AGREEMENT

BETWEEN THE

DARIEN BOARD OF EDUCATION

AND

DARIEN EDUCATION ASSOCIATION

2026-2029

22762796.2

TABLE OF CONTENTS

ARTICLE		PAGE
	PREAMBLE	
I	RECOGNITION	1
II	BOARD'S RIGHTS	2
III	TEACHERS' SALARIES	2
IV	INSURANCE PROGRAM	10
V	NORMAL WORKING HOURS	14
VI	LEAVES OF ABSENCE	15
VII	LAYOFF AND RECALL	20
VIII	ACCIDENT BENEFITS	21
IX	VACANCIES AND PROMOTIONS	21
X	TRANSFERS	22
XI	EMPLOYMENT OF SUBSTITUTE TEACHERS	22
XII	SCHOOL MEETINGS	23
XIII	MISCELLANEOUS	24
XIV	TRAVEL REIMBURSEMENT	26
XV	DUES DEDUCTION	26
XVI	GRIEVANCE PROCEDURE	27
XVII	WORK CONTINUITY	30
XIII	SEVERABILITY CLAUSE	30
XIX	DURATION	30
APPENDIX A-1	TEACHERS' SALARY SCHEDULE 2026-2027	31
APPENDIX A-2	TEACHERS' SALARY SCHEDULE 2027-2028	32
APPENDIX A-3	TEACHERS' SALARY SCHEDULE 2028-2029	33
APPENDIX B-1	HIGH SCHOOL COACHES' PAY LEVELS	34
APPENDIX B-2	HIGH SCHOOL COACHES' SALARY SCHEDULE	36
APPENDIX C-1	CO-CURRICULAR POSITIONS	37
APPENDIX C-2	CO-CURRICULAR STIPENDS	39
APPENDIX D	STIPENDS FOR LEADERSHIP POSITIONS	40
APPENDIX E	MEDICAL PLAN	41
APPENDIX F	DENTAL PLAN	42
MEMORANDA OF AGREEMENT		43

This **Agreement** is between the **Darien Board of Education (hereinafter the "Board")** and the **Darien Education Association (hereinafter the "Association")**,

WITNESSETH

WHEREAS the Board is a local board of education within the meaning of the Connecticut General Statutes; and

WHEREAS the Association has been duly certified, in accordance with Section 10-153b of the General Statutes, as the representative, for the purposes of negotiating with respect to salaries and other conditions of employment, of teachers employed by the Board; and

WHEREAS the Board and the Association have negotiated in good faith with respect to salaries and other conditions of employment for teachers employed by the Board and desire to reduce to writing the agreements reached between them with respect to said salaries and other conditions of employment for teachers;

NOW THEREFORE, in consideration of the mutual promises and covenants set forth herein, the Board and the Association hereby agree as follows:

ARTICLE I
RECOGNITION

SECTION 1. The Board hereby recognizes the Association as the exclusive representative for persons employed by the Board under a durational shortage area permit and regular full-time and regular part-time certified professional employees of the Board who are employed by the Board in positions requiring a teaching or other certificate issued by the State Board of Education and who are not otherwise excluded from the purview of *Conn. Gen. Stat.* §§ 10-153a to 10-153g, inclusive.

SECTION 2. The Board does not recognize the Association as representative for certified professional employees of the Board who are employed by the Board in positions requiring an intermediate administrator or supervisor certificate, or the equivalent thereof who are excluded from the unit by statute; certified professional employees who act for the Board in negotiations with certified professional personnel or who are directly responsible to the Board for personnel relations or budget preparation; temporary substitutes and all non-certified employees of the Board.

SECTION 3. (a) The term "Teacher" as used in this Agreement is hereby defined to mean only those employees of the Board who are represented by the Association as set forth in Section 1 above.

(b) The term "temporary substitute" is hereby defined to mean a person, whether certificated or not, who is retained by the Board for a period which does not exceed fifty (50) consecutive normal work days in the same position in the Teachers' bargaining unit.

(c) "Family member" shall be defined as "a spouse, sibling, child, grandparent, grandchild or parent of an employee or an individual related to the employee by blood." This definition shall not apply to leave provided under Article VI, Section 5(b).

ARTICLE II
BOARD'S RIGHTS

Except as expressly provided otherwise by the terms of this Agreement, the administration of educational policies, the operation of the schools, and the direction of the professional staff are vested exclusively in the Board acting by itself or through the Superintendent of Schools (hereinafter the "Superintendent") and/or his/her designee.

ARTICLE III
TEACHERS' SALARIES

SECTION 1. (a) Schedules. Salary schedules for Teachers are set forth on Appendices attached hereto. Step movement for eligible teachers will be implemented each year of this Agreement.

(b) The annual salaries set forth on the schedules referred to in subsection (a) hereof are payable for services rendered by Teachers, as assigned, for a normal work year of 187 normal work days as scheduled by the Board, four (4) of which shall be used for professional development. One half of one professional development day shall be for teacher virtual online training. In their first year of employment in Darien, teachers shall also attend three (3) orientation days as scheduled by the Board. Professional development may also be scheduled on late arrival or early release days, provided that such professional development activities are not scheduled to commence more than thirty (30) minutes before the beginning of the regular student school day or to end more than thirty (30) minutes after the end of the regular student school day. One of the normal work days shall be a teacher work day, and the Board may schedule up to two additional student school days within the one hundred eighty-seven (187) days without being obligated to negotiate over the impact of such days.

SECTION 2. New Teachers. New Teachers (hereby defined as any teacher hired by the Board to begin work as a Teacher on or after July 1, 2000) will be placed by the Superintendent on the Salary Schedule on the basis of the new Teacher's degree status and prior teaching experience credited as of the date of hire and determined in accordance with the guidelines set forth in subsection (a) and (b) as follows:

(a) Schedule. New Teachers will be accorded either B.A., M.A., M.A.+15, M.A.+30, M.A.+60, or Ph.D. status in accordance with their recognized degree status or number of recognized credits as of September 1 of the fiscal year in which they are scheduled to begin work, provided that the Superintendent is required only to recognize and give credit for degree status or credits which were earned in accredited schools and in the field in which the Teacher is being hired to teach or to perform his/her professional assignment in Darien. Teachers must have a Masters Degree to progress beyond the Bachelor's Degree track on the salary schedule, provided, however, that teachers hired before July 1, 2012 who meet the foregoing criteria and who have earned thirty (30) graduate credits beyond the Bachelors Degree will be treated in the same manner as teachers with a Masters degree if the thirty (30) graduate credits (1) were earned in a planned program at an accredited college or university and (2) are recognized by the State Board of Education for purposes of granting standard certification, or (3) are approved by the Superintendent For teachers hired commencing with the 2020-2021 school year and thereafter, when forty-five (45) to fifty-nine (59) graduate credits are required for a MA degree in a planned program in the area of the Teacher's professional assignment in Darien (e.g., school counselors), the teacher shall be placed on the MA+15 track. When sixty (60) graduate credits in a planned program are required for state teaching certification in the area of the Teacher's professional assignment in Darien (e.g., speech and language pathologist), the teacher shall be placed on the MA+30 track.

(b) Level. New Teachers will be placed on a Level within their particular Schedule in accordance with their prior teaching experience as credited by the Superintendent in accordance with the following:

(1) credit will be given for prior teaching experience gained:

(i) after attainment of a teaching or other certificate from the State of Connecticut pursuant to Section 10-145 and 10-145a and b of the Connecticut General Statutes, or the equivalent from another state; and

(ii) in the field in which the Teacher is hired to perform, or to teach in Darien; and

(iii) in an accredited school or school system recognized by the Board as commensurate with the Darien system, provided that the Superintendent will not be required to accord credit for such experience if it was attained prior to a break in service of five (5) consecutive years or more;

(2) credit will be given for prior teaching experience gained only in periods of full years;

(3) whether credit will be given for the prior experience other than that set forth in (1) above will be within the discretion of the Superintendent.

(4) after consultation with the President of the Association, the Superintendent may grant credit for up to five (5) additional steps to teachers employed in positions in shortage areas as designated by the Commissioner of Education or as identified for Alliance districts.

(5) Nothing in this Article will be construed to require the Superintendent to credit any teacher with more than five (5) years of prior experience.

SECTION 3. Advancement by returning Teachers (hereby defined as Teachers employed by the Board as Teachers for more than one-half of the immediately preceding work year and who return as Teachers during the current employment year) based on attainment of advanced degrees or additional credits earned will be limited to advancement to M.A., M.A.+15, M.A.+30, M.A.+60 and Ph.D. status and will be granted only in accordance with the following:

(a) attainment of an advanced degree or the required number of credits will result in movement to higher status only if earned in the area of the Teacher's professional assignment in Darien, or in a related area approved by the Superintendent (effective July 1, 2006, teachers holding a MA degree that requires sixty (60) credits for certification in the areas of the Teacher's professional assignment in Darien shall be placed on the MA+30 track);

(b) attainment of an advanced degree or the required number of credits will result in column movement either at the beginning of the first semester or at the beginning of the second semester in a work year provided that the Teachers anticipating such movement satisfy the following prerequisites:

(1) they notify the Superintendent by November 15, of the immediately preceding work year (or as soon as practicable thereafter) of the date on which they anticipate attainment of the credits or degrees necessary for such advancement;

(2) they actually receive such degree or attain such credits prior to the beginning of such advancement; and

(3) they deliver to the Superintendent a copy of the official transcript of such receipt or attainment by no later than the end of the semester of such advancement.

(c) Teachers hired before July 1, 2012 who meet the foregoing criteria and who have earned thirty (30) graduate credits beyond the Bachelors Degree will be treated in the same manner as teachers with a Masters degree if the thirty (30) graduate credits **(1)** were earned in a planned program at an accredited college or university and **(2)** are recognized by the State Board of Education for purposes of granting standard certification, or **(3)** are approved by the Superintendent.

SECTION 4. LEADERSHIP POSITIONS.

(a) Leadership Positions set forth on Appendix D attached hereto shall be posted on an annual basis, and a new decision shall be made on appointment to these Leadership Positions each year. Any Teacher assigned to and who serves in a such a position will, in addition to his/her salary as a Teacher, be paid the appropriate stipend for such position as set forth on Appendix D in accordance with the following:

(1) Each such Teacher will have his/her performance in such position evaluated by the Superintendent and/or his/her designee, in accordance with the criteria which the Superintendent and/or his/her designee will establish after consultation with the Association.

(2) Teachers previously serving in such leadership positions who return to the same or comparable leadership positions will be paid for their services in such positions as follows:

(i) If the Teacher was below the maximum step for such position in a fiscal year and his/her performance in such position during that fiscal year was evaluated as at least "meets expectations," he/she will advance on the schedule as set forth on Appendix D for the ensuing fiscal year, if otherwise eligible for such advancement.

(ii) If the Teacher was at the maximum step for such position in a fiscal year and his/her performance in such position during that fiscal year was evaluated as at least "meets expectations," he/she will continue to be paid at the maximum for the position in the ensuing fiscal year.

(b) The annual stipends set forth for the Leadership Positions listed on Appendix D are payable for services rendered by Teachers assigned to such positions as required to fulfill the duties of their respective positions prior to, during and subsequent to the normal work year of 187 normal work days for Teachers.

SECTION 5. The increments between levels are hereby established as the basis for financial progression for Teachers. For Teachers to receive the increments set forth in the relevant provisions of this Agreement, each Teacher must meet the evaluative criteria in a satisfactory fashion, which includes making progress toward certification if that is not held.

SECTION 6. A performance increment for any Teacher may be withheld upon the recommendation of the responsible administrator. Should such an increment be withheld for reasons of instruction or professional deficiencies, it will be incumbent upon the Teacher whose increment was withheld to incorporate into his or her subsequent performance objectives (or the equivalent), specific objectives aimed at eliminating the evaluation deficiencies. Satisfactory performance in the year following withholding of an increment will allow the Superintendent, with the

approval of the Board, to grant an increase to the Teacher in an amount determined by the Superintendent, provided the Teacher occupies an established level on the appropriate schedule.

SECTION 7. Summer Work. (a) The availability of summer work (exclusive of summer school) will be announced to Teachers by June 1, annually. The posting will include the approximate number of hours needed to complete the work. Teachers accepting such work will do so with the understanding that they will be compensated at the hourly rate set forth in Article III, Section XIV for the number of hours approved by the Superintendent or his/her designee.

(b) Notwithstanding the provisions of subsection (a) hereof, school counselors assigned by the Superintendent or his/her designee to perform school counselor work between the last day of the normal work year for Teachers and the first day of the normal work year for Teachers will be paid at a *per diem* rate for such work based on 1/187 of the school counselor's annual salary at the time such work is to be performed.

(c) The following are guidelines for the assignment of summer work in the area of Special Education:

(1) When the Board determines the need for summer work coordinating special education programs and preparing for Pupil Placement Teams (PPT), it shall assign such work to a school psychologist, a social worker and a teacher. These summer positions shall be posted in accordance with Article IX, Section 2 when available. The Assistant Superintendent of Special Education and Student Services or his/her designee shall determine the number of workdays for each such position each summer. All such coordination and preparation work shall be compensated at the Teacher's *per diem* rate then in effect.

(2) Certified Teachers asked to participate in Pupil Placement Team meetings and due process hearings during the summer recess shall be compensated at their respective prorated *per diem* rates in effect at the time they attend such meetings or hearings. Summer special education hearings shall be scheduled at mutually convenient times to the extent practicable. Teachers attending pre-hearing meetings for preparation shall be compensated at the summer school teaching rate then in effect.

(3) Positions available for summer special education maintenance programming and summer special education instruction shall be posted. Teachers may apply for such posted positions, which may vary in the length of workday (usually, but not always, 3-4 hours) and duration (usually but not always, five weeks), as determined by the Assistant Superintendent of Special Education and Student Services. Compensation for these positions shall be at the summer school teaching rate then in effect.

(4) Except for Teachers responding to subpoenas, participation in Special Education summer work described herein is voluntary.

SECTION 8 **Coaches.** **(a)** The annual rates of pay for Teachers assigned to coaching positions in the interscholastic athletic program are set forth on Appendix B, which is attached hereto and made part hereof. Such positions shall be posted on an annual basis. Said positions are non-exclusive, so that the Board will continue to have the right to eliminate such positions and/or to add new positions at any time. The placement in the appropriate category of the positions established during the duration of this Agreement will be determined by the Superintendent and/or his/her designee, by and with the consent of the Board after consultation with the Director of Athletics.

(b) Teachers assigned to coaching positions will have their performance as a coach evaluated annually by the Director of Athletics, under the supervision of the Superintendent and/or his/her designee, in accordance with the criteria which the Director and the Superintendent and/or his/her designee establish after consultation with the Association.

(c) Teachers newly appointed by the Superintendent to serve as coaches on or after July 1, 2003 will be placed on the Coaches' Salary Schedule (Appendix B) at no less than Step 1 of the Category which their coaching position occupies.

(d) Teachers assigned to coaching positions shall be compensated for such work in equal installments distributed with their regular paychecks issued over the course of their respective coaching seasons, provided the final check will not be issued until all work connected with their respective coaching assignments has been completed as required to fulfill the duties of their respective positions. Teachers performing less than the complete assignment will be paid proportionate to the portion of the assignment they completed. If the disability ends prior to the end of such coaching season, the Teacher will assume such coaching-related duties as are assigned by the Superintendent for the balance of the season.

SECTION 9. Co-curricular Advisors. **(a)** The annual rates of pay for Teachers assigned to co-curricular positions (other than coaching) for which additional stipends are paid are set forth on Appendix C, which is attached hereto and made a part hereof. Said positions shall be posted annually, and are non-exclusive, so that the Board will continue to have the right to eliminate such positions and/or add new positions at any time. The placement, in the appropriate category, of positions established by the Board will be determined by the Superintendent and/or his/her designee by and with the consent of the Board, after negotiations with the Association. Such Teachers will be paid their stipends in equal installments distributed with their regular paychecks issued over their respective periods of assignments. Teachers performing less than the complete assignment will be paid proportionate to the portion of the assignment they completed. If disability ends prior to the end of the period of assignment, the Teacher will perform whatever duties are assigned to him or her by the Superintendent in connection with the activity for the balance of the period.

(b) Each Advisor will have his/her performance as an Advisor evaluated by the Principal and/or Assistant Principal in charge of the co-curricular program in each respective school, under the direction of the Superintendent and/or his/her designee in accordance with the criteria which they will establish after consultation with the Association.

(c) Teachers newly appointed by the Superintendent to serve as Advisors on and after July 1, 2003 will be placed on the Advisors' Salary Schedule (Appendix C) at no less than Step 1 of the Category which their position occupies.

(d) Extra duty for which released time is granted will not be considered for compensation.

SECTION 10. Intramurals. (a) Teachers assigned to coach intramurals throughout the system will be paid at a rate of $50 for each session they coach during the term of this agreement. A "session" is defined as ninety (90) minutes in length. Pay can be prorated for sessions of varying lengths. Expected minimum enrollment in each session is fifteen (15) students. The decision regarding scheduling sessions with less than fifteen (15) students will be made by the Director of Athletics.

(b) Pay will be issued each month for sessions worked the previous month, provided the Teacher submits the required requisition to the Superintendent and/or his/her designee according to schedule.

(c) Intramural positions are non-exclusive, so that the Board will continue to have the right to eliminate such positions and/or add new positions at any time.

SECTION 11. Pay Dates. (a) Normal pay days for Teachers will coincide with the twenty-two (22) consecutive normal bi-weekly paydays of the Board which commence on and/or after the first normal work day for Teachers in each respective normal work year, regardless of whether the last of such paydays falls after the last normal work day in the Teachers' normal work year. Payments shall be made by direct deposit and with electronic pay advice.

(b) A Teacher whose employment terminates prior to the end of the normal work year will have his/her pay prorated on the basis of the number of days worked. If the Teacher has been overpaid as of his/her last day worked, he/she will reimburse the Board for any overpayment received.

SECTION 12. Stipends. Each Teacher who agrees to accept an assignment to accompany students on Board-sponsored field trips which the Board designates as a part of the regular educational program, such as the trip to Colebrook or Nature's Classroom, and which require the Teacher to stay with the students in a supervisory capacity for two (2) or more consecutive overnights on such trips, will be paid a stipend of $111 per night, up to a maximum of $444 for each such assignment he or she fully performs in connection with such trips. The stipend shall increase to $113 per night, up to a maximum of $452 in 2027-28 and $115 per night, up to a maximum of $460 in 2028-29.

SECTION 13. **Mentors.** Each Teacher who has successfully completed the state "Mentor Training Program" and who thereafter accepts an assignment to serve as a Mentor for one or more new Teachers under the TEAM Program will be paid an annual stipend equal to $615 for each Teacher for whom he or she successfully serves as "Mentor", as assigned, provided each Teacher who accepts an assignment as a Mentor shall remain available for such assignment for at least two (2) consecutive years. The annual stipend shall increase to $630 in 2024-25 and $646 in 2025-26. Such earned stipends will be paid upon successful completion of each year of each mentoring assignment.

SECTION 14. While teachers' regular professional responsibilities include committee work, review and analysis of curriculum, units of study and assessments, and other work that is not compensated, the parties recognize that there are circumstances when additional compensation for their professional work is appropriate. Accordingly, the parties agree that teachers will be paid the following hourly rates for additional work and projects as assigned and approved in advance:

		Per hour	
	2026-27	**2027-28**	**2028-29**
Homebound Instruction:	$64.00	$66.00	$68.00
Extended Year Teaching:	$76.00	$78.00	$80.00
Speech and language Psychologists:	$89.00	$91.00	$93.00
Other professional projects:	$53.00	$55.00	$57.00

(E.g., writing and revision of curriculum, units of study, assessments, district-required professional development outside of the typical teacher work year)

As they arise, the Board shall publicize via email the opportunities for teachers to assume instructional responsibilities. Teachers interested in assuming such instructional responsibilities may express interest as specified by the Human Resources Department, and that information along with their certification area(s) shall be kept on file to expedite the designation of teachers to perform such instructional responsibilities. Preference shall be given to teachers providing such instructional services to specific students as part of their regular assignment.

Opportunities to participate in other professional projects shall be publicized by email at least ten work days in advance of the start of the work. Such notification shall set forth the expected time and the estimated number of hours in which the project must be completed.

SECTION 15. The Board shall reimburse teachers for the cost of the initial application fee and yearly maintenance fees for OG certification.

ARTICLE IV
INSURANCE PROGRAM

SECTION 1. Medical Plan.

(a) Level of Covered Services. Except as provided below, the Board will make comprehensive group hospital, prescription drug and medical coverage through an HD-HSA plan, as described herein, available to each eligible Teacher and to his or her eligible dependents.

Teachers who are over the age of 65 or are otherwise ineligible for the HD-HSA program may participate in the HRA, as outlined in appendix E, to provide hospital, prescription drug and medical coverage. Retirees may participate in the HD-HSA program at their own expense (without deductible contributions).

All individuals with change in status ("qualified life events") during the year will be eligible for the HD-HSA on a pro-rated basis.

(b) Prescription Drug Coverage. Although prescription drug coverage provided hereunder is described as part of the Medical Plan, the Board may, at its option, provide such prescription drug coverage through the same carrier as or through a different carrier from the one that provides hospital/medical coverage hereunder.

SECTION 2. Dental Plan. The Board will make comprehensive group dental insurance coverage (the "Dental Plan") available during the term of this Agreement to each eligible Teacher who applies for it and to his or her eligible dependents. Covered services will be made available at a level that is substantially equivalent to the level of covered services available under the Dental Plan ("the Dental Plan") in effect as of the effective date of this Agreement, subject to the terms and conditions set forth in the Dental Plan, Appendix F and in this Article.

SECTION 3. (a) Means Of Providing Coverage And Terms. The Board may self-insure the Medical and/or Dental Plan in whole or in part or, upon termination of an insurance contract with any carrier, may enter into an insurance contract with the same or a different carrier to provide covered services at a level substantially equivalent to the level of covered services in effect as of July 1, 2012. The Board will provide the Association with as much advance notice as practicable of its plan to change the means by which it provides such coverage or to self-insure, which, under normal circumstances, shall be not less than sixty (60) days in advance.

(b) Deductible, Coinsurance, Co-pay Requirements. Covered individuals must meet any and all deductible, coinsurance and/or co-pay requirements set forth in the Medical and/or Dental Plans, whether established by the Board's primary carrier, in an available alternate plan to which the Teacher subscribes and/or by the care/service provider.

(c) Cost Containment. Covered individuals must comply with any and all of the requirements set forth in the Medical and/or Dental Plans, an available alternate plan to which the Teacher subscribes and/or by the care/service provider concerning pre-certification, pre-admission testing, utilization review, second opinions and other such cost control and utilization monitoring provisions.

SECTION 4. Long Term Disability. Each tenured Teacher, upon successful completion of his or her fourth (4th) year of continuous service as a Teacher in the Darien School System, shall enroll in the Board's Long Term Disability Plan in accordance with and subject to the terms and conditions set forth in such Plan and the following:

(a) monthly benefits shall not exceed 60% of the Teacher's monthly salary as of his or her last day worked, up to a maximum monthly disability payment of $4,500, during the term of this Agreement;

(b) monthly disability payments will begin with the seventh (7th) consecutive month following the month in which the disability occurs and will continue to be made each month thereafter during the period of disability until the Teacher ceases to be totally and permanently disabled, dies, reaches age 65,[1] or becomes eligible for normal retirement benefits under the Connecticut State Teachers Retirement Fund, as defined in Section 10-183f(a) of the Connecticut General Statutes, whichever occurs first; and

(c) monthly benefit payments will be reduced by any amount paid the Teacher through workers' compensation, social security, retirement benefits, other disability benefits for which the Teacher is eligible, including, among others, disability retirement benefits, and any other offset normally found in long term disability policies.

SECTION 5. Costs of Coverage. (a) Medical Plan. HD-HSA. The Board and each regular full-time Teacher will share the premium cost for the individual, two-person or family coverage under the HD-HSA plan the Teacher elects pursuant to Section 1 of this Article as follows: the Board will pay an amount equal to seventy seven percent (77%). The Teacher will pay the balance of the premium cost for coverage and will authorize the Board to make regular periodic payroll deductions, as determined by the Board, to pay his or her share of the premium cost.

(b) Dental Plan. For coverage under the Dental Plan for each eligible regular full-time Teacher who selects coverage and his or her eligible dependents, the Board shall pay the same percentage of the premium cost of the Dental Plan as the Board pays of the premium cost of the Teacher's HD-HSA or PPO (OAP) plan. The Teacher shall pay the balance through payroll deductions as described in subparagraph (a) above.

---

[1] Consistent with ADEA requirements.

(c) Long-Term Disability Plan. The Board shall pay eighty percent (80%) of the premium cost for coverage under the Long-Term Disability Plan for each covered Teacher. The Teacher shall pay the balance through payroll deductions as described in subparagraph (a) above.

(d) Eligible Part-Time Teachers. The Board's obligation to pay a portion of the premium for coverage for eligible regular part-time Teachers (those who are assigned to work a regular schedule of half (1/2) a full-time schedule or more) under the Medical and Dental Plans provided for in Sections 1 and 2 above shall be pro-rated based on the portion of a regular full-time schedule to which each eligible regular part-time Teacher is regularly assigned, respectively, and the Teacher shall pay the balance pursuant to regular payroll deductions in accordance with the provisions set forth in subparagraphs (a)-(c) above.

SECTION 6. Life Insurance. The Board will provide group term life insurance coverage for each full-time Teacher in an amount equal to one and one-half (1½) times the Teacher's regular annual salary rate as set forth on the then-applicable salary schedule (i.e., Appendix A-1, A-2 or A-3). Teachers will not be required to contribute to the premium for such coverage.

SECTION 7. Vandalism. The Board will reimburse each Teacher up to a maximum of $500 or the amount provided as a deductible on the Teacher's own automobile insurance, whichever is the lesser, for damage to his/her automobile caused by vandalism while the automobile was parked on school property at a time when the Teacher was engaged in performing his/her professional responsibilities.

SECTION 8. Change of Carriers. The Board, after consultation with the Association, may change insurance carriers or self insure in whole or in part at any time, providing coverage will be made available at a level that is substantially equivalent to the level of covered services available under the plans in effect as of the effective date of this Agreement, subject to the terms and conditions set forth in the Plan and in this Article.

SECTION 9. Eligibility for Benefits. Eligibility for benefits described in Sections 1, 2 and 4 hereof shall be determined exclusively in accordance with the provisions of the respective insurance policies acquired by the Board to provide said benefits, and any dispute relating to eligibility for or the amount of benefits in any individual case shall be processed by the Teacher directly with the respective insurance carrier and shall not subject the Board to any claim in any forum.

SECTION 10. RA Plan. The Board will maintain, pursuant to the provisions of Section 125 of the Internal Revenue Code, a Limited Purpose Reimbursement Account Plan (an "RA Plan") for the purpose of enabling eligible Teachers to divert a portion of their gross salaries, prior to reduction for federal income or social security taxes, into an account from which, during the course of the Plan Year, they can be reimbursed for their share of Group Insurance Premiums (Premium Conversion), dental and vision costs which are not covered

by the Medical or Dental Plans described in this Article (Dental and Vision Reimbursement) and Dependent Care costs (Dependent Care Reimbursement). Each Teacher will be permitted to divert a maximum of $5,000 per Twelve Month-Year for Dependent Care, and $3,000 per Plan Year for Dental and Vision Reimbursement. There is no specific maximum limit for Premium Conversion, but all diversions of income to the RA Plan are subject to applicable provisions of the Internal Revenue Code.

In addition, the following provisions will apply:

(a) Under no circumstances will the Board be required to contribute any monies to the RA Plan or to any account established pursuant thereto.

(b) The RA Plan Year will coincide with the Group Insurance Plan Year, which, as of the effective date of this Agreement, begins July 1 annually.

(c) Each Teacher desiring to participate in the RA Plan must, during the month of June annually, apply for participation and enroll by submitting completed forms setting forth the amount he/she wishes to divert to his/her RA account during the Plan Year up to the *maxima* set forth above, which shall be divided by the number of payroll periods scheduled for such Plan Year to determine the amount to be diverted from each paycheck during such Plan Year.

(d) As a condition precedent to the establishment of an account under the RA Plan, the Teacher must submit to the RA Teacher, on forms approved by the Board, written authorization for the Board to deduct from his or her pay the amounts to be diverted to his or her RA Plan Account, which shall be the same amount from each paycheck issued during the Plan Year.

(e) If the employment of a Teacher terminates for any reason while he or she is a participant in the RA Plan, the Teacher will be permitted to withdraw the unencumbered balance from his/her RA Plan Account.

(f) Unexpended balances in each RA Account at the end of the Plan Year will be forfeited in accordance with legal requirements. The RA Plan will be governed by the terms of the RA Plan description contained in the insurance booklet issued by the carrier. It is intended that the RA Plan shall be interpreted, whenever possible, to comply with the terms of the Internal Revenue Code. In the event the RA Plan Teacher determines, before or during any Plan Year, that the RA

Plan may fail to satisfy any non-discrimination requirement imposed by the Code or limitation on benefits to certain participants, the RA Plan Teacher shall take such action as he/she deems appropriate, under rules uniformly applicable to similarly situated participants.

ARTICLE V
NORMAL WORKING HOURS

SECTION 1. The normal workday of each classroom Teacher will be as established by the Board for students in the Teacher's school, but each Teacher shall be in his/her building and available for duty before the opening and after the closing of the daily session for students for a time considered reasonable to fulfill all of the Teacher's obligations.

SECTION 2. While the Board and its Teachers recognize that, to be effective, participation in co-curricular activities must be voluntary, they also recognize that co-curricular activities form an integral part of the public school education in Darien and, therefore, an integral part of the responsibilities of the Teachers. Accordingly, Teachers will each make a commitment to participate periodically in the co-curricular program and/or other activities outside the classroom or office which relate to the total school or system-wide community.

SECTION 3. Secondary teachers shall have at least one (1) preparation period daily of forty five (45) minutes on a regular school day.

Elementary teachers shall have at least one (1) preparation period daily, averaging forty five (45) minutes per day, with at least thirty (30) minutes each regular school day.

SECTION 4. Teachers assigned to cover a class during their scheduled preparation time shall receive a stipend of $70.00 per full block class and $35.00 per mini-class at the high school, and $35.00 per class at the middle and elementary schools. Such assignments shall first be made from a list of qualified teachers volunteering for such assignments if they are available when coverage is required.

ARTICLE VI
LEAVE OF ABSENCE

SECTION 1. Sick Leave. (a) Each Teacher will accumulate sick leave entitlement at the rate of fifteen (15) days per fiscal year, up to a total maximum of 187 days. If the Teacher is absent from work because of his or her inability to work due to illness, injury or pregnancy, he/she will be granted sick leave without loss of pay at the rate of one (1) day of sick leave for each day of absence caused by the aforesaid inability to work, up to a maximum of the number of sick leave entitlement days the Teacher has accumulated. A Teacher may use up to two days per year of his/her accumulated sick leave for illness of members in the immediate family who reside in his/her household provided that such reason is entered into the absence management system. In the event that Teachers are covered by Connecticut's Paid Sick Leave Law, Connecticut General Statutes §§31-57r et seq. (as it may be amended from time to time), the Board shall permit Teachers to use their first forty (40) hours of contractual paid sick leave in each fiscal year for the same purposes and under the same conditions as the conditions described in Connecticut's Paid Sick Leave Law ("Statutory Sick Leave") notwithstanding any provisions in this section to the contrary. Statutory Sick Leave may be taken only in one-half or full day increments. Any contractual paid sick leave accrued and used in excess of the Statutory Sick Leave shall be subject to the requirements of this section above and applicable Board policy requirements.

(b) Any Teacher who is absent or who anticipates a period of absence because of his/her inability to work arising from an illness, injury or pregnancy, must comply with the following procedures:

(1) he/she must notify the Superintendent, as soon as practicable, of the condition giving rise to the inability to work and the anticipated period of absence; and

(2) he/she must thereafter keep the Superintendent apprised of any changes in his/her condition and in the anticipated period of his/her inability to work; and

(3) where the inability to work or the anticipated time of the inability to work extends for more than five (5) consecutive school days, (i) he/she may be required by the Superintendent to provide a doctor's certificate as soon as practicable on or after the first day of absence attesting to the inability to work and estimating the anticipated period of inability to work; and, (ii) thereafter, may also be required to provide the Superintendent with a doctor's certificate attesting to the date upon which the inability to work ended sufficiently for the Teacher to resume his/her job duties and certifying that the Teacher is physically fit to resume the full duties of his/her job.

(c) The Superintendent, as soon as practicable and feasible for the education process after receipt of the doctor's certificate described in paragraph (3)

of subsection (b) hereof, will reinstate the Teacher to the identical or to an equivalent position in the system without reduction in his/her annual salary rate and without loss of accumulated rights and benefits.

(d) In the event that a Teacher does not return to work promptly after his/her inability to work has ended and on the date scheduled by the Superintendent in accordance with the provisions of subsection (c) hereof, the Teacher will be deemed to have resigned effective at the end of his/her inability to work, and his/her employment will be terminated accordingly.

(e) Nothing herein will be construed so as to limit in any way the Superintendent's right to verify the existence of inability to work, either by requiring a doctor's certificate or otherwise, no matter what the duration of the alleged inability to work.

(f) Should a teacher exhaust sick leave after suffering a catastrophic illness as determined by the Superintendent in consultation with the DEA President, such teacher may receive up to an additional thirty (30) days of sick leave as may be donated by other teachers, who may each donate two days of sick leave.

(g) Any Teacher who is absent from work for any reason other than bereavement days and district approved professional development days, for not more than two (2) days between the first workday of the school year and January 30 shall receive a one-time lump sum payment of $500. Any Teacher who is absent from work for any reason other than bereavement days and district approved professional development days, for not more than two (2) days between January 31 and June 30 shall receive a one-time lump sum payment of $500. The first payment will be made in the second payroll in February and the second payment in the last payroll of the school year. This attendance incentive program may be terminated unilaterally at the end of a school year if in the Board's judgment it is not effective

SECTION 2. Child Care Leave. A child care leave shall be granted to a Teacher to care for the Teacher's child on the child's birth or adoption, subject to the following conditions:

(a) The request to take such leave shall be in writing;

(b) The request shall be filed with the Superintendent and/or his/her designee;

(c) The request shall be filed as soon as practicable after the Teacher learns of the need for the leave;

(d) The leave shall be for a period authorized by the FMLA or the remainder of the school year except as the Superintendent or his/her designee may in his/her discretion determine is in the best interests of the school district, after meeting personally with the teacher who requests such exception.;

(e) The Teacher will cooperate with the Superintendent with respect to the exact timing of the leave in order to enable the Superintendent to find a suitable replacement, as determined by the Superintendent, for the Teacher requesting the leave;

(f) The leave shall be without pay. The birth parent will be eligible to utilize up to an additional ten (10) days of accumulated sick leave immediately following the period of disability. In addition, a teacher with less than three years of service in Darien who does not have sick days accrued to cover maternity disability leave shall receive up to ten (10) additional days of paid leave;

(g) Upon returning from such leave, the Teacher will be assigned to the position he or she occupied as of his/her last day worked prior to the leave or to an equivalent position for which he/she is qualified in the judgment of the Superintendent. Teachers on such leave not returning at the end of FMLA leave shall inform the Superintendent in writing by March 1 of their intent to return from such leave at the beginning of the next school year; and

(h) Notwithstanding any other provision of this Agreement, a Teacher granted a leave of absence shall not be exempt from the operation of the layoff and recall procedures.

The provisions set forth above shall be subject to and shall be interpreted and applied in accordance with the provisions of the Family and Medical Leave Act ("FMLA").

SECTION 3. Non-birth Parent Leave. Within the first four weeks of the birth of a child, a teacher shall be eligible for up to fifteen (15) consecutive days of existing accumulated sick leave for non-birth parent leave. The Superintendent may grant exceptions to the requirement that such leave be taken within the first four weeks of the birth of the child, which decision shall not be subject to the grievance procedure.

SECTION 4. Adoption Leave. A teacher who adopts a child or has a child by surrogate, shall be able to use up to forty (40) consecutive days of existing accumulated sick leave immediately following the arrival of the child.

SECTION 5. Personal/Funeral Leave. (a) All full-time Teachers will be entitled to leaves for personal reasons not to exceed three (3) days per year for the following reasons:

(1) Sickness of member of immediate family

(2) Legal obligations

(3) Other justifiable reasons

One (1) unused personal day may be carried over to the following year, provided that four (4) such days shall be the maximum number of personal days at any one time.

Requests for such purposes must be made to the Superintendent through the Principal or appropriate supervisor. The Teacher will be required to state the

reason for each request for days that are either (a) a Monday or Friday during May and June, or (b) a day immediately before or after a holiday or vacation period.

(b) Teachers will be entitled to up to five (5) work days funeral leave with pay in the event of a death in the immediate family (i.e. spouse, child, father, mother, grandfather, grandmother, brother, sister, mother-in-law, father-in-law; a relative who resides in the teacher's home). The Superintendent will have the discretion to grant additional leave without loss of pay beyond the aforesaid five (5) days in cases that the Superintendent considers to present extreme circumstances and to consider other relationships to be "immediate family" in unique personal circumstances.

SECTION 6. Teachers may be granted additional days leave without loss of pay to allow for visiting days at institutes, organizational meetings, conferences, etc., which will add to the Teacher's capability. A request for leave for such purpose must be made in accordance with administrative regulations.

SECTION 7. Jury Duty. Teachers summoned for jury duty in a state or federal court shall promptly notify the Superintendent, and/or his/her designee, of such summons and the date scheduled for appearance. Such teachers will be paid the difference between the per diem rate he/she would have received as a teacher and the stipend he/ she receives as a juror. Proof of jury service must be submitted to the Human Resources office.

SECTION 8. Unpaid Leave of Absence. (a) Teachers may apply for unpaid leaves of absences in accordance with the following:

(1) application for leave shall be in writing;

(2) application shall be filed with the Superintendent and/or his/her designee;

(3) application shall be filed as soon as practicable after the Teacher learns of the need for the requested leave; and

(4) application shall not be for a leave which extends beyond one work year.

(b) Granting or denying leaves shall be in the discretion of the Superintendent.

(c) A Teacher granted a leave of absence pursuant to this provision shall not be paid during the leave and, upon termination of such leave, shall be assigned to the position he/she occupied as of his/her last day worked prior to the leave or to another position for which he/she is qualified in the judgment of the Superintendent. Teachers on such leave not returning at the end of FMLA leave shall inform the Superintendent in writing by March 1 of their intent to return from such leave at the beginning of the next school year.

(d) Notwithstanding any other provision of this Agreement, a Teacher granted a leave of absence shall not be exempted from operation of the layoff and recall procedures.

(e) A Teacher on leave shall have the option to continue group insurance coverage by paying 100% of the premium.

To the extent these provisions are applied to a leave that would qualify as a leave under the Family and Medical Leave Act ("FMLA"), the leave shall be governed by and subject to the FMLA and shall count toward leave required by the FMLA.

SECTION 9. The President of the Association shall be permitted to take up to a maximum of three (3) full days leave per normal work year without loss of pay to attend conventions or workshops sponsored by the Association or its affiliates provided he/she gives sufficient prior notice of each such day to his/her immediate supervisor to insure proper coverage of his/her work assignments. The Board will schedule 0.2 release time to assist her/him in the execution of her/his duties as President of the Association. If the President of the Association is an elementary classroom teacher, after consultation with the Association, the Board may pay a stipend of $5,000 in lieu of formal release time for lost preparation time. The President of the Association will use this release time to carry on school/Association business, and she/he will be available throughout the day not only to teachers but also to administrative personnel. In addition, the President of the Association shall be released from building duties during his/her term.

SECTION 10. Any leave or time off taken under any of the leave provisions set forth in this Agreement will also be counted toward satisfying any statutorily mandated leaves for which such contractual leave or time off qualifies, including, but not limited to, the federal Family and Medical Leave Act.

Any Teacher who takes a leave of absence under the Family and Medical Leave Act ("FMLA") because of his or her own serious health condition will be required to substitute his or her accrued but unused sick leave for the beginning of such leave until such accrued sick leave is exhausted or the leave ends, whichever occurs sooner. Any Teacher who takes a leave of absence under the FMLA in order to care for his or her spouse, child or parent who has a serious health condition or for any other reason permitted by the FMLA will be required to substitute his or her unused personal leave for the beginning of such leave until such unused personal leave is exhausted or the leave ends, whichever occurs sooner.

SECTION 11. Absences under this Article shall be documented in the absence management system as 1.0 days or 0.5 days.

ARTICLE VII
LAYOFF AND RECALL

SECTION 1. Layoff Procedures.

(a) In the event the Board determines that the number of Teachers within a department, subject or specialty area, grade level, or school should be reduced by layoff, Teachers will be laid off in the following order:

First: Teachers holding Durational Shortage Area Permits (DSAPs)
Second: Non-Tenured Teachers
Third: Tenured Teachers

(b) In exercising its judgment, the Board will not act arbitrarily or capriciously, but will act in an effort to keep the most qualified Teachers irrespective of their salaries. In determining the relative qualifications between two tenured Teachers, the Board will take into account their respective lengths of continuous service in the system, professional training, prior evaluations and experience in the subject area or area of assignment. Where two or more tenured Teachers are equally qualified, the tenured Teacher with greater length of continuous service as a Teacher in the Darien System will be given the option to remain. The Board may use its own discretion in choosing among non-tenured Teachers.

(c) The provisions of this Section 1 will not be subject to the Grievance and Arbitration Procedures set forth in Article XVI hereof.

SECTION 2. Recall Procedure. (a) The name of any tenured Teacher whose services have been terminated because of the elimination of a position or a reduction in professional staff shall be placed upon a recall list and remain on such list for three years provided such Teacher does not refuse a reappointment and provided such Teacher applies in writing by registered mail for retention of his/her name on said list on or before June 1 of each year subsequent to his/her termination.

(b) Any Teacher on the recall list shall receive a written offer of reappointment at least thirty (30) days prior to the date of reemployment. The Teacher shall accept or reject the appointment in writing within ten (10) days. If he/she accepts the appointment, he/she shall receive a written contract at least fifteen (15) days prior to the effective date of reemployment, where possible.

(c) Teachers will be recalled in reverse sequence of staff reduction, if they possess the necessary certification and qualifications for open positions.

(d) No new Teachers shall be hired before Teachers on the recall list who possess the necessary certification and qualifications are recalled or decline the opening.

(e) 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.

(f) 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 reemployed, with the exception of salary schedule increments and years of service as applied to Teachers' retirement.

SECTION 3. Certification and Seniority List. The Superintendent shall, by February 1 of each work year, provide to the President of the Association, a complete seniority list with each Teacher's area(s) of certification.

ARTICLE VIII
ACCIDENT BENEFITS

SECTION 1. Whenever a Teacher is absent from school as a result of personal injury caused by an accident or an assault arising out of and in the course of his/her employment, he/she will be paid the equivalent of his/her full salary (i.e., the difference between the amount received as workers' compensation benefits and his/her *per diem* rate as of the last day worked) for the period of such absence, but in no event longer than for a period of six (6) months. No part of such absence will be charged to his/her annual or accumulated sick leave.

SECTION 2. If the Board requires a Teacher to have a medical examination, the Board will reimburse the Teacher for the cost of such examination up to an amount equal to the reasonable and customary costs for the type of medical examination required or the actual fee charged for the examination, whichever is less, provided the Teacher authorizes the examining physician to make the results of such examination available to the Board.

ARTICLE IX
VACANCIES AND PROMOTIONS

SECTION 1. The filling of vacancies in the certified professional staff of the Darien School System is the responsibility of the Board acting upon the recommendations of and with the advice of the Superintendent.

SECTION 2. In the exercise of the responsibility described in Section 1 hereof, the Board agrees to publicize available vacancies for promotions and for positions which would provide salary advancements (hereinafter referred to as "promotional vacancies") as follows:

(a) All vacancies which the Board decides to fill on a regular basis in the certified professional staff of the Darien School System including those that provide for salary advancement through promotion for present members of that staff will be publicized at least ten (10) days prior to filling such vacancies on a regular basis by notifying teachers of such vacancies by email. The Superintendent may ask

that the Association agree to shorten or waive the posting period. Such agreement shall not be unreasonably withheld.

(b) Promotional vacancies may be filled on a temporary basis for no longer than a normal work year.

(c) Teachers appointed to "act" in a position will be remunerated at an annual salary rate no less than the then-current minimum for the position in which they are appointed to "act", provided, this provision will not apply in cases where the Teacher is assigned to "act" in a position from which the incumbent is absent or on leave.

SECTION 3. When, in the judgment of the Board, the qualifications, attainments and professional backgrounds of candidates for promotional vacancies are equal, first consideration in filling such promotional vacancies will be given to candidates then currently employed by the Darien School System.

SECTION 4. Notification of the filling of promotional vacancies will be given to each candidate.

ARTICLE X
TRANSFERS

SECTION 1. The Board will continue to have the right to transfer Teachers when it deems necessary for the efficient operation of a grade, school or educational level.

SECTION 2. When a change in the number of Teachers in a school is necessary, qualified Teachers who volunteer will be considered first.

SECTION 3. Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another building will file a written statement of such desire with the Superintendent no later than March 1. Such statement will include the grade and/or subject to which the Teacher desires to be assigned or the school or schools (in order of preference, if the Teacher has preferences) to which he/she desires to be transferred.

Notice of transfer will be given to the Teacher no later than June 1, if possible.

Reasons for not meeting the request will be given to the Teacher in writing.

ARTICLE XI
EMPLOYMENT OF SUBSTITUTE TEACHERS

SECTION 1. It is the Board's policy to employ substitute teachers whenever a Teacher is absent for a half-day (1/2) or longer. Such substitutes will normally be persons competent in the area(s) for which the regular Teacher is responsible.

To provide for situations when persons with the appropriate competencies are unobtainable, arrangements will be made in advance to enable other substitutes to supervise the classes.

SECTION 2. It is the responsibility of the Teacher, when a substitute is needed, to enter the absence into the absence management system within the designated time. If the absence is not entered within the designated time, it is the teacher's responsibility to notify the person designated by the administration to obtain substitutes for that school or department.

SECTION 3. It is recognized that emergency situations may arise when it may not be feasible to carry out the policy set forth in Section 1 above. In such cases, it is expected that fellow Teachers will offer their help as a part of their professional responsibilities.

SECTION 4. A substitute possessing an appropriate state certificate, dated previous to the opening of school for the year in which his or her services are retained, who is retained by the Board for a period which exceeds fifty (50) consecutive normal work days in the same position in the Teachers' bargaining unit will, effective as of the fifty-first (51st) consecutive normal work day in such position, be covered by the provisions of the Agreement set forth below and be compensated at a salary level determined in accordance with Article III, Section 2, but need not be compensated at a salary level higher than BA Level 5. Such substitutes will not be covered by any other provisions of this Agreement.

(1) Article VI, Section 1, Sick Leave (excluding extended sick leave) on a *pro rata* basis, but only if the regular Teacher whom the substitute is replacing is not being paid;

(2) Article XV, Dues Deduction;

(3) Article XVII, Work Continuity;

(4) Article XVI, Grievance Procedure, but only insofar as the substitute is expressly covered by this Agreement, as set forth herein.

Each period of substitute service will be treated separately and non-cumulatively.

ARTICLE XII
SCHOOL MEETINGS

SECTION 1. Attendance at any meeting which takes place during the work year on a weekend, holiday or regularly scheduled vacation will be voluntary.

SECTION 2. Teachers may be required to attend staff or department meetings outside the regularly scheduled work day up to one and one-half (1½) hours two (2) days each month or the equivalent of three (3) hours per month.

SECTION 3. Attendance at evening functions other than a fall evening event and a spring evening event, is encouraged but will be voluntary.

ARTICLE XIII
MISCELLANEOUS

SECTION 1. An administrator or supervisor will not use the public address or audio system for the purpose of monitoring or observing a Teacher's work performance. An administrator or supervisor will not use video recording in the evaluation process of teachers except by mutual agreement.

SECTION 2. A Teacher shall have electronic access to a copy of his/her evaluation report or reports prepared by his/her immediate supervisor, and may discuss such report or reports with his/her immediate supervisor. Such request will be made to his/her immediate supervisor.

SECTION 3. A Teacher may request to review the supervisory records or reports of competence, personal character and efficiency contained in his/her personnel file with reference to the evaluation of his/her performance as a Teacher. The request must be made to the Superintendent or his/her designee. Such review will be permitted as soon as practicable following receipt of the request. The Teacher may submit a written comment with respect to any such material contained in his/her personnel file and, upon the Teacher's request, such comment will be attached to the file copy of the material.

SECTION 4. Resignations. Teachers resigning their employment must give the Superintendent as much advance notice as possible. Such notice shall be in writing and shall be delivered at least 30 days in advance of the actual resignation date. This 30 day advance notice requirement may be waived with prior approval of the Superintendent.

SECTION 5. The Board will establish a Section 457 Account plan based on the CASBO model and will permit teachers to participate in this plan at their own cost.

SECTION 6. Tuition Reimbursement. The Board shall establish a fund of $75,000 for the purpose of reimbursing teachers who hold an MA degree or above for the cost of college/university courses in the following manner:

(a) The course must relate to his/her present teaching assignment or must be for an additional endorsement to a professional certificate directly related to the teacher's assignment.

(b) The course must be approved in advance by the Superintendent. Online courses offered by Connecticut state universities or other university deemed by the Superintendent to be equivalent (e.g., Sacred Heart, Fairfield University) may be approved. At the time of approval, the Superintendent shall notify the teacher whether funds remain available for reimbursement.

(c) It must be a graduate level course taken through an accredited college or university and cannot be a correspondence or internet course except as provided above.

(d) Proof of successful completion of the course, a grade of B or better, must be submitted to the school district.

(e) When the foregoing conditions are met, such teachers shall be reimbursed $500 per credit hour or the actual cost of the course, whichever is less.

(f) No more than nine (9) credits per year per teacher can be submitted for reimbursement.

SECTION 7. Just cause. No Teacher shall be disciplined (i.e. reprimanded in writing, denied an increment or suspended) without just cause. Termination or non-renewal of contract is subject to review under Conn. Gen. Stat. § 10-151 and in no other manner.

Section 8. Tutoring. Teachers are prohibited from tutoring for direct or indirect compensation students who are in their classes during the school year or during the summer before the student is going to be in their class (after class membership for the coming school year is known to the teacher). Teachers shall not solicit tutoring opportunities through classroom activities or rosters. Teachers shall exhibit professionally responsible behaviors while tutoring outside of the school day.

Under no circumstances is any teacher to perform the following for a student attending the Darien Public Schools whom the teacher is tutoring:

a. Comment negatively upon practices or instructional strategies of other teachers or of any of the teacher(s) of the student who is being tutored; or

b. Make recommendations to a parent of a student being tutored that the parent request specialized testing to be provided by the school system or by an independent evaluator; or

c. Recommend to a parent that support services be provided to the student being tutored for Literacy or Math; or

d. Generate written reports for parents to be shared with the tutored student's regular teachers or administrators; or

e. Recommend the program or grade placement for the tutored student in the year the student is being tutored or in a subsequent school year.

Section 9. New Teachers. The Association will be provided time with teachers new to the Darien Public Schools during New Teachers Orientation, prior to the start of the school year. The Association will also be notified of new hires monthly upon request.

SECTION 10. The parties recognize the right of employees to work in an environment free from discrimination based on age, race, national or ethnic origin, political or religious affiliation, sex, gender identity or expression, sexual orientation, marital or family status, disability, union membership or participation in the lawful activities of the union, or on any other protected status. Given the availability of administrative remedies, this provision is included for informational purposes only.

ARTICLE XIV
TRAVEL REIMBURSEMENT

A Teacher will be reimbursed at the rate per mile allowed by the IRS for using his/her own automobile for work related travel designated by the Board as reimbursable travel. Travel to and from out-of-district professional development activities and conferences approved by the Board shall be work-related travel and shall be reimbursable, including mileage, train/air fares, parking costs and tolls.

ARTICLE XV
DUES DEDUCTION

SECTION 1. All Teachers employed by the Board shall be given the opportunity to join the Association.

SECTION 2. Deductions. The Darien Board of Education agrees to deduct from each Teacher who authorizes such deductions in writing an amount equal to the Association membership dues by means of payroll deductions. The amount of the deduction from each paycheck for membership dues shall be equal to the total annual Association membership dues divided by the number of paychecks from which such deductions will be made. The amount of Association membership dues shall be certified by the Association to the Board of Education prior to the opening of school each year.

SECTION 3. Subsequent Employment. Those Teachers whose employment commences after the start of the school year shall pay a prorated amount equal to the percentage of the remaining school year as he or she may authorize in writing.

SECTION 4. Forwarding of Monies. The Board agrees to remit electronically the amount of money deducted during that month to an account specified by the Association. The Board shall provide the Association a list of Teachers from whom such deductions were made.

SECTION 5. Save Harmless. The Association will indemnify and hold the Board harmless against any liability which arises or which may arise by reason of any action taken by the Board in complying with the provisions of this Article. The Board will give the Association written notice of any claim, demand or suit made or filed against the Board by reason of any such action taken by the Board and, in circumstances presenting no conflict between the interests of the Board and the Association, the Board will cooperate with the Association in gathering relevant evidence and securing witnesses. It is expressly understood that the Association's obligation to indemnify and hold the Board harmless as described above will not apply to any claim, demand or suit brought or made against the Board as a result of the Board's willful misconduct or the Board's failure or refusal to comply with the obligations imposed upon it by this Article.

ARTICLE XVI
GRIEVANCE PROCEDURE

SECTION 1. Purpose. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to claims that the Board has violated a specific provision of this Agreement. Both the Board and the Association agree that proceedings shall be kept as confidential as is appropriate.

SECTION 2. Definitions.(a) As used in this Agreement, the word "Grievance" is hereby defined to mean any claim that a specific provision of the Agreement has been violated, misinterpreted or misapplied by the Board or the Superintendent (or Superintendent's agent), or by an administrator acting in a supervisory capacity.

(b) As used herein, the word "Grievant" is hereby defined to mean any Teacher who files a Grievance.

SECTION 3. Time Limits. (a) As it is important that Grievances be processed as rapidly as possible, the number of days indicated at each step will be considered as a maximum. The time limits specified will be extended only by written agreement of the parties to the Grievance. "Days", as used in this Article, will mean days when the Teacher is scheduled to be at work.

(b) If a Teacher does not file a Grievance in writing within twenty (20) days after he/she first knew, or should have known, of the act or conditions on which the Grievance is based, then the Grievance will be considered to have been waived.

(c) Failure by the Grievant at any level to appeal a Grievance to the next level within the specified time limits will be deemed to be acceptance of the decision rendered at that level.

SECTION 4. Steps of the Grievance Procedure. The procedure set forth in this Article shall be the exclusive means for processing Grievances.

(a) FIRST STEP - - GRIEVANT AND IMMEDIATE SUPERVISOR - - INFORMAL.

The Grievant will discuss the matter with his/her immediate supervisor or principal, directly or through the Association representative, with the objective of resolving the matter informally.

(b) SECOND STEP - - GRIEVANT AND IMMEDIATE SUPERVISOR - - FORMAL.

If the Grievant is not satisfied with the outcome of the informal procedure and he/she desires to proceed further, he/she will present his/her claim as a written Grievance to his/her principal or immediate supervisor within twenty (20) days of the event giving rise to the Grievance. The immediate supervisor will, within five (5) days after receipt of the Grievance, answer the Grievance in writing on the prescribed Grievance form.

(c) THIRD STEP - - SUPERINTENDENT.

If the Grievance has not been adjusted satisfactorily in the Second Step, and the Grievant desires to proceed further, such Grievance will be submitted to the Superintendent within five (5) days after Grievant's receipt of the Second Step answer. The time for discussion will be set up at a mutually convenient time within five (5) days after receipt of the Grievance by the Superintendent.

(d) FOURTH STEP - - ARBITRATION.

(1) If the Grievance has not been adjusted satisfactorily in the Third Step and the Association desires to proceed further, only the Association may submit the Grievance to arbitration, but only in accordance with all of the following terms and conditions:

(i) The Grievance must arise out of and involve the interpretation or application of a specific provision of this Agreement and will not be arbitrable if it claims a right, benefit or obligation not expressly set forth in this Agreement.

(ii) The Association's submission to arbitration must be made in writing by certified mail, with a copy to the Superintendent, postmarked within seven (7) calendar days immediately following the receipt by the Grievant of the Superintendent's Third Step answer or, if no answer is received from the Superintendent, within fifteen (15) days after discussion of the Grievance with the Superintendent.

(iii) The submission to arbitration must be to the American Arbitration Association in accordance with its Voluntary Rules

for Labor Arbitration in existence at the time the submission was made.

(iv) The Grievance submitted to arbitration must be the same Grievance which was submitted to the Superintendent at the Third Step.

(2) The selection of the arbitrator and the procedure for conducting the arbitration process shall be in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association. The decision of the arbitrator will be final and binding, subject to the right of either party to have the award confirmed, vacated or modified according to law. The arbitrator's authority will be limited to determining whether, by the allegations contained in the Grievance, the Board violated any specific provision of this Agreement. The arbitrator will not have any authority or power to add to, delete from or modify in any way any provision of this Agreement. The arbitrator will have the power to make appropriate compensatory awards.

(3) The cost of the arbitrator's service will be borne equally by the Board and the Association.

(4) The records or reports of any Grievance Procedure will be filed separately and not in the Teacher's personnel file.

SECTION 5. Each party may have not more than three (3) representatives present at any stage of the formal Grievance Procedure unless a greater number is mutually agreed to.

SECTION 6. Group Grievance. The Association may present a Grievance involving a group of Teachers in more than one school through the Grievance Procedure commencing at the Third Step hereof. Grievances involving more than one Teacher at the same school will be submitted by the Association in accordance with the Second Step hereof.

SECTION 7. Grievance Forms. Grievance forms to be used in the processing of grievances hereunder will be mutually agreed to by the parties. All Grievances will be signed by the Grievant and will indicate the nature of the Grievance and the Article and Section of this Agreement alleged to have been violated. Any person rendering a decision under this Grievance Procedure will sign the Grievance Form certifying the decision made.

ARTICLE XVII
WORK CONTINUITY

The Association agrees, on behalf of itself and all Teachers, that no Teacher, individually or collectively, will, for the duration of this Agreement, engage in a strike, work stoppage, slowdown, curtailment or restriction of work. The Board agrees not to "lockout" its Teachers.

ARTICLE XVIII
SEVERABILITY CLAUSE

In the event that any provision or portion of this Agreement is ultimately ruled invalid for any reason by an authority of established and competent legal jurisdiction, the balance and remainder of this Agreement shall remain in full force and effect.

ARTICLE XIX
DURATION

This Agreement will take effect as of July 1, 2026 and continue in full force through June 30, 2029.

The Board or the Association may reopen negotiations in accordance with Conn. Gen. Stat. Section 10-153f(e) if there is any material amendment to the ACA or other state or federal law that would substantially increase the cost of the medical insurance plan offered herein. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan.

DARIEN BOARD OF EDUCATION **DARIEN EDUCATION ASSOCIATION**

By _____ **By** _____

Its Chairperson **Its President**

APPENDIX A-1
TEACHERS SALARY SCHEDULE
2026-2027

25-26 Step	New Step	BA	MA	MA+15	MA+30	MA+60
5						
6 & 7	1	62,250	72,250	73,250	76,750	81,250
8	2	65,750	75,750	76,750	80,250	84,750
9	3	69,250	79,250	80,250	83,750	88,250
10	4	72,750	82,750	83,750	87,250	91,750
11	5	76,250	86,250	87,250	90,750	95,250
12	6	79,750	89,750	90,750	94,250	98,750
13	7	83,750	93,750	94,750	98,250	102,750
14	8	87,750	97,750	98,750	102,250	106,750
15	9	91,750	101,750	102,750	106,250	110,750
16	10	95,750	105,750	106,750	110,250	114,750
	11		109,750	110,750	114,250	118,750
17	12		113,750	114,750	118,250	122,750
18	13		117,750	118,750	122,250	126,750
19	14		121,750	122,750	126,250	130,750
20	15		124,650	125,650	129,150	133,650

Step 5 shall be eliminated. The step conversion columns refer to the movement of teachers from the 2025-26 schedule to the 2026-27 schedule. Teachers on BA step 12 in 2025-26 move to step 7 on the 2026-27 schedule.

Eligible teachers with a PhD/EdD degree shall receive a $3,000 stipend.

APPENDIX A-2
TEACHERS SALARY SCHEDULE
FOR 2027-2028

Step	BA	MA	MA+15	MA+30	MA+60
1	64,025	74,025	75,025	78,525	83,025
2	67,525	77,525	78,525	82,025	86,525
3	71,025	81,025	82,025	85,525	90,025
4	74,525	84,525	85,525	89,025	93,525
5	78,025	88,025	89,025	92,525	97,025
6	81,525	91,525	92,525	96,025	100,525
7	85,525	95,525	96,525	100,025	104,525
8	89,525	99,525	100,525	104,025	108,525
9	93,525	103,525	104,525	108,025	112,525
10	97,525	107,525	108,525	112,025	116,525
11		111,525	112,525	116,025	120,525
12		115,525	116,525	120,025	124,525
13		119,525	120,525	124,025	128,525
14		123,525	124,525	128,025	132,525
15		128,605	129,605	133,105	137,605

Eligible teachers shall advance a step on July 1, 2027.

Eligible teachers with a PhD/EdD degree shall receive a $3,000 stipend.

Longevity Stipend:

Years in Darien	Stipend
15-19	$500
20-24	$750
25+	$1,000

APPENDIX A-3
TEACHERS SALARY SCHEDULE
FOR 2028-2029

Old Step	New Step	BA	MA	MA+15	MA+30	MA+60
1						
2	1	68,355	78,355	79,355	82,855	87,355
3	2	71,855	81,855	82,855	86,355	90,855
4	3	75,355	85,355	86,355	89,855	94,355
5	4	78,855	88,855	89,855	93,355	97,855
6	5	82,355	92,355	93,355	96,855	101,355
7	6	86,355	96,355	97,355	100,855	105,355
8	7	90,355	100,355	101,355	104,855	109,355
9	8	94,355	104,355	105,355	108,855	113,355
10	9	98,355	108,355	109,355	112,855	117,355
11	10	102,355	112,355	113,355	116,855	121,355
12	11		116,355	117,355	120,855	125,355
13	12		120,355	121,355	124,855	129,355
14	13		124,355	125,355	128,855	133,355
15	14		128,605	129,605	133,105	137,605
	15		132,855	133,855	137,355	141,855

Step 1 shall be eliminated and a new maximum step shall be added to the schedule. Eligible teachers shall advance a step on July 1, 2028. After step movement the schedule shall be renumbered.

Eligible teachers with a PhD/EdD degree shall receive a $3,000 stipend.

Longevity Stipend:

Years in Darien	Stipend
15-19	$750
20-24	$1,000
25+	$1,250

Appendix B-1
HIGH SCHOOL COACHES' PAY LEVELS

CATEGORY	HEAD COACHES	ASSISTANT COACHES AND JUNIOR VARSITY
1	FOOTBALL	
2	BASKETBALL - BOYS BASKETBALL - GIRLS ICE HOCKEY - BOYS ICE HOCKEY - GIRLS LACROSSE - GIRLS LACROSSE - BOYS VOLLEYBALL GIRLS VOLLEYBALL BOYS	
3	GYMNASTICS SOCCER - GIRLS SOCCER - BOYS BASEBALL SOFTBALL WRESTLING INDOOR TRACK - BOYS INDOOR TRACK - GIRLS OUTDOOR TRACK - BOYS OUTDOOR TRACK - GIRLS SWIMMING - BOYS SWIMMING - GIRLS FIELD HOCKEY	
3A	ASSISTANT FOOTBALL (7)	
4	TENNIS - BOYS CHEERLEADING FALL (COED) CHEERLEADING WINTER (COED) TENNIS - GIRLS FOOTBALL (FRESHMAN) GOLF - BOYS GOLF - GIRLS CROSS COUNTRY - BOYS CROSS COUNTRY - GIRLS SKI RACING - (COED) SAILING - (COED) SQUASH (COED) RUGBY	J.V. BOYS BASKETBALL J.V. GIRLS BASKETBALL ICE HOCKEY BOYS ASSISTANT ICE HOCKEY GIRLS ASSISTANT LACROSSE ASSISTANT – BOYS (2) LACROSSE ASSISTANT – GIRLS (2) ASSISTANT BASKETBALL BOYS ASSISTANT BASKETBALL GIRLS ASSISTANT VOLLEYBALL - GIRLS ASSISTANT VOLLEYBALL - BOYS

CATEGORY	HEAD COACHES	ASSISTANT COACHES AND JUNIOR VARSITY
5	BASKETBALL (FRESHMEN) - BOYS BASKETBALL (FRESHMEN) - GIRLS SOCCER (FRESHMEN) - BOYS SOCCER (FRESHMEN) - GIRLS BASEBALL (FRESHMEN) SOFTBALL (FRESHMEN) FIELD HOCKEY (FRESHMEN) LACROSSE (FRESHMEN) - BOYS LACROSSE (FRESHMEN) - GIRLS VOLLEYBALL (FRESHMEN) - GIRLS	SWIMMING ASSISTANT - BOYS (2) SWIMMING ASSISTANT – GIRLS (2) SOCCER ASSISTANT - BOYS SOCCER ASSISTANT - GIRLS J.V. SOCCER - BOYS J.V. SOCCER - GIRLS J.V. BASEBALL J.V. SOFTBALL WRESTLING ASSISTANT INDOOR TRACK ASSISTANT – GIRLS (2) INDOOR TRACK ASSISTANT - BOYS (2) OUTDOOR TRACK ASSISTANT – BOYS (3) OUTDOOR TRACK ASSISTANT – GIRLS (3) ASSISTANT FIELD HOCKEY J.V. FIELD HOCKEY J.V. VOLLEYBALL GIRLS JV VOLLEYBALL BOYS JV ICE HOCKEY BOYS JV GOLF BOYS JV GOLF GIRLS J.V. LACROSSE - BOYS J.V. LACROSSE - GIRLS J.V. TENNIS - BOYS J.V. TENNIS – GIRLS J.V. CHEERLEADING FALL (COED) ASSISTANT SKIING ASSISTANT GYMNASTICS ASSISTANT BASEBALL ASSISTANT SOFTBALL ASSISTANT CROSS COUNTRY BOYS ASSISTANT CROSS COUNTRY GIRLS ASSISTANT SAILING ASSISTANT CHEERLEADING FALL (COED) ASSISTANT CHEERLEADING WINTER (COED) FOOTBALL ASSISTANT (FRESHMAN) FACULTY MANAGER - BOYS FACULTY MANAGER – GIRLS FACULTY MANAGER FALL (2) FACULTY MANAGER SPRING(2)
6	Unified Sports	

APPENDIX B – 2
HIGH SCHOOL COACHES' SALARY SCHEDULE

EFFECTIVE JULY 1, 2026

	LEVEL		
CATEGORY	***1***	***2***	***3***
1	$8,187	$10,009	$11,009
2	$6,710	$8,171	$8,989
3	$6,262	$7,628	$8,390
3A	$5,749	$7,023	$7,727
4	$4,231	$5,270	$5,803
5	$3,795	$4,636	$5,101
6	$3,222	$3,580	$3,978

EFFECTIVE JULY 1, 2027

	LEVEL		
CATEGORY	***1***	***2***	***3***
1	$8,350	$10,209	$11,229
2	$6,844	$8,335	$9,169
3	$6,387	$7,780	$8,557
3A	$5,864	$7,163	$7,881
4	$4,316	$5,376	$5,919
5	$3,871	$4,729	$5,203
6	$3,287	$3,652	$4,058

EFFECTIVE JULY 1, 2028

	LEVEL		
CATEGORY	***1***	***2***	***3***
1	$8,517	$10,414	$11,454
2	$6,981	$8,501	$9,352
3	$6,515	$7,936	$8,728
3A	$5,981	$7,306	$8,039
4	$4,402	$5,483	$6,037
5	$3,949	$4,823	$5,307
6	$3,352	$3,725	$4,139

Note for all years: Individuals occupying High School Coaches' positions will advance one level with each satisfactory year of service completed.

Appendix C-1
CO-CURRICULAR POSITIONS

CATEGORY	HIGH SCHOOL	MIDDLE SCHOOL	ELEMENTARY SCHOOL
1	Director of School Musical		
2	Director of Dramatics	Musical Director	
3	Community Council (2) Director of Blue Wave News NEIRAD Yearbook (2)		
4	Ensemble/Pop Strings Debate Coach DECA (2) Model Congress Jazz Band Director Marching Band Math Team (2) Mathematical Modeling Club Robotics (2) Quiz Bowl Tudor Singers United Nations Club Webmaster	Quiz Bowl Yearbook Robotics (2)	
5	Senior Class Advisors (2) Blue Wave Anchors National Honor Society Math Honor Society Science Honor Society English Honor Society Tri-M Advisory	WebMaster	WebMaster Music Concerts (15) Robotics (10)
6	First Assistant Drama First Assistant Musical Literary Magazine Percussion Instructor Assistant Quiz Bowl Assistant Debate Coach Theater 308 Advisor School Musical Choreographer School Musical Choral Director	Assistant Quiz Bowl Music Concerts (6) Musical Producer	
7	Assistant Blue Wave News Freshman Class Advisors (2) Gender Sexuality Alliance (2) Junior Class Advisors (2) Music Concerts (3) NEIRAD Assistant Second Assistant Drama Second Assistant Musical Sophomore Class Advisors (2) Yearbook Assistant	Debate Coach Newspaper Outdoor Club (2) Student Council (2) Assistant Yearbook Geography Bee Coordinator	All Town Band All Town Chorus All Town Orchestra

8	Aerospace Club American Sign Language Club Anime Club Assistant Model UN Anatomy Club Astronomy Club Black Student Union Brainwave Club DAWG (Darien Animal Welfare Group) Art Club Best Buddies (2) Book Club Cancer Awareness Club Chess Club Choose Love Culinary Club DHS Filmmakers Club Programming Club Eco-Citizens Fencing Club French Culture Club Games Club Garden Club Geography and World Awareness H.S. Productions – Bs. Mgr. Health and Humanitarian Club JETS Club Knots and Needles Club La Ola Azul Club Latin Club Medical Interest Club Mindful Moments New Wave Club Pan-Asian American Club Poetry Club Psychology Club School Drama Lights and Sound School Musical Band Director School Musical Lights & Sound She's the First Sources of Strength Club Women in STEM Table Tennis Club Technology Student Association Unite for Africa ClubGlobal Connect Club DHS Filmmakers Latin Club Photography Club Wave Strong	Ambassador Club (2) Camerata Singers Contemporary Strings Ensemble Coordinator – Grade 6 Trip (2) Coordinator – Grade 8 Trip (2) Jazz Ensemble Jazz Lab Literary Magazine Math Club (2) Odyssey of the Mind School Musical Choral Director School Musical Choreographer School Musical Lights & Sound School Musical Set Design Middlesex Middle School Honors Band Ensemble Model UN	Enrichment Club (5) Literary Magazine (5) Safety Patrol (5) Student Council (5)

Appendix C-2
CO-CURRICULAR STIPENDS

Effective July 1, 2026

	LEVEL				
CATEGORY	***1***	***2***	***3***	***4***	***5***
1	$5,774	$6,215	$6,585	$7,814	$7,907
2	$5,342	$5,746	$6,085	$7,209	$7,298
3	$3,898	$4,230	$4,508	$5,428	$5,498
4	$3,120	$3,383	$3,608	$4,343	$4,399
5	$2,714	$2,983	$3,253	$3,531	$3,978
6	$2,308	$2,576	$2,850	$3,120	$3,572
7	$1,536	$1,810	$2,079	$2,350	$2,756
8	$1,355	$1,622	$1,899	$2,176	$2,533

Effective July 1, 2027

	LEVEL				
CATEGORY	***1***	***2***	***3***	***4***	***5***
1	$6,005	$6,464	$6,849	$8,126	$8,223
2	$5,556	$5,976	$6,328	$7,498	$7,590
3	$4,054	$4,399	$4,689	$5,645	$5,718
4	$3,245	$3,518	$3,752	$4,517	$4,575
5	$2,823	$3,102	$3,383	$3,672	$4,137
6	$2,400	$2,679	$2,964	$3,245	$3,715
7	$1,598	$1,882	$2,162	$2,444	$2,866
8	$1,409	$1,687	$1,975	$2,263	$2,635

Effective July 1, 2028

	LEVEL				
CATEGORY	***1***	***2***	***3***	***4***	***5***
1	$6,245	$6,722	$7,123	$8,451	$8,552
2	$5,778	$6,215	$6,582	$7,798	$7,893
3	$4,216	$4,575	$4,876	$5,871	$5,947
4	$3,375	$3,659	$3,902	$4,697	$4,758
5	$2,936	$3,226	$3,519	$3,819	$4,303
6	$2,496	$2,786	$3,082	$3,375	$3,864
7	$1,661	$1,957	$2,249	$2,542	$2,981
8	$1,466	$1,755	$2,054	$2,353	$2,740

Note for all years: Individuals occupying Co-Curricular positions will advance one level with each satisfactory year of service completed

Appendix D

Leadership Stipends	***2026-27***	***2027-28***	***2028-29***
Tech Ed Dept Coordinator	$5,264	$5,475	$5,694
Plus Teacher Coordinated	$228	$237	$246
Middle School Team Leader	$5,264	$5,475	$5,694
Middle School Guidance Team Leader	$5,264	$5,475	$5,694
Middle School Special Subjects Team Leader	$1,806	$1,879	$1,954
Elementary Grade Level Leader	$3,992	$4,151	$4,317
MLL Dept Coordinator	$5,264	$5,475	$5,694
MTSS Coordinator	$3,010	$3,130	$3,255
Advisory Coordinator	$5,264	$5,475	$5,694
MMS Flex Advisor	$5,264	$5,475	$5,694
Testing Coordinator	$5,264	$5,475	$5,694
TEAM District Facilitator	$5,264	$5,475	$5,694
High School Internship Coordinator	$6,109	$6,353	$6,607
High School China Exchange Coordinator	$5,264	$5,475	$5,694
Fitch Program Coordinator	$7,593	$7,897	$8,216
Plus Extra Days	5	5	5
Instructional Technology Coordinator	$7,593	$7,897	$8,216
Plus Extra Days	20	20	20
K-12 World Language Coordinator	$7,593	$7,897	$8,216
Plus Extra Days	10	10	10

APPENDIX E

Medical Plan:

(A). **HD-HSA Plan.** The Board will make available to Teachers a High Deductible / HSA account plan with deductibles of $3,000/$6,000, of which the Board will contribute 50%. The Board contributions shall be fully paid September 1. A Teacher in this program will be required to pay a premium share as set forth in Article IV, Section 5. Retirees may participate in this plan if eligible, provided that the Board will not contribute to the deductible for such retirees. Prior authorization shall be required for Teachers commencing employment with the 2026-2027 school year.

(B). HRA Plan.

This plan shall be limited to teachers who (a) are not eligible for the HD-HSA plan (e.g. because they participate in Medicare or have recently received benefits from the Veteran's Administration), or (b) are retired (who may participate at their own expense). The Board shall reimburse teachers participating in the HRA plan up to the amounts that are deposited into the HSA for eligible teachers. The Board funding to the HRA shall include a rollover feature for each covered individual allowing any unused HRA deductible funds to be rolled over to the amount legally allowed.

Vision Rider. All eligible Teachers will be covered by a Vision Plan, with the same premium share contribution percentages as the Teacher's HD-HSA plan.

In Service Rollover 403b. Teachers shall be permitted to make an in-service rollover of their 403b account as permitted under IRS regulations (currently only for persons who are 59.5 years of age or older).

APPENDIX F

DENTAL PLAN

The Dental Plan in effect in the predecessor agreement shall continue in this Agreement, and has the following provisions, subject to the premium cost share provisions in Article IV, Section 5(b):

- Maximum annual reimbursement of $2,000 per covered individual, and
- Reimbursement rate for Class C* services of 50%, and
- Reimbursement for orthodontics up to a lifetime maximum of $1,000.

All reimbursement provisions in the Dental Plan currently in effect shall continue unless and until such provisions are modified by the Board in accordance with (a) its past practice, (b) its implementation of the provisions of Article IV, Section 8 of the Agreement, or (c) in future bargaining with the Association.

* Class C services include periodontal services, for example.

MEMORANDUM OF AGREEMENT

In the recently concluded negotiations, the Darien Board of Education and the Darien Education Association agreed that:

1. The Board may add up to two student school days within the one hundred eighty seven day total without being obligated to negotiate the impact of such days. They further agree that the two "teacher work days" shall be maintained.

2. Teachers who currently teach 4 classes or 4.5 classes at the Middle School and the High School (other than science teachers who teach lab courses) may be assigned to 5 classes each year. This provision will be implemented by attrition.

DARIEN BOARD OF EDUCATION	**DARIEN EDUCATION ASSOCIATION**
By _____	**By** _____
Its Chairperson	**Its President**
Date _____	**Date** _____

MEMORANDUM OF AGREEMENT

In the recently concluded negotiations, the Darien Board of Education and the Darien Education Association agreed that:

1. The Darien Board of Education and the Darien Education Association agree that safe supervision of students is an important matter of mutual concern. The parties shall discuss, and if necessary negotiate, over how to provide appropriate supervision to students at arrival and dismissal in accordance with Article V, Section One of the collective bargaining agreement, any practice to the contrary notwithstanding.

DARIEN BOARD OF EDUCATION **DARIEN EDUCATION ASSOCIATION**

By _____ **By** _____

Its Chairperson **Its President**

Date _____ **Date** _____

MEMORANDUM OF AGREEMENT

In the recently concluded negotiations, the Darien Board of Education and the Darien Education Association agreed that:

1. The Darien Board of Education and the Darien Education Association agree to convene a committee to consider changes regarding elementary report cards by September 30, 2023. The Committee will consist of DEA designated representatives in addition to representatives designated by the Board and it will be chaired by the Director of Elementary Education.

2. There will be a meeting with HR, Building Principal or their designee, and the Association for the purpose of updating clubs listed in Appendix C-1 annually.

3. Human Resources will make an annual presentation to explain benefits, including disability coverage, to teachers with opportunity for Q & A for attendees.

DARIEN BOARD OF EDUCATION	**DARIEN EDUCATION ASSOCIATION**
By _____	**By** _____
Its Chairperson	**Its President**
Date _____	**Date** _____

MEMORANDUM OF AGREEMENT

In the recently concluded negotiations, the Darien Board of Education and the Darien Education Association agreed that:

The Board will provide professional learning outside of the school day at no cost to teachers. One in service credit will be earned for each 15 hours of coursework completed. Such in service credits can be used for salary advancement up to 6 in service credits to move between columns with 15 credits to advance and up to 12 in service credits to move from columns requiring 30 credits to advance.

DARIEN BOARD OF EDUCATION	**DARIEN EDUCATION ASSOCIATION**
By _____	**By** _____
Its Chairperson	**Its President**
Date _____	**Date** _____