GROTON PUBLIC SCHOOLS
GROTON, CONNECTICUT

AGREEMENT BETWEEN THE

GROTON BOARD OF EDUCATION
AND THE
GROTON EDUCATION ASSOCIATION

FOR THE PERIOD
SEPTEMBER 1, 2022 - AUGUST 31, 2026

TABLE OF CONTENTS

		Page
ARTICLE I	SALARY	1
ARTICLE II	INSURANCE	1
ARTICLE III	ANNUITY PLANS	4
ARTICLE IV	PROFESSIONAL DEVELOPMENT	4
ARTICLE V	SCHOOL CALENDAR	4
ARTICLE VI	LEAVES OF ABSENCE SICK LEAVE OTHER LEAVE	5
ARTICLE VII	PROTECTION FOR PROFESSIONAL EMPLOYEES	9
ARTICLE VIII	PERSONAL INJURY BENEFITS	9
ARTICLE IX	CLASS SIZE	9
ARTICLE X	TEACHING HOURS AND TEACHING LOAD	10
ARTICLE XI	TEACHING EFFECTIVENESS	12
ARTICLE XII	SPECIALISTS	13
ARTICLE XIII	TEACHER ASSIGNMENTS	14
ARTICLE XIV	TRANSFERS	14
ARTICLE XV	PROMOTIONS	15
ARTICLE XVI	SPECIAL SCHOOL PROGRAMS	15
ARTICLE XVII	FACILITIES FOR TEACHERS	16
ARTICLE XVIII	CONTINUING CURRICULUM DEVELOPMENT	16
ARTICLE XIX	GENERAL PROVISIONS	17
ARTICLE XX	SUBSTITUTE PROFESSIONAL EMPLOYEES	18
ARTICLE XXI	RELATIONSHIP TO STATE STATUTES	18
ARTICLE XXII	PROFESSIONAL ASSOCIATION DEDUCTIONS	18
ARTICLE XXIII	GRIEVANCE PROCEDURE	19
ARTICLE XXIV	JUST CAUSE	23
ARTICLE XXV	PERSONNEL FILES	23
ARTICLE XXVI	POWERS AND DUTIES OF THE BOARD OF EDUCATION	23
ARTICLE XXVII	SEPARATION AND RECALL	23
ARTICLE XXVIII	SEVERANCE	25
ARTICLE XXIX	DURATION	26
APPENDIX A1	SALARY SCHEDULE 2022-2023	27
APPENDIX A2	SALARY SCHEDULE 2023-2024	29
APPENDIX A3	SALARY SCHEDULE 2024-2025	31
APPENDIX A4	SALARY SCHEDULE 2025-2026	33
APPENDIX B	GRADUATE CREDIT PAYMENTS	35
APPENDIX C1	SUPPLEMENTAL PAY SCHEDULE – SPORTS	36
APPENDIX C2	SUPPLEMENTAL PAY SCHEDULE-EXCLUDING SPORTS	40

THIS AGREEMENT MADE AND ENTERED INTO on this ____ day of November 2021 by and between the Board of Education of the Town of Groton (hereinafter called the "Board"), acting herein by its Chairman (hereunto duly authorized) and the Groton Education Association, Inc. (hereinafter called the "Association"), acting herein by its President (hereunto duly authorized).

WITNESSETH:

WHEREAS, the Association is the exclusive representative of all certified professional personnel employed by the Board below the rank of assistant principal, hereinafter called "teachers" in accordance with Connecticut General Statutes §10-153b(a)(2); and WHEREAS, the parties hereto have negotiated with respect to salaries, hours and other conditions of employment and desire to enter into a written contract of employment as provided in Connecticut General Statutes § 10-153b, as amended:

NOW THEREFORE, the parties hereto agree as follows:

ARTICLE I
SALARY

A. Salary Schedule.

The salary schedules for teachers for the term of this Agreement shall be as set forth in Appendices A1, A2 and A3 attached hereto and made a part hereof.

B. Placement of Teachers on Salary Schedule.

New teachers shall be assigned a step on the salary schedule (Appendix A) in accordance with their preparation and experience. Previous teaching experience outside of Groton may be counted as experience credit, up to the salary schedule maximum of 14 steps (Appendix A). No new teacher shall be placed at a step higher than a Groton teacher with the same number of years of previous teaching experience.

C. Salary Payments; Installments; Method of Payment.

Each individual teacher shall be paid his/her annual salary in twenty-six (26) installments as nearly equal as may be. Salary payments shall be made on alternate Fridays. Payments shall be made by direct deposit to the bank(s) or financial institution(s) selected by the teacher.

ARTICLE II
INSURANCE

A. The Board shall make available to employees teaching a .6 FTE or greater, or less than a .6 FTE if receiving benefits as of June 30, 2019, the following insurance plan. Written notice of the teacher's election to participate in the insurance plan shall be filed with the

office of the Business Manager no later than August 1 prior to the school year to which the election applies. The filing of an election to participate in the Board's health and/or dental insurance plan shall constitute authorization by the teacher to withhold the appropriate premium share from the teacher's salary as a condition of continued participation in the insurance plan offered by the Board.

High Deductible Health Plan/Health Savings Account

1. The Board will offer coverage under a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA) with deductibles of $2,000/$4,000, funded 50% by the Board, out-of-network coinsurance of 30% and out-of-pocket maximum of $4,000/$6,850. Employees shall not be charged for any bank fees for the HSA. Prior authorization shall be required for high cost diagnostics (e.g. CT, CAT, MRI, MPA, PET, SPECT) and for physical therapy, occupational therapy and speech therapy.

   The Board shall fund its share of the deductible half in September and half in January.

   The following prescription co-payments shall apply once the above deductibles are met: $5 Tier 1; $25 Tier 2; and $40 Tier 3; mail order two times the retail co-pay for a 90 day supply.

2. Blue Cross/Blue Shield Basic Dental Coverage, including Riders A and C.

3. Life insurance - $45,000

B. All health insurance (but not life insurance) shall include full family coverage, where appropriate.

C. The foregoing health insurance benefits will be subject to the Managed Benefits Program.

D. Employee Premium Payment

Participation in the HDHP/HSA insurance program described at paragraph A.1 hereof shall be subject to employee premium payments to be applied to monthly health and dental insurance premiums at COBRA rates, as follows:

Year	Employee Share
2022-2023	20.50%
2023-2024	21.25%
2024-2025	22.00%
2025-2026	22.50%

E. There shall be no exemption from employee premium sharing requirements for any bargaining unit member irrespective of the spouse's employment with the Board.

F. The Board reserves the right to change insurance carriers at any time, with at least thirty-day's prior notice to the Association. No such change shall result in any lapse or reduction in benefits, or in any added burden to teachers in the filing or processing of claims. If the Board and the Association are unable to agree upon a change in insurance carriers within sixty (60) days from notice by the Board of its intention to change carriers, the matter, at the request of either party, shall be submitted to one person final and binding arbitration under the expedited rules of the American Arbitration Association.

G. In lieu of the insurance plan referred to in A.1, employees who are not eligible to participate in an HSA may either (1) participate in a Health Reimbursement Account ("HRA") or (2) receive annually an amount equal to the Board's contribution into the HSA toward the deductibles in the HDHP plan. The Board's contribution will be in in July and January for those participating in the HRA. Said employees shall contribute the same cost share as employees participating in the HDHP/HSA.

H. Insurance coverage provided for under this Article shall terminate no earlier than the last day of August in any year, notwithstanding any other provision in respect to termination of this Agreement; provided always, however, that the teacher affected shall be in the employ of the Board at the close of the preceding school year.

I The Board shall implement and maintain a "Section 125" Salary Reduction Agreement, which shall be designed to permit exclusion from taxable income of the employees' share of health and life insurance premiums. The Board makes no representations or guarantees as to the initial or continued viability of such a Salary Reduction Agreement, and shall incur no obligation to engage in any form of impact bargaining in the event that a change in law reduces or eliminates the tax-exempt status of employee insurance premium contributions. So long as the Board makes a good faith effort to comply with this paragraph, neither the Association nor any teacher covered by this Agreement shall make any claim or demand, nor maintain any action against the Board or any of its members or agents for taxes, penalties, interest or other cost or loss arising from a flaw or defect in the Salary Reduction Agreement, or from a change in law which may reduce or eliminate the employee tax benefits to be derived there from.

J. Employees retiring prior to September 1, 2027, under the Connecticut Teacher Retirement System, who are under the age of Medicare eligibility, may elect to continue health insurance coverage for the employee and his/her spouse or family (if applicable) for up to six (6) months after the effective date of their retirement. The Board shall pay sixty percent (60%) of the cost and the employee shall pay forty percent (40%) of the cost less the subsidy received from the State of Connecticut . Election of coverage shall be made at the time of retirement. Participation shall be limited to employees who: (1) are at least fifty-five (55) years of age; (2) are eligible to retire under the Connecticut Teacher Retirement System; and (3) have at least fifteen (15) years of service in the Groton Public Schools.

K. Flexible Spending Account – The Board shall offer all eligible full time employees the opportunity to enroll in a flexible spending account. The Board shall cover the monthly administrative cost. The enrollment period shall be a minimum of fifteen (15) business days.

ARTICLE III
ANNUITY PLANS

Teachers shall be eligible to participate in "tax-sheltered" annuity plans, pursuant to United States Public Law 87-370.

In addition to the above, the Board shall offer all eligible full-time teachers the opportunity to enroll in a post-tax Roth contribution via payroll withholding. The enrollment shall be a minimum of fifteen (15) business days.

ARTICLE IV
PROFESSIONAL DEVELOPMENT

A. The Board shall pay the reasonable expenses (including fees, meals, lodging and transportation) incurred by teachers who attend workshops, seminars, conferences, or other professional improvement sessions including visits to other schools at the request of, or with the advance approval of, the Superintendent of Schools. The distribution of funds will be administered by the Superintendent's office. Teachers will be informed in writing of:

1. the reasons for disapproval of their request;

2. approval of their request and the amount approved, if any, within five (5) working days or thirty (30) days prior to the event; whichever date occurs later.

B. When such request for professional development is granted, the teacher who attends such workshop, seminar, conference, or other professional activity shall submit a report to his/her principal including information pertinent to said activity. Such information will be available on request.

ARTICLE V
SCHOOL CALENDAR

The calendar for the school year shall be determined each year by the Board of Education, subject to change by the Board if it deems such change to be necessary. The work year shall include 186 working days of which 181 days shall be student instruction days. The Board and the Superintendent will consider suggestions regarding the recommended calendar from the Association before the calendar is adopted by the Board.

ARTICLE VI
LEAVES OF ABSENCE SICK LEAVE OTHER LEAVE

A. Sick Leave.

Each teacher shall be entitled to sick leave, with full pay therefore, of fifteen (15) days per year. Unused sick leave shall be accumulated from year to year, so long as the teacher remains continuously in the employ of the Groton Board of Education, but such accumulation of sick leave shall not exceed one hundred sixty-five (165) school days, exclusive of the current year's sick leave entitlement.

B. Religious Observances, Bereavement, Family Illness, Legal Matters.

Each teacher shall be entitled annually to eight (8) days' leave with full pay for absences caused by a death or critical illness in his/her immediate family, by observances of religious holidays or by compulsory court appearance. The immediate family shall include a father, mother, brother, sister, husband, wife, child, grandparents, or in-law in the same degree of relationship with the teacher's current spouse, or a person resident in the household of the teacher.

C. Academic Leave.

With the advance approval of the Superintendent of Schools, a teacher may be entitled to leave, less an adjustment for the expense to the Board of hiring a substitute, in order to commence programs of study approved by the Superintendent in writing which necessitate the presence of such teacher in advance of the close of the school year, as established by the school calendar.

D. Fifth Disease.

Any pregnant teacher who is assigned to a work area where the presence of Fifth Disease or a condition which may reasonably constitute a danger to the fetus of a pregnant teacher, as determined by a mutually agreed upon physician, has been identified shall, at her request, be transferred to an alternate assignment, which shall be determined by the Superintendent. Such alternate assignment shall continue until the presence of the disease no longer poses a threat, or until the teacher is determine to be immune to the disease. Testing for immunity will be conducted as soon as possible, at Board expense. All bargaining unit members will cooperate with any transfers that are temporarily made necessary by this section, within their areas of certification and experience. If the pregnant teacher refuses a transfer she may use her sick leave, subject to the above sick leave limitations.

E. Other Leave.

1. A teacher shall also be entitled to leave with full pay for anyone or more of the following reasons:

   a. personal reasons of an emergency nature - two (2) days per year, non-accumulative.
   b. the teacher's own marriage during the school year - three (3) days.

2. A teacher may be entitled, with the prior approval of the Superintendent, to leave with full pay for anyone or more of the following reasons:

   a. attendance at a professional improvement session as specified in Article IV hereof or for the duration of his/her service on curriculum committees (normally two (2) days);

   b. an extension of personal leave of not more than three (3) days, non-accumulative, may be granted if, in the opinion of the Superintendent, the emergency warrants such extension; but in such event an adjustment for the expense to the Board of hiring a substitute shall be made.

3. Unless under extreme circumstances, all "Other Leave" will be granted only after a twenty-four (24) hour notice. Approval of any "Other Leave" is necessary when requested immediately previous to or immediately following a vacation period.

4. Leave under this Article, Sections B and E, will be permitted in ¼ increments which are defined as 1.75 hours of the work day. The District will not call in substitutes for ¼ day coverage. Approvals will be granted based upon the building's ability to cover the teacher's duties for the ¼ day with existing certified staff, building sub teacher or intern at the time of the request. Teachers can continue to request leave under this category in ½ or full day increments.

F. Extended Leave.

When a teacher has exhausted the leave entitlement hereinbefore specified, such leave, less an adjustment for the expense to the Board of hiring a substitute, shall be extended as follows:

1. sick leave - fifteen (15) days plus ten (10) days for each full year of employment by the Board prior to the effective date hereof (maximum allowance ninety (90) days.)

2. Religious, Bereavement, Family Illness - five (5) days.

G. Regular Attendance.

Notwithstanding the foregoing leave provisions, failure by an employee to reasonably and reliably attend to his/her duties through regular and punctual attendance may result in loss of pay and/or disciplinary action up to and including dismissal. Absence for any reason for five (5) or more days during the school year may result in a non-disciplinary meeting with the school principal. Eight (8) days of absence for any reason during the school year may result in a meeting with the Superintendent of Schools or his/her designee. The Superintendent or his/her Central Office designee will schedule a meeting with the teacher within two (2) weeks, to discuss the teacher's attendance.

H. Salary Adjustment for Other Absences.

If an absence beyond authorized leave is approved in advance by the Superintendent, a salary deduction of 1/186 of the annual salary of a teacher shall be made for each day of absence exceeding the allotment as hereinbefore set forth.

I. Other Leaves of Absence.

The Superintendent may grant leaves of absence, without pay, for good and sufficient reasons such as:

1. military service;
2. health;
3. maternity;
4. travel;
5. professional pursuits;
6. Peace Corps or Vista.

J. Maternity Leave.

Maternity leave will be granted female teachers at their request. Such request shall stipulate the dates of commencement and expected duration of said leave. Such leave shall terminate upon the teacher's return to work or no later than six (6) weeks following delivery. Extension of such leave shall be granted for disabilities because of pregnancy or conditions attendant thereto upon certification by the teacher's attending physician. Current and accrued sick leave shall be available for the duration of such leave including extension. After exhaustion of available sick leave and any available extended sick leave, an unpaid leave of absence shall be available for the remainder of any pregnancy related disability.

In addition, teachers (regardless of gender) may use up to ten (10) days of sick leave following the birth or adoption of a child.

K. Long-Term Unpaid Leave.

Applications for all other leave shall be made to the Superintendent, in writing, and shall be limited to one (1) year or less. Requests for extension of such leave beyond the school year in which such leave is to be granted must be received by the Superintendent not later than ninety (90) days prior to commencement of the school year to which such extension applies. The commencement of such leave, except in an emergency, shall be contingent upon the availability of a substitute. The granting of leave shall specify, in writing, all conditions thereof including, if applicable, resumption of former duties or assignments to new duties.

No teacher shall be denied step advancement on the salary schedule solely by reason of leave, except for an unpaid leave, which exceeds ninety (90) workdays of a school year.

Election to have group health, life and/or major medical insurance continued in force for the duration of such leave shall be allowed on the then-current basis provided arrangements for payment of the full premium therefore is made by the teacher concerned in advance of the date of leave.

A teacher who is on a leave of absence shall inform the Superintendent of Schools in writing, on or before February 1, of his/her intention to return to the Groton Public Schools the following school year. However, if a leave is granted after February 1 and is limited to the remainder of the current school year, notification of his/her intention to return shall be given on or before the last day of school.

L. Jury Duty.

In the event of jury duty, a teacher shall be paid his/her full salary reduced by the amount of any jury fee.

M. FMLA Leave

Any leave of absence taken under this Agreement, whether paid or unpaid, which would qualify as a basis for leave under the FMLA, shall be counted toward eligibility for FMLA leave. This shall not apply to absences due to illness, which are not part of an extended leave of absence, of up to 15 days per year.

ARTICLE VII
PROTECTION FOR PROFESSIONAL EMPLOYEES

The Board will protect and save harmless any teacher from any financial loss and expense, including legal fees and costs, arising out of any claim, demand, suit or judgment as provided by the General Statutes of the State of Connecticut, Section 10-235, as amended from time to time.

ARTICLE VIII
PERSONAL INJURY BENEFITS

Whenever any teacher shall be entitled to receive any benefits pursuant to the provisions of Chapter 566 of the Connecticut General Statutes (Workers' Compensation Act), he/she shall be paid, in addition to the benefits aforesaid, his/her full salary, reduced by the amount of any weekly compensation received by him/her pursuant to the provisions of said Act; provided, however, that the entitlement hereunder to full salary shall not exceed ninety (90) days, and no part of such absence shall be charged to his/her annual or accumulated sick leave, as otherwise established hereunder.

ARTICLE IX
CLASS SIZE

A. The Board and the Association agree that the number of students assigned to each teacher is an important aspect of quality instruction. Therefore, the following guidelines shall be established for the number of students per teacher:

	No. of Students	Grade*
K - 1	- self-contained classes	20
2 – 5	- self-contained classes	25
6 – 8	- per class period	25
9 - 12	- per class period	25
Study Halls - per class period		40

*Excluding physical education classes.

The above numbers shall not apply where doing so would directly conflict with the Board's obligations under Federal and State law.

B. Whenever the number of students in the self-contained classroom exceeds by five (5) the established maximum, the Board will supply a teacher aide for such class or reassign and/or transfer students as necessary.

C. In no case will the number of students exceed the number of student stations available in special areas such as fine arts and industrial arts, for example.

D Upon mainstreaming a special education student from a special class, a conference shall occur as soon as practicable with both the teacher(s), including one (1) specialist, receiving

the mainstreamed student and the teacher(s) sending the mainstreamed student in order to review the minutes of the PPT meeting, the child's specific needs and problems, and to instruct the receiving teacher(s) on special techniques and/or methods to be performed with the student. Every effort will be made to include the receiving teacher(s) in the PPT process.

E. Special education students who are mainstreamed in a regular education classroom as a result of their IEP shall be included in the regular education classroom count for purposes of the class size numbers in (A) above, provided they are in the regular education class fifty (50%) percent or more of the time as are the regular education students.

ARTICLE X
TEACHING HOURS AND TEACHING LOAD

A. Workday.

Teachers shall report to school at least fifteen (15) minutes before the start of the student school day Monday through Friday, and shall remain in school during the entire school day and fifteen (15) minutes after the end of the student school day (except on days when staff meetings or data team meetings are scheduled after school). Teachers shall be available for student, parent, teacher and/or administrator contact during this fifteen minute period. On student examination days, teachers shall work the same schedule as they work on regular instructional days.

B. After-School Meetings.

1. A teacher may be required to attend, after the normal school dismissal time, the following meetings:

   a. One (1) day each month for not more than one (1) hour for Superintendent of School's general staff meeting or other meeting called by the Superintendent;

   b. One (1) day each month for not more than one (1) hour normally, for any one of the following groups: grade level groups, or special groups as authorized by the Superintendent or his/her agent;

   c. One (1) day each month, for not more than one (1) hour, building meetings called by a school principal;

   d. Such other meetings of a necessary nature as may be called from time to time by the Superintendent or his/her designee, or as may be mutually agreed upon by those involved in such meetings.

C. Teaching Load - Middle and High School.

1. Academic area middle and high school teachers shall not be assigned more than the equivalent of six (6) 42 minute teaching periods per day. Special subject area middle and high school teachers (e.g., art, music, physical education) may be assigned six (6) teaching periods per day, provided they are relieved of homeroom duties.

2. Compensation for extra classes beyond normal load:

a.	For occasional class period	0
b.	As scheduled assignment for the year, regular class	That fraction of the salary as determined by one part of the regular periods in the secondary school day. (Example: 117)

This compensation will not apply to yearbook, literary magazine or newspaper.

3. Middle School and High School teachers shall not be required to teach more than two (2) subjects and every effort shall be made to limit the aggregate number of teaching preparations to three (3) per day, and if the number of teaching preparations per day shall exceed four (4), then such employee shall be allowed an additional preparation period in lieu of study hall duty.

4. Teaching Load – High School – Notwithstanding the foregoing, while block scheduling is in effect at Fitch Senior High School, there will be four (4) class periods per day, with teachers being assigned to teach three (3) class periods per day with one (1) class period for preparation.

5. Fitch High School Department Chairpersons will receive one (1) period release time from their teaching duties.

D. Duty-Free Lunch Periods and Preparation Periods.

1. Middle Schools and High School.

Middle School and High School teachers shall have a duty-free lunch period equivalent to the length of one (1) student lunch period. In addition, High School and Middle School teachers shall have at least one (1) planning period each day during which they shall not be assigned to any other duties.

2. Elementary Schools.

Elementary school teachers shall have a duty-free lunch period of at least one-half (1/2) hour per day, and one (1) student-free period of twenty-five (25) minutes per day during the lunch hour during which periods teachers shall not be required to attend meetings or perform any duties other than planning.

3. Any teacher whose planning period falls at the end of the day shall remain in his/her building until completion of normal working hours, except with the express permission of the building administrator.

E. Extracurricular Activities.

1. The responsibility of teachers requires the performance of duties that involve the voluntary expenditure of time beyond the normal school day. Activities which require an extended amount of time will be compensated at rates established in Appendix "C".

2. Year-long Appendix C activities shall be paid on a pro rata basis during the annual payroll period and seasonal activities shall be paid in the next appropriate payroll period following the conclusion of the activity in a separate lump sum.

3. The Superintendent of Schools may make requests of the Board for new positions.

ARTICLE XI
TEACHING EFFECTIVENESS

A. It is recognized that a teacher's primary responsibility is to teach, and unless an emergency prohibits, teacher aides may supervise activities that are not designated as instructional. Such duties as lunch and bus monitoring are not designated as instructional. Periods when children are assigned to "free play", such as that period following or previous to lunch, are also not designated as instructional. Physical education periods, and other assemblies which are assigned for instructional purposes, are to be supervised by teachers, however.

B. To the extent that bus and/or disciplinary duties are required at any middle school, where teacher aides are not presently available, or other method for relieving teachers of such bus or disciplinary duties has not been established, a supervisory administrative person shall be available at all times when a teacher shall be performing such bus or disciplinary duties.

C. Nothing in this Agreement precludes the Board of Education from assigning bus, lunch and playground duties to teachers.

ARTICLE XII
SPECIALISTS

A. The Board and the Association recognize that an adequate number of competent specialists are essential to the operation of an effective educational program.

B. A teacher regularly assigned to a class and the teaching specialist shall evolve a plan for conducting such class, but the regularly assigned teacher shall be required to remain in physical attendance at all times during the period when the teaching specialist is conducting the class, except when the music, art or physical education teachers are conducting the class.

C. The following shall apply to Itinerant Specialists:

(1) On delayed opening/emergency early dismissal days, the Itinerants'/Specialists' schedules shall not change.

(2) Itinerants/Specialists should not reschedule classes for field trips, assemblies/presentations.

(3) Itinerants'/Specialists' classes will not be made up for snow days or holidays.

(4) Itinerants will not service more than one school on a half day. They will rotate as the half days come during the year, one school at a time.

(5) Classroom teachers may not opt out of special events to keep their specials.

(6) Substitutes should be hired to cover music classes for the MEGA chorus Concert rehearsals or specific District events when the music teacher is out of the building. If substitutes are not available for any of these times, music classes will be cancelled – without make-ups.

(7) The special (Itinerants/Specialists) teachers should be given their budget amount in time to order materials for the beginning of the year.

(8) Classroom teachers are to remain in the classroom during health classes.

(9) Itinerants/Specialists should not be used as substitutes for regular education unless there is no other alternative.

(10) Itinerants/Specialists teachers can take student attendance.

(11) Itinerants/Specialists can request to attend professional development in their own disciplines. These requests should go through the Professional Development Committee process.

(12) Travel time for Itinerants shall take into account travel time to and from each school as well as reasonable class set up and/or breakdown.

ARTICLE XIII
TEACHER ASSIGNMENTS

A. Teachers shall be notified in writing of their programs for the coming school year, including the schools to which they will be assigned, the levels and/or subjects and all supplementary assignments in Appendix "C" that they will have, as soon as practicable, and under normal circumstances, no later than July 15.

B. In order to assure that pupils are taught by teachers working within their areas of competence, teachers shall not be assigned, except temporarily and for good cause, outside the scope of their teaching certificates and/or their major or minor fields of study.

C. In arranging schedules for teachers who are assigned to more than one (1) school, an effort shall be made to limit the amount of interschool travel. Such teachers shall be notified of any changes in their schedule as soon as practicable. Teachers assigned to more than one (1) school in anyone (1) school day or who are required to use their own automobiles in the normal performance of their professional duties shall receive the published IRS rate per mile for actual mileage. The provisions of this paragraph shall not be construed to include payment for mileage driven by a teacher between his/her residence and place of employment.

D. Assignments of teachers shall be made without regard to race, creed, nationality, sex, marital status, or other protected status.

E. In the determination of assignments, the convenience and wishes of the teacher shall be honored to the extent that these considerations do not conflict with the instructional requirements and best interests of the school system and the pupils.

F. Teachers resigning from the District must provide not less than thirty (30) days prior notification, unless a hardship exists.

ARTICLE XIV
TRANSFERS

Although the Board and the Association recognize that some transfers of teachers from one school to another are desirable and/or unavoidable, they also recognize that frequent transfer of teachers may be disruptive to the educational process and interferes with optimum teacher performance. Therefore, they agree as follows:

A. To the extent feasible, when transfers are required, volunteers will be considered first.

B. A file of transfer requests will be compiled by the administration each year. Teachers requesting a transfer will submit or reactivate their request for said transfer by March 1 of each year.

C. The internal posting of vacancies shall occur at least three (3) full business days prior to posting for applicants from outside the school district. If an internal candidate is acceptable to the administration the vacancy shall be filled as a transfer request. Otherwise, the interview process will commence.

D. When involuntary transfers become necessary, length of service in the system shall be one of the factors taken into consideration.

E. In the determination of transfers, the convenience and wishes of the individual teacher shall be honored to the extent that they agree with the needs and best interests of the school system and the pupils. When a teacher objects to a transfer, the teacher may request a meeting with the Superintendent. In the event that the teacher objects to the transfer at this meeting, the teacher may notify the Association, and the Superintendent will meet with the Association's representatives to discuss the transfer.

F. The fact that a teacher was transferred involuntarily shall be considered in any requested transfer for future vacancies.

G. Written notice of transfer shall be given to the teacher as soon as possible.

H. When a building closing occurs, the Association in conjunction with the appropriate school district representative, will formulate an equitable transfer process.

ARTICLE XV
PROMOTIONS

A. All openings for positions in the directors', principals' and supervisors' unit, positions paying a salary differential and/or special positions (including new positions authorized with state or federal funds) shall be posted on the school district website as far in advance of the appointment as possible and ordinarily at least thirty (30) days in advance.

B. All qualified certified personnel shall be given adequate opportunity to make application for such positions. Appointments shall be made without regard to race, creed, nationality, sex or marital status. The Board and the Association shall comply with all valid present and future legislation regarding non-discrimination requirements.

ARTICLE XVI
SPECIAL SCHOOL PROGRAMS

These provisions apply to such programs as summer school, night school and homebound:

A. Positions in these programs shall be filled first by teachers regularly employed in the school system.

B. In filling such positions, consideration shall be given to a teacher's area of competence, major and/or minor field of study, quality of teaching performance, attendance record, length of service in the system, and prior experience in these programs, if any.

C. All openings for these positions shall be listed as soon as possible so that interested teachers may apply.

ARTICLE XVII
FACILITIES FOR TEACHERS

A. To the extent necessary and feasible, and as budget considerations permit, each building will be provided with:

1. space allocated to each teacher for safe storage of instructional materials and supplies;

2. a teacher work area containing adequate equipment and supplies for the preparation of instructional materials;

3. an appropriately furnished room to serve as a faculty lounge. Where possible this will be a separate facility;

4. an intercommunication system.

B. Adequate equipment and supplies shall be furnished to each school on an equitable basis.

C. The Board agrees to provide adequate teaching space, facilities and equipment where these are inadequate with all possible dispatch.

ARTICLE XVIII
CONTINUING CURRICULUM DEVELOPMENT

A. It is anticipated that curriculum meetings will be conducted on a year-round basis as presently in effect.

B. As need exists and as funds are available, opportunity for extended summer employment will be afforded to those teachers designated by the Superintendent for the purpose of culminating such activities as would take place during the school year.

C. Supplementary pay during the summer months may be afforded teachers in the following areas:

1. curriculum development;
2. curriculum revision;

3. problems research;
4. in-service teaching;
5. textbook study and selection.

D. Summer employment in the areas listed in Section C above, will first be offered to members of related committees who have worked on the topics during the school year. If committee members are not available or if additional personnel are needed, other members of the professional staff may apply for the summer work. Applications for the above shall be made to the office of the Superintendent of Schools. To be eligible, an applicant must:

1. be recommended by his/her principal, or supervisor if the applicant is not assigned to a particular school;

2. be certified in the area to be studied.

Approval of such application shall not be unreasonably withheld. If such an application is denied, the teacher shall, upon request, receive written explanation therefore from the Superintendent or his/her designee.

E. In view of the professional nature of the services to be rendered under this program, the compensation shall be in accordance with Appendix C.

F. Nothing contained herein shall prohibit the Superintendent from retaining consultants from outside the system.

ARTICLE XIX
GENERAL PROVISIONS

A. Teachers shall have the opportunity to review and discuss any evaluation summaries and reports originated within the system prior to the placement of such summaries and reports in their personnel files.

B. Questions of Ethical Conduct.

The Board and the Association agree that questions considered by the Board to involve matters of professional ethics may be referred to the Association for study and interpretation through the Association's Professional Rights and Responsibilities Committee or the chairperson of such other Association committee established to administer the grievance procedure.

C. The Board will continue to provide each teacher with a policy manual, including any revisions and amendments, and a complete copy of this Agreement within thirty (30) days after approval.

D. When it is necessary for official representatives of the Association to engage in Association activities directly related to any negotiations, mediation or arbitration procedures with the

Board, or in their capacity as representatives of the teachers or Association, they shall be given such free time without loss of pay as is necessary to perform such activities.

E. If any portion of this Agreement is ruled invalid for any reason by legislative action or by a Court of competent jurisdiction, the remainder of the Agreement shall remain in full force and effect.

F. The Association, as the duly elected representative of the teachers, shall have the non-exclusive use of teachers' mailboxes in the individual school buildings.

G. To achieve rapport between the Board and the Association, quarterly informal meetings shall be held between representatives of the Board, the administration and the Association. Such meetings shall not deal with issues of collective bargaining or grievance adjustment.

ARTICLE XX
SUBSTITUTE PROFESSIONAL EMPLOYEES

The Board will make every effort to provide well-qualified substitute teachers who are certified either as substitute or regular teachers. The Board of Education shall have the right to determine wages, hours and conditions of employment for substitutes, temporary and permanent.

ARTICLE XXI
RELATIONSHIP TO STATE STATUTES

In case of conflict between the provisions of the Agreement and the Connecticut General Statutes, the statutes shall govern, unless it is permissible for the Board to make other provisions, in which case this Agreement shall govern.

ARTICLE XXII
PROFESSIONAL ASSOCIATION DEDUCTIONS

A. Members.

All teachers who elect to join the Association shall sign and deliver to the Association, if they have not already done so, an authorization for the payroll deduction of membership dues of the GEA, the CEA and the NEA. Said authorization shall continue in effect from year to year unless such teacher shall notify the Board of Education and the Association in writing in the month of August of any year.

B. If the Board conducts a new teacher orientation program or meeting the Association shall be provided time on the agenda.

C. The Board will notify the Association in writing of all new employees on a monthly basis, if new employees are hired that month.

D. Hold Harmless.

The Association agrees to indemnify and hold the Board harmless from any claim, loss, demand or expense arising from this Article, including court costs and reasonable attorney's fees.

ARTICLE XXIII
GRIEVANCE PROCEDURE

A. Purpose.

The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to problems, which may arise from employment affecting the welfare or working conditions of teachers. Both parties agree that proceedings shall be kept as confidential as is appropriate.

B. Definitions.

1. "Grievance" shall mean a claim by a teacher or a group of teachers that he/she or they have been affected by (i) a violation, misinterpretation or misapplication of a provision of this Agreement; or (ii) of the rules, regulations, administrative directives or policies of the Board of Education as they affect conditions of employment; provided, however, grievances alleging a violation, misinterpretation or misapplication of the rules, regulations, administrative directives or policies of the Board of Education shall not be processed beyond Level Three, i.e., may not be submitted to arbitration.

2. "Teacher" shall mean any certified teacher below the rank of assistant principal, and may include a group of teachers similarly affected by a grievance.

3. "Party in interest" shall mean the person or persons making the claim, including their designated representative as provided for herein, and any person or persons who might be required to take action or against whom action might be taken in order to resolve the problem.

4. "Days" shall mean working school days except as specifically noted otherwise. During the summer recess, "days" shall mean Monday through Friday, and shall exclude weekends and holidays, unless specifically noted otherwise, but reasonable extensions of time shall be granted during the summer months to allow for the unavailability of key witnesses or participants.

C. Structure.

1. The Association shall designate an Association school representative for each school.

2. The Association shall maintain a Professional Rights and Responsibilities Committee (hereinafter referred to as "PR&R Committee").

D. Time Limits.

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each step shall be considered as a maximum. The time limits specified may, however, be extended by written agreement of the Board and the Association.

2. If a teacher does not file a grievance in writing within thirty (30) days after he/she knew of the act or conditions on which the grievance is based, then the grievance shall be considered as waived.

3. Failure by any administrator or by the Board to respond to a grievance within the time limits for such response set forth elsewhere in this article shall automatically entitle the grievant, or the Association PR&R Committee, as the case may be, to refer the grievance to the next higher level in the grievance procedure.

E. Informal Procedure.

1. If a teacher feels that he/she may have a grievance, he/she may first discuss the matter with his/her principal or other appropriate administrator in an effort to resolve the problem informally.

2. If the teacher is not satisfied with such disposition of the matter, he/she shall have the right to have the Association school representative assist him/her in further efforts to resolve the problem informally with the principal or other appropriate administrator.

F. Formal Procedure.

1. Level One - School Principal.

(a) If a grievant is not satisfied with the outcome of informal procedures, or if he/she has elected not to utilize them, he/she may present his/her claim as a formal grievance in writing to his/her principal or other appropriate administrator.

(b) The principal shall, within five (5) days after receipt of the written grievance, render his/her decision and the reasons therefore in writing to the grievant, with a copy to the chairman of the Association's PR&R Committee.

2. Level Two - Superintendent of Schools.

(a) If the grievant is not satisfied with the disposition of his/her grievance at Level One, he/she may, within three (3) days after his/her formal presentation, file his/her

written grievance with the Association's PR&R Committee for referral to the Superintendent of Schools.

(b) The PR&R Committee shall, within five (5) days after receipt, refer the grievance to the Superintendent, but prior to so doing, the PR&R Committee shall provide an opportunity for the grievant to meet with the PR&R Committee to review the grievance and to determine appropriate documentation.

(c) The Superintendent shall, within ten (10) days after receipt of the referral, meet with the grievant and with representatives of the PR&R Committee for the purpose of resolving the grievance.

(d) The Superintendent shall, within three (3) days after the hearing, render his/her decision and the reasons therefore in writing to the grievant, with a copy to the PR&R committee.

3. Level Three - Board of Education.

(a) If the grievant is not satisfied with the disposition of his/her grievance at Level Two, he/she may, within three (3) days after the decision or within six (6) days after the hearing, file the grievance again with the Association's PR&R Committee for appeal to the Board of Education.

(b) The PR&R Committee shall, within three (3) days after receipt, refer the appeal to the Board of Education.

(c) The Board of Education, or a committee thereof, shall, within twenty (20) days after receipt of the appeal, meet with the grievant and with representatives of the PR&R Committee for the purpose of reviewing the grievance.

(d) The Board shall, within five (5) days after such meeting, render its decision and the reasons therefore in writing to the grievant, with a copy to the PR&R Committee.

4. Level Four - Impartial Arbitration.

(a) If the grievant is not satisfied with the disposition of the grievance at Level Three, he/she may, within three (3) days after the decision or within eight (8) days after the Board meeting, request in writing to the President of the Association that his/her grievance be submitted to arbitration.

(b) The Association shall, within five (5) days after receipt of such request, if the PR&R Committee formally determines that the grievance is meritorious and recommends such action, submit the grievance to arbitration by so notifying the Board in writing.

(c) The Chairman of the Board and the President of the Association or their designees, shall, within five (5) days after such written notice, jointly select a single arbitrator who is an experienced and impartial person of recognized competence. If the parties are unable to agree upon an arbitrator within five (5) days, the American Arbitration Association shall immediately be called upon to select one.

(d) The arbitrator selected shall confer promptly with representatives of the Board and the PR&R Committee, shall review the results of prior hearings and shall hold such further hearings with the grievant and other parties in interest, as he/she shall deem requisite.

(e) The arbitrator shall, within thirty (30) days following the close of the arbitration hearing render his/her decision in writing to all parties in interest, setting forth his/her findings of fact, reasoning and conclusions on the issues submitted. The decision of the arbitrator shall be final and binding.

(f) The costs for the services of the arbitrator shall be borne equally by the Association and the Board.

G. Rights of Teachers to Representation.

1. No reprisals of any kind shall be taken by either party or by any member of the administration against any participant in the grievance procedure by reason of such participation.

2. Any party in interest may be represented at Levels Two and Three of the formal grievance procedure by a person of his/her own choosing, except that he/she may not be represented by a representative or by an officer of any teacher organization other than the Association. When a teacher is not represented by the Association, the Association shall have the right to be present and state its views at all stages of the procedure.

3. The Association may, if it so desires, call upon the professional services of the Connecticut Education Association for consultation and assistance at any stage of the procedure.

H. Miscellaneous.

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

2. Forms for filing and processing grievances, and other necessary documents, shall be prepared by the Superintendent, with the approval of the Association, and made available through the Association school representatives and the PR&R Committee so as to facilitate operation of the grievance procedure.

3. If a grievance arises from action or interaction on the part of a member of the administration at a level above the principal or immediate supervisor, the grievant shall submit such grievance in writing to the Superintendent and the PR&R Committee directly, and the processing of such grievance will be commenced at Level Two.

ARTICLE XXIV
JUST CAUSE

No teachers shall be disciplined, reprimanded in writing, reduced in compensation or suspended without pay without just cause. This provision applies to written reprimands, suspensions without pay, or other disciplinary actions which results in a loss of pay or a disciplinary notice being placed in a teacher's file.

ARTICLE XXV
PERSONNEL FILES

No disciplinary materials shall be placed in a teacher's personnel file unless it has first been shown to and discussed with the teacher by the immediate supervisor. The teacher shall initial and date the actual copy to be filed. The initials shall signify merely that the teacher has examined the material. The teacher may submit a written notation regarding any material placed in his/her personnel file, and the same shall be attached to the file copy of the materials in question.

ARTICLE XXVI
POWERS AND DUTIES OF THE BOARD OF EDUCATION

The duties and responsibilities of the Board shall be as ordained by the General Statutes of the State of Connecticut and all lawful regulations made pursuant thereto, and nothing in this Agreement shall be construed to detract from such mandated duties and responsibilities of said Board of Education.

ARTICLE XXVII
SEPARATION AND RECALL

Layoff Procedure.

A. Layoff and recall shall be dealt with in accordance with Section 10-151 of the Connecticut General Statutes. The Association shall be notified of the need for staff reduction. Initial determination of staff members who are to be released, except in unusual circumstances, shall be in the following order:

1. volunteer retirements, transfers and terminations;
2. non-certified, non-tenured teachers;
3. certified, non-tenured teachers;
4. certified, tenured teachers.

B. Within the categories established, the Board shall consider the following criteria in determining staff to be laid off. These criteria are not necessarily listed in order of importance:

1. academic degree status and certification;
2. skill and ability as determined through written evaluations;
3. total experience in the position in the Groton School System;
4. total contractual teaching experience in the Groton School System;
5. recommendations of principals and administrative staff;
6. total teaching experience in any school system;
7. additional course credits

C. Certification shall be considered to mean that area of certification in which the teacher is actively employed. Although the Board will give consideration to certification of any kind, it is understood that certification in an area which has not been utilized for four (4) or more years will not have the same weight as active certification.

D. Within these criteria and when one or more positions must be eliminated with a consequent reduction in staff, when in the judgment of the Superintendent staff members under consideration for layoffs have similar skill and ability, then in that event the least senior teacher shall be laid off. Proceedings with regard to contract termination will be in accordance with the provisions set forth in Section 10-151 of the Connecticut General Statutes, as amended.

E. Seniority will be determined by using total years of certified service in the Groton Public Schools, regardless of whether such service is continuous or interrupted. A seniority list will be developed and agreed to by both parties.

Recall Procedure.

A. If the contract of employment of a teacher is terminated because of elimination of position, the name of that teacher shall be placed on a reappointment list and remain on such list for a period of fifteen (15) months. Recall will be based on a reversal of the contract termination procedure.

B. In determining whether a teacher is qualified for reappointment, the Board of Education shall consider the categories in I through 4 above and the criteria enumerated in 1 through 7 above. The above-mentioned categories need not be considered in order and the importance of the criteria is not necessarily implied by their order of enumeration.

C. If during the fifteen (15) month period indicated, a position becomes open, former teachers selected for reappointment will be notified in writing by registered mail, sent to their last known address at least thirty (30) calendar days prior to the anticipated date of reemployment where possible. The former teacher shall accept or reject the appointment in writing within seven (7) calendar days after receipt of such notification. If the

appointment is accepted, the former teacher shall receive a written contract within twenty (20) calendar days of the former teacher's reply by the Board of Education. If the former teacher rejects the appointment offer or does not respond according to this procedure within seven (7) calendar days after receipt of such notification, the name of the former teacher will be removed from the recall list.

ARTICLE XXVIII
SEVERANCE

A. The Board of Education will award teachers who have served in the Groton School System for a minimum of fifteen (15) years and who have applied for retirement through Connecticut State Teachers' Retirement Board a sum equivalent to 1/186 of the final year's teaching salary for each year of service up to a maximum of thirty-five years.

For teachers hired after September 1, 2013 who have served in the Groton School System for a minimum of fifteen (15) years and who have applied for retirement through Connecticut State Teachers' Retirement Board, the Board of Education will award a sum equivalent to 1/372 of the final year's teaching salary for each year of service up to a maximum of thirty-five years.

B. The Board shall establish a supplemental retirement benefit fund, to be known as the Prime Plan. All severance payments will be contributed into this fund. It is intended that the Prime Plan not be subjected to FICA taxes and that these benefits are to be tax deferred for both Federal and State income tax until the retiree withdraws them from the plan; provided, however, the Board makes no representation or warranty regarding the tax consequences of the Prime Plan. Within thirty (30) days of receiving written notice of an employee's intent to retire, the Board shall determine the form which the retiring employee will receive the supplemental benefit. The Board will consider several established factors including the retiring employee's access to other health insurance coverage when determining the form of payment to the employee (who will be notified within the 30-day timeframe). This determination will be achieved through an exit interview.

Forms of Payment --

Retiring employees who are eligible to receive a supplemental benefit will be paid the benefit in one of the following forms:

1. The Board shall make a contribution to a trust known as the Prime Trust for the benefit of the employee to pay for health insurance premiums and un-reimbursed medical expenses as specified under Internal Revenue Code Section 213. This benefit will continue until fully exhausted by the retiree or the qualified dependent beneficiaries; or

2. The Board shall make a contribution to a 401(a) and/or 403(b) qualified deferred compensation plan in the amount of the benefit; or

3. The retiree may notify the Board that he/she wants to withdraw all of the supplemental benefit, at which time a tax penalty will apply.

C. In order to be eligible to receive the above payment, a teacher must notify the school district not later than January 15 to receive the payment on or about June 30. If notice is provided after January 15, a teacher shall not receive the payment until on or about June 30 of the following year.

A teacher retiring on December 31 must notify the school district no later than July 15 of the same calendar year to receive payment on his/her retirement date. Notification received after July 15 for a December 31 retirement will be subject to a one year delay in payment of severance.

ARTICLE XXIX
DURATION

This Agreement shall fix for its term the wages, hours and working conditions of teachers and shall be effective as of September 1, 2022. This Agreement shall continue and remain in full force and effect to and including August 31, 2026.

IN WITNESS WHEREOF the Groton Board of Education and the Groton Education Association have hereunto set their hands this ____ day of November, 2021 at Groton, Connecticut.

GROTON BOARD OF EDUCATION

Date _____ By: _____
Kim Watson, Chairperson

GROTON EDUCATION ASSOCIATION

Date _____ By: _____
Beth Horler, President

GROTON TEACHERS

APPENDIX A1
SALARY SCHEDULE
2022-2023

Years of Previous Experience	Step	Bachelor's Degree	Professional Certificate or Masters*	Master's Degree and 30 Sem. Hrs**	Master's Degree and 60 Sem. Hrs.***
0	1	49,704	53,304	54,994	56,663
1	2	51,500	55,464	57,268	59,059
2	3	53,296	57,623	59,540	61,458
3	4	55,091	59,781	61,813	63,855
4	5	56,887	61,939	64,087	66,253
5	6	58,681	64,098	66,359	68,649
6	7	60,477	66,256	68,633	71,048
7	8	62,365	68,510	71,000	73,540
8	9	64,414	70,922	73,528	76,190
9	10	67,225	74,096	76,817	79,606
10	11	70,225	77,459	80,295	83,208
11	12	75,862	81,800	84,766	87,778
12-13	13	80,171	86,735	89,835	92,967
14 or more	14	86,769	94,155	97,477	100,816

*Shall include those teachers who possess a Master's degree or who have completed a planned program at an approved institution, which shall consist of at least thirty (30) semester hours; credit beyond the Bachelor's Degree resulting in the issuance of a Professional Teaching Certificate, so-called, issued by the Connecticut State Board of Education.

**The semester hours must be in a planned program which results in an additional degree or endorsement, or a Master's degree earned in an area requiring, due to certification or licensing requirements, accumulation of at least 60 credits beyond the Bachelor's Degree.

*** The semester hours must be in a planned program which results in an additional degree or endorsement.

Step Movement

For 2022-23, teachers not already on the top step shall advance one step at the beginning of the school year.

Longevity Payments

Teachers hired before September 1, 2010, shall be eligible for the following longevity payments.

After 15 years of service in Groton - $250
After 20 years of service in Groton - $350
After 25 years of service in Groton - $500

Teachers hired on or after September 1, 2010, shall not be eligible for longevity pay.

Longevity payments shall be deemed to be earned, and shall be paid in a lump sum, on the first payday in December.

GROTON TEACHERS

APPENDIX A2
SALARY SCHEDULE
2023-2024

Years of Previous Experience	Step	Bachelor's Degree	Professional Certificate or Masters*	Master's Degree and 30 Sem. Hrs**	Master's Degree and 60 Sem. Hrs.***
0	1	49,953	53,571	55,269	56,946
1	2	51,758	55,741	57,554	59,354
2	3	53,563	57,911	59,838	61,765
3	4	55,367	60,080	62,122	64,174
4	5	57,171	62,249	64,407	66,584
5	6	58,974	64,418	66,691	68,992
6	7	60,779	66,587	68,977	71,404
7	8	62,677	68,852	71,355	73,908
8	9	64,737	71,276	73,895	76,571
9	10	67,562	74,466	77,201	80,004
10	11	70,577	77,847	80,697	83,624
11	12	76,242	82,209	85,190	88,217
12	13	80,572	87,168	90,284	93,431
13 or more	14	88,027	95,520	98,891	102,278

*Shall include those teachers who possess a Master's degree or who have completed a planned program at an approved institution, which shall consist of at least thirty (30) semester hours; credit beyond the Bachelor's Degree resulting in the issuance of a Professional Teaching Certificate, so-called, issued by the Connecticut State Board of Education.

**The semester hours must be in a planned program which results in an additional degree or endorsement, or a Master's degree earned in an area requiring, due to certification or licensing requirements, accumulation of at least 60 credits beyond the Bachelor's Degree.

*** The semester hours must be in a planned program which results in an additional degree or endorsement.

Step Movement

For 2023-24, teachers not already on the top step shall advance once step at the beginning of the school year.

Longevity Payments

Teachers hired before September 1, 2010, shall be eligible for the following longevity payments.

After 15 years of service in Groton - $250
After 20 years of service in Groton - $350
After 25 years of service in Groton - $500

Teachers hired on or after September 1, 2010, shall not be eligible for longevity pay.

Longevity payments shall be deemed to be earned, and shall be paid in a lump sum, on the first payday in December.

GROTON TEACHERS

APPENDIX A3
SALARY SCHEDULE
2024-2025

Years of Previous Experience	Step	Bachelor's Degree	Professional Certificate or Masters*	Master's Degree and 30 Sem. Hrs**	Master's Degree and 60 Sem. Hrs.***
0	1	50,203	53,839	55,545	57,231
1	2	52,017	56,020	57,842	59,651
2	3	53,830	58,200	60,137	62,074
3	4	55,643	60,381	62,432	64,495
4	5	57,457	62,560	64,729	66,917
5	6	59,269	64,740	67,024	69,337
6	7	61,083	66,920	69,322	71,761
7	8	62,990	69,197	71,712	74,277
8	9	65,060	71,633	74,265	76,954
9	10	67,899	74,838	77,587	80,404
10	11	70,929	78,236	81,100	84,042
11	12	76,623	82,620	85,615	88,658
12	13	80,975	87,604	90,736	93,899
13 or more	14	89,216	96,809	100,226	103,659

*Shall include those teachers who possess a Master's degree or who have completed a planned program at an approved institution, which shall consist of at least thirty (30) semester hours; credit beyond the Bachelor's Degree resulting in the issuance of a Professional Teaching Certificate, so-called, issued by the Connecticut State Board of Education.

**The semester hours must be in a planned program which results in an additional degree or endorsement, or a Master's degree earned in an area requiring, due to certification or licensing requirements, accumulation of at least 60 credits beyond the Bachelor's Degree.

*** The semester hours must be in a planned program which results in an additional degree or endorsement.

Step Movement

For 2024-25, teachers not already on the top step shall advance once step at the beginning of the school year.

Longevity Payments

Teachers hired before September 1, 2010, shall be eligible for the following longevity payments.

After 15 years of service in Groton - $250
After 20 years of service in Groton - $350
After 25 years of service in Groton - $500

Teachers hired on or after September 1, 2010, shall not be eligible for longevity pay.

Longevity payments shall be deemed to be earned, and shall be paid in a lump sum, on the first payday in December.

GROTON TEACHERS

APPENDIX A4
SALARY SCHEDULE
2025-2026

Years of Previous Experience	Step	Bachelor's Degree	Professional Certificate or Masters*	Master's Degree and 30 Sem. Hrs**	Master's Degree and 60 Sem. Hrs.***
0	1	50,880	54,565	56,295	58,004
1	2	52,719	56,776	58,623	60,456
2	3	54,557	58,986	60,949	62,912
3	4	56,395	61,196	63,275	65,366
4	5	58,233	63,405	65,603	67,820
5	6	60,069	65,614	67,929	70,273
6	7	61,908	67,823	70,257	72,730
7	8	63,841	70,131	72,680	75,280
8	9	65,939	72,600	75,268	77,993
9	10	68,816	75,849	78,635	81,490
10	11	71,887	79,292	82,195	85,177
11	12	77,657	83,735	86,771	89,855
12	13	82,068	88,787	91,960	95,166
13 or more	14	90,420	98,116	101,579	105,058

*Shall include those teachers who possess a Master's degree or who have completed a planned program at an approved institution, which shall consist of at least thirty (30) semester hours; credit beyond the Bachelor's Degree resulting in the issuance of a Professional Teaching Certificate, so-called, issued by the Connecticut State Board of Education.

**The semester hours must be in a planned program which results in an additional degree or endorsement, or a Master's degree earned in an area requiring, due to certification or licensing requirements, accumulation of at least 60 credits beyond the Bachelor's Degree.

*** The semester hours must be in a planned program which results in an additional degree or endorsement.

Step Movement

For 2025-26, teachers not already on the top step shall advance once step at the beginning of the school year.

Longevity Payments

Teachers hired before September 1, 2010, shall be eligible for the following longevity payments.

After 15 years of service in Groton - $250
After 20 years of service in Groton - $350
After 25 years of service in Groton - $500

Teachers hired on or after September 1, 2010, shall not be eligible for longevity pay.

Longevity payments shall be deemed to be earned, and shall be paid in a lump sum, on the first payday in December.

APPENDIX B
GRADUATE CREDIT PAYMENTS

A. A teacher shall be reimbursed by the Board an amount equal to fifty (50%) percent of tuition paid by such employee, not to exceed fifty (50%) percent of the tuition rate charged for similar courses at the University of Connecticut, for courses successfully completed pursuant to a planned program approved in advance by the Superintendent of Schools, whose approval will not be withheld in an arbitrary or capricious manner, at an approved institution. No program shall be deemed to have been approved for purposes of reimbursement until the district's rate per course has been established and accepted. Individual course changes within a previously approved planned program made by or with the approval of the institution shall not result in denial of tuition reimbursement. Reimbursement for courses not pursuant to a planned program but applicable to the educational goals of the employee is subject to the approval of the Superintendent prior to the taking of such courses. Successful completion of a course shall be defined in the same manner as the offering institution.

B. To qualify for full tuition reimbursement the teacher must be certified and employed by the Board of Education on a full-time basis. Part time teachers shall be reimbursed on a pro-rata basis.

C. Reimbursement shall be made by the second pay period after the submission of evidence of successful completion of course work.

D. Any teacher who voluntarily resigns their employment with the Board within a period of two (2) years after receiving payment under this Appendix B shall repay such payment to the Board. Teachers may apply for a waiver of this provision in the case of exigent circumstances (e.g. military/family relocation, etc.).

APPENDIX C1
SUPPLEMENTAL PAY SCHEDULE – SPORTS

2022-2026

Sport/Activity	Boys/Girls	Position	Experience	FY2023 Rate	FY2024 Rate	FY2025 Rate	FY2026 Rate
Football	N/A	Head Coach	Under 5 years	$6,049	$6,110	$6,167	$6,251
Football	N/A	Head Coach	Over 5 years	$7,456	$7,531	$7,602	$7,705
Football	N/A	Assistant	Under 5 years	$4,146	$4,188	$4,227	$4,285
Football	N/A	Assistant	Over 5 years	$4,972	$5,022	$5,069	$5,138
Basketball	Boys	Head Coach	Under 5 years	$5,914	$5,974	$6,030	$6,112
Basketball	Boys	Head Coach	Over 5 years	$6,835	$6,904	$6,969	$7,064
Basketball	Boys	Assistant	Under 5 years	$4,085	$4,126	$4,165	$4,222
Basketball	Boys	Assistant	Over 5 years	$4,723	$4,771	$4,816	$4,882
Basketball	Girls	Head Coach	Under 5 years	$5,914	$5,974	$6,030	$6,112
Basketball	Girls	Head Coach	Over 5 years	$6,835	$6,904	$6,969	$7,064
Basketball	Girls	Assistant	Under 5 years	$4,085	$4,126	$4,165	$4,222
Basketball	Girls	Assistant	Over 5 years	$4,723	$4,771	$4,816	$4,882
Baseball	N/A	Head Coach	Under 5 years	$5,464	$5,519	$5,571	$5,647
Baseball	N/A	Head Coach	Over 5 years	$6,215	$6,278	$6,337	$6,423
Baseball	N/A	Assistant	Under 5 years	$3,737	$3,775	$3,811	$3,863
Baseball	N/A	Assistant	Over 5 years	$4,474	$4,519	$4,562	$4,624
Softball	N/A	Head Coach	Under 5 years	$5,464	$5,519	$5,571	$5,647
Softball	N/A	Head Coach	Over 5 years	$6,215	$6,278	$6,337	$6,423
Softball	N/A	Assistant	Under 5 years	$3,737	$3,775	$3,811	$3,863
Softball	N/A	Assistant	Over 5 years	$4,474	$4,519	$4,562	$4,624
Track - Outdoor	Boys	Head Coach	Under 5 years	$5,398	$5,452	$5,503	$5,578
Track - Outdoor	Boys	Head Coach	Over 5 years	$6,215	$6,278	$6,337	$6,423
Track - Outdoor	Boys	Assistant	Under 5 years	$3,646	$3,683	$3,718	$3,769
Track - Outdoor	Boys	Assistant	Over 5 years	$4,474	$4,519	$4,562	$4,624
Track - Outdoor	Girls	Head Coach	Under 5 years	$5,398	$5,452	$5,503	$5,578
Track - Outdoor	Girls	Head Coach	Over 5 years	$6,215	$6,278	$6,337	$6,423
Track - Outdoor	Girls	Assistant	Under 5 years	$3,646	$3,683	$3,718	$3,769
Track - Outdoor	Girls	Assistant	Over 5 years	$4,474	$4,519	$4,562	$4,624
Track - Indoor	N/A	Head Coach	Under 5 years	$4,192	$4,234	$4,274	$4,332
Track - Indoor	N/A	Head Coach	Over 5 years	$4,723	$4,771	$4,816	$4,882
Track - Indoor	N/A	Assistant	Under 5 years	$3,901	$3,941	$3,978	$4,032
Track - Indoor	N/A	Assistant	Over 5 years	$3,977	$4,017	$4,055	$4,110
Swimming	Boys	Head Coach	Under 5 years	$3,946	$3,986	$4,024	$4,079
Swimming	Boys	Head Coach	Over 5 years	$4,972	$5,022	$5,069	$5,138
Swimming	Boys	Assistant	Under 5 years	$3,646	$3,683	$3,718	$3,769

Swimming	Boys	Assistant	Over 5 years	$3,977	$4,017	$4,055	$4,110
Swimming	Girls	Head Coach	Under 5 years	$3,946	$3,986	$4,024	$4,079
Swimming	Girls	Head Coach	Over 5 years	$4,972	$5,022	$5,069	$5,138
Swimming	Girls	Assistant	Under 5 years	$3,646	$3,683	$3,718	$3,769
Swimming	Girls	Assistant	Over 5 years	$3,977	$4,017	$4,055	$4,110
Soccer	Boys	Head Coach	Under 5 years	$4,975	$5,125	$5,173	$5,243
Soccer	Boys	Head Coach	Over 5 years	$5,046	$5,198	$5,247	$5,318
Soccer	Boys	Assistant	Under 5 years	$3,435	$3,539	$3,572	$3,621
Soccer	Boys	Assistant	Over 5 years	$3,929	$4,047	$4,085	$4,141
Soccer	Girls	Head Coach	Under 5 years	$4,975	$5,125	$5,173	$5,243
Soccer	Girls	Head Coach	Over 5 years	$5,046	$5,198	$5,247	$5,318
Soccer	Girls	Assistant	Under 5 years	$3,435	$3,539	$3,572	$3,621
Soccer	Girls	Assistant	Over 5 years	$3,929	$4,047	$4,085	$4,141
Cross Country	Boys	Head Coach	Under 5 years	$3,846	$3,885	$3,922	$3,975
Cross Country	Boys	Head Coach	Over 5 years	$4,351	$4,395	$4,436	$4,496
Cross Country	Girls	Head Coach	Under 5 years	$3,846	$3,885	$3,922	$3,975
Cross Country	Girls	Head Coach	Over 5 years	$4,351	$4,395	$4,436	$4,496
Golf	N/A	Head Coach	Under 5 years	$3,691	$3,728	$3,763	$3,814
Golf	N/A	Head Coach	Over 5 years	$3,977	$4,017	$4,055	$4,110
Golf	N/A	Assistant	Under 5 years	$2,551	$2,577	$2,601	$2,637
Golf	N/A	Assistant	Over 5 years	$2,609	$2,636	$2,661	$2,697
Volleyball	N/A	Head Coach	Under 5 years	$4,879	$4,928	$4,974	$5,042
Volleyball	N/A	Head Coach	Over 5 years	$4,972	$5,022	$5,069	$5,138
Volleyball	N/A	Assistant	Under 5 years	$3,368	$3,402	$3,434	$3,481
Volleyball	N/A	Assistant	Over 5 years	$3,728	$3,766	$3,802	$3,854
Wrestling	N/A	Head Coach	Under 5 years	$5,292	$5,345	$5,395	$5,468
Wrestling	N/A	Head Coach	Over 5 years	$5,593	$5,649	$5,702	$5,779
Wrestling	N/A	Assistant	Under 5 years	$3,627	$3,664	$3,699	$3,749
Wrestling	N/A	Assistant	Over 5 years	$3,977	$4,017	$4,055	$4,110
Lacrosse	Boys	Head Coach	Under 5 years	$4,930	$5,029	$5,076	$5,145
Lacrosse	Boys	Head Coach	Over 5 years	$5,021	$5,122	$5,170	$5,240
Lacrosse	Boys	Assistant	Under 5 years	$3,401	$3,470	$3,503	$3,551
Lacrosse	Boys	Assistant	Over 5 years	$3,766	$3,842	$3,878	$3,931
Lacrosse	Girls	Head Coach	Under 5 years	$4,930	$5,029	$5,076	$5,145
Lacrosse	Girls	Head Coach	Over 5 years	$5,021	$5,122	$5,170	$5,240
Lacrosse	Girls	Assistant	Under 5 years	$3,401	$3,470	$3,503	$3,551
Lacrosse	Girls	Assistant	Over 5 years	$3,766	$3,842	$3,878	$3,931
Tennis	Boys	Head Coach	Under 5 years	$3,858	$3,897	$3,934	$3,988
Tennis	Boys	Head Coach	Over 5 years	$3,977	$4,017	$4,055	$4,110
Tennis	Girls	Head Coach	Under 5 years	$3,858	$3,897	$3,934	$3,988
Tennis	Girls	Head Coach	Over 5 years	$3,977	$4,017	$4,055	$4,110

Gymnastics	N/A	Head Coach	Under 5 years	$3,946	$3,986	$4,024	$4,079
Gymnastics	N/A	Head Coach	Over 5 years	$3,977	$4,017	$4,055	$4,110
Cheerleading	N/A	Head Coach	Under 5 years	$3,898	$4,015	$4,053	$4,108
Cheerleading	N/A	Head Coach	Over 5 years	$5,070	$5,223	$5,272	$5,344
Cheerleading	N/A	Assistant	Under 5 years	$2,145	$2,210	$2,231	$2,262
Cheerleading	N/A	Assistant	Over 5 years	$3,803	$3,918	$3,955	$4,009
Fencing	N/A	Head Coach	Under 5 years	$4,369	$4,413	$4,455	$4,516
Fencing	N/A	Head Coach	Over 5 years	$4,915	$4,965	$5,012	$5,080
Fencing	N/A	Assistant	Under 5 years	$3,276	$3,309	$3,340	$3,386
Fencing	N/A	Assistant	Over 5 years	$3,822	$3,861	$3,897	$3,950
Field Hockey	N/A	Head Coach	Under 5 years	$4,978	$5,128	$5,176	$5,246
Field Hockey	N/A	Head Coach	Over 5 years	$5,070	$5,223	$5,272	$5,344
Field Hockey	N/A	Assistant	Under 5 years	$3,435	$3,539	$3,572	$3,621
Field Hockey	N/A	Assistant	Over 5 years	$3,803	$3,918	$3,955	$4,009
Unified Sports	N/A	Head Coach	Under 5 years	$3,807	$3,807	$3,843	$3,895
Unified Sports	N/A	Head Coach	Over 5 years	$4,307	$4,307	$4,348	$4,407
Faculty Manager	N/A	Faculty Manager	Under 5 years	$2,757	$2,785	$2,811	$2,849
Faculty Manager	N/A	Faculty Manager	Over 5 years	$2,983	$3,013	$3,042	$3,084

MIDDLE SCHOOL SPORTS

Sport/Activity	Boys/Girls	Position	Experience	FY2023 Rate	FY2024 Rate	FY2025 Rate	FY2026 Rate
Basketball	Boys	Coach	N/A	$3,309	$3,343	$3,375	$3,421
Basketball	Boys	Assistant	N/A	$2,234	$2,257	$2,278	$2,309
Basketball	Girls	Coach	N/A	$3,309	$3,343	$3,375	$3,421
Basketball	Girls	Assistant	N/A	$2,234	$2,257	$2,278	$2,309
Track	N/A	Coach	N/A	$2,833	$2,890	$2,917	$2,957
Track	N/A	Assistant	N/A	$1,913	$1,952	$1,971	$1,998
Softball	N/A	Coach	N/A	$2,805	$2,834	$2,861	$2,900
Softball	N/A	Assistant	N/A	$1,894	$1,913	$1,931	$1,958
Cross Country	N/A	Coach	N/A	$2,378	$2,426	$2,449	$2,483
Cross Country	N/A	Assistant	N/A	$1,605	$1,638	$1,654	$1,677
Soccer	Boys	Coach	N/A	$2,452	$2,502	$2,526	$2,561
Soccer	Boys	Assistant	N/A	$1,655	$1,689	$1,705	$1,729
Soccer	Girls	Coach	N/A	$2,452	$2,502	$2,526	$2,561
Soccer	Girls	Assistant	N/A	$1,655	$1,689	$1,705	$1,729
Cheerleading	N/A	Coach	N/A	$1,598	$1,630	$1,646	$1,669
Wrestling	N/A	Coach	N/A	$2,452	$2,502	$2,526	$2,561
Wrestling	N/A	Assistant	N/A	$1,655	$1,689	$1,705	$1,729
Unified Sports	N/A	Coach	N/A	$2,355	$2,379	$2,402	$2,435
Intramural	N/A	Coach	N/A	$2,428	$2,477	$2,501	$2,535
Coordinator	N/A	Coordinator	N/A	$1,908	$1,928	$1,946	$1,973

NOTE: Coaching Certification is required for all Head Coach and Assistant Coach positions.

ELEMENTARY SCHOOLS

Sport/Activity	FY2023 Rate	FY2024 Rate	FY2025 Rate	FY2026 Rate
After School Sports, Per Building	$1,899	$1,918	$1,937	$1,956

APPENDIX C2

SUPPLEMENTAL PAY SCHEDULE-EXCLUDING SPORTS

FITCH SENIOR HIGH ACTIVITIES

Sport/Activity	Boys/Girls	Position	Experience	FY2023 Rate	FY2024 Rate	FY2025 Rate	FY2026 Rate
School Newspaper	N/A	Advisor	N/A	$1,530	$1,546	$1,561	$1,583
Amphora	N/A	Advisor	N/A	$2,962	$2,992	$3,020	$3,061
Yearbook	N/A	Advisor	N/A	$1,500	$1,515	$1,530	$1,551
Student Council	N/A	Advisor	N/A	$3,089	$3,089	$3,118	$3,161
Keyettes	N/A	Advisor	N/A	$1,690	$1,707	$1,723	$1,747
Debating Club	N/A	Advisor	N/A	$1,068	$1,090	$1,101	$1,116
Senior Class Advisors	N/A	Advisor	N/A	$1,200	$1,212	$1,224	$1,241
Junior Class Advisor	N/A	Advisor	N/A	$600	$606	$612	$621
Sophomore Class Advisor	N/A	Advisor	N/A	$500	$505	$510	$517
Freshman Class Advisor	N/A	Advisor	N/A	$500	$505	$510	$517
Math Team	N/A	Advisor	N/A	$1,554	$1,570	$1,585	$1,607
SADD Advisor	N/A	Advisor	N/A	$1,068	$1,090	$1,101	$1,116
Honor Society Advisor	N/A	Advisor	N/A	$1,414	$1,414	$1,428	$1,448
Future Bus Leaders/FBLA Advisor	N/A	Advisor	N/A	$1,500	$1,515	$1,530	$1,551
Falcon Coop Advisor	N/A	Advisor	N/A	$2,533	$2,559	$2,583	$2,618
Key Club Advisor	N/A	Advisor	N/A	$1,690	$1,707	$1,723	$1,747
Band Director	N/A	Advisor	N/A	$5,129	$5,181	$5,230	$5,301
Marching Band	N/A	Advisor	N/A	$2,588	$2,614	$2,639	$2,675
Choral	N/A	Advisor	N/A	$3,084	$3,115	$3,144	$3,187
Drama	N/A	Advisor	N/A	$4,736	$4,784	$4,829	$4,895
Drama - Music	N/A	Advisor	N/A	$2,372	$2,396	$2,419	$2,452
Summer Band Camp	N/A	Advisor	N/A	$1,588	$1,604	$1,619	$1,641
Chemical Hygiene Officer	N/A	Advisor	N/A	$2,106	$2,128	$2,148	$2,177
More than Words	N/A	Advisor	N/A	$2,041	$2,062	$2,082	$2,111
Best Buddies	N/A	Advisor	N/A	$2,041	$2,062	$2,082	$2,111
Black Student Union	N/A	Advisor	N/A	$2,041	$2,062	$2,082	$2,111
Spectrum	N/A	Advisor	N/A	$1,167	$1,179	$1,190	$1,207
Teacher Pathway	N/A	Advisor	N/A	$2,041	$2,062	$2,082	$2,111
Military/JROTC	N/A	Advisor	N/A	$2,041	$2,062	$2,082	$2,111
Band Winterguard/Percussion	N/A	Advisor	N/A	$2,041	$2,062	$2,082	$2,111
Robotics Team	N/A	Head Coach	Under 5 years	$4,522	$4,522	$4,565	$4,627
Robotics Team	N/A	Head Coach	Over 5 years	$4,963	$4,963	$5,010	$5,078

Robotics Team	N/A	Assistant	Under 5 years	$3,325	$3,325	$3,356	$3,402
Robotics Team	N/A	Assistant	Over 5 years	$3,649	$3,649	$3,683	$3,733

MIDDLE SCHOOL ACTIVITIES

Sport/Activity	Boys/Girls	Position	Experience	FY2023 Rate	FY2024 Rate	FY2025 Rate	FY2026 Rate
School Newspaper *	N/A	Advisor	N/A	$1,018	$1,029	$1,039	$1,054
Yearbook *	N/A	Advisor	N/A	$1,686	$1,686	$1,702	$1,725
Student Council *	N/A	Advisor	N/A	$2,127	$2,127	$2,147	$2,176
Drama	N/A	Advisor	N/A	$2,131	$2,174	$2,195	$2,225
Drama - Music	N/A	Advisor	N/A	$1,084	$1,106	$1,117	$1,133
Jazz Band	N/A	Advisor	N/A	$2,170	$2,214	$2,235	$2,266
True Colors	N/A	Advisor	N/A	$1,167	$1,179	$1,190	$1,207
Enrichment	N/A	Advisor	N/A	$500	$500	$500	$500

ELEMENTARY SCHOOL

Sport/Activity	FY2023 Rate	FY2024 Rate	FY2025 Rate	FY2026 Rate
Enrichment	$500	$500	$500	$500

*One duty-free period per week.

APPENDIX C3
SUPPLEMENTAL PAY SCHEDULE - SPECIAL RATES

GUIDANCE PERSONNEL AND HIGH SCHOOL MEDIA SPECIALIST

Conditions:

1. Salary agreements will indicate the length of time beyond the classroom teachers' year that the salary covers.

2. Extra work days beyond the normal work year shall be compensated on a per diem basis.

3. Guidance Counselors will be required to work extra days as part of the duties to address school and student transitional needs from one school year to the upcoming school year. Extra days are defined as 15 extra days for High School Counselors and 10 extra days for Middle School Counselors. During these extra days, an additional per diem payment is made for each verified day worked above the 186 teacher contractual days. These days are added to the Counselor's base for the contract year.

SPECIAL PAY RATES

Sport/Activity	FY2023 Rate	FY2024 Rate	FY2025 Rate	FY2026 Rate
Homebound Instruction	$31.35	$31.51	$31.67	$31.83
Adult Education Teacher	$31.35	$31.51	$31.67	$31.83
Curriculum Work during the school year	$31.35	$31.51	$31.67	$31.38
Summer School Teacher	$39.52	$39.72	$39.92	$40.12
Curriculum Work as approved and conducted on other than school days	$39.52	$39.72	$39.92	$40.12
Building Tech Support	$1,966	$1,986	$2,005	$2,033
Head Teacher	$2,106	$2,128	$2,148	$2,177
Special Education Teachers, Speech Pathologists, School Social Workers, and School Psychologists	$961	$971	$981	$995

Mentors

Teachers who serve as mentors to teachers who are new to the District and who are involved in the TEAM Program will be compensated at the State of Connecticut rate per State TEAM guidelines (currently $500 per year for two years) in the contract year in which the services are rendered provided that the mentor has met their responsibilities. If a need arises for a mentor to be replaced the stipend will be prorated accordingly. Payment will be at the end of the school year. Additionally, the new mentor system requires module reviewers and each district provides staff members to perform reviews of TEAM modules. The Association and the Board agree to compensate the reviewers at a rate of $35 per paper reviewed.

National Board Certification

Teachers holding National Board for Professional Teaching Standards Certification shall receive an annual stipend of $1,000, prorated and payable bi-weekly. In addition, the Board shall reimburse 50% of that portion of the National Board for Professional Teaching Standards Certification application fee for which no reimbursement is available from any other source. Upon failure of the teacher to complete the National Board Certification program, any payment made by the Board toward the application fee shall be returned to the Board by way of payroll withholding. No teacher shall be eligible for reimbursement of any portion of the application fee more than one time during his/her employment by the Board, irrespective of whether or not the application fee is returned to the Board.

Speech and Language Pathologists

The Board shall reimburse speech and language pathologists for the cost of their Connecticut Department of Public Health license renewals.