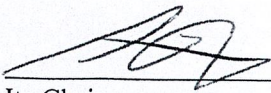


ADDENDUM AGREEMENT
between
THE SALEM BOARD OF EDUCATION
and
THE SALEM FEDERATION OF TEACHERS, LOCAL 1833

The Salem Board of Education, hereinafter referred to as "the Board," and the Salem Federation of Teachers, Local 1833, hereinafter referred to as "the Federation," agree to the following Addendum Agreement concerning an extension of the current (2022-2025) Collective Bargaining Agreement, which was set to expire on June 30, 2025.

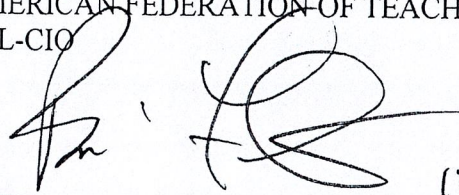
1. For 2025-2026, the salaries for all members of the Federation shall be increased by 3.75% over the amounts set forth for 2024-2025 in Appendix A-3 of the current Collective Bargaining Agreement, but all members shall remain at the same step as they were in 2024-2025. As such, the total salary/wage increase for each member shall be 3.75%. The new salary schedule is attached to the Addendum Agreement as "Appendix A-3 (Supplemental)". The new experience grid reflecting placement on the salary schedule for teacher with prior experience is attached to the Addendum Agreement as "Appendix A-4 (Supplemental/Revised)".
2. For 2025-2026, the premium contribution rates paid by members of the Federation for group medical and dental benefits shall remain at the same percentages for each applicable coverage for 2024-2025, as set forth in Article XIV of the current Collective Bargaining Agreement. Notwithstanding said Article XIV, coverage for health insurance (including prescription drug coverage) shall continue through the Connecticut State Partnership 2.0 Plan, as set forth in the Memorandum of Understanding executed by the parties in May of 2022, which will now remain in effect through June 30, 2026.
3. All other provisions and terms of the current Collective Bargaining Agreement, which was set to expire on June 30, 2025, shall remain in effect, and said Agreement is extended to and through June 30, 2026. This Addendum Agreement shall be in full force and effect to and through June 30, 2026.

FOR THE SALEM BOARD
OF EDUCATION


Its Chairperson

1-13-2025

FOR THE SALEM FEDERATION OF
TEACHERS, AFT CONNECTICUT
AMERICAN FEDERATION OF TEACHERS,
AFL-CIO


Its President

17 Jan 2025

APPENDIX A-3 (SUPPLEMENTATL)

2025-2026 SALARY SCHEDULE

<u>Steps</u>	<u>BA</u>	<u>MA</u>	<u>6th Year</u>
2	52,760	59,299	62,500
3	54,710	61,374	64,663
4	56,660	63,522	66,879
5	58,609	65,746	69,152
6	60,543	68,047	71,472
7	62,542	70,434	73,847
8	64,859	73,957	77,540
9	67,176	78,395	81,417
10	70,535	83,333	86,056
11	74,063	88,167	90,791
12	77,344	92,043	94,544
13	82,596	98,264	100,701

NOTE: The overall wage increase is 3.75%. There will be no step movement.

**APPENDIX A-4 (SUPPLEMENTAL/REVISED)
EXPERIENCE GRID**

*As per agreement, movement on grids for 2022-2023 and 2024-2025; step freeze for 2023-2024.
As per addendum agreement, step freeze for 2025-2026.*

Teachers entering the Salem School System with previous experience shall be placed on the salary schedule in accordance with the following:

<u>2022-2023</u>		<u>2023-2024</u>		<u>2024-2025</u>	
<u>EXP</u>	<u>STEP</u>	<u>EXP</u>	<u>STEP</u>	<u>EXP</u>	<u>STEP</u>
0	1	0	2	0	2
1	2	1-2	3	1	3
2-3	3	3-4	4	2-3	4
4	4	5	5	4-5	5
5-6	5	6-7	6	6	6
7	6	8	7	7-8	7
8	7	9	8	9	8
9-10	8	10-11	9	10	9
11	9	12	10	11-12	10
12	10	13	11	13	11
13-14	11	14-15	12	14-16	12
15	12	16	13	17	13

2025-2026

<u>EXP</u>	<u>STEP</u>
0	2
1-2	3
3-4	4
5-6	5
7	6
8-9	7
10	8
11	9
12-13	10
14	11
15-17	12
18	13

The intent is to have this Appendix A-4 appear in every subsequent contract negotiated between the parties until the "1-2 years" experience step in the 2025-2026 Salary Schedule reaches maximum. Once a teacher is placed on the experience grid, his/her step movement shall be based upon the negotiated salary schedules contained in Appendices A-1, A-2, and A-3.