

AGREEMENT
BETWEEN THE
REGIONAL SCHOOL DISTRICT NO. 14 BOARD OF EDUCATION
AND THE
NONNEWAUG TEACHERS' ASSOCIATION
JULY 1, 2025 – JUNE 30, 2028

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THIS AGREEMENT is entered into by and between the Regional School District No. 14 Board of Education (hereinafter referred to as the "Board"), and the Nonnewaug Teachers' Association (hereinafter referred to as the "Association").

ARTICLE I **RECOGNITION**

The Board recognizes the Association as the exclusive bargaining representative for the teachers' unit, which is that group of professional employees who hold a certificate or durational shortage area permit issued by the State Board of Education under the provisions of §§10-144a to 10-149, inclusive, and are employed in positions requiring such a certificate or durational shortage area permit and are not included in the administrators' unit or excluded from the purview of §§10-153a to 10-153n, inclusive.

ARTICLE II **BOARD OF EDUCATION**

A. Legal Power and Duties of Board of Education

It is recognized that the Board has, whether exercised or not, the right, responsibility and prerogative to direct the operation of the public schools in Regional School District No. 14 in all its aspects including, but not limited to, the following:

Section 10-220 - Duties of Board of Education

Section 10-221 - Board of Education to Prescribe Rules

B. Not Subject to Delegation

These rights, responsibilities and prerogatives are not subject to delegation in whole or in part, except that the same shall not be exercised in a manner inconsistent with or in violation of this Agreement and/or §§10-153b through 10-153f of the General Statutes as amended. Further, no action taken by the Board with respect to such rights, responsibilities and prerogatives, other than as there are specific provisions herein elsewhere contained, shall be subject to the grievance and arbitration provisions of this Agreement.

ARTICLE III **GRIEVANCE PROCEDURE**

A. 1. Application:

This procedure shall govern the handling of grievances as herein defined.

2. Definitions:

a. Teacher shall mean any member or members of the bargaining unit or the Association.

b. Grievance shall be defined as:

- (1) any claimed violation of the existing policies, administrative procedures, rules, regulations, administrative orders or work rules of the school district, which relate to or involve a teacher, or where there has been evidence of treatment which is

unfair or inconsistent with an established policy or practice; or

- (2) a complaint by a member or members of the bargaining unit regarding an alleged violation of a specific provision or provisions of this Agreement which relates to or involves the grieving teacher or teachers.

Any "grievance" as defined in paragraph b.1. herein, may be grieved only as far as the Board of Education level of the grievance procedure. Any "grievance" as defined in paragraph b.2. herein, may be grieved to the arbitration level of the grievance procedure. At the time the grievance is initially raised (Step 1), the grievance shall be designated (in writing) as a paragraph b.1 or paragraph b.2 grievance.

- c. Days shall mean school days except when a grievance is submitted or continued on or after the last day of the school year. Under such circumstances, days shall mean week days, excluding Saturdays, Sundays and holidays.

3. General Principles:

- a. It shall be the policy of the Board of Education to assure every teacher an opportunity to have the unobstructed use of the grievance procedure without fear of reprisal or without prejudice in any manner.
- b. A teacher may seek and use the assistance of an officer or representative of the Association in the presentation and/or appeal of any grievance. Such assistance shall include, but not be limited to, the direct representation of a teacher at all steps of the grievance procedure.
- c. Grievance shall not mean a challenge of the content of present board policies, administrative procedures, etc.
- d. The failure of a teacher to proceed to the next step of the grievance procedure within the time limits set forth shall be deemed to be an acceptance of the decision previously rendered and shall constitute a waiver of any future appeal concerning that particular grievance. The failure of an administrator, at any step, to communicate his decision within the specified time limits shall allow the teacher to proceed to the next step. All time limits may be extended by mutual agreement in writing.

STEP ONE

- a. Any teacher may present a grievance to his principal within twenty (20) days of the most recent occurrence of the grievance. Such grievance shall be in writing and must specifically state the nature of the grievance and that the grievance procedure is being invoked. The teacher may appeal alone or with a representative of the Association or with other impacted teachers of the school district.
- b. If other teachers are involved in the grievance, but the complainant elects to present his case without the assistance of the Association, the appropriate officer of the Association shall be so notified by the teacher's principal.
- c. Within ten (10) days of the receipt of the grievance, the principal shall inform the teacher of his/her decision and shall provide the teacher with a brief statement in writing as to the reason for the decision.

STEP TWO

- a. The complainant may, within ten (10) days of his receipt of the principal's decision, appeal that decision to the Superintendent. The appeal shall be in writing and shall specifically outline the alleged grievance and its disposition at Step One. If a representative is to appear, his name shall be designated in the written appeal or initial complaint.
- b. Within the ten (10) days of receipt of said appeal, the Superintendent shall meet with the grievant regarding the grievance. The complainant and his representative shall be given at least twenty-four (24) hours written notice of the meeting. The teacher and his representative shall be relieved of their professional responsibilities without loss of salary for the purpose of attending the meeting, in the event the meeting is scheduled during normal instructional periods.
- c. Within ten (10) days of the meeting, the Superintendent shall inform the teacher of his/her decision and shall provide the teacher with a brief statement in writing as to the reason for the decision.
- d. The teacher may, within ten (10) days of receipt of the Superintendent's decision, proceed to Step Three.

STEP THREE

- a. Within thirty (30) days of receipt by the Superintendent of Complainant's appeal from Step Two a hearing on the grievance shall be before the Board of Education or a Committee designated by the Board of Education. The Board, or its designated Committee shall conduct the hearing and render a decision.
- b. If the decision of the Board does not resolve the grievance to the satisfaction of the complainant, and if the Teachers' Association determines that the matter should be reviewed further, the Association may proceed to Step Four and binding arbitration upon written notice to the Board within ten (10) days of receipt of the Board's decision.

STEP FOUR- BINDING ARBITRATION

- a. If the Association elects binding arbitration:
 1. Arbitration shall be conducted by the American Arbitration Association or the American Dispute Resolution Center in accordance with their rules and procedures. The arbitrator may only hear and decide grievances as defined in Article III, Section A, Paragraph 2(b)2 of this Agreement. The decision of the Board shall be final on all other matters. The arbitrator shall hear and decide only one grievance in each case. The arbitrator shall be bound by and must comply with all of the terms of this agreement. The arbitrator shall have no power to add to, delete from, or modify in any way any of the provisions of this agreement. The decision of the arbitrator shall be final and binding upon all parties, unless the same is contrary to law.
 2. The costs for the services of the arbitrator and the American Arbitration Association, or American Dispute Resolution Center, shall be borne equally by the Board and the Association.

ARTICLE IV
SALARIES

- A. The Board hereby adopts the Teacher's Contract form attached hereto as Appendix "A".
- B. The teachers' salary schedule, effective July 1, 2025, and the method of implementation, is attached hereto as Appendix B. The terms used in these schedules are to be interpreted and defined as follows:
1. B.A. -- A baccalaureate degree earned at an accredited college or university.
 - 2.* B.A. plus 18 -- Bachelor's degree plus 18 additional graduate credits in a planned program from an accredited college or university which studies are applicable toward a standard Connecticut teaching certificate, or a program approved by the teacher and Superintendent as per Section 10-145b(c) of the Connecticut General Statutes.
 3. M.A. -- A master's degree earned at an accredited college or university.
 - 4.* M.A. plus 9; MA plus 18 -- Master's degree plus 9 or 18 additional graduate study credits earned at an accredited college or university in an area of the teacher's assignment in Regional School District No. 14 or with the prior approval of the Superintendent.
 5. MA plus 30 (6th Year) -- A Certificate of Advanced Study from an accredited college or university in the area of the teacher's assignment in Regional School District No. 14 or with the prior approval of the Superintendent. Two Master's degrees from accredited colleges or universities both of which are in the area of the teacher's assignment in Regional School District No. 14.
 6. MA plus 48 -- Master's degree plus 48 additional graduate study credits earned at an accredited college or university in an area of the teacher's assignment in Regional School District No. 14 or with the prior approval of the Superintendent.
 7. Doctorate -- An earned doctorate from an accredited college or university in the area of the teacher's assignment in Regional School District No. 14 or with the prior approval of the Superintendent.

***Subject to the requirements, teachers in the employment of the Board as of June 30, 2022 shall be eligible to be placed on these salary lanes. Teachers hired after July 1, 2022 shall not be eligible for said salary lanes.**

The attainment of a sixth year certificate or a doctorate will not be considered sufficient to qualify a teacher for advancement to the 6th year or doctorate columns of the salary schedule unless it is earned in the area of the teacher's assignment in Regional School District No. 14 or unless the program has the prior approval of the Superintendent.

As a condition precedent to placement on or advancement to any column above the BA, the teacher must submit to the Superintendent for his approval his or her transcript, signed by the Dean or equivalent administrative officer at the college where the credits were earned. Teachers will submit a written evaluative statement concerning the relative merits of the planned program or credits to the teacher's assignment in Regional School District No. 14.

After initial employment, any teacher anticipating change in degree or post degree salary schedule status must give the Superintendent written notice by January 15 regarding any change which is to take effect at the beginning of the following school year. Such degree status changes will only go into effect at the commencement of a school year, assuming proper notice has been given.

A notice, reminding the staff of the January 15th deadline, will be issued before December 1st each year. Any teacher submitting a written notice prior to January 15 will receive a written acknowledgment that the notice was received.

Within the life of this contract, the Association will be notified by the Board of all newly created bargaining unit positions for which a form of compensation will be granted.

C. Placement - All members of the unit shall be placed on the appropriate step in the salary schedule, taking into consideration the following:

1. Degree status as defined in Section B above.
2. Teachers new to the school system will be hired on steps commensurate with preparation. Years of certified teaching will be credited as follows: up to one full year for each year of certified teaching experience.
3. Teachers new to the school system may be given credit for previous teaching experience in an accredited public, private or military dependency school as determined by the Superintendent. Credit may also be given for related work experience as deemed appropriate by the Superintendent. In no circumstances shall more than one (1) year of credit be granted for each year of such prior service and/or experience.

D. Salary for School Counselor Personnel

1. The term of service for High School and Middle School school counselors may exceed that of the classroom teacher by up to five (5) days depending upon the needs of the administration as determined by the Superintendent. These days shall be worked by some or all of the High School and Middle School school counselors during the beginning and end of the students' summer recess, as scheduled by the Superintendent taking into account the counselors' preferences. Notification of such schedule shall be provided by the end of the previous school year. These days shall be paid at a per diem rate of $1/(\text{the number of classroom teacher required work days in current school year})$ of a person's annual salary.
2. The full time certified chairman of the school counselors in the high school shall receive the same salary which he/she would be entitled as a classroom teacher. The term of service shall exceed that of the classroom teacher by up to ten (10) days. These days shall be paid at a per diem of $1/(\text{the number of classroom teacher required work days in current school year})$ of the person's salary.
3. School Counselors will be required to work nine evenings during the school year for school events designated by the Superintendent. Examples include but are not limited to high school orientation night, college night, community advisory board, financial aid night, VoAg open house, middle school orientation night and eighth grade parent night. Each counselor will be compensated at an hourly rate of \$35. The work assignment of counselors for these evening presentations will be posted no later than August 30th.

E. Salary for Agriscience Personnel

The term of service for all agriscience teachers shall exceed that of the classroom teacher by 36 days. These days will be scheduled during school recess(es) (non-instructional days). Any work days, with the exception of emergencies, that are scheduled on weekends and/or holidays will be subject to the prior approval of the building administrator. The rate of pay for agriscience teachers will be 1.2 FTE based on their position on the salary schedule.

F. Salary for Middle School Team Leader

The term of service (work year) for the position shall equal but not exceed the term of service of the classroom teacher. The rate of pay for the services provided (per job description) will be in accordance with Appendix D Category I.

G. Extra Duty Compensation

1. Extra duty positions shall be paid in accordance with Appendices C and D, attached hereto and made a part hereof.
2. The hourly rate to be paid for tutoring shall be set forth in Appendix D.
3. In the event a teacher is required to substitute and thereby lose a preparation period called for in Article VI, F, the teacher shall be paid at the hourly rate set forth in Appendix D for substituting during a prep period, except in cases of emergency. An emergency is defined as a teacher's absence of less than a full school day when notification occurs during the school day.
4. Acting Department Chairmen shall be paid the stipend designated in Appendix D (on a pro rata basis) after working in the position for more than five (5) consecutive days. Assumption of this duty on a paid or non-paid basis shall be voluntary, upon the request of the administration.
5. Teachers shall be notified of placement in extra duty positions in writing prior to August 15.

H. Tutors

1. Twice a year, a general sign-up for tutor availability will be conducted. Names may be added to the list at any time.
2. Tutors shall be selected according to the following criteria and in the following order:
 - a. Actively employed content area teachers who have or would have had the student in class who can satisfy the medical needs of the student.
 - b. Another full time teacher who is a member of the same department or grade level and is actively employed who can satisfy the medical needs of the student.
 - c. The student's scheduling and other particular needs.
3. Any teacher offered a tutorial position must decide whether to accept within a reasonable time frame determined by the administrator.

I. Longevity Pay

Teachers will receive, in addition to their annual salaries, longevity payments according to the following schedule. The payments will reflect years of accumulated service in Region #14 schools including service in the Bethlehem and Woodbury systems.

Years of Service

After 18 years	\$1,250
After 23 years	1,350
After 28 years	1,450
After 30 years	1,550

Accumulated service in the school system is designated to mean years of service for pay purposes and would include such leaves as would accrue on the salary schedule, military leaves and other provisions of Article IV, Section C, paragraph 3. This benefit is available only to those teachers who were hired prior to July 1, 2013 and who have been continuously employed, including any leave described in the preceding sentence.

J. Compensation Beyond Work Year

Any teacher required by a job description, administrative directive or approved professional activity, including preparation and delivery of professional learning for staff, to work beyond the normal scheduled work year shall be compensated at the rate of \$190 per seven (7) hour day for each day worked, unless compensated for such time elsewhere in the contract (e.g., school counselors, extra duty compensation positions, hourly rate positions, etc.).

K. Any teacher employed in the Regional School District #14 Summer School Program will be paid at the rate of \$50 per hour.

L. Mentors are expected to work with new teachers in the TEAM program for two consecutive years. TEAM Mentors will receive an annual stipend per mentee at the completion of each year of service. The stipend shall equal the \$500 rate established by the State of Connecticut in all three years of this Agreement.

M. Curriculum writing is voluntary during the work day. Any teacher employed outside of the work day to write curriculum shall be paid at the rate of \$50 per hour.

ARTICLE V
SUBSTANTIVE PROVISIONS

A. Insurance

1. The Board shall offer a Dual Option for health insurance for all eligible teachers and dependent family members.

OPTION I – HDHP/HSA (Base) PLAN:

Effective July 1, 2025, the Board shall pay 85.5% of the premium cost and the employee shall pay 14.5% of the premium cost. Effective July 1, 2026, the Board shall pay 85% of the premium cost and the employee shall pay 15% of the premium cost. Effective July 1, 2027, the Board shall pay 84.5% of the premium cost and the employee shall pay 15.5% of the premium cost. Effective

July 1, 2024, the Board will not fund any portion of the deductible. Administrative fees are as scheduled by the HSA administrator.

The in-network deductible is \$2,250/\$4,500. A complete copy of the policy is on file in the Superintendent's office. A more detailed summary is set forth in Appendix E.

OPTION II – PPO (Buy-up) Plan:

An employee can buy-up to the PPO plan, but shall assume all costs in excess of the Board's share of the HDHP/HSA insurance premium.

Plan Description:

- Copay for wellness Visits \$0
- Copay for Home & Office Visits \$25
- Copay for Hospital Admission \$200
- Copay for Outpatient Surgery \$200
- Copay for ER/Urgent Care \$25 ER/\$25 UC
- Out-of-Network Deductible \$200/\$400/\$500
- Coinsurance 80%/20%
- Out-of-Pocket Maximum \$400/\$800/\$1000
- Public Sector Three Tier Option Two Rx Drug plan with an Unlimited Maximum:
 - \$10 Generic
 - \$25 Brand name Formulary
 - \$40 Brand name Non-Formulary
 - Two times the above co-pays for mail order.

A complete copy of the policy is on file in the Superintendent's office.

2. Group life insurance coverage with the first \$50,000 paid by the Board for teachers only.
3. Group dental insurance with the same premium shares that apply to health insurance. See Appendix F.
4. The Board of Education shall offer members of the plan the Medical Flexible Spending Account which is allowed under Section 125 of the IRS code. Once per year the membership shall be informed of this program and shall be allowed to elect this program 60 days prior to the beginning of the coverage.
5. The Board may substitute insurance carriers to provide the insurance described in Section A of this Article as long as the new insurance coverage provides an overall level of benefits that remains substantially equivalent to or better than the current insurance coverage. The "substantially equivalent to or better than" standard shall be applied on a program-wide analysis, including the network, and shall not be benefit specific.

At least sixty (60) days prior to changing insurance carriers, the Board or its designee shall notify the Association in writing. Upon request, the parties shall meet to discuss the proposed change. Should the Association and the Board disagree that the changes proposed would provide substantially equivalent coverage, when viewed on an overall basis, the disagreement shall be subject to impartial arbitration conducted by the American Arbitration Association or the

American Dispute Resolution Center in accordance with their rules and procedures. The Board will not change to the new insurance carrier until the Arbitrator's decision has been issued in writing.

B. Compensation for Course Work

Teachers who meet the following conditions shall receive partial reimbursement for the cost of tuition incurred in taking college level courses:

1. The course work must be over and above any work required to achieve or maintain provisional, standard or other certification required by state or federal law or regulation of the Connecticut Department of Education;
2. The courses must concern educational or subject areas identified and published to the staff by June 1 by the Superintendent;
3. The particular courses must be approved by the Superintendent in advance. The Superintendent's decision is final and not subject to the grievance procedure;
4. The teacher must receive at least a "B" grade for the entire course from a regionally accredited college or university for college level course work. A transcript or other official record of such grade must be provided;
5. Upon the approval by the Superintendent of all requests for reimbursement, payment shall be equally divided among reimbursement requests, until all available funds are allotted. Staff will be advised of the approval of the reimbursement prior to their taking the course. All requests for reimbursement shall be made in a timely manner (i.e., in the same school year that that the course is taken).
6. Prior to each school year the Superintendent and the Board, in their sole discretion, shall designate \$13,000, which will be available to the staff for course reimbursement. A deadline for applications shall be set and communicated to bargaining unit members by February 1 of each year;
7. Any teacher whose course is approved shall submit evidence of the costs of tuition and the Board shall, if all conditions are met, reimburse the teacher in accordance with Section B.5, above, provided that any teacher who leaves the employ of the District prior to the expiration of two school years following receipt of such reimbursement shall pay back such reimbursement to the District on a prorated basis;
8. Reimbursements for a second class shall happen after all requests for reimbursement for a first class have been met. Any funds available for a second class reimbursement shall be equally divided among second class reimbursement requests. No teacher shall receive reimbursement for more than two courses in any school year not to exceed 8 credits per year unless, after the deadline has passed, and after all applications have been approved or disapproved, the amount of funds designated for that year have not been exhausted, at which time they would be equally divided among the remaining reimbursement requests. Teachers intending to seek reimbursement for more than one course should apply for all courses at the same time, in order of preference.
9. The Board shall provide an accounting of reimbursement made on May 1 of each year.

C. Evaluation Safeguard Provisions

Each teacher may submit a written notation regarding any material kept in such teacher's file and the same shall be attached to the file copy of the material in question. If any teacher is asked to sign material placed in his/her file for the purpose of indicating that the teacher is aware that the material is in his/her file, such signature for such purpose shall not be interpreted to mean agreement with the content of the material. No material, critical of a teacher, may be placed in a teacher's file without written notification to the teacher. Any teacher may inspect his/her file at any reasonable time during ordinary business hours.

D. Sick Leave

1. Each member of the professional staff is entitled to fifteen (15) sick leave days per year with full pay. Sick leave can be accumulated up to 180 days for illness, and without limitation for the purposes of Section D.3. herein. Additionally, any teacher who, as of June 30, 1984, has accumulated sick leave in excess of 180 days shall retain such sick leave for both illness and severance.
2. Each teacher will be notified by information contained on their payroll check each period regarding accumulated sick leave days to date. In the event this means of communicating sick leave information becomes unavailable, each employee shall be notified during the month of September as to his/her total accumulation of sick leave to date.
3. Upon separation from employment with the District and proof of a) the filing of an application for retirement benefits with the Teachers Retirement Board per Connecticut General Statutes, §10-183f, or death in service of a teacher, and b) such retirement benefits becoming effective in the month thereafter such application, such teacher shall be paid the equivalent of one-half (1/2) his/her accumulated sick leave, over and above his/her regular compensation, not to exceed one-half (1/2) his/her last year's salary or one-half (1/2) the salary paid at the last step of the MA column, whichever is less. Any teacher hired after June 30, 1997 shall be paid the equivalent of one-quarter (1/4) his/her accumulated sick leave, over and above his/her regular compensation, not to exceed one-quarter (1/4) of the average of his/her last three year's salary. Notwithstanding anything else in this section to the contrary, the maximum amount payable under this section is \$18,000 for any teacher hired after June 30, 1989. If notice of retirement for a teacher intending to retire at the end of the current school year is given prior to January 1 of said current school year, such teacher shall receive such retirement compensation from the Board at the beginning of the next fiscal year. In the event notice of retirement is given after January 1, the teacher shall receive such retirement compensation at the beginning of the second fiscal year following such notice of retirement. Teachers hired after June 30, 2013 will be ineligible to receive any severance pay for accumulated and unused sick leave days pursuant to this Article.
4. The Board reserves the right to request a physician's certificate for personal illness in excess of three (3) consecutive days.

E. Sick Leave Bank

1. Each member of the unit shall be permitted to contribute any two (2) days from his/her sick leave accumulation reserve each school year to a "Sick Leave Bank" which shall be established to aid teachers who suffer prolonged illness and whose sick leave accumulation has been exhausted. The bank shall be built up to a maximum of five hundred forty (540) days. No more days shall

be added until the bank is depleted to approximately one hundred eighty (180) days. Then the bank will be built up again using the same process.

2. A non-tenured teacher in the Region 14 System may be permitted to draw up to forty-five (45) days against the bank after his own accumulated sick leave has been exhausted.
3. A teacher with tenure in the Region 14 School System may be permitted to draw unlimited days against the bank after his own accumulated sick leave has been exhausted.
4. A maximum of three hundred and sixty (360) days may be drawn from the bank in any one school year.
5. All applications for use of sick leave bank days shall be submitted to a committee composed of two representatives from the Teachers' Association and two representatives from the Board of Education. The committee shall be responsible for keeping all records related to the sick leave bank. An affirmative vote by at least three of the four persons on the committee is needed to authorize use of sick leave bank days.
6. The following conditions shall apply:
 - a. Additions to the bank shall be made at the beginning of each school year.
 - b. A person withdrawing from membership in the bank will not be able to withdraw the contributed days.
 - c. Persons withdrawing sick leave days from the bank will not have to replace these days except as a regular contributing member to the bank.
 - d. Sick leave shall mean the leave a staff member has for that year, plus his accumulation.
 - e. The Committee will respond to any application request within a reasonable time.

F. Leave of Absence

All members of the unit shall be entitled to the following leaves of absence:

1. A maximum of five (5) days per year for illness in the immediate family which will be deducted from sick leave allowance. Immediate family is defined as spouse, civil union partner, children, mother, father, sister and brother, and any other relative living with and dependent upon the employee. Upon exhaustion of these days, each teacher shall be allowed to use up to ten (10) additional days per year, deducted from sick leave, for a serious health condition (as defined by the FMLA) in the immediate family, provided that the teacher submits a medical providers note regarding the family member's serious health condition. Requests shall be reviewed by the Superintendent or his/her designee to ensure all FMLA requirements are met.
2. A maximum of three (3) days for each death in the immediate family or relations. Relations are defined as grandmother, grandfather, mother-in-law, father-in-law, brother-in-law and sister-in-law. Immediate family shall be defined as set forth in paragraph F.1.

3. A total of three (3) leave days may be used each year by an employee for participation in any court proceedings. If an employee appears in a court proceeding on behalf of the Board of Education, he/she shall receive such paid leave time as is necessary, which shall not be deducted from the three (3) days provided above.
4. Up to three (3) days of absence with pay per year for special purposes will be granted upon the approval of the Superintendent or his or her designee. This category will include reasons such as bereavement, adoption, graduation of husband, wife or children, the taking of professional and civil service examinations, as well as legal, business, religious, or other personal matters such as attendance in weddings, graduation of an immediate family member or other family obligations which are outside the control of the employee which can only be accomplished at times when school would normally be in session. Nothing in this subpart shall be deemed to limit the rights of the Administration to request proof of a teacher's service on a jury. It is expected that mutual respect will prevail among the teachers and administrators in the implementation of this section, as the integrity of the teacher and the confidence one has in the administration are involved. It is understood that these days are not to be used for recreation. Personal leave is not to be scheduled on a work day before or a work day after a holiday, long weekend, or vacation, or to be used consecutively, except as approved by the teacher's Principal or direct supervisor in his or her discretion when there are extenuating circumstances.
5. Application for leave in accordance with the above provisions will be made to the Superintendent or his or her designee in writing (electronic or otherwise) at least ten (10) days before taking such leave (exceptions to this would be bereavement and other obvious emergencies). Teachers shall be notified at least five (5) days after such requests regarding the approval or denial of such requests. Such leave may be granted the day before or the day after a holiday or vacation period provided the teacher submits a specific statement of the reasons for the leave and the Superintendent or his/her designee approves the request. Permission for leave requests shall not be arbitrarily or unreasonably withheld.
6. Leaves of absence may be granted by the Board of Education to professional personnel for purposes of professional advancement, such as accepting fellowships, study grants, etc., upon the recommendation of the Superintendent with the approval of the Board of Education. Upon return from a professional advancement leave of absence, a teacher shall have the time spent on such leave credited to him on the salary schedule. A maximum of one (1) year's credit on the salary schedule shall apply in this case.
7. The reasons for denial of a requested leave, under paragraph F.5, will be presented in writing to the member who requested said leave when that member is officially notified of the denial.

G. Sabbatical Leave Provision

1. Upon recommendation by the Superintendent and approval of the Board of Education exceptional teachers may be granted sabbatical leave for approved scholarly programs subject to the following conditions:
 - a. No more than two (2) teachers shall be awarded sabbatical leave at any one time on an approved program.
 - b. Applying teachers shall submit their proposed scholarly program to the Superintendent of Schools by March 1st of the preceding school year for which they are applying. The Superintendent shall make his recommendation at the regular March Board of Education

meeting. It is understood that the deadline of March 1st may be waived at the discretion of the Superintendent when fellowships, grants or scholarships awarded later in the year could make such a deadline unreasonable.

- c. The teacher shall have completed at least seven (7) years of service in the Regional School District No. 14 School System or the former Woodbury or Bethlehem School Systems.
- d. This leave shall be compensated at one-half (1/2) the normal yearly rate of salary for the full year's leave. In the event compensation totals from research grants, honorariums, fellowships and assistantships added to the sabbatical leave payment surpass the normal salary, sabbatical leave payment will be reduced by the amount in excess of the normal salary.
- e. The teacher shall sign a written agreement to either return to employment in Regional School District #14 for a minimum of two (2) full years employment subsequent to the leave, or else the employee will be required to repay to the employer any sums paid to the employee during the sabbatical leave in an amount proportionate to the percentage of the two full years of subsequent employment which the employee fails to work. For example, if an employee fails to work 75% of the two-year time period, 75% of the sabbatical compensation must be repaid.

H. Childrearing Leave

Any tenured teacher shall be given upon request, childrearing leave distinct from leave for pregnancy disability. This leave shall be granted regardless of sex and shall run concurrently with leave required under the Family and Medical Leave Act. The following conditions and limitations must be complied with:

- 1. Except in emergency situations, at least sixty (60) days prior to the date childrearing leave is to commence, written notice requesting such leave must have been received by the Superintendent's office. In the event of an adoption, a teacher will notify as soon as he or she is aware of the effective date of adoption;
- 2. If the Board has already paid all or part of the cost of any insurance or other benefit covering the period of such leave it must be repaid prior to the commencement of such leave. A teacher may continue to participate in group insurance plans at his/her own expense during the period of childrearing leave if a teacher pays the Board the total cost of the insurance premium(s) during that period at least two weeks before the Board would regularly make its payment or payments to its insurance carrier;
- 3. Leave must commence within six years of the adoption or birth of the teacher's child;
- 4. Teachers who commence leave prior to January 1st may take the rest of the work year plus the following work year as leave. Teachers who commence leave after January 1st may take the remainder of the year plus one or two additional work years. The length of the leave must be chosen at the time written notice requesting such leave is made. By March 1st, during any leave, a teacher can request to return at an earlier return date at the Superintendent's discretion. Said request can be denied and said denial is not grievable.
- 5. Any teacher returning from such leave shall be offered a position comparable to the last position held. All returns from leave will be at the start of a work year.

6. Only one childrearing leave per child shall be granted under this contract provision. No eligible teacher may take a childrearing leave associated with a second or other child without returning for at least one intervening full work year;
7. All benefits to which the teacher is entitled at the time of leave, including unused sick leave, seniority, tenure, etc., shall be restored upon the teacher's return;
8. Child rearing leave for non-tenured teachers or longer periods of childrearing leave for tenured teachers may be granted at the sole discretion of the Superintendent.

I. Professional Leave of Absence

One professional leave of absence day, per year, will be granted to each teacher who requests such a leave. Additional days may be granted. This leave will be for the purpose of intra or inter-school visitations, conferences, workshops, etc., and the date of such a leave shall be determined by the teacher and his administrators. The administration may require a short summary of the teacher's applicable experience.

J. General Leave

Upon recommendation by the Superintendent and approval of the Board of Education, teachers may be granted a one year leave without pay, subject to the following conditions:

1. Applying teachers shall submit their request for general leave to the Superintendent of Schools as far in advance as possible, normally by March 1 of the preceding school year for which they are applying.
2. All benefits to which the member is entitled at the time of such absence including unused sick leave, seniority, tenure, health insurance, etc., shall be restored upon the member's return. Teachers returning from general leave shall return to a position for which they are certified.
3. Insurance coverage may be continued during such leave at the teachers' expense as long as the teacher pays the Board the total cost of the insurance premium(s) during that period at least two (2) weeks before the Board would regularly make payments to the insurance carrier.
4. Failure to return to employment upon expiration of the leave shall be deemed a resignation and the teacher shall forfeit all rights to employment or benefits under this agreement.

K. Payment of Salary

All teachers may choose either 21 or 26 equal installments with the option of a balloon payment. Teachers choosing 26 installments must submit a completed form provided by the administration by July 1 of each year. Teachers who do not submit such form shall be paid in 21 installments. Teachers will be paid on the District's usual pay schedule, with the first payment not to be later than the second Friday after the first day of the work year.

All teachers will be paid through direct deposit.

L. Travel Allowance

The Board of Education shall reimburse teachers at the prevailing I.R.S. rate per mile for professional and

program related travel. To be eligible for such reimbursement, prior approval of such travel by the teacher's building principal or, in his absence, the Superintendent, and receipts and a report are required.

M. Tuition For Non-Resident Students

Children of non-resident members of the bargaining unit may be allowed to attend the Region 14 schools under the following circumstances:

1. Bargaining unit members must pay a yearly tuition charge of Eight Thousand Dollars (\$8,000.00) for each student. Such tuition is payable and due prior to the start of the school year. Such reduced tuition charge is only in effect for as long as the bargaining unit member is employed by/in the Region 14 schools.
2. Region 14 is not the responsible local educational agency for such non-resident students. Accordingly, and as with other non-resident students, should such a student require any additional programs and/or services (including but not limited to special education and related services or Section 504 accommodations) which result in an annual expenditure exceeding the tuition fee, the bargaining unit member shall be financially responsible for those programs and services costs that result in an annual expenditure in excess of the applicable tuition fee.
3. The attendance by any such student is subject to an annual application to and approval of the Superintendent of Schools, in light of consideration of, among other things, a) staffing and District needs, b) available space in the applicable school (and grade level) and impact upon the facilities, c) impact upon other students, and d) the best interests of Region 14.
4. Under no circumstances shall Region 14 be responsible for the provision of transportation services for such students.
5. Such attendance by such a non-resident student shall be subject to compliance with all Region 14 policies, regulations, rules and procedures, including compliance with all academic and disciplinary requirements, satisfactory academic progress, satisfactory behavior, and the availability of staff and resources. In particular, attendance by said non-resident students in the Region 14 school shall be terminated due to unsatisfactory behavior; a committee designated by the Superintendent of Schools will determine if such a student will remain in Region 14 in light of any such behavior issues.

ARTICLE VI
WORKING CONDITIONS

A. Work Day/Work Year

Any unilateral change in the work day or work year which would permit a party to require impact negotiation shall, instead of through negotiation, be resolved as follows:

Salaries shall be changed in proportion to the unilateral change, e.g., a 10% increase in the work year shall result in a 10% increase in the annual salaries of all teachers affected.

- B. A teacher's work day shall be seven (7) hours and twenty (20) minutes.
- C. The normal work year shall be 186 days with:

1. 182 days of student instruction.
2. One (1) day of teacher orientation to be held the workday preceding the first instructional day of the student school year. This day will include a maximum of 3 hours of administrative programs to be held in each school. The remainder of the workday will be for individual teacher preparation. Preparation time will be used to carry out professional duties as stated in Article VI, Section F.
3. Three (3) professional development days.
4. The length of the work year shall not be less than 186 days throughout the duration of this contract.
5. The Wednesday before Thanksgiving shall be a modified work day. No building faculty meetings will be held on the last instructional day for students after students are released.
6. New teachers, in addition to the standard work year, will be required to attend two (2) orientation days prior to the start of the student school year (for a 188 day work year).

D. Lunch Period

All teachers shall have an uninterrupted, duty free lunch period daily.

E. Teacher Assignment

1. The assignment and transfer of teachers within the school system is the responsibility of the Superintendent of Schools. Assignment shall be made only after reasonable effort has been made to meet requests and desires of teachers concerned.
2. Teachers shall be notified of the proposed program for the coming year, including the schools to which they will be assigned, the grades and/or subjects that they will have, as soon as practicable under normal circumstances, not later than the last scheduled school day of the year prior to the year for which assignment is made.
3. The president of the Nonnewaug Teachers' Association will be given a duty free schedule.
4. Teachers at the high school who teach classes that meet 1.5 times as long as regular classes, may be assigned a load equivalent of 5.5 classes in one semester and 4.5 in the other semester of one academic year. Every effort must be taken to ensure that these teachers will teach no more than 3/4 of the student instructional day.

F. Preparation and Planning Time

Teacher preparation and planning time is time occurring generally during the student day, which is used to carry out professional duties such as: preparation for lessons, consultations with students, parents, colleagues and/or administrators, etc. It is expected that mutual respect will prevail among teachers and administrators in the utilization of this time, as the interests of the students and efficiency and effectiveness in the classroom prevail as a priority to both parties.

1. All middle school teachers shall have, in addition to their lunch period, one preparation period per day equal in length to a non-flex instructional period.

2. All high school teachers shall have, in addition to their lunch period, one (1) preparation period equal in length to an instructional period.
3. All elementary school teachers shall have, in addition to their lunch period, a minimum of 245 minutes preparation time per week. No block of less than 20 continuous minutes shall be counted toward the weekly total, where possible. If not possible, a block of no less than 15 continuous minutes, not more than three times in one week, shall count toward the weekly total. Each teacher shall have at least one planning block each day. At the secondary level, the administration will make reasonable efforts to schedule preparation time so as to allow co-planning between special education and regular education teachers.
4. In all schools, duties shall be distributed as equitably as possible.

G. Postings

All vacancies and new bargaining unit positions, including promotions that may exist within the bargaining unit, shall be posted (after transfers and reassignments, if any) for a period of five (5) days prior to any appointment to fill the position. All such vacancies and new positions shall be posted electronically on the district's website and e-mailed to all teachers through the district's group e-mail distribution system.

H. Teacher Promotion

Openings in administration, school counselor or specialist teacher positions shall be advertised with requirements to all teachers as soon as they become available. Placement shall be objectively made on the qualifications of the applicants.

I. Time Beyond the Work Day

Teachers will attend no more than one open house per academic year.

J. Separation and Recall Procedures to be Used by the Board for a Reduction in Staff

1. Definition - Reduction of professional staff shall mean that the total number of members of the unit has declined due to the following reasons:
 - a. Consistent decrease in student enrollment proportionate to the planned reduction in staff.
 - b. Changes in curriculum.
 - c. Severe financial conditions.
 - d. Other circumstances as determined by the Board.
2. Procedure - Determination of those who are to be released is to be in the following order:
 - a. If there is to be a reduction of the professional staff, and if the release of part-time teachers, or voluntary retirements would effect a cure, then these reductions shall occur first.

- b. A teacher's contract of employment may be terminated if his/her position is eliminated, but only if there is no other position available in the school system for which the teacher is certified and qualified.

When there are two or more tenured teachers being reduced, the decision(s) on reducing staff shall be made by the Superintendent based upon his/her assessment of the relevant teachers' qualifications. Qualifications shall be determined based upon a consideration by the Superintendent of the following criteria, in light of the needs of the School District:

- areas of certification/endorsements,
- degree status,
- areas of teaching experience,
- teaching performance as determined by the history of evaluations in the District's schools, and
- continuous length of service as a teacher in the District's schools.

When qualifications among staff are equal, seniority within the District's schools shall be the determining/tie-breaking factor. Notwithstanding the foregoing, the number of positions and certifications required for such positions shall be determined by the Board within its own discretion.

3. Recall Procedures

- a. The name of any teacher whose services have been terminated because of the elimination of a position or a reduction in professional staff shall be placed upon a reappointment list and remain on such list for three (3) years provided such teacher does not refuse a reappointment and provided such teacher applies in writing, by registered mail, for retention of his name on said list on or before June 1st of each year subsequent to his termination.
- b. Any teacher on the reappointment list shall receive a written offer of reappointment at least thirty (30) days prior to the date of re-employment, where possible. The teacher shall accept or reject the appointment in writing within ten (10) days. If he accepts the appointment he shall receive a written contract at least fifteen (15) days prior to the effective date of re-employment, where possible.
- c. Recall will be based on a reversal of the staff reduction criteria.
- d. No new teacher shall be hired in a subject area or grade level until all laid-off teachers on the reappointment list from that subject area or grade level have been recalled or decline the opening.
- e. No new teacher shall be hired in a subject area or grade level before teachers on the reappointment list who are laid off from other subject areas or grade levels who may be qualified and who possess the necessary certification, are recalled or decline the opening.
- f. Teachers being recalled shall be placed at the top of the list of all teachers whose length of seniority is the same as that of the returning teacher.

- g. The separation of a teacher pursuant to this procedure will not affect any fringe benefits earned and/or accumulated, or benefits to be earned and/or accumulated when recalled from the reappointment list, with the exception of salary schedule increments and years of service as applied to teachers' retirement.

4. Applicability to Grievance and Arbitration

Disputes regarding only the recall section of the Separation and Recall procedure are subject to the grievance and arbitration procedures of this contract, and such grievance and arbitration procedures may be instituted by a separated teacher.

5. This article shall not apply to individuals employed with a durational shortage area permit only. Such individuals have no contractual rights in reference to layoff and/or recall.

K. Part-time Teachers

Part-time teachers will be paid on a step commensurate with their experience and preparation as stipulated in Article IV, Section C, Clause 2. Middle and high school part-time teachers will be paid at the rate of 1/5 of said step for each class taught; elementary school teachers will be paid at the rate of percentage of the contact day; special area teachers will be paid at the rate of percentage of contact time during the week worked; part-time teachers will be assigned duties and prep time on a basis proportionate to classes taught for high school and Middle school or contact time, for others, within reason. The term "part-time" teacher does not include substitute teachers. Part-time teachers will be given prorated benefits, but will be given sick leave equal to that received by full time teachers.

L. Transfers

1. A teacher desiring to transfer to a different grade, level or school shall forward a letter to the Superintendent no later than March 1 making the request known.
2. A list of all known or pending vacancies shall be posted before March 1 of any school year in all main offices and teachers' rooms. This list shall be updated monthly until September 1 and will be distributed as above.
3. Transfers to vacant positions will be made by the Superintendent based upon the following considerations: needs of the school system, certification, and length of service.
4. From time to time it may become necessary to make involuntary transfers. No involuntary transfers will be made before the Superintendent has first met with the teacher or teachers affected and explained the reason for the transfer.
5. Unsuccessful applicants for transfer shall be notified in writing of the denial of their request within ten (10) days of the filling of the vacant position.
6. No new hiring shall occur until all transfer requests have been honored or denied.
7. Transfers, including denial of transfer requests, are not grievable beyond the Board level.

ARTICLE VII
PAYROLL DEDUCTIONS

- A. The Board agrees to deduct from the salaries of its employees dues for the Nonnewaug Teachers' Association, the Connecticut Education Association and the National Education Association when said employees individually and voluntarily authorize the Board to do so, and to transmit to the Nonnewaug Teachers' Association all monies so deducted accompanied by a list of the employees' names from whom such deductions have been made and the amount of the deduction.
1. Each of the Associations shall certify to the Superintendent in writing, the current rate of its membership dues. Any association which shall change the rate of its membership dues shall give the Superintendent thirty (30) days written notice prior to the effective date of such change.
 2. The Association shall, at least thirty (30) days prior to the beginning of each school year, give written notification to the Business Office of the amount of its dues and those of the CEA and NEA which are to be deducted in that school year under such authorization.
 3. Deductions shall be made on ten (10) consecutive pay days commencing with the first payment in October. The Superintendent shall not be required to honor for any month's deduction any authorizations that are delivered to him later than one (1) week prior to the distribution of the payroll from which the deductions are to be made.
 4. The balance of the annual dues shall be deducted from the final paycheck of any employee resigning his position, receiving a leave of absence or terminating his employment after the opening of school.
 5. The right to refund the employees' monies deducted from their salaries under such authorization shall lie solely with the Association. The Association agrees to reimburse any employee for the amount of any dues deducted by the Board and paid to the Association, which deduction is by error in excess of the proper deduction, and agrees to hold the Board harmless from any claims of excessive deduction.
 6. The Association shall indemnify and save the Board and/or the towns harmless against all claims, demands, suits or other forms of liability (including reasonable attorneys' fees), which may arise by reason of any action taken in making deductions and remitting the same to the Association pursuant to this article.
- B. The Board agrees to deduct Teachers' Retirement payments in equal amounts from each paycheck for the ten (10) month period.
- C. The Board agrees to deduct tax sheltered annuities, and Waterbury Teacher's Credit Union. Teachers shall be allowed to request changes in annuity providers at any time. Teachers shall be allowed to request changes in the amount of deductions at any time during the year as long as such requests to change amounts does not exceed three times in one fiscal year. Changes will be implemented no later than three weeks after written notification to the school district's Business Office by the third party administrator, subject to the rules of the providers and the capability of any future system changes of the school district.

ARTICLE VIII
GENERAL PROVISIONS

- A. It is understood that this Agreement is subject to and shall operate within the framework of the Statutes of the State of Connecticut.
- B. It is understood that teachers shall continue to serve under the direction of the Superintendent of Schools and in accordance with Board and Administrative policies, rules and regulations, including those set forth in the Administrative Regulations.
- C. Individual teachers shall have the opportunity to review and discuss any evaluation reports with their supervisors, and to review the contents of their personnel files as maintained by principals, supervisors, or the Superintendent in the presence of the aforementioned.
- D. If any portion of this Agreement is ruled invalid for any reason, the remainder of the Agreement shall remain in full force and effect.
- E. The Board shall ensure that each teacher, at the beginning of the school year, shall have access (electronic or otherwise) to up-to-date copies of Administrative Regulations, Board Policies pertinent to teachers, and the complete text of this Agreement, or any successor Agreement.
- F. There shall be no reprisals of any kind taken against any person by either party to this Agreement by reason of his association with or participation in the activities of the Teachers' Association, the Board of Education, or the Administration of Regional School District No. 14.
- G. To achieve rapport between the Board and the Association informal meetings shall be held between representatives of the Association and a designated committee of the Board as often as mutually agreeable and, in any event, not less than twice a year. The purpose of such meetings is to improve lines of communication in the school system.

ARTICLE IX
JUST CAUSE

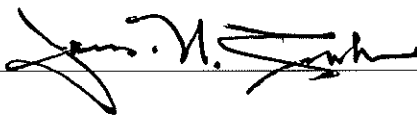
No teacher shall be denied an increment or suspended without pay without prior written notice and without just cause.

ARTICLE X
DURATION

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

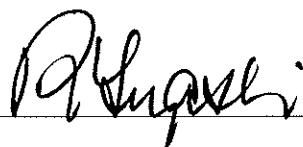
IN WITNESS WHEREOF, the parties hereunto have caused these presents to be executed by their proper officers, hereunto duly authorized and their seals affixed hereto.

REGIONAL SCHOOL DISTRICT NO. 14
BOARD OF EDUCATION

By 

Date: 12-19-24

NONNEWAUG TEACHERS' ASSOCIATION

By 

Date: 12-19-24

APPENDIX A

REGIONAL SCHOOL DISTRICT NO. 14
Bethlehem and Woodbury, Connecticut

TEACHER'S CONTRACT

_____ Teacher	_____ Degree/Step/ Years of Experience/ Salary	_____ School Year
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The Regional School District No. 14 Board of Education hereby agrees to employ the teacher named above, and the teacher agrees to serve under the direction of the Superintendent, at the salary indicated above for the dates specified. This contract is subject to the Connecticut Statutes and the rules and regulations of the Regional Board of Education.

Please sign one copy of this contract and return to the Superintendent within ten (10) days.

FOR THE BOARD OF EDUCATION

Superintendent

Teacher

Date: _____

APPENDIX B-1

2025-2026 SALARY SCHEDULE

STEP	BA	BA+18	MA	MA+18	MA+30	MA+48	PHD
1	\$47,970	\$49,854	\$51,516	\$52,481	\$54,764	\$57,238	\$58,554
2	\$49,813	\$51,710	\$53,661	\$54,646	\$56,947	\$59,443	\$60,769
3	\$51,750	\$53,652	\$56,043	\$57,049	\$59,373	\$61,891	\$63,231
4	\$53,786	\$55,703	\$58,687	\$59,717	\$62,062	\$64,607	\$65,961
5	\$55,917	\$58,006	\$61,622	\$62,680	\$65,050	\$67,622	\$68,992
6	\$58,137	\$60,738	\$64,878	\$65,966	\$68,365	\$70,969	\$72,356
7	\$59,974	\$63,771	\$68,495	\$69,613	\$72,047	\$74,683	\$76,090
8	\$62,032	\$67,142	\$72,507	\$73,661	\$76,132	\$78,804	\$80,234
9	\$68,048	\$70,499	\$76,963	\$78,157	\$80,665	\$83,383	\$84,835
10		\$74,024	\$81,906	\$83,143	\$85,697	\$88,461	\$89,944
11		\$80,800	\$86,564	\$87,848	\$90,481	\$93,332	\$94,857
12		\$90,370	\$99,184	\$100,635	\$103,582	\$106,774	\$108,477

All teachers below maximum step shall advance one step.

APPENDIX B-2

2026-2027 SALARY SCHEDULE

STEP	BA	BA+18	MA	MA+18	MA+30	MA+48	PHD
1	\$48,809	\$50,726	\$52,418	\$53,399	\$55,722	\$58,240	\$59,579
2	\$50,685	\$52,615	\$54,600	\$55,602	\$57,944	\$60,483	\$61,832
3	\$52,656	\$54,591	\$57,024	\$58,047	\$60,412	\$62,974	\$64,338
4	\$54,727	\$56,678	\$59,714	\$60,762	\$63,148	\$65,738	\$67,115
5	\$56,896	\$59,021	\$62,700	\$63,777	\$66,188	\$68,805	\$70,199
6	\$59,154	\$61,801	\$66,013	\$67,120	\$69,561	\$72,211	\$73,622
7	\$61,024	\$64,887	\$69,694	\$70,831	\$73,308	\$75,990	\$77,422
8	\$63,118	\$68,317	\$73,776	\$74,950	\$77,464	\$80,183	\$81,638
9	\$70,089	\$71,733	\$78,310	\$79,525	\$82,077	\$84,842	\$86,320
10		\$75,319	\$83,339	\$84,598	\$87,197	\$90,009	\$91,518
11		\$82,214	\$88,079	\$89,385	\$92,064	\$94,965	\$96,517
12		\$93,081	\$102,160	\$103,654	\$106,689	\$109,977	\$111,731

All teachers below maximum step shall advance one step.

APPENDIX B-3

2027-2028 SALARY SCHEDULE

STEP	BA	BA+18	MA	MA+18	MA+30	MA+48	PHD
1	\$49,785	\$51,741	\$53,466	\$54,467	\$56,836	\$59,405	\$60,771
2	\$51,699	\$53,667	\$55,692	\$56,714	\$59,103	\$61,693	\$63,069
3	\$53,709	\$55,683	\$58,164	\$59,208	\$61,620	\$64,233	\$65,625
4	\$55,822	\$57,812	\$60,908	\$61,977	\$64,411	\$67,053	\$68,457
5	\$58,034	\$60,201	\$63,954	\$65,053	\$67,512	\$70,181	\$71,603
6	\$60,337	\$63,037	\$67,333	\$68,462	\$70,952	\$73,655	\$75,094
7	\$62,244	\$66,185	\$71,088	\$72,248	\$74,774	\$77,510	\$78,970
8	\$64,380	\$69,683	\$75,252	\$76,449	\$79,013	\$81,787	\$83,271
9	\$72,016	\$73,168	\$79,876	\$81,116	\$83,719	\$86,539	\$88,046
10		\$76,825	\$85,006	\$86,290	\$88,941	\$91,809	\$93,348
11		\$83,858	\$89,841	\$91,173	\$93,905	\$96,864	\$98,447
12		\$95,641	\$104,969	\$106,504	\$109,623	\$113,001	\$114,804

All teachers below maximum step shall advance one step

APPENDIX C
EXTRA DUTY POSITIONS
ATHLETIC

<u>High School:</u>	<u>25-28</u>
Baseball	\$,4,900
Baseball, Assistant	3,100
Basketball, Assistant Boys	3,750
Basketball, Assistant Girls	3,750
Basketball, Boys	5,600
Basketball, Freshman	3,444
Basketball, Freshman Girls	3,444
Basketball, Girls	5,600
Cheerleading	4,345
Cheerleading, Assistant	3,444
Cross Country Boys	4,345
Cross Country Girls	4,345
Field Hockey	4,975
Field Hockey, Assistant	3,200
Football, JV	3,444
Football, JV Assistant	2,992
Football, Varsity	7,500
Football, Varsity Assistant	3,200
Golf	3,444
Gymnastics	4,865
Gymnastics, Assistant	3,444
Intramural Director	4,345
Soccer, Assistant Boys	3,200
Soccer, Assistant Girls	3,200
Soccer, Boys	4,975
Soccer, Girls	4,975
Softball	4,975
Swimming, Assistant	2,992
Swimming	4,750
Softball, Assistant	3,200
Tennis, Boys	4,345
Tennis, Girls	4,345
Tennis, Assistant	2,992
Track, Boys	4,345
Track, Assistant	2,992
Track, Girls	4,345
Track, Indoor	4,345
Track, Indoor Assist	2,992
Unified Sports	2,992
Volleyball	4,975

Volleyball, Assistant	3,000
Wrestling	5,781
Wrestling, Assistant	4,204
Designated Game Assistant (per event)	69
Intramural Activity (per session)	69
Fall Site Supervisor	5,000
Winter Site Supervisor	5,000

Middle School

Athletic Director	\$6,000
Baseball	3,059
Basketball, Boys	3,482
Basketball, Girls	3,482
Cheerleading	3,059
Cross Country, Boys	3,059
Cross Country, Girls	3,059
Field Hockey	3,059
Soccer, Boys	3,059
Soccer, Girls	3,059
Softball	3,059
Track (2)	4,802
Volleyball	3,059

APPENDIX D
EXTRA DUTY POSITIONS
NON-ATHLETIC

CATEGORY I

AgScience

25-28

Program Director

\$6,736

Department Head

6,346

High School Department Head

Business

5,228

English

Guidance

Mathematics

Physical Education

Science

Social Studies

Special Education

Unified Arts

World Language

CATEGORY II

School Team Leaders

Lead Teacher-BES

5,057

Lead Teacher-MES

Team Leader Grade 6

Team Leader Grade 7

Team Leader Grade 8

Team Leader Unified Arts

CATEGORY III

High School:

FFA Advisor

4,772

Media Technician

PPT Coordinator

Student Activities Clerk

T.V. Technician

Yearbook Advisor

Middle School:

Talented and Gifted

5,000

PPT Coordinator

4,772

BES and MES

Talented & Gifted	5,000
PPT Coordinator	4,772

PreSchool:

PPT Coordinator	4,772
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CATEGORY IV**High School:**

Athletic Academic Advisor	3,370
Debate Club Advisor	
FBLA	
School-wide Drama Advisor	
Senior Class Activities Advisor	
Senior Class Advisor	
Student Activity Coordinator	

CATEGORY V

Junior Class Advisor	3,093
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CATEGORY VI

Sophomore Class Advisor	2,810
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CATEGORY VII

Freshman Class Advisor	2,527
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CATEGORY VIII**High School:**

Academic Support Group	2,109
AFS	
Art	
FFA Assistant	
Athletic Association	
Computer Club	
Dance Team	
DECA	
Drama Club	
Electrathon Club	
Envirothon Club	
Equilibrium	
Guitar Club	
Jazz Club	
Latin American Club	
Leo Club	
Literary Club	
Math Club	

Music Honor Society Club	
Music Technology Club	
National Arts Honor Society	2,109
National Honor Society	
Newspaper	
Peer Helper	
Robotics Club	
SAT Language Arts	
SAT Math	
Senior Class Play	
Spirit Committee	
Stage Club	
STAND	
Student Council	
TEAM	
Young Educators	
Buddies of NHS (shared)	

Middle School:

Art Club	2,109
Drama Club	
Culinary Club	
Forensics Club	
Green Club	
Lego Club (Mind Challenges)	
Leo Club	
Math Club	
Multi-Media Club	
Newspaper	
Outdoor Club	
Promote Reading	
Science Club	
Sewing Club	
SHOC	
Spirit Club	
Steel Band Club	
Student Council	
Table Top Games	
Technology Ed Club	
World Culture Club	
Writing Workshop	
Yearbook	
Youth Action Council	

BES and MES

Student Council Advisor (each)	2,109
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Odyssey of the Mind Advisor (each)
 Drama Club (each)
 Digital Literacy Club
 Jazz Bank Elementary
 Jr. Chorus Advisor (shared)
 Nature Club (shared)
 Bulldog Book Chat (shared)

CATEGORY VIII

High School:

Detention Monitor	1,685
New Activity	
Photography Club Advisor	
Radio Club Advisor	

Middle School:

Homework Club-Day 1	1,685
Homework Club-Day 2	
Homework Club-Day 3	
Homework Club-Day 4	
New Activity	
Ski Club Advisor	
Knitting Club	
Spanish Club	

Elementary Schools:

New Activity – Bethlehem School	1,685
New Activity – Mitchell School	
Garden Club	260

High School:

Spring Music Director	982
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CATEGORY IX

Dance Chaperones (per event)	71
Program Enrichment (per event)	

CATEGORY X (hourly rate)

Tutoring (see Article IV, I)	63
Prep Period/Substitute (see Article VI, F)	

CATEGORY XI (Per Session, 80 Sessions)

Weight Training & Conditioning Club	69
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CATEGORY XII (Per Event, 35 events)

Event Video Coordinator	102
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CATEGORY XIII

Webmaster (each school)

2,798

APPENDIX E

Your summary of benefits



Anthem® Blue Cross and Blue Shield

Your Plan: Anthem Century Preferred PPO HSA PS CSV \$2250/0%/\$4000 Rx \$5/\$20/\$35

Your Network: Century Preferred

Personalized for: RSD #14 - Teachers

Visits with Virtual Care-Only Providers	Cost through our mobile app and website
Primary Care, and medical services for urgent/acute care	No charge after deductible is met
Mental Health & Substance Use Disorder Services	No charge after deductible is met
Specialist care	No charge after deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
Overall Deductible	\$2,250 person / \$4,500 family	\$2,250 person / \$4,500 family
Overall Out-of-Pocket Limit	\$4,000 person / \$6,850 family	\$4,000 person / \$6,850 family
The family deductible and out-of-pocket limit are non-embedded, meaning the cost shares of all family members apply to one family deductible and one family out-of-pocket limit. The per person deductible and per person out-of-pocket limit apply to individuals enrolled under single-only coverage. All medical and prescription drug deductibles, copayments and coinsurance apply to the out-of-pocket limit (excluding Non-Network Human Organ and Tissue Transplant (HOTT), Cellular and Gene Therapy services). The In-Network and Non-Network deductibles are combined and accumulate toward each other. The In-Network and Non-Network out-of-pocket limit amounts accumulate toward each other.		
Doctor Visits (virtual and office) <i>You are encouraged to select a Primary Care Physician (PCP).</i>		
Primary Care (PCP) and Mental Health and Substance Use Disorder Services <i>virtual and office</i>	\$10 copay per visit after deductible is met	20% coinsurance after deductible is met
Specialist Care <i>virtual and office</i>	\$10 copay per visit after deductible is met	20% coinsurance after deductible is met
Other Practitioner Visits		
Routine Maternity Care (Prenatal and Postnatal)	No charge	20% coinsurance after deductible is met

CT/LG/Anthem Century Preferred PPO HSA PS CSV \$2250/0%/\$4000 Rx \$5/\$20/\$35/01-01-2024

Page 1 of 9

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
Retail Health Clinic <i>for routine care and treatment of common illnesses; usually found in major pharmacies or retail stores.</i>	\$10 copay per visit after deductible is met	20% coinsurance after deductible is met
Manipulation Therapy <i>Coverage for rehabilitative and habilitative physical therapy, occupational therapy, speech therapy, and manipulative treatment is limited to 50 visits combined per benefit period.</i>	No charge after deductible is met	20% coinsurance after deductible is met
Acupuncture	No charge after deductible is met	20% coinsurance after deductible is met
Other Services in an Office		
Allergy Testing	\$10 copay per visit after deductible is met	20% coinsurance after deductible is met
Prescription Drugs <i>Dispensed in the office</i>	No charge after deductible is met	20% coinsurance after deductible is met
Surgery	No charge after deductible is met	20% coinsurance after deductible is met
Preventive care / screenings / immunizations	No charge	20% coinsurance after deductible is met
Preventive Care for Chronic Conditions <i>per IRS guidelines</i>	No charge	20% coinsurance after deductible is met
Diagnostic Services		
Lab		
Office	No charge after deductible is met	20% coinsurance after deductible is met
Freestanding/Site of Service Lab	No charge after deductible is met	20% coinsurance after deductible is met
Outpatient Hospital	No charge after deductible is met	20% coinsurance after deductible is met
X-Ray		
Office	No charge after deductible is met	20% coinsurance after deductible is met
Freestanding/Site of Service Radiology Center	No charge after deductible is met	20% coinsurance after deductible is met
Outpatient Hospital	No charge after deductible is met	20% coinsurance after deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
Advanced Diagnostic Imaging <i>for example: MRI, PET and CAT scans</i>		
Office	No charge after deductible is met	20% coinsurance after deductible is met
Freestanding/Site of Service Radiology Center	No charge after deductible is met	20% coinsurance after deductible is met
Outpatient Hospital	No charge after deductible is met	20% coinsurance after deductible is met
<u>Emergency and Urgent Care</u>		
Urgent Care	No charge after deductible is met	Covered as In-Network
Emergency Room Facility Services	\$25 copay per visit after deductible is met	Covered as In-Network
Emergency Room Doctor and Other Services	No charge after deductible is met	Covered as In-Network
Ambulance <i>Authorized Non-Network non-emergency ambulance services are limited to an Anthem maximum payment of \$50,000 per trip.</i>	No charge after deductible is met	Covered as In-Network
Outpatient Mental Health and Substance Use Disorder Services at a Facility		
Facility Fees	No charge after deductible is met	20% coinsurance after deductible is met
Doctor Services	No charge after deductible is met	20% coinsurance after deductible is met
<u>Outpatient Surgery</u>		
Facility Fees		
Hospital	No charge after deductible is met	20% coinsurance after deductible is met
Ambulatory Surgical Center/Site of Service Provider	No charge after deductible is met	20% coinsurance after deductible is met
Physician and other services including surgeon fees		
Hospital	No charge after deductible is met	20% coinsurance after deductible is met
Ambulatory Surgical Center/Site of Service Provider	No charge after deductible is met	20% coinsurance after deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
<u>Hospital (Including Maternity, Mental Health and Substance Use Disorder Services)</u>		
Facility Fees	No charge after deductible is met	20% coinsurance after deductible is met
Physician and other services <i>including surgeon fees</i>	No charge after deductible is met	20% coinsurance after deductible is met
Home Health Care <i>Coverage is limited to 200 visits per benefit period.</i>	No charge after deductible is met	20% coinsurance after deductible is met
Rehabilitation and Habilitation services <i>including physical, occupational and speech therapies.</i> <i>Coverage for physical, occupational and speech therapies and manipulative treatment is limited to 50 visits combined per benefit period.</i>		
Office	No charge after deductible is met	20% coinsurance after deductible is met
Outpatient Hospital	No charge after deductible is met	20% coinsurance after deductible is met
Pulmonary rehabilitation office and outpatient hospital	No charge after deductible is met	20% coinsurance after deductible is met
Cardiac rehabilitation office and outpatient hospital	No charge after deductible is met	20% coinsurance after deductible is met
Dialysis/Hemodialysis office and outpatient hospital	No charge after deductible is met	20% coinsurance after deductible is met
Chemo/Radiation Therapy office and outpatient hospital	No charge after deductible is met	20% coinsurance after deductible is met
Skilled Nursing Care (facility) <i>Coverage is limited to 120 days per benefit period.</i>	No charge after deductible is met	20% coinsurance after deductible is met
Inpatient Hospice	No charge after deductible is met	20% coinsurance after deductible is met
Durable Medical Equipment	No charge after deductible is met	20% coinsurance after deductible is met
Prosthetic Devices <i>Coverage for wigs is limited to 1 item after cancer treatment per benefit period.</i>	No charge after deductible is met	20% coinsurance after deductible is met
Hearing Aids <i>Coverage is limited to 1 item per ear every 2 benefit periods.</i>	No charge after deductible is met	20% coinsurance after deductible is met

Covered Prescription Drug Benefits	Cost if you use an In-Network Pharmacy	Cost If you use a Non-Network Pharmacy
Pharmacy Deductible	Combined with In-Network medical deductible	Combined with Non-Network medical deductible
Pharmacy Out-of-Pocket Limit	Combined with In-Network medical out-of-pocket limit	Combined with Non-Network medical out-of-pocket limit
Prescription Drug Coverage Network: Base Network Drug List: Essential		
Day Supply Limits: Retail Pharmacy 34 day supply (cost shares noted below) Retail 90 Pharmacy 100 day supply (3 times the 34 day supply cost share(s) charged at In-Network Retail Pharmacies noted below applies). Home Delivery Pharmacy 100 day supply (maximum cost shares noted below). Maintenance medications are available through CarelonRx Pharmacy. You will need to call us on the number on your ID card to sign up when you first use the service. Specialty Pharmacy 30 day supply (cost shares noted below for retail and home delivery apply). We may require certain drugs with special handling, provider coordination or patient education be filled by our designated specialty pharmacy.		
Tier 1 - Typically Generic	\$5 copay per prescription after deductible is met (retail and home delivery)	20% coinsurance after deductible is met (retail) and Not covered (home delivery)
Tier 2 – Typically Preferred Brand	\$20 copay per prescription after deductible is met (retail) and \$40 copay per prescription after deductible is met (home delivery)	20% coinsurance after deductible is met (retail) and Not covered (home delivery)
Tier 3 - Typically Non-Preferred Brand/Specialty Drugs	\$35 copay per prescription after deductible is met (retail) and \$70 copay per prescription after deductible is met (home delivery)	20% coinsurance after deductible is met (retail) and Not covered (home delivery)

Covered Vision Benefits	Cost If you use an In-Network Provider	Cost If you use a Non-Network Provider
<i>This is a brief outline of your vision coverage. Adult and children's vision services count towards your out-of-pocket limit.</i>		
Child Vision exam <i>Limited to 1 exam per benefit period.</i>	No charge	20% coinsurance after deductible is met
Adult Vision exam <i>Limited to 1 exam per benefit period.</i>	No charge	20% coinsurance after deductible is met

Notes:

- If you have an office visit with your Primary Care Physician or Specialist at an Outpatient Facility (e.g., Hospital or Ambulatory Surgical Facility), benefits for Covered Services will be paid under "Outpatient Facility Services".
- Costs may vary by the site of service. Other cost shares may apply depending on services provided. Check your Certificate of Coverage for details.
- The limits for physical, occupational, and speech therapy, if any apply to this plan, will not apply if you get care as part of the Mental Health and Substance Use Disorder benefit.

This summary of benefits is a brief outline of coverage, designed to help you with the selection process. This summary does not reflect each and every benefit, exclusion and limitation which may apply to the coverage. For more details, important limitations and exclusions, please review the formal Evidence of Coverage (EOC). If there is a difference between this summary and the Evidence of Coverage (EOC), the Evidence of Coverage (EOC), will prevail.

Anthem Blue Cross and Blue Shield is the trade name of Anthem Health Plans, Inc. Independent licensee of the Blue Cross and Blue Shield Association. ® ANTHEM is a registered trademark of Anthem Insurance Companies, Inc. The Blue Cross and Blue Shield names and symbols are registered marks of the Blue Cross and Blue Shield Association.

Questions: (833) 899-7070 or visit us at www.anthem.com

APPENDIX F



Regional School District #14 – Group # 4351 Delta Dental PPOSM plus Premier

Calendar Year Deductible	
• Per Person	\$100
• Family Aggregate Maximum	\$300
Preventive & Diagnostic (No Deductible)	Plan Pays: 100%
• Exams, Cleanings, Bitewing X-Rays (2 per calendar year per person)	
• Space Maintainers, Fluoride Treatment (2 per calendar year for children to age 19)	
Remaining Basic (After Deductible)	80%
• Fillings, Extractions	
• Oral Surgery, Root Canals (Endodontics)	
• Repair of Dentures	
• Sealants (to age 16)	
Crowns & Prosthodontics (After Deductible)	50%
• Periodontal	
• Crowns, Gold Restorations	
• Bridgework, Full & Partial Dentures	
Calendar Year Maximum (Per Person)	\$2,000
Orthodontia	
• Coinsurance	75%
• Lifetime Maximum	\$500

Dependent children are covered to age 26.

Delta Dental has two networks available under this plan. The Delta Dental Premier[®] network is the largest of the Delta Dental networks with over 356,000 participating dentist offices nationally (80%+). Delta Dental PPOSM is a smaller, but more discounted network with over 282,000 participating dentist offices nationwide. Delta Dental PPOSM fees are on average 20% less than Delta Dental Premier[®].

You may use any fully licensed dentist under this plan, but it is to your advantage to use a network dentist, especially PPO, since they accept the Delta Dental allowance as their maximum charge and cannot bill Delta Dental patients for amounts above this level.

Participating dentists will be paid directly by Delta Dental for covered services. Non-participating dentists will bill you directly, and Delta Dental will make claim payment directly to you. You will maximize benefits and reduce paperwork by using a Delta Dental participating dentist.

If you do not have a dentist, you may obtain a current listing of participating dentists in any area, by calling 1-800 DELTA OK (1-800-335-8265). Provide your zip code to the representative and a directory for that area will be mailed to your home. If you have Internet access, you may also visit our website at deltadentalct.com to locate participating dentists.

At the time of your first appointment, tell the dentist that you are covered under this program and provide your group number and ID number. Your dependents, if covered, should provide the employee's ID number.

Claim questions and other information needs should be directed to Delta Dental's customer service department at 1-800-452-9310.

This overview contains a general description of your dental care program for your use as a convenient reference. Complete details of your program appear in the group contract between your plan sponsor and Delta Dental of New Jersey, Inc. which governs the benefits and operation of your program. In CT, Delta Dental of Connecticut writes dental coverage on an insured basis and Delta Dental of New Jersey administers self-funded dental benefit programs. The group contract would control if there should be any inconsistency or difference between its provisions and the information in this overview.

5/19/2017

SIDE LETTER

The Regional School District #14 Board of Education (hereinafter, "the Board") and the Nonnewaug Teachers' Association (hereinafter, "the Association") hereby agree to the following:

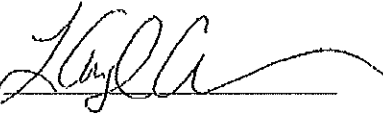
1. The School Administration (on behalf of the Board) may reopen the subject of the Teachers' Contract Form (Appendix A) for discussion and revision with the Association at any time during the contract term. Any revisions must be mutually agreed to by the School Administration and the Association. Such discussions shall be in good faith but shall not constitute negotiations under C.G.S. §§10-153a through 10-153f.
2. Bargaining over the Middle School Team Leader and High School Department Head job descriptions (attached) was completed during the negotiations for the successor contract (July 1, 2009 through June 30, 2012), the results of which are included in the successor contract.
3. The Board will permit children of teachers employed by the Board who do not live in the school district to attend Region #14 schools at a tuition cost of \$1,200 less than the standard tuition charges, subject to Region #14 enrollment capacity as determined by the Board. This provision excludes student enrollment in the Vo-Ag Program. This benefit shall be applied retroactively. The Board and the Association agree that this provision may be changed, amended or eliminated unilaterally by the Board without bargaining with the Association.

REGIONAL SCHOOL DISTRICT #14 NONNEWAUG TEACHERS' ASSOCIATION
BOARD OF EDUCATION

By



By



Date

1/18/13

Date

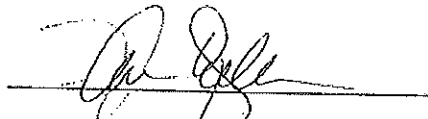
1/18/13

SIDE LETTER TO THE AGREEMENT BETWEEN
REGIONAL SCHOOL DISTRICT NO. 14 AND
THE NONNEWAUG TEACHERS' ASSOCIATION

The Regional School District No. 14 Board of Education and the Nonnewaug Teachers' Association hereby enter into the following agreement commencing 11/30/11:

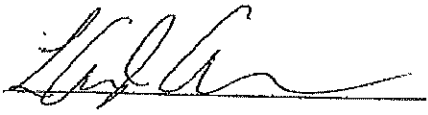
High School Department Chairpersons, or their designee, will attend a Spring 8th-grade Parents Night and will be compensated at an hourly rate of \$35 per hour.

This agreement is hereby executed.


Jody Ian Gbeler

Region 14 Superintendent of Schools

Date: 1-31-12


Angelo Casagrande, President

Nonnewaug Teachers' Association

Date: 1/31/12

SIDE LETTER

Re: Department Chairs holding 092 Certification

The Regional School District #14 Board of Education (hereinafter, "the Board") and the Nonnewaug Teachers' Association (hereinafter, "the Association") hereby agree to the following:

As a consequence of the Board of Education's notice to the bargaining unit that the job description for Department Chairs has been modified so that beginning July 1, 2013, all Department Chairs will either have to have their 092 Certification or submit a plan, acceptable to the Superintendent, that such certification is being diligently pursued, the following working conditions apply, and take effect upon assignment of teachers to them to be evaluated:

1. They continue to teach a reduced load, i.e. one (1) less class;
2. They will not be required to do supervision; and
3. For each teacher's annual evaluation that they do, they will receive \$225.

REGIONAL SCHOOL DISTRICT NO. 14
BOARD OF EDUCATION

By 

NONNEWAUG TEACHERS' ASSOCIATION

By 

Dated: December 18, 2012
JLN 18/13