not limited to, lesson preparation, classroom organization, grading and the like. To the extent permitted by the teacher's schedule, preparation time will be in continuous blocks of time. Preparation time will be pro-rated for part-time teachers. Teachers in a formal co-teaching arrangement shall have a minimum of 45 minutes per week of common preparation time within the allotted minutes defined above.

c. Definitions and averages:

These are approximate percentages + or - 1%.

	Contact Time	Other professional responsibilities	Planning Time	Other
Teach 5	55%	Up to 16%	At least 18%	11%
Teach 6	64%	Up to 15%	At least 10%	11%
	Instruction, Office Hours, TA, Call Back, Intervention	Common planning time, team meeting, duty,	Individual Planning time	passing, operation and lunch time

#### 9.16 Parent – Teacher Conferences

Up to two (2) non-student work days may be scheduled at the discretion of the Administration for parent/teacher conferences in the elementary schools. A teacher is expected to be available for parent/teacher conferences for a period of time approximately equal to the regular work day, but may schedule his or her day as necessary to meet the needs and expectations of parents. Parent/teacher conferences may be conducted prior to and/or after the start of the school day, or on a day other than the regularly scheduled parent/teacher conference day at the discretion of the teacher and in order to accommodate the schedules of parents, provided that this shall not interrupt

normal school operations. It is understood that if a teacher completes their parent teacher conferences by meeting with parents outside the regular work day, or on a day other than the day scheduled for parent teacher conferences, the teacher need not be present at school during any unscheduled or unassigned time on the regularly scheduled parent/teacher conference day.

## **ARTICLE 10--PROFESSIONAL DEVELOPMENT**

- 10.1 a. Planning of Curriculum and Professional Development: The Superintendent shall establish procedures to incorporate the professional voice of educators into the planning of curriculum and professional development in a manner which harmonizes the needs of the individual educator with the needs of the schools for a coherent plan of systemic improvement. The procedures established by the superintendent shall be subject to review by the Labor Management Committees established in Article 15.4.
- b. The actual dates for non-student work days shall be determined by the Superintendent, consistent with the WCUUSD calendar and with the terms of This Agreement.
- c. The parties agree that activities for two (2) of the non-student work days shall be determined by the teachers for individual and/or group projects within school buildings, and that one (1) of these days will be scheduled prior to the opening of school and one (1) day will be scheduled after the end of the student school year. The Parties further agree that activities for the remaining professional development days shall be determined by the Administration with input from the Labor Management Committees established in Article 15.4.

10.2 General:

The Board shall make a prepayment for or reimbursement to a teacher for approved professional development activities, i.e., course work, conferences and workshops.

The Superintendent or designee may authorize pre-payment for a course, conference or



workshop, subject to the teacher's written agreement to reimburse the District if the course, conference or workshop is not successfully completed and further subject to any applicable laws or regulations applicable to the source of funding. "Successful completion" means attaining a grade of 'B' or better, or a grade of 'P' if the course is taken on a 'pass-fail' basis. A teacher shall be eligible for prepayment for part or all of the costs associated with an approved professional development opportunity by putting this request for prepayment in writing to the Superintendent. The teacher will sign an agreement with the Superintendent so that in the event the teacher fails to complete the course, workshop or other educational training, s/he will have the amount of prepayment paid by the District withheld from their paychecks over the remainder of the school year, unless a different repayment schedule is mutually agreed to between the teacher and the Superintendent.

The Superintendent or designee may deny approval for attendance at a course, workshop, or conference which presents scheduling conflicts with the teacher's work schedule.

Part-time teachers will be eligible for reimbursement for professional development activities on a pro-rated basis.

- a. Course Work: The Board shall pre-pay or reimburse teachers taking approved graduate level credits. Reimbursement or pre-payment for graduate level credits shall not exceed the fall in-state credit hour rate for UVM graduate level courses. A teacher is eligible for reimbursement for up to a maximum of six (6) credit hours per year. If a teacher takes six (6) credit hours at a cost which is less than the cost of six (6) credit hours at the approved UVM rate, the Superintendent may approve reimbursement for additional credit hours, provided that the total cost of all approved credits does not exceed the cost of six (6) credits at the UVM rate. To be eligible for reimbursement and movement on the salary schedules, such credit hours must be for courses which are aligned with the District's Strategic Plan or Action Plan, and/or the professional development needs of the teacher as identified through the teacher's re-licensure or the WCUUSD Supervision and Evaluation Process, taken at the graduate

level at an accredited college or university. Undergraduate courses may be approved at the discretion of the Superintendent or superintendent's designee.

- b. The Superintendent or designee may deny approval for any “on-line” course offered by an institution of higher education which is not fully accredited, or from any institution of higher learning if the credit hours or units would not be accepted as graduate level credit hours by the issuing institution. Teachers are responsible for any costs incurred for transportation or lodging associated with courses in which they enroll. Teachers are responsible for the costs of books and materials required for any courses they enroll in, except in cases where books and/or materials are included within the tuition rate, and subject to the maximum payment amounts provided by this section. Teachers are also responsible for miscellaneous costs and fees, such as registration fees, laboratory fees, library fees and the like.
  
- c. Workshops and Conferences: The Superintendent or designee may approve a teacher's attendance at a conference or workshop which is aligned with the District's Strategic Plan or Action Plan, and/or the professional development needs of the teacher as identified through the teacher's re-licensure or the WCUUSD Supervision and Evaluation Process.
  
- d. As a result of participating in professional development activities, teachers might acquire materials, and/or equipment, and/or services, either at no cost or as part of the participation fee. If the professional development activity will be paid for by the school or WCUUSD, and the products or services are equivalent to similar products that could be of institutional use in the schools, the products or services become the property of the school or WCUUSD, respectively. These products and services include such things as print publications, digital devices, peripherals, accessories, software, and subscriptions to online services. Small items such as flash storage, tote bags, and water bottles would not be included. Expenses actually incurred in connection with attendance at an approved workshop or conference will be reimbursed upon submission of appropriate supporting documentation and/or detailed

receipts, subject to the following maximum rates:

- (1) Overnight conference: lodging, travel and meals \$175 per day total.
  - (2) Day conference: \$45 per day for meals and associated expenses.
  - (3) Teachers will not be reimbursed for the cost of alcoholic beverages. In those situations, where the cost of food or lodging is likely to be substantially higher than the reimbursement rates established herein, the Principal may approve higher reimbursement amounts on a case by case basis.
- e. The cost of courses, workshops and conferences will be allocated to the fiscal year in which the course, workshop or conference starts.
- f. Prepayment, as used in this Article, shall be made directly to the agency or institution providing the conference or workshop, and not to teachers.

10.3. Professional Memberships: Annually, the Board will provide funding for teacher membership(s) in an approved professional association. A Department of U-32 or an elementary school may purchase up to one (1) membership in the same professional organization for each three (3) teachers per subject area. In no case will a Department or elementary school be allocated less than \$100 annually for the purchase of professional memberships.

10.4 Professional Texts: The Board and Association agree in principle that professional texts and subscriptions are essential to keeping educator's current with best practices, and adequate resources shall be provided to acquire professional texts or subscriptions relative to the mission of school(s). Texts or other materials purchased under this provision shall remain the property of the District.

10.5 New Teacher Mentoring Program: The WCUUSD shall develop and implement a mentoring program for new teachers, i.e., those with less than three years teaching experience, and for other newly hired teachers as deemed necessary or appropriate. Mentors shall be trained and supported in this work. Resources shall be provided so that mentors and mentees have time and support to achieve the goals of the program.

## **ARTICLE 11--INSURANCE**

### 11.1 Health Insurance

Effective January 1, 2023, pursuant to 16 V.S.A chapter 61, (Commission on Public School Employee Health Benefits) health care benefits and coverage, excluding stand-alone vision and dental benefits, but including health reimbursement arrangements and health savings accounts, shall be governed by the written agreement incorporating the terms of the statewide health insurance bargaining found in Appendix A of this collective bargaining agreement.

11.2 Effective January 1, 2026 through June 30, 2026, pursuant to 16 V.S.A. chapter 61 (Commission on Public School Employee Health Benefits) health care benefits and coverage, excluding stand-alone vision and dental benefits, but including Health Reimbursement Arrangements and Health Savings Accounts, shall be governed by the written successor agreement incorporating the terms of the statewide health insurance bargaining. Unspent funds in the District's HRA will not roll over or accumulate from year to year, but will revert to the District, subject to a ninety (90) day run out period.

- a. Employees can convert employee-paid health and dental insurance premiums, deductibles, co-payments, co-insurance, and uninsured medical and dental expenses to pre-tax expenses in the WCUUSD Flexible Benefits Plan. The set-up and maintenance costs for said plan will be borne by the Board. Teachers shall pay their share of health and dental insurance premium costs through the WCUUSD Flexible Benefits Plan established for that purpose.
- b. Teachers eligible for health insurance benefits who neither elect coverage nor receive coverage as a dependent shall receive thirty-five hundred dollars (\$3,500.00) in addition to their salary, provided the teacher demonstrates proof of qualified health insurance coverage for the teacher and their dependents from another source. The cash payment provided hereunder shall be pro-rated for eligible part-time teachers who elect not to take health insurance from the Board. Cash payments to teachers as provided herein may constitute taxable income and the teacher receiving such benefit is solely responsible for any resulting tax liability.

- c. The Board agrees to provide coverage for dental insurance, and it will absorb the administrative costs, including any payroll deduction of premium costs, for such a plan. The Board shall pay one hundred percent (100%) of a single membership. If any employee chooses a family membership, he or she shall pay any additional costs over a single membership.
- d. All teachers of the WCUUSD will be covered by Workers' Compensation Insurance as a protection against personal injury while on duty.

A teacher receiving Workers' Compensation benefits may elect to draw from their accumulated paid sick days (up to the equivalent of their take home pay) for any day that the teacher is on Workers' Compensation.

A teacher who has returned from Workers' Compensation leave taken for a work related injury will not have time deducted from other leaves provided in this contract for attending appointments related to said injury per 21 VSA §640(c)

- e. The Board agrees to provide disability insurance, and the Association agrees to accept any additional benefits included with the disability policy in place, to all teachers who are eligible to receive benefits under the terms of this Agreement. Disability coverage will begin after meeting the eligibility requirements for receiving benefits under the disability plan, including a ninety (90) day elimination period. Disabilities are only those medical conditions defined as disabilities by the carrier and covered by said insurance policy. The benefit will cover sixty-six and two-thirds percent (66 2/3%) of monthly earnings with a maximum benefit of \$6,000 per month.

## **ARTICLE 12--LEAVES AND ABSENCES**

### 12.1 Sick Leave

General: For purposes of Article 12 of this Agreement, the term "day(s)" shall be defined as working days, exclusive of vacations or other calendar days when teachers are not

required to work; and the term “week(s)” shall be defined as a period of five working days. The term “month(s)” shall be defined as calendar months, and “year(s)” shall be defined as school years unless otherwise stated.

- a. Each teacher in their first two years of service to the district shall be entitled to twenty (20) days of sick leave without loss of pay each school year. Thereafter, each teacher shall be entitled to fifteen (15) days of sick leave without loss of pay each school year. Sick leave may be used to cover the absence of a teacher due to the teacher’s sickness or disability; for the sickness or disability of a member of the teacher’s family to the extent provided in Article 12.4; and as permitted by state or federal statute. A teacher may designate one (1) sick leave day for religious observance, with notification to administrators at least two weeks before the religious observance day. The two-week notification requirement shall be waived for teachers hired less than two weeks before the religious observance day. That sick day shall then be returned to the teacher should the teacher exhaust their accrued sick leave days during the same academic year.
- b. When the effective date of employment is before January 1, the teacher shall be given credit for the full annual sick leave entitlement. When the effective date of employment is after January 1, the teacher shall be given the pro-rata allowance for the remainder of the year.
- c. Unused sick leave may be accumulated as stated above to a maximum of ninety (90) days.
- d. Each teacher shall be notified annually of his or her available number of sick leave days.
- e. Leave for temporary disability related to pregnancy or childbirth shall be in accordance with Articles 12.5 and 12.6 of this Agreement.
- f. When a teacher experiences a work-related injury and absence resulting directly from a physical assault against the teacher in the course of the teacher’s good faith

performance of employment duties, and is subsequently provided with temporary total or partial disability benefits under the Worker's Compensation statutes, the District will make up the difference between the temporary total or partial disability benefits awarded and the teacher's regular base salary for up to a maximum of one hundred eighty-five (185) days or the end of the school year in which the assault occurs, whichever is earlier.

## 12.2 Pay for Accrued Sick Leave

After serving five (5) years in the District, a teacher who retires pursuant to the Vermont Teacher Retirement laws shall be paid the sum of ten dollars (\$10.00) per day for each day of accumulated sick leave up to a maximum of seventy-five (75) days.

## 12.3 Donation of Sick Leave

Any teacher may donate sick days to any other teacher within the District who, because of their own "serious illness" or the serious illness of a family member, with "serious illness" being defined as an accident, disease, or physical or mental condition that: (A) poses imminent danger of death; (B) requires inpatient care in a hospital, hospice, or residential medical-care facility; or (C) requires continuing in-home care under the direction of a physician [inclusive of 21 V.S.A. §471(5)] has used all sick leave days allotted to the teacher according to the following provisions:

- a. No teacher may receive more than forty-five (45) donated sick leave days per year, and in no event shall a teacher receive more donated days than are necessary to meet the 90-day elimination period for eligibility in the disability insurance program.
- b. The recipient must have exhausted their personal leave and their accumulated sick leave.
- c. The recipient must provide a doctor's certification of medical disability. At the option of the Board, a second opinion may be required.

- d. There shall be no sick leave days for elective medical procedures.
- e. The teacher receiving the donation must have made a timely application for long-term disability benefits provided under this Agreement, if applicable.
- f. The teacher is not eligible to receive donated sick leave if the teacher is receiving benefits under the long-term disability program provided under this Agreement.
- g. The process of requesting sick leave donations shall be confidential and will disclose neither the name of the requesting employee nor their location of employment.
- h. For the purposes of donated sick leave under 12.3, “family member” refers to a teacher’s child, spouse or civil union (CU) partner, parent, any person the teacher has legal guardianship of, or any person domiciled with the teacher for whom the teacher is responsible.

#### 12.4 Family Illness

Up to fifteen (15) days a year of a teacher’s personal sick leave may be used to attend to sickness or the temporary disability of a child, spouse or civil union (CU) partner, parent, sibling, father or mother (or CU) in-law, any person the teacher has legal guardianship of, or any person domiciled with the teacher for whom the teacher is responsible. Nothing set forth herein shall be construed to limit a teacher’s right to use personal sick leave pursuant to the provisions of any applicable state or federal law.

#### 12.5 Family Leave/Parental Leave

The family medical and parental leave provisions herein are available to teachers employed at least .5 FTE, regardless of their length of service with the District. Leave hereunder shall run concurrent with any statutory family medical leave or parental leave for which a teacher may be eligible under the federal Family and Medical Leave Act



(FMLA) or Vermont's Parental and Family Leave Act (VPFLA). Except as provided in section 12.5 (a.1) and (b) this Article does not create additional leave entitlements for eligible employees beyond those established by statute.

a. Family Medical Leave

- (1) A teacher shall be entitled to a leave for up to twelve (12) weeks, unpaid, during any twelve (12) month period in the case of a serious health condition of the employee or in the teacher's immediate family. During this period the teacher may use up to six weeks (30 working days) of sick leave or other accrued leave. A serious health condition is defined as an accident, disease, or physical or mental condition that: (A) poses imminent danger of death; (B) requires inpatient care in a hospital, hospice, or residential medical-care facility; or (C) requires continuing in-home care under the direction of a physician [inclusive of 21 V.S.A. §471(5)].
- (2) Providing care for a serious health condition does not diminish the benefit under the sick leave Article for use by the teacher him/herself or in other instances of family illness, except as to the number of sick days used.

b. Parental Leave

Teachers shall be entitled to a leave for up to twelve (12) weeks, unpaid, during any twelve (12) month period: (1) during the teacher's pregnancy, or following the birth of a child, or (2) following the placement of a child with the teacher for adoption or foster care. During these periods of parental leave, the teacher may use up to eight weeks (40 days) of sick leave or other accrued paid leave. When leave begins less than six weeks before the last working day of the school year or begins more than two weeks prior to the first working day of the school year, only six weeks of leave will be paid leave. In the case of parental leave, a teacher who has fewer than twenty (20) accrued sick leave days may receive enough donated sick leave to cover the first twenty (20) school days of either FMLA or VPFLA.

c. Unpaid Leave

No provisions of this Article or the contractual definitions of “serious health condition” shall be determined to diminish the entitlement of any eligible teacher to unpaid leave under Vermont’s Parental and Family Leave Act (VPFLA) or under the Family Medical and Leave Act (FMLA). Leave taken under this Article shall be credited against any leave entitlement under the VPFLA or the FMLA to the full extent of the law, provided the District has notified the employee in advance of the approved leave period that said leave will be counted against his or her entitlement. Benefits during unpaid leave will be as mandated in the VPFLA and the FMLA for eligible teachers.

12.6 Extended Leave of Absence

An unpaid leave of absence for a term not to exceed one (1) academic year shall be granted upon the request of a teacher for reasons of pregnancy or child care if the leave is requested immediately after birth, adoption or for personal illness. The Board, at its discretion, may grant an extended leave of absence for other purposes including, but not limited to, professional study.

The conditions of an extended leave are as follows:

- a. The teacher shall request said leave at least thirty (30) days in advance, except in the case of an emergency.
- b. A teacher on an unpaid leave of absence may return to his or her position at the beginning of any semester, provided notice was given to the Administration at the time the leave commenced.
- c. A teacher on a leave of absence may continue to participate in the medical insurance plan herein provided at the teacher’s own expense, subject to the regulations of the insurance carrier, and provided said teacher pays the premiums due prior to the regularly scheduled group premium payment being made by the Board.

- d. Failure of the teacher to notify the Board of an intent to return by February 1 shall relieve the District of all contractual obligations. Such notification shall be by certified mail.
- e. The teacher granted such leave is guaranteed a return to the same or a substantially equivalent position and placement on the salary step (immediately following the step attained during the year prior to the leave) appropriate for the years' experience the teacher had been credited. If the teacher chooses to fill a lesser position, the future right to return to the same position is limited to available vacancies.

#### 12.7 Jury Duty

When a teacher is called to jury duty, the District shall compensate the teacher the differential between the daily rate of the contract salary and such compensation as may be paid for jury duty. This, of course, is in lieu of the teacher's regular salary. The teacher shall retain moneys paid for mileage.

#### 12.8 Sabbatical Leave

Sabbatical leave will be granted to a teacher by the Board subject to the following:

- a. Request must be made to the Superintendent no later than March 1 and action will be taken by April 1.
- b. The teacher must have spent five (5) full years in the District and agree to stay two (2) years after termination of sabbatical leave.
- c. A teacher who applies for sabbatical leave will teach full-time for four (4) years at four-fifths salary. The fifth year, the year of the sabbatical leave, the teacher will receive four-fifths salary on the next step. Upon return, the teacher will be placed on the same step as during the sabbatical leave.
- d. A teacher who receives a sabbatical leave shall be entitled to full re-employment

rights and upon return from sabbatical will be returned to the same position as before the leave commenced. Teachers on sabbatical will be allowed to continue participation in the insurance program(s).

- e. A teacher, who at any time decides against the leave, will be paid a lump sum equal to the wages withheld.

#### 12.9 Bereavement Leave

Up to five (5) days may be granted for each death in the Teacher's "immediate family" as defined below. One (1) day shall be granted for each death in the teacher's "other family" as defined below. Two (2) additional days may be granted for travel with the approval of the superintendent, or designee.

- a. Immediate family is defined as: spouse or civil union partner, parents/step-parents, children/step-children, siblings, current mother/father/son or daughter-in-law, grandparents, grandchildren, current brother/sister in-law and any other person domiciled with the teacher. Other family is defined as: aunt, uncle, niece, nephew, cousins and step siblings.
- b. Teachers must provide the name and relationship of the deceased to be eligible for bereavement leave.
- c. The Superintendent or designee may approve a request for bereavement leave upon the death of an unrelated person who was in a significant familial relationship to the employee.

#### 12.10 Personal Leave

Up to three (3) days a year without loss of pay shall be granted for leaves for personal, legal, business, religious, household or family matters under the following provisions:

- a. Prior notice shall be given at least twenty-four (24) hours in advance to the Principal,

except in the case of emergency, in which case notice will be given as soon as possible.

- b. Such leave shall be taken only for matters which cannot reasonably be accomplished outside of the normal teaching day.
- c. Personal leave days are not available for vacation purposes. Personal leave will be in addition to any other leave provided in this Article, and will not be granted for the purpose of extending a vacation, accommodating travel plans, and the like. A teacher may provide information on the reason for a personal day requested for the workday immediately before or after a vacation.

#### 12.11 Professional Leave

Leave for the purpose of visiting other schools or attending meetings or conferences of an educational nature may be granted in any school year according to the following:

- a. Written request must be submitted to the Principal three (3) days prior to said visitation or conference.
- b. Said visitation or conference must relate to the teacher's assigned level or subject matter.
- c. Prior written approval must be granted by the Administration.
- d. The Administration and teachers shall endeavor to schedule attendance at conferences outside the regular work week or work year to the extent possible.

#### 12.12 Part-time teachers are eligible for paid leave benefits on a pro-rated basis.

#### 12.13 Military Leave

- a. The Board will grant a leave of absence to the extent required by law to an employee who is called up for active duty in the Armed Forces of the United States, or to serve

in the Vermont National Guard, Army Reserve, or other Reserves. The Board will adhere to all federal and state laws upon an employee's return to employment from any such military leave of absence.

- b. When an employee or member of an employee's immediate family (child, spouse or civil union partner, parent) is called to active military service for a period of six (6) months or longer, the employee may use up to five (5) days of sick leave (in addition to any accrued personal leave available to the employee) prior to the employee's or the employee family member's date of departure to attend to personal and family matters related to the military activation. The paid leave shall be taken in one (1) day increments. In the event the employee has no accrued sick leave, other staff in the school will be allowed to donate sick leave to the employee.

## **ARTICLE 13--GRIEVANCE PROCEDURE**

### 13.1. Definition

- a. Any claim by the Association or a teacher that there has been a violation, misinterpretation, or misapplication of the terms of this Agreement, or a violation of its or the teacher's right to fair treatment, shall be a "grievance." However, grievances, with respect to any matters which are not a specific part of this Agreement, shall not be subject to resolution by arbitration, and the resolution of such non-contractual matters shall not be deemed to establish precedent.
- b. An "aggrieved person" is the person or persons making the claim.
- c. Time Limits: All the time limits consist of school days, except that when a grievance is submitted on or after June 1, time limits shall consist of all weekdays, exclusive of legal holidays as defined in V.S.A. T. 1, § 371(a) so that the matter may be resolved before the close of school or as soon as possible thereafter. School days for purposes of the grievance procedure shall mean teacher employment days.

d. Association Representation: At least one (1) Association representative shall have the right to be present for any meeting, hearing, appeal, or other proceeding relating to a grievance which has been formally presented. Nothing contained herein shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with a supervisor and to have such grievance adjusted without intervention of the Association, provided the Association has been notified of the adjustment and the adjustment is not inconsistent with the terms of this Agreement.

13.2 Procedure: A grievance shall be in writing and it shall specify the issue being grieved, the provisions of the Agreement which have been violated, and the remedy requested.

Step 1: The teacher or the Association may present the grievance, in writing, to the Principal who will arrange for a meeting within five (5) days after receipt of the grievance. The Association's representatives, the aggrieved teacher, the Principal and their representatives shall be present for the meeting. The Principal must provide the aggrieved teacher and the Association with a written answer on the grievance within three (3) days after the meeting. Such answer shall include the reasons upon which the decision was based. No grievance shall be given formal consideration unless it is filed at Step 1 within thirty (30) days after the grievant had knowledge, or should have had knowledge, of the occurrence that gave rise to the grievance.

Step 2: If the Association is not satisfied with the disposition of the grievance at Step 1, or the Step 1 time limits expire without the issuance of the Principal's written answer, then the Association shall have the right to refer the grievance to the Superintendent, or their official designee. This referral shall be made in writing within ten (10) days of receipt of the Principal's written answer or within ten (10) days of the expiration of the Step 1 time limits if no written answer is received. If a referral is not made within the time limits defined above, then the grievance will be deemed to be withdrawn.

The Superintendent shall arrange for a meeting with the representatives of the grievant to take place within five (5) days of receipt of the appeal. Each party shall have the right to

include in its representation such witnesses and counselors as it deems necessary to develop facts pertinent to the grievance.

Upon conclusion of the hearing, the Superintendent will have ten (10) days in which to provide a written decision to the Association.

Step 3: Arbitration--If the Association is not satisfied with the disposition of the grievance at Step 2, or the Step 2 time limits expire without the issuance of the Superintendent's written answer, the Association may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within fifteen (15) days of the date for the Step 2 reply, then the grievance will be deemed withdrawn.

- 13.3 Neither the Board nor the Association will be permitted to assert before the Arbitrator any grounds or evidence which was not previously disclosed to the other party.
- 13.4 The Arbitrator shall have no power to alter the terms of this Agreement. However, it is agreed that the Arbitrator is empowered to include in any award such financial reimbursements or other remedies as s/he judges to be proper.
- 13.5 Each party shall bear the full costs for its representation in the arbitration. The cost of the Arbitrator and the American Arbitration Association will be divided equally between the parties. Should either party request a transcript of the proceedings, then that party will bear full costs for that transcript. Should both parties order a transcript, the cost of the two transcripts will be divided equally between the parties.
- 13.6 The Board acknowledges the right of the Association's grievance representative to participate in the processing of a grievance.
- 13.7 Class grievances involving an administrator above the building level may be filed by the Association at Step 2. Grievances involving dismissal or non-renewal shall be filed



directly at Step 3 within fifteen (15) days of receipt of any School Board decision pursuant to 16 V.S.A. Section 1752.

- 13.8 No reprisals of any kind will be taken by the Board or by the School Administration against any teacher because of participation in the grievance procedure.
- 13.9 The Board and the Administration will cooperate with the Association in the investigation of any grievance, and they will furnish the Association with such information as is requested for the processing of any grievance. Should any new information be uncovered during an investigation, the parties may agree to remand the grievance to a previous step of the procedure for further consideration. Should the investigation or processing of any grievance require that a teacher or an Association representative be released from a regular assignment, the teacher or representative shall be released without loss of pay or benefits.
- 13.10 All documents, communications and records dealing with the processing of a grievance will be filed separately from the personnel files of the participants.
- 13.11 A grievance may be withdrawn at any level without establishing precedent.
- 13.12 Acknowledgement of Arbitration: In accordance with 12 V.S.A. §5652(b), the Board and the Association understand that this agreement contains an agreement to arbitrate. After signing this agreement, the Board and the Association understand that they will not be able to bring a lawsuit concerning any dispute that may arise which is covered by the arbitration agreement, unless it involves a question of civil or constitutional rights. Instead, the parties agree to submit any such dispute to an impartial arbitrator in accordance with the provisions contained in this Article.

## **ARTICLE 14—SALARY**

- 14.1 Salary

- a. Teacher salaries for the 2023-2026 school year is set forth in Appendix B which is attached hereto and made a part hereof. Extra-curricular salaries are set forth in Appendix C which is attached hereto and made a part hereof. Department Head salaries are set forth in Appendix D which is attached hereto and made a part hereof.

In the previous 2012-2013 to 2015-2016 Agreement, when salary columns were reduced, some teachers were grandfathered on the salary scale, and this is how it was done:

Any teacher who is in the B45/M00 column for the 2012-2013 school year without a Master's Degree shall remain in the M00 column for the 2013-2014 and subsequent school years, unless they change horizontal placement per Article 14.2 of this Agreement. Any teacher who is in the B60/M15 column for the 2012-2013 school year without a Master's Degree shall remain in the M15 column for the 2013-2014 and subsequent school years, unless they change horizontal placement per Article 14.2 of this Agreement. Any teacher who is in the B75/M30 column for the 2012-2013 school year without a Master's Degree shall remain in the M30 column for the 2013-2014 and subsequent school years.

In 2013-2014 and subsequent school years, teachers in a Bachelor's column must have a Master's Degree to be eligible for a change in horizontal placement to a Master's column per Article 14.2 of this Agreement. Teachers who were grandfathered to Master's columns under the life of this Agreement must obtain a Master's Degree to move horizontally to any Master's column. However, once that Master's Degree is earned, any credits previously earned which are beyond the requirements of the Master's Degree can be applied to a change in horizontal placement.

- b. Salary increases

Step movement: Unless otherwise negotiated, teachers will move vertically one step within their respective columns each year of the contract to the extent they are eligible.

Co-curricular and department head salaries will increase by 8.0% for the 2023-2024 and 4.75% for the 2024-2025 and 2025-2026 school year. The parties recognize and acknowledge that the Administration has the right to reorganize the administrative and/or co-curricular structure at U-32 without prior negotiations. In the event of a reorganization of the administrative structure, the parties agree to negotiate the appropriate salary or stipend for the resulting positions. Said positions shall remain part of the bargaining unit. In the event of the reorganization or restructuring of the co-curricular categories and/or positions, the parties agree to negotiate the appropriate stipend for such categories and/or positions.

The parties also agree that in the event the Co-Curricular Committee recommends salaries for any or all co-curricular positions which are higher than those negotiated herein, the Board may unilaterally adopt and implement the higher salaries by policy without prior negotiations. Any salary enhancements adopted by the Board shall be published as an addendum to Appendix B and shall become part of this Agreement.

- 14.2 Changes in horizontal placement on the salary schedule for the ensuing year require notification to the Superintendent and Principal by December 1 of the contract year prior to the anticipated horizontal placement change and submission of documentation by October 1. Upon receipt of documentation, the salary adjustment shall be retroactive to the beginning of the school year. Graduate credits or hours authorized by the Superintendent which are relevant to the teachers' assignments will be accepted for movement on the salary schedule. Undergraduate credits may be used for movement on the salary schedule if the teacher demonstrates to the Superintendent that the course is appropriate and necessary; the Superintendent shall have the final discretion that the course is appropriate and necessary.
- 14.3 Part-time teachers receive salary on a pro-rated basis in accordance with their contracted FTE. Part-time positions will receive full step advancement for salary computation. In the event a part-time teacher from within a District is placed in a full-time position during the school year, placement on the schedule shall be on the same step the teacher currently

occupies on the schedule; if the part-time teacher is hired to fill a full-time position for the upcoming school year, he/she will advance to the next step upon appointment.

- 14.4 Upon initial employment, a new teacher shall have his or her relevant experience and education evaluated by the Superintendent and be placed on an appropriate step and column of the salary schedule, determined by years of experience. No new teacher, however, shall be placed on an experience step of the salary schedule at a step higher than a currently employed teacher with comparable experience and education.
- 14.5 The Board, based upon a teacher's unsatisfactory evaluation, may require a teacher to take a course(s) to improve the teacher's classroom abilities. (An unsatisfactory evaluation is one in which the administrator states in the evaluation that the overall evaluation was unsatisfactory.) Teachers required to take courses under this section may borrow, if necessary, against the next year's professional development money, as provided in Article 10.2.
- 14.6 A teacher who works, with the approval of the Administration, in addition to the number of days set forth in Article 9.1 of this Agreement will be compensated at the applicable per diem rate of pay. The per diem rate for summer work shall be based upon the contracted teacher's salary for the fiscal year in which the work is performed.
- 14.7 A teacher employed before July 1, 1992 who did not contribute to social security on that date shall be entitled to receive an annuity payment. The amount of the annuity shall be four percent (4%) of the teacher's salary. The teacher shall also contribute four percent (4%) to the annuity, and shall so demonstrate. The annuity shall be payable only at age sixty-two (62).
- 14.8 Teachers who have attained National Board Certification or submitted a portfolio by June 30, 2012 shall be provided with a \$1,750 additional salary stipend each year that the certification remains in force. Teachers who attain National Board Certification after June 30, 2012, or previously National Board Certified Teachers who begin employment

with the school District after June 30, 2012, shall be provided with a \$1,500 additional salary stipend each year that the certification remains in force. The additional compensation set forth herein will be pro-rated for part time teachers to the percentage of the teacher's FTE. No application, testing or other fees for the National Board Certification process shall be paid for by WCUUSD.

#### 14.9 Teacher Leaders

Each elementary school may select one (1) teacher to serve as a teacher leader from those who apply for this position to assist/lead in the areas of curriculum, instruction, assessment and professional development. Teacher leaders shall not be empowered to do staff evaluations or otherwise supervise staff. U-32 may select up to four (4) teachers from those who apply for this position. Teachers with a minimum of three (3) years of relevant teaching experience in the District may apply for such positions and will be selected by the Principal and the Director of Curriculum. Appointment of teacher leaders will be made on an annual basis. Individual contracts for teacher leaders shall be separate from their individual teaching contracts, and will include at least five (5), but not more than ten (10) additional work days to be scheduled outside of the regular school day/year (i.e. summer work, day before Town Meeting, Saturdays). Each teacher leader shall be eligible to receive per diem pay for each of the up to ten (10) additional days worked as teacher leaders. Such additional days will be scheduled jointly by the respective teacher leaders and the building principal in each District.

Job descriptions for the position of Teacher Leader will be developed and agreed upon by an equal number of administrators and representatives of the Association.

#### 14.10 School Psychologist

School psychologists that are employed by WCUUSD will remain members of the bargaining unit. The compensation is set by the Superintendent and may be outside the current salary schedule, consistent with the principle that people with the same

responsibilities and of comparable experience and education are comparably compensated.

14.11 Alternate B15 Column for employees hired prior to July 1, 2012

a. Eligibility

A teacher who is eligible for this provision

1. has a date of hire prior to July 1, 2012 Collective Bargaining Agreement and
2. is on the salary schedule in the A00-B15 column of the salary schedule in Appendix B

b. Step Placement

Any teacher who meets the criteria above and who is

1. in the column B-15 for the 2016-2017 school year shall be placed on the Alternate B-15 Salary Column.
2. any teacher who meets the criteria above and who is in the column A00-B00 who subsequently earns enough credits to move to B-15 will be placed on the Alternate B-15 column.

c. The Grid Calculation for the Alternate B-15 column is the same as the B-15 except for steps K-O, an additional \$1,000 is added to the formula for each step.

d. Teachers on the B-15 Salary Schedule shown in Appendix B shall be eligible for annual step increases consistent with Article 14.1b.

14.12 A temporary committee shall be formed during calendar year 2023, for the purpose of making recommendations for changing the index underlying the teacher-salary grid. This committee shall be composed of board and union members with up to 2 union representatives and up to 2 board representatives and the Superintendent and/or their designees as non-voting participants. The committee shall submit recommendations for a new index before the start of the next negotiations cycle. The recommendations of the

committee shall be made by consensus. After the submission of these recommendations, the committees' work shall be considered completed and the committee shall be disbanded. The committee shall report to the board, even if it makes no recommendations. Article 14.12 shall be deleted from the next contract unless the board negotiators and union negotiators agree otherwise.

## **ARTICLE 15--GENERAL**

15.1 If any provision of this Agreement or its application is held to be contrary to law, then such provision or application will not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications will continue in full force and effect. The parties will meet not later than ten (10) days after any such holding for the purpose of renegotiating the provision(s) affected.

15.2 This Agreement may only be modified in whole or in part by the parties, by an instrument in writing, duly executed (signed and dated) by both parties.

15.3 This Agreement incorporates the entire understanding of the parties on all matters which were the subject of negotiations. During the terms of this Agreement, neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement.

15.4 Labor Management Committees

a. School Labor Management Committees

The parties agree to establish a School Labor Management Committee at each site.

1. Purpose

The purpose of the Committee shall include, but not be limited to:

- Promote mutual understanding of the functional, professional and personnel issues of schools and the interests of teachers and administrators in addressing those issues;

- Resolve functional, professional and personnel problems at the school building level;
- Provide teacher advice in planning anticipated change in educational policy, programs and curriculum;
- Make recommendations to the Labor Management Committee (see 15.4.b)

2. Committee Make-up

Each of these committees will be composed of at least three members, 2 appointed by the Association, and an appropriate Administrator. Additional members may be added by consensus. A quorum of the committee shall be two members, provided there is at least one representative of the Association and one Administrator.

3. Procedures

The Association representative at each school will convene an initial and/or organizational meeting of the School Labor Management Committee by October 1st. Each committee shall determine its schedule of meetings. The Committee will take minutes at all meetings. The Superintendent and the Association President(s) will be ex officio members of the Committee and, as such, will receive copies of the minutes.

4. School Labor Management Committees have no authority to add to, detract from, or change the terms and/or conditions of the existing Agreement between the parties.

b. Labor Management Committee

The Committee shall act as a forum to identify problems and facilitate investigation of alternatives for problem resolution at the district level. Interest based/integrative methods shall be used in this work.



## 1. Purpose

The purpose of the Committee shall include, but not be limited to:

- A. providing an avenue for dialogue and problem-solving between the Association(s), the Administration and the Boards;
- B. discussing educational changes in the District;
- C. reviewing School Labor Management Committee recommendations which have system-wide implications;
- D. promoting the sustainability and success of School Labor Management Committees;
- E. reviewing educational policies, programs and practices, and recommendations for changes;
- F. permitting input by stakeholders on matters of an educational nature.

## 2. Committee Make-up

The membership of the Labor Management Committee shall be comprised of the following:

- Superintendent
- One president or co-president of the Association(s)
- Additional members by consensus of the above, providing balanced representation of stakeholders, appointed at the organizational meeting each year, including ESP members according to the terms and conditions of the ESP Collective Bargaining Agreement.

Members shall be empowered to make decisions and recommendations on behalf of their constituencies. A quorum of the Committee shall be the first three members listed above. Additional members of the bargaining unit and/or administrative members may be used as consultants when appropriate. When deemed appropriate by the Committee, a single issue task force may be established for the purpose of examining an issue and reporting its findings to the Committee. This task force may include members who are not members of the Committee.

3. Procedures

- A. The Superintendent will convene an organizational meeting no later than September 15th each year. Functions of the organizational meeting include establishing a schedule of subsequent meetings, and agreeing on consensus-based decision making procedures.
- B. The Committee will prepare and distribute a written progress report to the full WCUUSD Board, the Association, and the Leadership Team shortly after each committee meeting.
- C. The Committee shall work by consensus; when consensus is reached, the Committee will develop a written recommendation(s).
- D. The parties will act initially on the written recommendation within thirty (30) calendar days of receipt.

4. The Labor Management Committee has no authority to add to, detract from, or change the terms and/or conditions of the existing Agreement between the parties; nor will it have any authority to add to, detract from, or impair in any way the legal responsibilities of the Board of Education or the Association.

5. Any educational restructuring recommended by the Labor Management Committee which has an impact on the terms and conditions of this agreement or the ESP agreement, may be implemented only after a memorandum of agreement has been negotiated and ratified by the Association and the Board.

c. Mutual Obligations

- 1. Members of the Committee(s) have an obligation to the success of the work. While personal affairs may from time to time legitimately interfere with this obligation, the Committees shall establish norms for attendance to enable the Committees to fulfill their function.
- 2. The Board and the Association(s) recognize the value that professional participation on these committees provides for both individual professional

development and building the leadership capacity of the system. Participation in the work of these committees requires a major commitment of time on the part of the bargaining unit professional. Teacher contribution on either type of committee shall be considered by administration as significant evidence of achievement in Domain 4 of the Danielson Rubric for purposes of evaluation.

### **ARTICLE 16--NO STRIKE PLEDGE**

The Board and the Association agree that disputes that may arise between them shall be settled without strike or lockout. The Board agrees it will not lock out any or all of its teachers during the term of this Agreement, and the Association agrees on behalf of itself and its membership that there shall be no strikes, slow-downs, or interference of the normal operation of the school during the term of this Agreement.


### **ARTICLE 17--DURATION**

The provisions of this Agreement will be effective as of July 1, 2023, and will continue and remain in full force and effect until June 30, 2026. Said Agreement will be automatically renewed and will continue in full force and effect for additional periods of one (1) year unless either the Board or the Association gives notice, in writing, to the other no later than November 1, prior to the expiration date or any anniversary thereof, and its desire to reopen this Agreement and to negotiate over terms of a successor Agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals this

2 day of November, 2023.

WASHINGTON CENTRAL EDUCATORS UNION

BY: 

BY: 

WASHINGTON CENTRAL UNIFIED UNION SCHOOL DISTRICT  
BOARD OF SCHOOL DIRECTORS

BY: 

## APPENDIX A

### Terms and Conditions as Required by the Arbitration Award and Resolution of Negotiations Between the Commission of Public School Employee Health Benefits Pursuant to the Provisions of 16 V.S.A. Chapter 61 For The Period of January 1, 2023 through December 31, 2025

#### Article I. Recognition:

1.1 In accordance with 16 V.S.A. Chapter 61 the five (5) representatives of participating employees on the Commission on Public School Employee Health Benefits (Employee Commissioners) are recognized as the exclusive bargaining representative of eligible employees for all aspects of representation within the jurisdiction created by law. The five commissioners appointed by the Vermont State School Boards' Association (Employer Commissioners) are recognized as representing the interests of the employing and governing school districts and supervisory unions throughout the State of Vermont within the jurisdiction created by law. Together, the Employee Commissioners and the Employer Commissioners constitute the Commission as above referenced.

#### Article II. Definitions:

- 2.1 The term School Employee is hereby defined to mean:
- a) Licensed Teachers: Employees of Vermont school districts and supervisory districts providing employment services requiring a professional teaching license from the Vermont Agency of Education (AOE).
  - b) Licensed Administrators: Employees of Vermont school districts and supervisory districts (District Employees), excluding superintendents, who provide educational services requiring a professional administrator's license from AOE.
  - c) All Other School Employees as defined in 21 V.S.A. Section 1502, including:
    - 1. Support Staff: A municipal employee as defined in 21 V.S.A. Section 1722;
    - 2. An individual employed as a supervisor as defined in 21 V.S.A. Section 1502;
    - 3. A confidential employee as defined in 21 V.S.A. Section 1722;
    - 4. A certified employee of a school employer and

5. Any other permanent employee of a school employer not covered by subdivisions 1-4 of this subsection (c).

**Article III. Scope of Bargaining:**

- 3.1 The Commissioner's scope of bargaining shall include:
  - a) Determining eligibility for health benefit plans and tiers of coverage for school employees;
  - b) Standardizing the duration of health insurance coverage during a term of employment;
  - c) Negotiating per the standards set forth in 21 V.S.A. Section 2103 as the same may be amended from time to time;
  - d) Researching, vetting and establishing a system of third-party administration that is efficient and competent, technologically sophisticated and manageable, and accountable to employers and employees as per the Tentative Agreement (TA) executed by the employer and employee commissioners on July 17, 2019, in the first round of statewide health care bargaining.

**Article IV. Limited Jurisdiction:**

- 4.1 The parties agree that nothing herein is intended to preempt or regulate an aspect of educational system employment that is outside of the statutory jurisdiction conferred upon the Commission.

**Article V. Plan Offerings:**

- 5.1 All participating employees who are eligible for coverage will be able to select one of the four plans offered by the Vermont Education Health Initiative (VEHI): Platinum, Gold, Gold Consumer-Driven Health Plan (CDHP) or Silver CDHP.

**Article VI. Eligibility Standards:**

- 6.1 Public-school employees who work on average a minimum of 17.5 hours per week during the school year or calendar year shall have the right to enroll in a health benefit plan with

an employer subsidy to pay for a portion of applicable premium and out-of-pocket (OOP) costs. Employees may elect coverage for themselves, their spouses, domestic partners and other qualified dependents from any of the four (4) tiers (e.g., single, two-person, parent/child[ren] and family) in any of the four (4) plans offered by VEHI as delineated above. Spouses of employees shall include those by marriage, domestic partnerships, or civil unions.

6.2 Full-time status: Full time status for determining the amount of employer-subsidized coverage for premium costs will be based on full time or full time equivalent (FTE) definitions as locally negotiated or determined.

6.3 Part-Time status: Employees who work less than full time but a minimum of 17.5 hours per week during the school year or calendar year shall be entitled to pro-rata health benefit contributions for premiums. Employer contributions to a health reimbursement arrangement (HRA) or health savings account (HSA) will be made available in full regardless of the number of hours worked between 17.5 and full time, and not pro-rated.

6.4 Probationary Periods: Employees will not be subject to a probationary period before being permitted access to health insurance coverage for which they are eligible.

6.5 New Employees: Health insurance coverage for new employees or employees newly eligible for health insurance coverage will start at the earliest possible date consistent with current VEHI/Blue Cross Blue Shield of Vermont (BCBSVT) enrollment rules.

6.6 Domestic Partner Benefits: An employee seeking to obtain benefit coverage for the employee's domestic partner and the child(ren) of that domestic partner must satisfy all of VEHI's current eligibility criteria and submit an affidavit in the format required by VEHI, all as posted on VEHI's website, to the district business office.

6.7 Duration of Insurance Availability: The health insurance offered under this Agreement shall be co-terminus with a covered employee's status as an eligible educational employee and will terminate when such status terminates. Nothing herein, however, is intended to affect a former employee's rights under COBRA or to adversely affect the district or the applicable bargaining unit from negotiating continuing responsibility for COBRA payments in connection with any separation from employment.

**Article VII. Premium Cost-sharing: Employers and Employees:**

7.1 For Teachers and Licensed School Administrators as defined in sections 2.1a and 2.1b: Each employer will contribute eighty (80%) percent of Gold CDHP or Silver CDHP for any tier of coverage. The amount of money available for Gold CDHP can be credited at the employee's discretion toward the premium costs for a tier of coverage in the Platinum or Gold (non-CDHP) VEHI plans.

7.2 For all Other School Employees as defined in section 2.1c: Beginning on January 1, 2023, and on each January 1 for the duration of this Agreement, all employees covered by this section 7.2 who are not at the 20% premium contribution level will increase the employee contribution by one (1%) percent but not to exceed twenty (20%) of Gold CDHP or Silver CDHP for any tier of coverage. The amount of money available for Gold CDHP can be credited at the employee's discretion toward the premium costs for a tier of coverage in the Platinum or Gold (non-CDHP) VEHI plans.

**Article VIII. Out-of-Pocket Cost-Sharing: Employers and Employees:**

8.1 For employees and their dependents enrolled in the VEHI Gold CDHP, employers will pay medical and pharmacy out-of-pocket (OOP) costs with first dollar contributions through an HRA in the following amounts: for licensed administrators and teachers as defined in section 2.1a and 2.1b, \$1900 for single-tier coverage and \$4000 for all other tiers of coverage; for support staff as defined in section 2.1c, \$2200 for single-tier coverage and \$4400 for all other tiers of coverage. This amount of money can be credited at the employee's discretion toward the OOP for any other VEHI plan. For employees enrolled in the VEHI Silver CDHP, employers will pay medical and



pharmacy OOP costs with first dollar contributions through an HRA or HSA, at the individual employee's discretion, in the following amounts: For licensed teachers and administrators, \$1900 for a single tier and \$4000 for all other tiers; for support staff, \$2200 for a single tier and \$4400 for all other tiers.

**Article IX. Employees Under Part-time Contract in Two or More Districts/Supervisory Unions:**

9.1 Cost Sharing: Employees who have part-time contracts with multiple school district employers, but who meet the minimum eligibility standards hereof on the basis of all such contracted for work, shall be eligible for Health Insurance coverage according to this Agreement ("Eligible Employee with Multiple Employers") as follows: Each district will bear a proportionate premium, OOP and administrative fees sharing responsibility equal to the part time percentage of the employee's contract. For example, if district "A" has a 60% employment contract/relationship with the school employee, District "A" will be responsible for 60% of the total employer costs set forth herein.

9.2 Plan Administration for Multiple District Employee: For an Eligible Employee with Multiple Employers, administration of the employee's health insurance benefits will be the primary responsibility of the district with the largest contractual relationship. In the event two or more districts have identical contractual relationships with the employee, the district that first employed the employee will have responsibility of administering the employee's insurance benefits.

9.3 Transfers Between Educational Employers: If an Eligible Employee with Multiple Employers transfers between two employers bound by this Agreement during the course of any one calendar year, the employee's coverage under the plan shall remain unchanged. However, the employer obligations under this Agreement shall be appropriately pro-rated between the two employers and the new employer shall take on applicable administrative responsibilities.

**Article X. Third Party Administrator Services:**

10.1 Employers shall pay the administrative expenses charged by the Third Party Administrator (TPA).

10.2 Autopayment to providers will be the default payment method unless requested otherwise by the bargaining unit.

10.3 The TPA chosen shall be able to provide debit cards to facilitate payments when autopayment is not an option. Debit cards are expected to be provided to employees prior to January 1 of each year of this Agreement or, in the case of new employees, as soon after their commencement of employment as practicable. In the event of the failure of the TPA to deliver a debit card when due, such card shall be provided as promptly thereafter as possible.

**Article XI. Grievance Procedure**

11.1 Either a local public school district or a union representing public school employees may file a grievance with the Commission concerning the interpretation or application of the statewide agreement concerning health care benefits for Vermont public school employees. The grievance must be filed with the Commission within thirty (30) days after the grievant knows or should have known of the events giving rise to the grievance. If a majority of the Commission is unable to resolve the issue within thirty (30) days, the matter shall be referred to final and binding arbitration. If the Commission is unable to agree on an arbitrator, the matter shall proceed to arbitration pursuant to the rules of the American Arbitration Association.

**Article XII. Incorporation by Reference:**

12.1 All terms and conditions of this Agreement will be incorporated by reference in all collective bargaining agreements for applicable school employees in accordance with applicable laws and shall be posted and available for access on the Vermont-NEA, the Vermont School Boards' Association, and the American Federation of State, County, and Municipal Employees (AFSCME) websites. If agreed to by a school employer and the union(s) representing its eligible

employees, this Agreement shall be included as an appendix in said collective bargaining agreements.

12.2 All terms and conditions of this Agreement will also be incorporated by reference into school policies or individual employment contracts that govern health benefits for school employees not in recognized bargaining units in accordance with applicable laws.

**Article XIII. Disclaimer:**

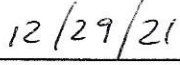
13.1 Nothing in this Agreement shall be construed to deny, restrict, or add in any way the right to health insurance coverage through an employer's health care plan that employees and their dependents are entitled to under federal COBRA rules, the federal Family Medical and Leave Act (FMLA), Vermont's Parental and Family Leave Act (PFLA) and related laws, or under other state and federal statutes.

**Article XIV Duration:**


14.1 The provisions of this Agreement, as supplemented by any binding arbitration award(s) issued by the LBO Panel, shall take effect on January 1, 2023 and continue in full force and effect until December 31, 2025 unless amended or extended by mutual written agreement between the parties hereto.

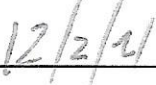
For the Employer Commissioners:

  
\_\_\_\_\_  
Elizabeth Fitzgerald, Chair, Duly authorized

  
\_\_\_\_\_  
Date

For the Employee Commissioners:

  
\_\_\_\_\_  
Michael Campbell, Chair, Duly authorized

  
\_\_\_\_\_  
Date

Washington Central Unified Union School District  
 Teachers Salary Schedule  
 Fiscal Year 2023-2024

Appendix B-1

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 V-index 0.0279

STEP	YEARS OF EXPERIENCE		ALTERNATE													
	A00+	A00+	A00+	B00-B14	B00-B14	B15+	B15+	B15+	B15+	B15+	M00-M14	M00-M14	M15-M29	M15-M29	M30+	M30+
A	\$ 42,691	0.850	\$ 50,225	1.000	\$ 51,682	1.029	\$ 51,682	1.029	\$ 51,682	1.029	\$ 53,181	1.059	\$ 54,723	1.090	\$ 56,310	1.121
B	\$ 43,883	0.874	\$ 51,626	1.028	\$ 53,124	1.058	\$ 53,124	1.058	\$ 53,124	1.058	\$ 54,664	1.088	\$ 56,250	1.120	\$ 57,881	1.152
C	\$ 45,107	0.898	\$ 53,067	1.057	\$ 54,606	1.087	\$ 54,606	1.087	\$ 54,606	1.087	\$ 56,189	1.119	\$ 57,819	1.151	\$ 59,496	1.185
D	\$ 46,365	0.923	\$ 54,547	1.086	\$ 56,129	1.118	\$ 56,129	1.118	\$ 56,129	1.118	\$ 57,757	1.150	\$ 59,432	1.183	\$ 61,156	1.218
E	\$ 47,659	0.949	\$ 56,069	1.116	\$ 57,695	1.149	\$ 57,695	1.149	\$ 57,695	1.149	\$ 59,368	1.182	\$ 61,090	1.216	\$ 62,862	1.252
F	\$ 48,989	0.975	\$ 57,634	1.148	\$ 59,305	1.181	\$ 59,305	1.181	\$ 59,305	1.181	\$ 61,025	1.215	\$ 62,795	1.250	\$ 64,616	1.287
G	\$ 50,355	1.003	\$ 59,242	1.180	\$ 60,960	1.214	\$ 60,960	1.214	\$ 60,960	1.214	\$ 62,727	1.249	\$ 64,547	1.285	\$ 66,418	1.322
H	\$ 50,355	1.003	\$ 60,894	1.212	\$ 62,660	1.248	\$ 62,660	1.248	\$ 62,660	1.248	\$ 64,478	1.284	\$ 66,347	1.321	\$ 68,271	1.359
I	\$ 50,355	1.003	\$ 62,593	1.246	\$ 64,409	1.282	\$ 64,409	1.282	\$ 64,409	1.282	\$ 66,276	1.320	\$ 68,198	1.358	\$ 70,176	1.397
J	\$ 50,355	1.003	\$ 62,593	1.246	\$ 66,206	1.318	\$ 66,206	1.318	\$ 66,206	1.318	\$ 68,126	1.356	\$ 70,101	1.396	\$ 72,134	1.436
K	\$ 50,355	1.003	\$ 62,593	1.246	\$ 66,206	1.318	\$ 66,206	1.318	\$ 67,206	1.318	\$ 70,026	1.394	\$ 72,057	1.435	\$ 74,147	1.476
L	\$ 50,355	1.003	\$ 62,593	1.246	\$ 66,206	1.318	\$ 66,206	1.318	\$ 67,206	1.318	\$ 71,980	1.433	\$ 74,067	1.475	\$ 76,215	1.517
M	\$ 50,355	1.003	\$ 62,593	1.246	\$ 66,206	1.318	\$ 66,206	1.318	\$ 67,206	1.318	\$ 73,988	1.473	\$ 76,134	1.516	\$ 78,342	1.560
N	\$ 50,355	1.003	\$ 62,593	1.246	\$ 66,206	1.318	\$ 66,206	1.318	\$ 67,206	1.318	\$ 76,053	1.514	\$ 78,258	1.558	\$ 80,528	1.603
O	\$ 50,355	1.003	\$ 62,593	1.246	\$ 66,206	1.318	\$ 66,206	1.318	\$ 67,206	1.318	\$ 78,174	1.556	\$ 80,441	1.602	\$ 82,774	1.648

Washington Central Unified Union School District  
 Teachers Salary Schedule  
 Fiscal Year 2024-2025

Appendix B-2

H-index 0.029  
 V-index 0.0279

STEP	YEARS OF EXPERIENCE																																							
	A00+	A00+	A00+	B00-B14	B00-B14	B15+	B15+	B15+	B15+	M00-M14	M00-M14	M15-M29	M15-M29	M30+	M30+																									
A	\$ 44,352	0.850	\$ 52,179	1.000	\$ 53,692	1.029	\$ 55,190	1.058	\$ 56,730	1.087	\$ 58,313	1.118	\$ 60,004	1.150	\$ 61,744	1.183	\$ 63,534	1.218	\$ 65,307	1.252	\$ 67,129	1.287	\$ 69,002	1.322	\$ 70,927	1.359	\$ 72,906	1.397	\$ 74,940	1.436	\$ 77,031	1.476	\$ 79,180	1.517	\$ 81,389	1.560	\$ 83,660	1.603	\$ 85,994	1.648
B	\$ 45,590	0.874	\$ 53,635	1.028	\$ 55,190	1.058	\$ 56,730	1.087	\$ 58,313	1.118	\$ 59,940	1.149	\$ 61,678	1.182	\$ 63,331	1.214	\$ 65,098	1.248	\$ 66,986	1.284	\$ 68,928	1.321	\$ 70,851	1.358	\$ 72,828	1.396	\$ 74,860	1.435	\$ 76,949	1.475	\$ 79,096	1.516	\$ 81,302	1.558	\$ 83,571	1.602	\$ 85,994	1.648		
C	\$ 46,861	0.898	\$ 55,131	1.057	\$ 56,730	1.087	\$ 58,313	1.118	\$ 59,940	1.149	\$ 61,612	1.181	\$ 63,399	1.215	\$ 65,237	1.250	\$ 67,057	1.285	\$ 68,928	1.320	\$ 70,851	1.358	\$ 72,828	1.396	\$ 74,860	1.435	\$ 76,949	1.475	\$ 79,096	1.516	\$ 81,302	1.558	\$ 83,571	1.602	\$ 85,994	1.648				
D	\$ 48,169	0.923	\$ 56,669	1.086	\$ 58,313	1.118	\$ 59,940	1.149	\$ 61,612	1.181	\$ 63,331	1.214	\$ 65,098	1.248	\$ 66,914	1.282	\$ 68,781	1.318	\$ 70,776	1.356	\$ 72,828	1.396	\$ 74,940	1.436	\$ 77,031	1.476	\$ 79,180	1.517	\$ 81,389	1.560	\$ 83,660	1.603	\$ 85,994	1.648						
E	\$ 49,513	0.949	\$ 58,250	1.116	\$ 59,940	1.149	\$ 61,612	1.181	\$ 63,331	1.214	\$ 65,098	1.248	\$ 66,914	1.282	\$ 68,781	1.318	\$ 70,776	1.356	\$ 72,828	1.396	\$ 74,940	1.436	\$ 77,031	1.476	\$ 79,180	1.517	\$ 81,389	1.560	\$ 83,660	1.603	\$ 85,994	1.648								
F	\$ 50,894	0.975	\$ 59,876	1.148	\$ 61,612	1.181	\$ 63,331	1.214	\$ 65,098	1.248	\$ 66,914	1.282	\$ 68,781	1.318	\$ 70,776	1.356	\$ 72,828	1.396	\$ 74,940	1.436	\$ 77,031	1.476	\$ 79,180	1.517	\$ 81,389	1.560	\$ 83,660	1.603	\$ 85,994	1.648										
G	\$ 52,314	1.003	\$ 61,546	1.180	\$ 63,331	1.214	\$ 65,098	1.248	\$ 66,914	1.282	\$ 68,781	1.318	\$ 70,776	1.356	\$ 72,828	1.396	\$ 74,940	1.436	\$ 77,031	1.476	\$ 79,180	1.517	\$ 81,389	1.560	\$ 83,660	1.603	\$ 85,994	1.648												
H	\$ 52,314	1.003	\$ 63,263	1.212	\$ 65,098	1.248	\$ 66,914	1.282	\$ 68,781	1.318	\$ 70,776	1.356	\$ 72,828	1.396	\$ 74,940	1.436	\$ 77,031	1.476	\$ 79,180	1.517	\$ 81,389	1.560	\$ 83,660	1.603	\$ 85,994	1.648														
I	\$ 52,314	1.003	\$ 65,028	1.246	\$ 66,914	1.282	\$ 68,781	1.318	\$ 70,776	1.356	\$ 72,828	1.396	\$ 74,940	1.436	\$ 77,031	1.476	\$ 79,180	1.517	\$ 81,389	1.560	\$ 83,660	1.603	\$ 85,994	1.648																
J	\$ 52,314	1.003	\$ 65,028	1.246	\$ 68,781	1.318	\$ 70,776	1.356	\$ 72,828	1.396	\$ 74,940	1.436	\$ 77,031	1.476	\$ 79,180	1.517	\$ 81,389	1.560	\$ 83,660	1.603	\$ 85,994	1.648																		
K	\$ 52,314	1.003	\$ 65,028	1.246	\$ 68,781	1.318	\$ 70,776	1.356	\$ 72,828	1.396	\$ 74,940	1.436	\$ 77,031	1.476	\$ 79,180	1.517	\$ 81,389	1.560	\$ 83,660	1.603	\$ 85,994	1.648																		
L	\$ 52,314	1.003	\$ 65,028	1.246	\$ 68,781	1.318	\$ 70,776	1.356	\$ 72,828	1.396	\$ 74,940	1.436	\$ 77,031	1.476	\$ 79,180	1.517	\$ 81,389	1.560	\$ 83,660	1.603	\$ 85,994	1.648																		
M	\$ 52,314	1.003	\$ 65,028	1.246	\$ 68,781	1.318	\$ 70,776	1.356	\$ 72,828	1.396	\$ 74,940	1.436	\$ 77,031	1.476	\$ 79,180	1.517	\$ 81,389	1.560	\$ 83,660	1.603	\$ 85,994	1.648																		
N	\$ 52,314	1.003	\$ 65,028	1.246	\$ 68,781	1.318	\$ 70,776	1.356	\$ 72,828	1.396	\$ 74,940	1.436	\$ 77,031	1.476	\$ 79,180	1.517	\$ 81,389	1.560	\$ 83,660	1.603	\$ 85,994	1.648																		
O	\$ 52,314	1.003	\$ 65,028	1.246	\$ 68,781	1.318	\$ 70,776	1.356	\$ 72,828	1.396	\$ 74,940	1.436	\$ 77,031	1.476	\$ 79,180	1.517	\$ 81,389	1.560	\$ 83,660	1.603	\$ 85,994	1.648																		

Washington Central Unified Union School District  
 Teachers Salary Schedule  
 Fiscal Year 2025-2026

Appendix B-3

H-index 0.029  
 V-index 0.0279

STEP	YEARS OF EXPERIENCE		ALTERNATE														
	A00+	A00+	A00+	B00-B14	B00-B14	B15+	B15+	B15+	B15+	B15+	M00-M14	M00-M14	M15-M29	M15-M29	M30+	M30+	
A	\$ 46,091	\$ 46,091	0.850	\$ 54,224	1.000	\$ 55,797	1.029	\$ 57,415	1.059	\$ 59,017	1.088	\$ 60,663	1.119	\$ 62,423	1.151	\$ 64,233	1.185
B	\$ 47,377	\$ 47,377	0.874	\$ 55,737	1.028	\$ 57,354	1.058	\$ 59,017	1.088	\$ 60,663	1.119	\$ 62,423	1.151	\$ 64,233	1.185	\$ 66,025	1.218
C	\$ 48,698	\$ 48,698	0.898	\$ 57,292	1.057	\$ 58,954	1.087	\$ 60,599	1.118	\$ 62,356	1.150	\$ 64,164	1.183	\$ 65,954	1.216	\$ 67,867	1.252
D	\$ 50,057	\$ 50,057	0.923	\$ 58,891	1.086	\$ 60,599	1.118	\$ 62,289	1.149	\$ 64,096	1.182	\$ 65,884	1.215	\$ 67,795	1.250	\$ 69,761	1.287
E	\$ 51,454	\$ 51,454	0.949	\$ 60,534	1.116	\$ 62,289	1.149	\$ 64,027	1.181	\$ 65,884	1.215	\$ 67,722	1.249	\$ 69,686	1.285	\$ 71,707	1.322
F	\$ 52,889	\$ 52,889	0.975	\$ 62,223	1.148	\$ 64,027	1.181	\$ 65,814	1.214	\$ 67,650	1.248	\$ 69,537	1.282	\$ 71,630	1.321	\$ 73,708	1.359
G	\$ 54,365	\$ 54,365	1.003	\$ 63,959	1.180	\$ 65,814	1.214	\$ 67,650	1.248	\$ 69,537	1.282	\$ 71,554	1.320	\$ 73,629	1.358	\$ 75,764	1.397
H	\$ 54,365	\$ 54,365	1.003	\$ 65,743	1.212	\$ 67,650	1.248	\$ 69,537	1.282	\$ 71,477	1.318	\$ 73,550	1.356	\$ 75,683	1.396	\$ 77,878	1.436
I	\$ 54,365	\$ 54,365	1.003	\$ 67,577	1.246	\$ 69,537	1.282	\$ 71,477	1.318	\$ 73,550	1.356	\$ 75,602	1.394	\$ 77,795	1.435	\$ 80,051	1.476
J	\$ 54,365	\$ 54,365	1.003	\$ 67,577	1.246	\$ 71,477	1.318	\$ 73,550	1.356	\$ 75,602	1.394	\$ 77,711	1.433	\$ 79,965	1.475	\$ 82,284	1.517
K	\$ 54,365	\$ 54,365	1.003	\$ 67,577	1.246	\$ 71,477	1.318	\$ 73,550	1.356	\$ 75,602	1.394	\$ 77,711	1.433	\$ 79,965	1.475	\$ 82,284	1.517
L	\$ 54,365	\$ 54,365	1.003	\$ 67,577	1.246	\$ 71,477	1.318	\$ 73,550	1.356	\$ 75,602	1.394	\$ 77,711	1.433	\$ 79,965	1.475	\$ 82,284	1.517
M	\$ 54,365	\$ 54,365	1.003	\$ 67,577	1.246	\$ 71,477	1.318	\$ 73,550	1.356	\$ 75,602	1.394	\$ 77,711	1.433	\$ 79,965	1.475	\$ 82,284	1.517
N	\$ 54,365	\$ 54,365	1.003	\$ 67,577	1.246	\$ 71,477	1.318	\$ 73,550	1.356	\$ 75,602	1.394	\$ 77,711	1.433	\$ 79,965	1.475	\$ 82,284	1.517
O	\$ 54,365	\$ 54,365	1.003	\$ 67,577	1.246	\$ 71,477	1.318	\$ 73,550	1.356	\$ 75,602	1.394	\$ 77,711	1.433	\$ 79,965	1.475	\$ 82,284	1.517

2023-2024

Appendix C-1

U-32 Athletics & Co-curricular Salary Schedules

Coaching Year (Years of Experience)

Category A	1-2 (0-1)	3-5 (2-4)	6+ (5+)
Varsity Football, Basketball, Ice Hockey, Nordic	\$5,139	\$5,652	\$6,217

Category B	1-2 (0-1)	3-5 (2-4)	6+ (5+)
Varsity Alpine, Gymnastics	\$3,646	\$4,009	\$4,411
JV Football, Basketball	\$3,646	\$4,009	\$4,411
Varsity Cheer (Year-long contract)	\$3,646	\$4,009	\$4,411

Category C	1-2 (0-1)	3-5 (2-4)	6+ (5+)
Varsity Fall & Spring Coaches	\$3,245	\$3,569	\$3,925

Category D	1-2 (0-1)	3-5 (2-4)	6+ (5+)
JV Fall & Spring Coaches	\$2,433	\$2,676	\$2,944
Assistant Football, Ice Hockey	\$2,433	\$2,676	\$2,944

Category E	1-2 (0-1)	3-5 (2-4)	6+ (5+)
Middle School Basketball, Gymnastics, Football	\$2,100	\$2,312	\$2,542

Category F	1-2 (0-1)	3-5 (2-4)	6+ (5+)
Assistant Fall & Spring Coaches	\$1,863	\$2,048	\$2,253
Middle School Fall & Spring Coaches	\$1,863	\$2,048	\$2,253

Category G	1-2 (0-1)	3-5 (2-4)	6+ (5+)
Middle School Nordic Coach	\$1,027	\$1,129	\$1,243

Co-Curricular	1-2 (0-1)	3-5 (2-4)	6+ (5+)
Newspaper Advisor	\$5,401	\$5,942	\$6,535
Newspaper - Middle School	\$571	\$627	\$691
Literary Magazine, QSA Advisor	\$815	\$897	\$987
Freshman, Sophomore & Junior Class Advisors	\$543	\$598	\$658
Student Council - HS , Senior Class Advisor	\$2,137	\$2,350	\$2,585
Student Council Advisor - MS	\$666	\$733	\$806
Co-Curricular Music	\$3,245	\$3,569	\$3,925
Jazz Band Coordinator - MS	\$3,881	\$4,269	\$4,696
Debate, Robotics, Greenhouse Advisor	\$3,245	\$3,569	\$3,925
Yearbook Advisor	\$2,970	\$3,267	\$3,595
Unified Sports Advisor	\$2,551	\$2,808	\$3,090
Recreation Coordinator	\$4,273	\$4,701	\$5,171
Recreational Activity Advisor	\$1,225	\$1,348	\$1,484
DC Trip Coordinator	\$5,187	\$5,704	\$6,274
Advanced Placement Coordinator	\$1,554	\$1,712	\$1,882

Any club or sport which exists for one year, and is approved for inclusion on the schedule for the next year, will be placed in an appropriate category. The advisor hired to lead the activity will be given credit for all applicable experience.

2024-2025

Appendix C-2

U-32 Athletics & Co-curricular Salary Schedules

Coaching Year (Years of Experience)

Category A	1-2 (0-1)	3-5 (2-4)	6+ (5+)
Varsity Football, Basketball, Ice Hockey, Nordic	\$5,383	\$5,920	\$6,513

Category B	1-2 (0-1)	3-5 (2-4)	6+ (5+)
Varsity Alpine, Gymnastics	\$3,819	\$4,199	\$4,621
JV Football, Basketball	\$3,819	\$4,199	\$4,621
Varsity Cheer (Year-long contract)	\$3,819	\$4,199	\$4,621

Category C	1-2 (0-1)	3-5 (2-4)	6+ (5+)
Varsity Fall & Spring Coaches	\$3,399	\$3,738	\$4,112

Category D	1-2 (0-1)	3-5 (2-4)	6+ (5+)
JV Fall & Spring Coaches	\$2,549	\$2,804	\$3,084
Assistant Football, Ice Hockey	\$2,549	\$2,804	\$3,084

Category E	1-2 (0-1)	3-5 (2-4)	6+ (5+)
Middle School Basketball, Gymnastics, Football	\$2,200	\$2,422	\$2,663

Category F	1-2 (0-1)	3-5 (2-4)	6+ (5+)
Assistant Fall & Spring Coaches	\$1,951	\$2,146	\$2,360
Middle School Fall & Spring Coaches	\$1,951	\$2,146	\$2,360

Category G	1-2 (0-1)	3-5 (2-4)	6+ (5+)
Middle School Nordic Coach	\$1,075	\$1,182	\$1,303

Co-Curricular	1-2 (0-1)	3-5 (2-4)	6+ (5+)
Newspaper Advisor	\$5,658	\$6,224	\$6,845
Newspaper - Middle School	\$598	\$657	\$724
Literary Magazine, QSA Advisor	\$854	\$940	\$1,034
Freshman, Sophomore & Junior Class Advisors	\$569	\$627	\$690
Student Council - HS , Senior Class Advisor	\$2,238	\$2,461	\$2,708
Student Council Advisor - MS	\$698	\$768	\$844
Co-Curricular Music	\$3,399	\$3,738	\$4,112
Jazz Band Coordinator - MS	\$4,065	\$4,471	\$4,919
Debate, Robotics, Greenhouse Advisor	\$3,399	\$3,738	\$4,112
Yearbook Advisor	\$3,111	\$3,422	\$3,765
Unified Sports Advisor	\$2,672	\$2,942	\$3,237
Recreation Coordinator	\$4,476	\$4,924	\$5,417
Recreational Activity Advisor	\$1,283	\$1,412	\$1,554
DC Trip Coordinator	\$5,433	\$5,975	\$6,572
Advanced Placement Coordinator	\$1,628	\$1,794	\$1,972

Any club or sport which exists for one year, and is approved for inclusion on the schedule for the next year, will be placed in an appropriate category. The advisor hired to lead the activity will be given credit for all applicable experience.



2025-2026

Appendix C-3

## U-32 Athletics &amp; Co-curricular Salary Schedules

## Coaching Year (Years of Experience)

Category A	1-2 (0-1)	3-5 (2-4)	6+ (5+)
Varsity Football, Basketball, Ice Hockey, Nordic	\$5,638	\$6,202	\$6,822

Category B	1-2 (0-1)	3-5 (2-4)	6+ (5+)
Varsity Alpine, Gymnastics	\$4,000	\$4,399	\$4,840
JV Football, Basketball	\$4,000	\$4,399	\$4,840
Varsity Cheer (Year-long contract)	\$4,000	\$4,399	\$4,840

Category C	1-2 (0-1)	3-5 (2-4)	6+ (5+)
Varsity Fall & Spring Coaches	\$3,560	\$3,916	\$4,307

Category D	1-2 (0-1)	3-5 (2-4)	6+ (5+)
JV Fall & Spring Coaches	\$2,670	\$2,937	\$3,230
Assistant Football, Ice Hockey	\$2,670	\$2,937	\$3,230

Category E	1-2 (0-1)	3-5 (2-4)	6+ (5+)
Middle School Basketball, Gymnastics, Football	\$2,305	\$2,537	\$2,789

Category F	1-2 (0-1)	3-5 (2-4)	6+ (5+)
Assistant Fall & Spring Coaches	\$2,044	\$2,248	\$2,473
Middle School Fall & Spring Coaches	\$2,044	\$2,248	\$2,473

Category G	1-2 (0-1)	3-5 (2-4)	6+ (5+)
Middle School Nordic Coach	\$1,127	\$1,238	\$1,364

Co-Curricular	1-2 (0-1)	3-5 (2-4)	6+ (5+)
Newspaper Advisor	\$5,926	\$6,520	\$7,170
Newspaper - Middle School	\$626	\$688	\$758
Literary Magazine, QSA Advisor	\$894	\$985	\$1,084
Freshman, Sophomore & Junior Class Advisors	\$596	\$656	\$722
Student Council - HS , Senior Class Advisor	\$2,345	\$2,578	\$2,836
Student Council Advisor - MS	\$731	\$804	\$884
Co-Curricular Music	\$3,560	\$3,916	\$4,307
Jazz Band Coordinator - MS	\$4,258	\$4,684	\$5,152
Debate, Robotics, Greenhouse Advisor	\$3,560	\$3,916	\$4,307
Yearbook Advisor	\$3,259	\$3,585	\$3,944
Unified Sports Advisor	\$2,799	\$3,081	\$3,391
Recreation Coordinator	\$4,688	\$5,158	\$5,674
Recreational Activity Advisor	\$1,344	\$1,479	\$1,628
DC Trip Coordinator	\$5,691	\$6,259	\$6,884
Advanced Placement Coordinator	\$1,706	\$1,879	\$2,065

Any club or sport which exists for one year, and is approved for inclusion on the schedule for the next year, will be placed in an appropriate category. The advisor hired to lead the activity will be given credit for all applicable experience.

**U-32 Department Head Contract**

- I. Recognition: The Board recognizes the Association as the exclusive bargaining representative for the bargaining unit comprised of Department Heads.
- II. Position Appointments: The persons appointed to a position hereafter set forth in this Agreement shall be appointed on an annual basis only. Such persons do not have a right to reappointment. The School Board reserves the right to make appointments to such positions in its exercise of its sole discretion which shall not be made subject of grievance or arbitration.
- III. The membership of each department shall be calculated by counting each member who works 0.6 FTE or more in a department as one (1) person. Middle school core teachers count ½ in their curricular department and ½ in the middle school department. Special educators in the middle school count as members of the Special Education Department.
- IV. Salary:

<u>Contract Year</u>	<u>Dept. Head</u>	<u>Per FTE</u>	<u>*Per New FTE</u>
2023-2024	\$4,976	\$352	\$389
2024-2025	\$5,212	\$369	\$407
2025-2026	\$5,459	\$386	\$427

\* For professional staff newly hired to U-32, Department Heads will receive a premium per FTE amount only during the teacher’s first year of service unless the staff member remains on probationary status. In that case the Department Head concerned will receive the premium per FTE for a second year. The premium will be prorated for part-time employees.

# APPENDIX E-1 Teacher

## Washington Central USD -Annual Health Insurance Summary-Professional

Using July 1, 2023-June 30, 2024 Cost information-Summer Checks Use July 1,2024 Cost Information

**NOTE: O-O-P is the Total Out-of-Pocket-Maximum for both medical and prescription drug benefits**

### EMPLOYEE Annual Maximum Cost

**Premiums**    **O-O-P**    **Total Cost**

Single	\$2,267	\$600	\$2,867
Two Person	\$4,257	\$1,000	\$5,257
Parent Child	\$3,504	\$1,000	\$4,504
Family	\$6,279	\$1,000	\$7,279
Opt Out with Proof of Coverage			

**Premiums**    **O-O-P**    **Total Cost**

Single	\$3,411	\$900	\$4,311
Two Person	\$7,928	\$1,600	\$9,528
Parent Child	\$6,847	\$1,600	\$8,447
Family	\$10,185	\$1,600	\$11,785
Opt Out with Proof of Coverage			

**Premiums**    **O-O-P**    **Total Cost**

Single	\$3,126	\$1,200	\$4,326
Two Person	\$7,357	\$2,200	\$9,557
Parent Child	\$6,387	\$2,200	\$8,587
Family	\$9,398	\$2,200	\$11,598
Opt Out with Proof of Coverage			

**Premiums**    **O-O-P**    **Total Cost**

Single	\$2,086	\$2,100	\$4,186
Two Person	\$4,171	\$4,000	\$8,171
Parent Child	\$3,515	\$4,000	\$7,515
Family	\$5,935	\$4,000	\$9,935
Opt Out with Proof of Coverage			

### EMPLOYER Annual Maximum Cost

**Premiums**    **O-O-P**    **Total Cost**

Single	\$9,067	\$1,900	\$10,967
Two Person	\$17,027	\$4,000	\$21,027
Parent Child	\$14,017	\$4,000	\$18,017
Family	\$25,114	\$4,000	\$29,114
Opt Out with Proof of Coverage			\$3,500

**Premiums**    **O-O-P**    **Total Cost**

Single	\$9,067	\$1,900	\$10,967
Two Person	\$17,027	\$4,000	\$21,027
Parent Child	\$14,017	\$4,000	\$18,017
Family	\$25,114	\$4,000	\$29,114
Opt Out with Proof of Coverage			\$3,500

**Premiums**    **O-O-P**    **Total Cost**

Single	\$9,067	\$1,900	\$10,967
Two Person	\$17,027	\$4,000	\$21,027
Parent Child	\$14,017	\$4,000	\$18,017
Family	\$25,114	\$4,000	\$29,114
Opt Out with Proof of Coverage			\$3,500

**Premiums**    **O-O-P**    **Total Cost**

Single	\$8,343	\$1,900	\$10,243
Two Person	\$16,685	\$4,000	\$20,685
Parent Child	\$14,063	\$4,000	\$18,063
Family	\$23,740	\$4,000	\$27,740
Opt Out with Proof of Coverage			\$3,500

### Combined Totals

**Premiums**    **O-O-P**    **Total Cost**

Single	\$11,333	\$2,500	\$13,833
Two Person	\$21,284	\$5,000	\$26,284
Parent Child	\$17,522	\$5,000	\$22,522
Family	\$31,393	\$5,000	\$36,393
Opt Out with Proof of Coverage			\$3,500

**Premiums**    **O-O-P**    **Total Cost**

Single	\$12,478	\$2,800	\$15,278
Two Person	\$24,956	\$5,600	\$30,556
Parent Child	\$20,865	\$5,600	\$26,465
Family	\$35,299	\$5,600	\$40,899
Opt Out with Proof of Coverage			\$3,500

**Premiums**    **O-O-P**    **Total Cost**

Single	\$12,192	\$3,100	\$15,292
Two Person	\$24,384	\$6,200	\$30,584
Parent Child	\$20,404	\$6,200	\$26,604
Family	\$34,513	\$6,200	\$40,713
Opt Out with Proof of Coverage			\$3,500

**Premiums**    **O-O-P**    **Total Cost**

Single	\$10,428	\$4,000	\$14,428
Two Person	\$20,857	\$8,000	\$28,857
Parent Child	\$17,579	\$8,000	\$25,579
Family	\$29,675	\$8,000	\$37,675
Opt Out with Proof of Coverage			\$3,500

Washington Central UUSD-Bi-Monthly Health Insurance Summary-Professional **APPENDIX E-2 Teacher**  
 Using July 1, 2023-June 30, 2024 Cost information-Summer Checks Use July 1, 2024 Cost Information

**NOTE: O-O-P is the Total Out-of-Pocket-Maximum for both medical and prescription drug benefits**

EMPLOYEE Per Payperiod Cost

**CDHP-Gold Plan**

	<u>Premiums</u>	<u>O-O-P</u>	<u>Total Cost</u>
Single	\$94.45	\$25.00	\$119.45
Two Person	\$177.37	\$41.67	\$219.04
Parent Child	\$146.02	\$41.67	\$187.68
Family	\$261.61	\$41.67	\$303.28

Opt Out with Proof of Coverage

**Platinum Plan**

	<u>Premiums</u>	<u>O-O-P</u>	<u>Total Cost</u>
Single	\$142.13	\$37.50	\$179.63
Two Person	\$330.34	\$66.67	\$397.01
Parent Child	\$285.31	\$66.67	\$351.98
Family	\$424.37	\$66.67	\$491.04

Opt Out with Proof of Coverage

**Gold Plan**

	<u>Premiums</u>	<u>O-O-P</u>	<u>Total Cost</u>
Single	\$130.24	\$50.00	\$180.24
Two Person	\$306.54	\$91.67	\$398.20
Parent Child	\$266.13	\$91.67	\$357.79
Family	\$391.59	\$91.67	\$483.26

Opt Out with Proof of Coverage

**CDHP-Silver Plan**

	<u>Premiums</u>	<u>O-O-P</u>	<u>Total Cost</u>
Single	\$86.90	\$87.50	\$174.40
Two Person	\$173.80	\$166.67	\$340.47
Parent Child	\$146.49	\$166.67	\$313.16
Family	\$247.30	\$166.67	\$413.96

Opt Out with Proof of Coverage

EMPLOYER Per Payperiod Cost

	<u>Premiums</u>	<u>O-O-P</u>	<u>Total Cost</u>
	\$377.77	\$91.67	\$469.44
	\$709.48	\$183.33	\$892.81
	\$584.05	\$183.33	\$767.38
	\$1,046.43	\$183.33	\$1,229.76

Opt Out with Proof of Coverage

	<u>Premiums</u>	<u>O-O-P</u>	<u>Total Cost</u>
	\$377.77	\$91.67	\$469.44
	\$709.47	\$183.33	\$892.80
	\$584.05	\$183.33	\$767.38
	\$1,046.44	\$183.33	\$1,229.77

Opt Out with Proof of Coverage

	<u>Premiums</u>	<u>O-O-P</u>	<u>Total Cost</u>
	\$377.77	\$91.67	\$469.44
	\$709.48	\$183.33	\$892.81
	\$584.05	\$183.33	\$767.38
	\$1,046.44	\$183.33	\$1,229.77

Opt Out with Proof of Coverage

	<u>Premiums</u>	<u>O-O-P</u>	<u>Total Cost</u>
	\$347.60	\$91.67	\$439.27
	\$695.22	\$183.33	\$878.55
	\$585.97	\$183.33	\$769.30
	\$989.18	\$183.33	\$1,172.51

Opt Out with Proof of Coverage

Combined Totals

	<u>Premiums</u>	<u>O-O-P</u>	<u>Total Cost</u>
	\$472.22	\$116.67	\$588.89
	\$886.85	\$225.00	\$1,111.84
	\$730.07	\$225.00	\$955.06
	\$1,308.04	\$225.00	\$1,533.04

	<u>Premiums</u>	<u>O-O-P</u>	<u>Total Cost</u>
	\$519.90	\$129.17	\$649.07
	\$1,039.81	\$250.00	\$1,289.81
	\$869.36	\$250.00	\$1,119.36
	\$1,470.81	\$250.00	\$1,720.80

	<u>Premiums</u>	<u>O-O-P</u>	<u>Total Cost</u>
	\$508.01	\$141.67	\$649.68
	\$1,016.01	\$275.00	\$1,291.01
	\$850.18	\$275.00	\$1,125.17
	\$1,438.03	\$275.00	\$1,713.02

	<u>Premiums</u>	<u>O-O-P</u>	<u>Total Cost</u>
	\$434.50	\$179.17	\$613.67
	\$869.02	\$350.00	\$1,219.02
	\$732.46	\$350.00	\$1,082.46
	\$1,236.48	\$350.00	\$1,586.47