AGREEMENT

Between the

EAST HADDAM BOARD OF EDUCATION

and the

EAST HADDAM EDUCATION ASSOCIATION

July 1, 2026 – June 30, 2029

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GENERAL

A. The Agreement is subject to and will operate within the statutes of the State of Connecticut.

B. The Board and the Association recognize the importance of responsible participation by the entire professional staff in the educational process, planning, development, and growth To this end, they agree to maintain communication to inform about programs, to guide in development, and to assist in planning and growth either by committee, individual consultation, or designated representatives.

C. The private and personal life of a teacher is not within the appropriate concern or attention of the Board except as it may interfere with the teacher's responsibilities to and relationships with students and/or the school system.

D. Teachers will be entitled to: full rights of citizenship, and no religious or political activities of any teacher (provided such activities do not take place during his/her working hours) or the lack thereof will be grounds for any discipline or discrimination with respect to the professional employment of such teacher.

E. The Board shall provide each teacher with a Teacher's Manual, which shall include the complete text of this Agreement or any Successor Agreement. A complete set of Board policies will be available on the District's website.

ARTICLE I
DURATION

A. This Agreement, when signed by the Chairman of the Board and the President of the Association shall become effective July 1, 2026 and shall remain in full force and effect until June 30, 2029.

B. In the event the Board of Education and the Association fail to secure a Successor Agreement prior to the termination of this Agreement, the Board and the Association will extend the duration of this Agreement by any period not to extend beyond the date of a Successor Agreement.

ARTICLE II
RECOGNITION

A. The Board recognizes the Association as the exclusive representative for certified professional employees of the Board or those holding a Durational Shortage Area Permit who are employed by the Board in positions requiring a teaching or other certificate, other than temporary substitutes, and who are not included in the administrators' or excluded from the purview of §§10-153a-153n, inclusive.

Employees working in a teaching position solely on the basis of a Durational Shortage Area permit (DSAP) shall be covered by all terms and conditions of the collective bargaining agreement, except as follows:

1. The Board shall have the right, in its sole discretion, not to renew and/or to terminate the employment of a DSAP holder, and the DSAP holder shall have no right to file and/or pursue a grievance under this Agreement with respect to such action.

2. DSAP holders shall have no bumping rights or recall rights under this Agreement.

3. DSAP holders may be transferred by the Board of Education to an alternative teaching assignment at any time during the school year.

B. Unless otherwise indicated, the term "teacher" when used hereinafter in this Agreement shall refer to all employees in the above unit.

C. It is recognized that the Board has and will continue to retain, whether exercised or not, the right, responsibility and prerogative to direct the operation of the public schools in the Town of East Haddam including but not limited to the following: (refer §§10-220, 221, 222 of the Connecticut General Statutes.)

To maintain public elementary and secondary schools and such other educational activities as in its judgment will best serve the interests of the Town of East Haddam;

To give the children of East Haddam as nearly equal advantages as may be practicable;

To decide the need for school facilities;

To determine the need and program for the summer school, if any;

To determine the care, maintenance and operation of building, lands, apparatus and other property used for school purposes;

To determine the number, age and qualifications of the pupils to be admitted into each school;

To employ, assign and transfer teachers, principals and assistant principals;

To suspend or dismiss the teachers of the school in the manner provided by statute or ordinance;

To designate the schools which shall be attended by the various children within the town.

To make such provisions as will enable each child of school age residing in the town to attend school for the period required by law and provide for the transportation of children whenever it is reasonable and desirable;

To prescribe rules for the management, studies classification, and discipline for the public schools;

To approve the textbooks to be used;

To make rules for the arrangement, use and safekeeping of the school libraries and to approve the books selected therefor;

To approve plans for school buildings;

To prepare and submit budgets to the Board of Finance and, in its sole discretion, expend monies appropriated by the town for the maintenance of the schools;

To make such transfers of funds within the appropriate budget as it shall deem desirable;

These rights, responsibilities and prerogatives are not subject to delegation in whole or in part, except that the same shall not be exercised in a manner inconsistent with or violation of any of the specific terms and provisions of this Agreement. No action taken by the Board with respect to such rights, responsibilities and prerogatives, other than as there are specific provisions herein contained, shall be subject to the grievance and arbitration provisions of this Agreement.

ARTICLE III
GRIEVANCE PROCEDURE

A. Purpose:

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

B. Definitions:

1. "Grievance" shall mean a complaint by a teacher, group of teachers, or the Association affected by an alleged violation, misapplication or misinterpretation of a specific provision or provisions of this collective bargaining agreement.

2. "Teacher" shall mean any member of the bargaining unit described in Article II Recognition (paragraph A) directly affected by the alleged violation.

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

4. "Days" shall mean days when school is in session. During the summer, "days" shall mean normal business days.

5. A grievance is not a claim by a non-tenure teacher based upon a failure to receive a tenure contract. A grievance brought pursuant to Connecticut General Statutes §10-151b(a) may be processed only through Level Three of this Grievance Procedure.

C. Time Limits:

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

2. If a teacher does not file a grievance in writing within twenty-five (25) days after the act or conditions on which the grievance is based, then the grievance shall be considered to have been waived.

3. Failure by the aggrieved teacher at any level to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that Level.

D. Informal Procedures:

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

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

E. Formal Procedure:

1. Level One - School Principal

a. If an aggrieved teacher is not satisfied with the outcome of informal procedures, he/she may present his/her claim as a grievance to his/her principal or other appropriate administrator with a copy of the grievance submitted to the Association Personnel Policies Committee.

b. The Principal shall, within ten (10) days after receipt of the written grievance, render his/her decision and the reasons therefor in writing to the aggrieved teacher.

2. Level Two - Superintendent of Schools

a. If the aggrieved teacher is not satisfied with the disposition of his/her grievance at Level One, he/she may, within five (5) days after the decision, or within ten (10) days after his/her formal presentation, file his/her written grievance with the Association for referral to the Superintendent.

b. The Association shall, within seven (7) days after receipt, refer the grievance to the Superintendent, but prior to so doing, the Association shall provide an opportunity for the aggrieved teacher to meet with the Personnel Policies Committee of the Association to review the grievance.

c. The Superintendent shall, within ten (10) days after receipt of the referral, meet with the aggrieved teacher and with representatives of the Association for the purpose of resolving the grievance.

d. The Superintendent shall, within five (5) days after the meeting, render his/her decision and the reasons therefor in to the aggrieved teacher, with a copy to the Chairman of the Personnel Policies Committee of the Association.

3. Level Three - Board of Education

a. If the aggrieved teacher is not satisfied with the disposition of his/her grievance at Level Two, he/she may, five (5) days after the decision, or within six (6) days after the hearing, file the grievance again with the Chairman of Personnel Policies Committee of the Association for appeal to the Board.

b. The Association shall within five (5) days after receipt, refer the appeal to the Board.

c. The Board shall, within one calendar month after receipt of the referral, meet with the aggrieved teacher and with representatives of the Association for the purpose of resolving the grievance.

d. The Board shall, within five (5) days after the meeting, render the Board's decision and the reasons therefor in writing to the aggrieved teacher, with a copy to the Chairman of the Personnel Policies Committee of the Association.

4. Level Four - Arbitration

a. If the aggrieved teacher is not satisfied with the disposition of his/her grievance at Level Three he/she may, within five (5) days after the decision, or within ten (10) days after the Board meeting, request in writing to the President of the Association that his/her grievance be submitted to arbitration.

b. The Association may, within ten (10) days after receipt of such request, submit the grievance to arbitration by so notifying the Board in

c. The Chairman of the Board and the President of the Association shall, within ten (10) days after such written notice, jointly select a single arbitrator who is experienced and impartial and a person of recognized competence. If the parties are unable to agree upon an arbitrator within ten (10) days, the American Arbitration Association shall in-mediately be called upon to select the single arbitrator.

d. The arbitrator selected shall confer promptly with representatives of the Board and the Association, shall review the record of previous hearings, and shall hold such further hearings with the aggrieved teacher and other parties in interest as he/she shall deem requisite.

e. The arbitrator shall, within thirty (30) days after his/her selection, render his/her decision in writing to all parties in interest, set forth his/her findings of fact, reasoning, and conclusions on the issues submitted. The decision of the arbitrator shall be final and binding upon all parties in interest. The arbitrator shall have no power to amend, add to, or delete from any of the specific terms of this Agreement.

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

F. Rights of Teachers to Representation

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

G. Miscellaneous

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

2. Standard Grievance forms shall be used for filing and processing grievances. The Association shall facilitate operation of the grievance procedure.

ARTICLE IV
WORKING CONDITIONS

A. Work Day

1. It is recognized that the teaching day is only a part of the work day.

2. All teachers will cooperate and assist the Administration by performing such recognized educational activities as extra help, parent conferences, faculty meetings, curriculum, department meetings, and grade level meetings.

3. Teachers will not be required to perform duties for which a stipend is paid (see Appendices D-4 and D-5) and the administration shall not schedule said functions at unreasonable times.

4. All teachers shall at work at least ten (10) minutes before the student day and shall remain at work at least fifteen (15) minutes after the end of the student day, to be available to meet with students, parents and/or staff based on the school start and end times that will be communicated by the principals by October 1st of each school year.

B. Work Year

The work year shall be one hundred eighty-five (185) days to include one hundred eighty-one (181) student days and four (4) professional development days.

C. Class Size

In order to allow a teacher adequate time to reach the individual student, the Board will make every effort to keep class sizes reasonable throughout the school system. In addition, where learning situations necessitate small classes, every attempt will be made to arrive at an educationally sound solution. The reference to class size shall not be construed as a restraint to larger groupings for:

1. Lectures
2. Assemblies
3. Team teaching programs
4. Experimental programs which necessitate large groups
5. Program in which demonstrable educational advantage is obtained by larger grouping as band and chorus.

D. Preparation Period

1. When a block schedule is in effect, all secondary classroom teachers shall have at least one (1) preparation period per day. Preparation time shall be equal to the length of a class period. An additional block may be assigned for collaborative time.

2. Every elementary teacher, in addition to their lunch period, shall have five (5) preparation periods per week totaling 300 minutes per week. In addition, teachers may have 45 minutes of weekly collaborative time. Part-time teachers will have their preparation and collaborative time prorated.

3. Preparation periods are those periods which the teacher uses to fulfill his or her preparation responsibilities to his or her classes, and may be utilized, in an emergency situation, to include assigning teachers to unsupervised classes because of the absence of the regular teacher. By definition, an emergency exists only when a class is unattended pending arrival of a substitute, or when all reasonable attempts to secure a substitute have failed.

4. Preparation periods are in addition to a teacher's scheduled lunch.

5. In the middle school, when teachers are assigned to teach one curricular discipline in a non-block schedule, they are expected to plan for five (5) distinct classes per day in a complete cycle of classes (i.e., 5/8 periods over two (2) days).

6. Each middle school teacher shall be assigned a preparation period equal to the length of a class.

7. Support Specialists and CTE/UA teachers at the elementary and middle school may teach six (6) periods per day.

8. At the middle school, in addition to a preparation period, each teacher shall be assigned up to five (5) times per week if the schedule allows, a collaborative period, as defined below, equal to the length of a class period.

9. Alternative Student Support: Intervention, homebase, homeroom, advisory, and flex periods are scheduled times when teachers are responsible for students. These sessions require teachers to directly support student learning. These sessions differ from teacher's "five distinct classes" as they are secondary support rather than planned classes and do not involve planning or assessment (i.e., academic support, organizational support, study skills, coaching).

10. Any pupil personnel service staff required to administer diagnostic testing and construct evaluation reports shall utilize one collaborative period per week for these purposes.

E. Collaborative Time

Collaborative time is defined as time meeting with other school personnel, and/or community members during the school day for the purposes of developing, reviewing and/or implementing the curriculum, reviewing student work, and other professional, noninstructional tasks related to their role as a teacher.

F. Extra Teaching Periods

A stipend equal to 1% of Master's Maximum Salary on that year's corresponding salary schedule, will be paid upon the completion of each semester to teachers teaching grades 9-12 when their schedule includes a sixth class.

G. Meetings

Meetings outside of the school day shall be called as necessary to facilitate information flow, planning and workshops. Barring unforeseen circumstances, there shall be adequate notice for meetings. Any combination of faculty, department, grade level and curriculum meetings shall not exceed four (4) per month, and shall, on average per month, not exceed one and one-half (1-1/2) hours in length.

ARTICLE V
VACANCIES

Vacancies of positions, including stipend positions, which are caused by death, retirement, discharge, resignation, or by the creation of a new position shall be filled pursuant to the following procedures:

1. The existence of vacancies of position shall be adequately publicized, including a notice in every school (by posting) as far in advance of the date of filling each vacancy as possible. In addition, teachers shall receive electronic notification of all vacancies. Where the need to fill a vacancy of position arises during the summer months, notification shall be by email with read receipt to the Association President.

2. Teachers who desire to apply for such vacancies of position shall file their application in with the Superintendent within the time limit specified in the notice.

3. Such vacant positions shall be filled on the basis of qualifications (ability, certification, degree level, experience). Qualification will be determined solely by the Superintendent in conjunction with the Board.

ARTICLE VI
TEACHER FACILITIES

A. Where feasible the Board and the Association agree that each school shall have the following facilities:

1. Adequate space in each classroom in which teachers may safely store instructional materials and supplies.

2. An appropriately furnished room, with telephone and computer that works, to be used as a faculty workroom.

3. Well-lighted and clean faculty rest rooms.

4. Parking space of adequate portion and convenient location at each school.

B. A teacher work area convenient to all and containing a copying machine, computer, printer and supplies to aid in the preparation of instructional materials will be provided. A clock that works will be installed in all designated faculty workrooms.

C. Faculty workrooms, washrooms and classrooms shall be cleaned daily.

ARTICLE VII
THE USE OF SCHOOL FACILITY

A. The Association will have the same right to use school buildings as outlined in Board policy, without cost, at reasonable times for meetings, provided, however, that the Association will be required to pay for any additional custodial costs involved by reason of said meetings. Arrangements are to be made beforehand with the Principal of the building in question.

B. There will be one (l) bulletin board in each school building, which will be placed in a designated area as agreed to by the Building Representative and Building Principal, for the purpose of displaying notices, circulars, and other Association material. The Association agrees that it will not post any material which is derogatory to the Administration, the Board, or any member thereof, or the School System.

ARTICLE VIII
PROTECTION OF TEACHERS

A. Teachers shall report immediately in writing to their Principal and to the Central Office, all cases of assault suffered by them in connection with their employment.

B. Such report shall be forwarded through the Superintendent to the Board which shall comply with any reasonable request from the teacher for information in its possession not privileged under law which relates to the incident, or the persons involved.

C. The Board of Education hereby recognizes the rights of teachers contained in Section 10-236a of the Connecticut General Statutes.

ARTICLE IX
BENEFITS

A. Personal Injury Benefits

Whenever a teacher is absent from school as a result of personal injury caused by an accident arising out of and in the course of his/her employment during duty hours, he/she shall be paid his/her full salary less the amount of any Worker's Compensation award made for temporary disability due to said injury for up to ninety (90) days after sick leave is exhausted.

B. Retirement and Death Benefits

1. Upon the death or retirement from the teaching profession of a teacher who has been in the East Haddam School System for twenty (20) or more years of active service (with the exception of military leave which shall be adjudged continuous under law) such teacher shall be paid the equivalent of one-half his/her accumulated sick leave, based on 1/185 of the teacher's annual salary for the last year. Said teacher shall notify the Board of his/her intention to retire by January 15th in order to receive the benefits described in this paragraph the teacher can demonstrate a serious unforeseen circumstance that arose after January 15th such as relocation due to a spouse's work, newly diagnosed major health condition that is causing the need to retire or other similar serious unforeseen situations for the employee or their family. The teacher will be paid at the beginning of the next fiscal year. In case of death, benefits will be paid to the teacher's estate. The maximum benefit available under this article shall, in no event, exceed forty (40%) percent of the salary schedule pay for the highest step of the MA column. Payment under this Article shall be paid over two fiscal years.

   This provision shall not apply to employees hired on or after July 1, 2026.

2. Upon the death of a teacher who has elected to receive pay over twenty-six (26) pay periods, instead of twenty-two (22), his/her estate shall be paid the per diem rate of pay for all days worked.

C. Annuity Plan

Teachers shall be eligible to participate in a "tax sheltered" Annuity Plan established pursuant to United States Public Law No. 87-370.

ARTICLE X
STAFF SALARIES

A. The salaries, as drawn by the Board, of all teachers covered by this Agreement are set forth in Appendices D-1, D-2, and D-3 which are attached hereto and made part of this Agreement.

B. Teachers shall be paid every other Friday.

C. At the option of each teacher, paychecks will be issued on either:

1. A twelve-month pay schedule with the last check in June covering the remainder of the teacher's annual salary.

2. Ten-month pay schedule, teachers will receive their entire salary in equal payments.

D. Compensation for extra duty shall be paid in accordance with the following:

1. Stipends under the provision of Appendix D-4 shall be paid in two installments during the seasons that the individual is coaching.

   a. Fall sports: First check in October and the second check payable upon the conclusion of the regular season.

   b. Winter sports: First check in December and the second check payable upon the conclusion of the regular season.

   c. Spring sports: First check in April and the second check payable upon the conclusion of the regular season.

2. Stipends under the provision of Appendix D-5 shall be paid in two installments, the first check in December and the first check in May.

E. There will be electronic direct deposit of paychecks to the bank(s) or credit union of the teacher's choice.

ARTICLE XI
PLACEMENT ON THE SALARY SCHEDULE

A. All teachers shall be placed on the appropriate step in the salary schedule taking into consideration the following:

1. Degree status as defined under "Degree Definitions." If written notice of a change in status is given by a teacher to the Superintendent by the last workday in December, that teacher will be given credit for the change during the following school year in the pay period following receipt of documentation.

2. Full credit will be given for previous teaching experience in public schools, provided that such experience shall have been continuous service of at least one-half of any school year. Credit for prior teaching experience as a long-term substitute shall be at the discretion of the Superintendent. At the Superintendent's discretion, up to full credit will be given for previous teaching experience in private schools for all successfully completed years of teaching in position(s) that require certification by the State of Connecticut.

3. Credit for services in the Peace Corps as allowed for in "Leave" article.

4. Credit for active service when drafted or recalled into the Armed Forces of the United States as allowed for in "Leave" article; one increment shall be given on the current salary schedule for each year of active military service up to a maximum of four (4) increments applicable only to those teachers who leave the East Haddam School System.

5. Credit for active service in the Armed Forces of the United States - one increment shall be given on the current salary schedule for each year of active military service up to a maximum of two (2) increments for those in or entering the East Haddam School System.

B. The Superintendent may grant one step on the salary schedule for every two years of previous relevant experience to a maximum of seven steps.

C. Long-Term Substitutes

1. Compensation - Long-tern substitutes, as defined under the Connecticut General Statutes and the regulations promulgated by the State Department of Education, shall be compensated in accordance with this section. Effective with the forty first (41st) working day of continuous employment in the same assignment, a substitute with appropriate state certification shall be paid at the BA Step One per diem rate as set forth in the applicable salary schedule set forth in Appendix D-1 through D-3 of this Agreement. Long-term substitutes with appropriate certification who are hired for an assignment which is expected to last more than forty (40) school days shall be paid at the BA Step One per-diem rate, as of the first (1st) school day in the assignment.

2. Sick Leave Benefits - Long-term substitutes shall be eligible for sick leave described in Article XIX on a pro-rata basis, based on the percentage of the school

year of their assignment as a long-term substitute. Long-term substitutes shall receive 1.5 sick days per each thirty (30) calendar days worked.

3. Health Insurance Benefits for Long Term Substitutes - In accordance with the Affordable Care Act, as said law may change from time to time, long-term substitutes shall be eligible for health insurance coverage based on the following:

   a. If the long-term substitute, at the time of hiring, will be working at least thirty (30) hours per week, the long-term substitute shall be offered health insurance coverage in accordance with the provisions of Article XIV upon hiring, except that the health insurance offered shall be at a premium contribution 35% for the individual and 100% contribution for dependents.

   b. If the long-term substitute, at the time of hiring, will be working less than thirty (30) hours per week, the long-term substitute shall not be offered health insurance coverage.

4. All Other Contractual Rights and Benefits: The provisions set forth in Articles III, IX, XI, XIII, XIV (except as described above), XIX (except as described above), XX, XXIII and XXIV shall not apply to long-term substitutes. In addition, the parties acknowledge and agree that long-term substitutes do not accrue seniority and have no recall rights.

ARTICLE XII
CONTRACTS

Prior to the start of the school year, the Board agrees to provide each teacher with annual notice of the following:

1. number of sick days available for coming year
2. salary schedule step
3. annual salary
4. extra pay positions and salary
5. insurance coverages

ARTICLE XIII
DEGREE DEFINITIONS

The salary schedules listed in the Appendices of this Agreement shall be interpreted and applied in accordance with the following definitions:

Bachelor	A baccalaureate degree earned at an accredited college or university.
Bachelor + 30	Thirty (30) hours of graduate study beyond bachelor study in a program approved by an accredited graduate school certified by the State Department of Education. Thirty (30) hours of study may also be approved by the Board upon recommendation of the Superintendent.
Master	A master's degree earned at an accredited college or university.

Sixth Year — A second master's degree in a discipline other than the discipline in which the initial master's degree was attained; or the completion of thirty (30) credits beyond the master's degree in a program approved at an accredited college or university; or "Sixth Year Certificate" from an accredited college or university; or thirty (30) credits approved by the Superintendent, or a master's degree program which required sixty (60) credits, provided that the teacher is working in the specific field in which the second master's degree, thirty (30) credits beyond masters, sixth year certificate, Superintendent approved credits, or sixty credit masters was earned.

Doctorate — A doctorate degree earned at an accredited college or university, provided that the teacher is working in the specific field in which the doctorate degree was earned.

ARTICLE XIV
INSURANCE BENEFITS

A. Commencing with each work year, listed herein, the Board of Education agrees to provide for each teacher and any eligible dependent(s) the following insurance benefits with the cost of the premium shared as follows:

	Board	Teacher
2026-27	79%	21 %
2027-28	78%	22%
2028-29	78%	22%

1. The HDHP with annual deductibles of $2,250/$4,500.

2. The Board will fund an amount equal to forty-nine percent (49%) of the annual deductible for eligible employees. The parties acknowledge that the Board's 49% contribution toward the funding of the HSA is not an element of the underlying plan, but rather relates to the manner in which the deductible shall be funded for actively employed teachers. The Board shall have no obligation to fund any portion of the plan for retirees or other individuals upon their separation from employment.

   There shall be a wellness incentive program that shall consist of an annual calendar year physical examination for employees and their applicable covered spouses. If an employee or their spouse fail to have an annual calendar year physical, the next year's deductible contribution from the Board shall be forty percent (40%) instead of the deductible contribution described above.

3. The employee will be responsible for opening the HSA and for any bank fees associated with maintaining the HSA account. The Board will make provisions for a before tax direct deposit payroll deduction for employees who choose to use this feature.

4. The Board will make its contributions into the employee's HSA account in two equal payments, the first on September 15 and the last on January 15.

5. If an employee separates from employment or otherwise ceases to participate in the plan, they will only be entitled to a pro-rated portion of the above defined Board contribution. In accordance with the provisions of the IRS, all contributions into the HSA account are the property of the account holder.

6. An Rx co-pay, once the annual deductible is met, shall be $0 for generic drugs, $25 for listed brand name drugs and $40 for non-listed brand name drugs with an annual cap of $1,000 for single coverage and $2,000 for two or more person family coverage.

7. For new hires, the Board shall provide the above HDHP with a Health Reimbursement Account (HRA) through December 31st with reimbursements equal to the annual deductible contribution the Board makes to the HSA. As of January 1st, these new teachers shall move to an HSA account with the applicable annual deductible contributions.

8. An HR.A shall be made available for any teacher who is precluded from participating in the HSA because the individual receives Medicare and/or veterans' benefits and the annual maximum reimbursement by the Board of Education shall not exceed the Board's annual deductible contribution for those in the HSA.

B. Life Insurance: $50,000.

C. All of the medical insurance coverage as noted above shall be subject to the Managed Care Program. The plan will continue such managed care options requirements as are set forth in the policy on file in the Superintendent's office.

D. Group dental insurance - The BOE will provide a dental plan that shall contain the benefits described in Appendix D-6. Teachers electing individual, two-person or family coverage shall have premiums split 75%. Board, 25% teacher.

E. At the time of retirement, teachers have the option of picking up life insurance and other insurance benefits at the group rates and at their own expense.

F. The Board of Education retains the right to choose its own insurance vendor(s) so long as the coverage is equal to that mutually agreed upon.

G. Any eligible teacher who has elected in writing not to participate in insurance plans provided by the Board of Education shall receive, in lieu thereof, payment equaling $1,000 for single coverage, $3,000 for dual coverage or $4,000 for family coverage. Payment to be made in December and June of each school year. The Board reserves the right to limit the number of teachers who may elect this option if the group would be reduced to a size that would be charged a higher premium because of the smaller size of the group. Also, it is understood that this benefit can only be implemented to the extent permitted by the Board's insurance carrier(s), without any additional cost to the Board. It is recognized that certain insurance plans are provided as a package and the decision to participate or not must be made with respect to the entire package and cannot be made on the basis of each component plan within the package.

Employees receiving this benefit during the 2010-11 year will continue to be eligible for it, as long as there is no break in continuity. Employees who did not opt for this benefit in 2010-11 will not be eligible effective July 1, 2011.

H. The insurance contributions paid by teachers for health insurance shall be paid by way of a payroll deduction. Subject to law, including the rules and regulations of the Internal Revenue Service, the Board shall maintain a "Section 125" salary reduction agreement which shall be designed to permit exclusion from taxable income of the employee's share of health insurance premiums.

I. The Board shall also adopt and maintain an IRS Flexible Spending Account for unreimbursed medical expenses and dependent care expenses. The following provisions shall apply:

1. Under no circumstances will the Board be required to contribute any monies to the FSA or to any account established pursuant hereto.

2. Each teacher desiring to participate in the FSA must apply for participation and enroll by submitting completed forms provided by the Board thirty (30) days prior to September 1 of each plan year in which he or she desires to participate.

3. Each teacher wishing to participate in the FSA must, thirty (30) days prior to September 1, inform the Board in writing of the amount he/she wishes to contribute to the account during the plan year.

4. As a condition precedent to the establishment of an account under the Plan, the teacher must submit to the Plan Administrator, on forms approved by the Board, written authorization for the Board to deduct from his or her salary, the amounts to be diverted to his or her plan account, which shall be the same amount from each paycheck issued during the plan year.

5. The Board makes no representations or guarantees as to the initial or continued viability of this salary reduction agreement, and shall incur no obligation to engage in any form of impact bargaining in the event that change in law reduces or eliminates the tax-exempt status of employee insurance premium contributions. So long as the Board makes a good faith effort to comply with this paragraph, neither the Association or any teacher covered by this Agreement shall make any claim or demand, nor maintain any action against the Board or any of its members or agents for taxes, penalties, interest or other cost of loss arising from a flaw or defect in the salary reduction agreement, or from a change in law which may reduce or eliminate the employee tax benefits to be derived therefrom.

6. A minimum often (10) teachers must participate in the FSA each year.

J. The Board shall make available to teachers a long-term disability plan for teachers. Teachers wishing to enroll in the plan shall pay 100% of the premium costs for coverage under the plan. In addition, the Association agrees not to raise the issue of premium contributions in the successor negotiations.

ARTICLE XV
EXTRA PAY FOR EXTRA DUTY

A. Extra duty for which extra compensation shall be paid and the amounts of such compensation are set forth in Appendices D-4 and D-5 which are attached hereto and made a part of this Agreement.

B. Acceptance of the position to perform additional work under this shall be considered as a total job commitment for the period stated. Personnel shall not be removed except for valid reasons such as non-performance, demonstrated inefficiency, conduct which reflects adversely on the school, or phase-out of the program.

C. Assigned personnel may ask to be relieved of duties at time of Agreement for the following year without prejudice to assignment as a teacher in the school system. All extra duty positions set forth in Appendices D-4 and D-5 are annual positions. Notice of reappointment or change in appointment shall be made reasonably far in advance of the time duties are to commence.

D. The Board may choose not to fill any or all of the special increment work for extra pay assignments.

E. Equally qualified staff members have first right of rejection over an outside candidate.

F. If a teacher must cover another teacher's class (including elementary students redistributed to several classes), each covering teacher shall be paid $25/hr. for such coverage provided that the coverage is required for a minimum of thirty (30) minutes. In the 2024-25 school year the rate shall increase to $25.25/hr. and in the 2025-26 school year the rate shall increase to $25.50/hr.

ARTICLE XVI
SPECIAL SCHOOL PROGRAMS

A. These provisions apply to such programs as night school and homebound.

1. Positions in these programs shall be filled first by teachers regularly employed in the school system if these teachers meet the qualifications set forth for the special programs.

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

3. All openings for these positions shall be posted on the District's web site and sent by email as early as possible so interested teachers may apply.

B. Programs

1. Adult Education

Compensation will be based on the funds available.

2. Homebound Instruction

Homebound instruction compensation shall be as set forth in Appendix D-5.

ARTICLE XVII
PAYROLL DEDUCTIONS

A. In addition to those payroll deductions required by law the following agencies are eligible for payroll deductions:

Long-Term Disability Insurance
East Haddam Education Association
Connecticut Education Association
National Education Association
Tax Sheltered Annuity Plans
Credit Union
Health Insurance
Flexible Spending Account designation
Health Savings Account Contributions
Voluntary Aflac
Dental Insurance

B. All requests for deductions must be in writing on approved authorization forms.

C. 1. Each of the Associations named in Section "A" above shall certify to the Board in writing the current rate of its membership dues. Any Association which shall change the rate of its membership dues shall give the Board thirty (30) days written notice prior to the effective date of such change.

2. Deductions referred to in Section "A" above shall be made bimonthly until completed except as otherwise provided in Section E.2. The Board shall not be required to honor for any month's deductions any authorizations that are delivered to it later than two (2) weeks prior to the distribution of the Payroll from which the deductions are to be made.

D. The Association shall indemnify, defend and save the Board harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Board in reliance upon payroll deduction authorization cards submitted by the Association to the Board.

E. Dues Deduction

1. Deductions The East Haddam Board of Education agrees to deduct from each Association member an amount equal to the Association membership dues by means of payroll deductions. The amount of the deduction from such paycheck for membership dues shall be equal to the total Association membership dues divided by the number of paychecks from and including the first paycheck in September through and including the last paycheck in June. 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.

2. Subsequent Employment

Those Association members whose employment commences after the start of the school year shall pay a prorated amount equal to the percentage of the remaining school year. The Board of Education shall notify the Local President of new hires within fourteen (14) days via email, with name, address and phone number.

3. Forwarding of Monies

The Board of Education agrees to forward to the Association each month a check for the amount of money deducted during that month. The Board shall include with such check a list of Association members for whom such deductions were made.

4. Lists

No later than the first paycheck in October of each school year, the Board of Education shall provide the Association with a list of all employees of the Board of Education and the positions held by said employees. The Board shall notify the Association monthly of any changes in said list.

5. Reference to Association

The singular reference to the "Association" herein shall be integrated as referring to the East Haddam Education Association, the Connecticut Education Association, and the National Education Association.

6. Indemnity

The Association agrees to indemnify and hold harmless the Board of Education from any and all expense, including reasonable attorney's fees incurred by the Board, loss or damage arising from the operation of Section E of this Article.

ARTICLE XVIII
EVALUATION REPORTS

A. Teachers shall be given a copy of any evaluation prepared by their superiors which will be considered in determining the salary or other benefits which they are to receive in the course of their employment, and they shall have the right to discuss such reports with their superiors.

B. Any such evaluation report or other written statement of criticism may not be contained in the individual teacher's personnel or other file longer than thirty (30) days unless such report is shown to the subject teacher and he/she has acknowledged reading the report by an electronic signature within a thirty (30) day period beginning with the date of the report. Once a teacher has read his/her evaluation report or any other written statement of criticism he/she must sign it, on condition Article XVIII, Section C be included.

C. The teacher's electronic signature does not mean approval, but only that he/she has read it.

D. Any written complaint made against a teacher or person for whom the teacher is administratively responsible, by any parent, student, or other person, shall promptly be called to the attention of the teacher. In no case shall any such complaint be placed in any teacher's file unless it has been investigated within reason and the teacher and administration have met to share the results of the investigation.

ARTICLE XIX
LEAVE

A. Personal

1. The Superintendent's judgment must be exercised in every request for personal leave.

2. Personal leave will be granted for bereavement in the immediate family Immediate family means: husband, wife, children or other members of the same home who are in a domestic partnership; father, mother, sister, grand-parents, father-in-law, mother-in-law, brother.

3. Personal leave will be granted for religious observances, wedding and graduation for the teacher and/or his/her immediate family.

4. Personal leave will not normally be granted for other reasons except when the teacher is able to clearly demonstrate that the reason for his/her request is of such importance that to deny him/her personal leave will result in financial, legal, or personal hardship. When leave is granted under this section, the teacher will be expected to return to his/her position as soon as possible.

5. Additional days may be granted without pay, and the per diem pay of the teacher's regular salary will be deducted per day.

6. Teachers shall be notified in when personal days are granted. Such notifications shall be within five (5) working days of the request. If District confirmation is not received within the five (5) days, personal leave is assumed to be granted, provided that all of the paperwork has accurately reflected the request.

7. Each teacher will be allowed a maximum of six (6) personal leave days each year, non-cumulative. (3) personal leave days may be used for appropriate purposes without the need to submit the reason for prior approval. Personal leave cannot be used consecutively to extend Spring, Winter and December school vacations, Thanksgiving Break or during the months of August or June.

   The prohibition on the use of consecutive personal leave shall not apply to bereavement leave. Teachers may also seek an exception for extenuating circumstances, subject to the approval of the Superintendent.

B. Sick

1. There shall be fifteen (15) sick days leave per year. This leave is cumulative up to 230 days total as long as the teacher remains continuously in the service of the East Haddam Board of Education. For purposes of calculation pursuant to the Retirement Benefits described in Article IX.B.1. or any other severance pay benefit, the maximum days deemed to have been accumulated is limited to 210.

2. A certificate or written report of a physician shall be required after five (5) or more consecutive absences when so requested by the Superintendent or designee.

3. Up to a maximum of seven and one-half(7.5) sick days per year can be used for illness in the immediate family and for illness in the immediate family that is sufficiently serious that a physician deems it necessary for the teacher to assist the immediate family member's care. Immediate family means: husband, wife, children or other individuals domiciled in the same home are in a domestic partnership; father, mother, sister, brother, grand-parents, father-in-law, mother-in-law.

4. In the event a teacher exhausts accumulated sick leave, the Board, at its sole discretion, may grant extended sick leave time, with or without pay. Any decision to grant extended sick leave in one case shall have no bearing upon any other request for such leave.

5. Employees shall notify their immediate supervisor of absence due to sickness or accident at least one hour prior to the day's scheduled starting time whenever possible.

6. The Association recognizes the fact that each teacher has the responsibility to maintain reasonable standards of health in order to be present on the job when scheduled to work.

C. Sick Leave Bank

1. A sick leave bank provides additional coverage after exhaustion of individual annual and/or accumulated sick leave, only in the event of serious illness as evidenced by medical certification.

   a. Participation by all members of the certified staff covered by this agreement and those holding a durational shortage area permit shall be mandatory. Teachers shall contribute one (1) day of accumulated sick leave each year to the bank, except for a teacher who would start a school year with fewer than 15 sick days.

   b. The bank shall be administered by a committee of two representatives selected by the Superintendent and two selected by the Association. This committee shall consider the eligibility of teachers to draw from the bank, and come to a unanimous decision. Should the committee decide additional medical certification is needed to provide further documentation and

explanation of the need for leave, the District shall pay for the additional certification/documentation.

c. The following criteria shall be used by the Sick Leave Bank Committee in determining the eligibility of a teacher to draw from the Bank and determining the amount of leave:

1. A teacher must have completed two continuous years teaching in the district.

2. A teacher must have used up all accumulated full pay sick leave.

3. Teacher must submit competent and timely evidence that a request is necessary due to serious and lengthy illness via a health care provider as defined by the FMLA.

4. Teacher's prior utilization of sick leave.

d. Upon compliance with section c. above, the Sick Leave Bank Committee may issue a grant of days from the Sick Leave Bank of no more than ninety (90) days.

e. The Sick Leave Bank shall have a minimum of 120 days in reserve. If the number of days falls below 120, then section a. shall be reapplied.

f. The decisions of the Sick Leave Bank Committee shall be final and binding and not be subject to the grievance procedure or arbitration.

D. Family and Medical Leave, Childbirth, Adoption, Paternity and Childrearing

1. Absences related to disability of a spouse or domestic partner living with the teacher due to pregnancy, childbirth, and related conditions, shall be treated as any other physical disability and shall be administered in accordance with the Federal Family and Medical Leave Act ("FMLA"). Such absences shall be with pay to the extent a teacher has a sufficient amount of accrued sick leave and personal leave, and such paid leave shall run concurrent with FMLA leave, will count against the twelve (12) weeks of FMLA with any remaining leave being unpaid. Any paid or unpaid leave under this provision shall be counted against any FMLA leave entitlement. Teachers may continue to participate in Board group health insurance plans at the level of premium contribution required in the contract as if the employee were not on such leave for the duration of any paid leave or unpaid FMLA leave.

2. Childrearing leave following the birth or adoption of a child is also available and will be administered in accordance with the FMLA under the same conditions as those described above.

3. A teacher on FMLA shall receive credit towards placement on the salary schedule and toward accumulated seniority for the period of such leave. Any teacher who takes leave under the FMLA because of a serious health condition must substitute

any accumulated paid sick leave for unpaid FMLA leave and such paid leave shall run concurrent with the FMLA leave. Any leave that qualifies as FMLA leave, whether paid or unpaid, will count against the twelve (12) weeks of FMLA leave. If sick leave is used for a medical condition which is not a serious health condition under the FMLA, that leave does not count against the twelve (12) weeks of FMLA leave entitlement.

4. Any teacher who takes FMLA in order to care/address a serious illness for a spouse, domestic partier living with the teacher, child, or parent must substitute any accumulated sick leave for such leave and such paid sick leave shall run concurrent with and count against the twelve (12) weeks of FMLA leave to which the employee is entitled.

E. Military

A teacher who is deployed for reserve military duty shall receive the difference between regular pay and total military pay for the duration of the deployment. In addition, he/she may elect to continue health insurance coverage as if actively employed, provided the employee makes the contractually required employee contributions. Deployed for the purpose of this section does not include annual training requirements.

F. Peace Corps

1. Leaves of absence may be granted of up to two (2) years to teachers with tenure status who leave from the East Haddam School System to join the Peace Corps as full-time participants in such a program.

2. No compensation shall be paid while working with the Peace Corps.

3. The teacher returning from the Peace Corps leave shall be placed on the appropriate step in the salary schedule as though he/she had been in active service for the period of such leave not to exceed two (2) years.

G. Professional and Conference

1. Professional and conference attendance will be granted with full pay at the discretion of the Superintendent.

H. Exchange Teacher

1. The Board recognizes that teacher exchange programs provide an excellent means of bringing about cultural exchange and understanding, and encourages the school to participate in this program, providing that such participation will provide the best possible education to the school.

2. Teachers who wish to participate must be tenure, and must make written request to the Board. Teachers participating in this program shall receive credit on the salary schedule.

3. Approval may be granted by the Board upon recommendation of the Superintendent and upon finding an acceptable exchange replacement teacher.

I. General

1. A teacher may be allowed leave, without loss of salary, to begin Superintendent approved programs of study in education that result from foundation or scholarship grants and which necessitate personal presence in advance of the close of the school year depending on the work load and need of the teacher's services.

2. Other extended leaves, with or without salary, may be granted at the discretion of the Board.

3. Every effort will be made to return teacher granted leave under Leave Policy to the position that he/she left. If not possible, the Board will make every effort to return the teacher to a position comparable to the position held prior to the leave, provided, however, that said teacher has conformed to the Board's policy of notice of intent to return.

J. Sabbatical

1. Any teacher who has completed ten or more years of continuous service in the East Haddam School System may be granted a sabbatical leave of absence with the approval of the Board of Education in accordance with the following terms:

   a. One year at half pay for study or travel after ten years.

   b. One-half year at full pay for study or travel after ten years.

   c. Such leave shall be granted only when the purpose has a direct potential value to the East Haddam School System as determined by the Board. The application should include a detailed outline of anticipated activities. Upon his/her return, it should be incumbent on the teacher to make a report to the Board and, as called upon, to share whatever has been gained by such leave with the school system and the citizenry.

   d. Request for tentative sabbatical leave must be made in to the Board of Education by January 1st of the preceding year and final application by April 30th.

   e. No more than two members of the faculty shall be granted sabbatical leaves in one year. If more than two teachers in the school system apply for leave, substantial weight will be given to the factor of seniority of services. In case it shall be necessary to choose from the teachers of equal prior service, the selection shall be made upon the basis of benefit to the school system.

   f. As a condition to such leave, the teacher shall agree to return to, and to continue in the service of the East Haddam School System for a period of at least two years after the expiration of the sabbatical leave or repay the salary given to him/her during said sabbatical leave except in case of disability or death. A demand note, personally endorsed, should be included in this policy stating that it will be paid in full if a teacher leaves

the employment of the Board of Education before the two years have expired.

g. The salary granted the teacher on leave will be based on the salary to which he/she would be entitled if not on leave. From such salary should be deducted monthly the regular contribution to the pension system (based on the regular year's salary) and the withholding tax (based on actual salary).

h. Teachers on such leave may not receive compensation for work during the school year except by approval of the Board.

i. Teachers on such leave shall be considered as in the employ of the Board of Education and the time spent shall count as regular service toward retirement and salary increases. Such absences shall be without prejudice to be teacher's tenure rights.

j. Sabbatical leave, once granted, may not be terminated before the date of expiration by either party.

k. Cancellation of leave at the teacher's request after such a leave has been granted forfeits the right to re-apply for two (2) years unless such cancellation is due to illness.

ARTICLE XX
LONGEVITY

Any teacher who has spent one full year at the maximum step and who has at least ten years teaching experience in East Haddam by September 1 of any school year shall receive a longevity payment in addition to his/her annual salary which will be incorporated into his/her regular paychecks. The amount of the longevity payment will be in accordance with the following schedule:

Second to sixth year on maximum step: $1,727

Seventh year on maximum step and following: $1,962

— These payments are not cumulative.

— This provision shall not apply to employees hired on or after July 1, 2026.

ARTICLE XXI
TEACHING ASSIGNMENTS

A. Teachers initially employed by the Board shall receive their building, grade and/or subject assignments from the Superintendent's Office in writing.

B. Teachers shall be notified in writing by June 1st of their programs and schedules for the ensuing school year, including the schools to which they will be assigned, the grades and/or subjects that they will teach, md any special or unusual classes or assignments that they will have. In the event of a change in circumstances of conditions during the months of May through August (e.g., resignations, deaths, promotions, leave of absence,

unplanned transfers) such assignments may be changed only as required thereby, with prompt notice in writing to the teacher.

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

D. Teachers are not responsible for the scheduling of any classes.

E. In any involuntary change in a teaching assignment for the subsequent year after the last day of school, the teacher has the right to resign without prejudice and without violation of teacher's Code of Ethics.

F. No teacher shall be assigned more than three (3) non-instructional monitoring duties per week during the student academic day. These duties may include lunch, recess, hall and bathroom duties, and excludes duties outside the academic day.

G. Teachers may be assigned to supervise students in hallways and lavatories and on school grounds outside school buildings, during the workday.

H. With the exception of a teacher's retirement as described in Article IX, Benefits, teachers shall provide the District with at least thirty (30) days' notice of their intent to leave employment with the Board.

ARTICLE XXII
TEACHER TRANSFERS

A. Teachers who desire a change in grade and/or subject assignment shall present their request for change in writing to the Principal by March 1st of the preceding year.

B. All teachers shall be consulted about their transfers before any decision is made and express their opinions and feelings on the transfer.

ARTICLE XXIII
TUITION

A. The Board of Education shall provide tuition payment for graduate study according to the following limits and criteria:

1. Eligibility for reimbursement.

   a. For teachers employed before September 1, 2008, the teacher shall have been in the employ of the East Haddam Board of Education for one year. Any teacher initially employed on or after September 1, 2008 must achieve tenure to be eligible.

   b. The teacher must hold appropriate certification.

   c. Reimbursement for courses taken during the summer is only available for a teacher who works with the District through the end of that calendar year in which the course was taken.

2. Criteria for courses for which reimbursement will be paid.

   a. A professional education course.

   b. A course within the teacher's area of specialization.

   c. All courses must be approved by the Superintendent prior to the teacher enrolling in the course. Such courses must be through an accredited college or university. Accreditation must be by a federally regulated and approved higher education commission as described in the Connecticut State Department of Education's "Certification Information for Connecticut Educators — Accreditation 101" online document. The Superintendent and the Association agree that unique circumstances may exist when a teacher may need to take a course that is not offered through a college/university with the above criteria. In such case, the employee shall make a written request seeking pre-approval from the Superintendent and the Superintendent, in consultation with the Association, shall review the request and provide a written response within five (5) school days of receiving the written request.

3. Allotted funds.

   a. A total of the following for each year.

   $18,000

   Per Trimester as follows:

Summer	Fall*	Spring* *
$10,000	$4,000	$4,000

   *Plus any remaining money from the summer trimester.

   **Plus any remaining money from the first or second trimesters.

   Any unused money will be forfeited at the end of the year.

   b. If there is a surplus of funds from a given trimester, that money shall be carried over to the next trimester.

   c. The amount each teacher will receive in reimbursement will be the amount available for that trimester, divided by the number of approved requests, except no teacher shall receive more than 75% of the cost of any course, or $1,600 for any course, whichever is more. No teacher may be reimbursed for more than four (4) courses in a year.

4. Method of payment.

a. Written requests for tuition reimbursement will be processed according to the following schedules:

First payment: For summer and pre-summer courses - requests submitted no later than September 30th.

Second payment: For fall trimester - requests submitted no later than January 15th.

Third payment: For spring trimester - requests submitted no later than June 15th.

b. Requests for reimbursement must be made in writing.

c. Only successful course completions (final grade C or above) supported by a grade report will be eligible for reimbursement.

ARTICLE XXIV
SECURITY

A. It is recognized that the Board has the sole and exclusive prerogative to eliminate certified staff positions consistent with the provisions of the state statutes and this agreement. Elimination of certified staff positions may result from the following reasons, among others: decreases in student enrollment, changes in curriculum or severe financial conditions. Reduction in force shall be non-punitive and non-discriminatory.

B. Definitions:

1. The term "days" shall mean calendar days.

2. The term "teacher" shall mean a member of the bargaining unit.

C. Prior to commencing action to terminate teacher contracts under this procedure, the Board of Education will to its best ability effectuate reduction in staff by:

1. voluntary retirements;

2. voluntary resignation;

3. transfer of existing staff members;

4. voluntary leaves of absence.

If a teacher has attained tenure status, his or her contract of employment may be terminated because of elimination of the position to which the teacher was appointed if no other position exists to which he/she may be appointed if certified. No tenure teacher (as defined in §10-151(b) of the Connecticut General Statutes as amended) shall be laid off when a position exists which is either vacant or occupied by a non-tenure teacher and for which the tenure teacher is certified.

D. In making staff reduction decisions among non-tenure teachers, the Board will base its decision upon the following:

1. Qualification to teach particular subjects, as determined by certification and teaching experience.

2. Teaching performance as determined by history of evaluation in the East Haddam School System.

3. Length of teaching service in the East Haddam School System.

The Board/Superintendent shall determine how much weight shall be applied to each of the above factors in making a staff reduction determination.

E. In making staff reduction decisions among tenure teachers, the Board will base its decision upon length of service in the East Haddam School System given proper certification. Any teacher whose position is eliminated or displaced may displace a less senior teacher given proper certification requirements.

When the above criteria are unable to determine which teacher's contract shall be considered for termination, then the following shall be the basis for making said determination:

1. Teaching experience in a particular subject.

2. History of formal evaluations.

3. Commendations and disciplinary actions recorded and located in the personnel file.

F. No new employee shall be hired to fill a position for which an employee on the reappointment list is certified. In cases where more than one employee on the reappointment list is certified for a particular position to be filled, employees with tenure shall be given preference.

G. The name of an employee who has been laid off shall be placed upon a re-appointment list and remain on such list for one year.

H. Any teacher on the re-appointment list shall receive a written offer of re-appointment. The teacher shall accept or reject the appointment in within one calendar week of receipt of the offer. In the event a teacher rejects an appointment, such teacher's name shall be dropped from the reappointment list.

No employee who has been laid off shall be entitled to payment or accrual of any compensation or fringe benefits, whether or not he/she remains on the re-appointment list. However, an employee who is re-appointed from the list shall be entitled to reinstatement of any benefits earned or accrued at the time of layoff, and further accrual of salary increments and fringe benefits shall resume where they left off. No years of layoff will be credited as years of service for compensation or retirement purposes.

1. It is understood that a layoff is a termination of employment subject to administrative and/or judicial review in the manner set forth in the sub-sections of §10-151 of the Connecticut General Statutes as amended, and in no other manner. In the case of judicial review under those statutory provisions, the parties agree that the provisions of this Article can and should be submitted to the Court.

ARTICLE XXV
JUST CAUSE

No teacher shall be denied an increment or suspended without pay or disciplined without just cause.

ARTICLE XXVI
ASSOCIATION RELEASE

The Association President shall not be assigned bus duty during his/her term of office.

Where Association Representatives are representing a bargaining member in an employment related matter, the Association Representatives shall make responsible attempts to schedule such meetings with legal counsel, other Association Representatives or a representative of a state agency outside of the normal work day. Where those attempts are unsuccessful, the Superintendent, in his/her sole discretion, may provide leave to the Association Representatives for these purposes that will not be charged to personal leave. The decision of the Superintendent shall not form the basis of a grievance.

ARTICLE XXVII
SAVING CLAUSE

A. If any provision of this Agreement is, or shall at any time be, contrary to law, then such provision shall not be applicable, or performed, or enforced, except to the extent permitted by law, and any substitute action shall be subject to appropriate consultation and negotiation with the Association.

B. In the event that any provision of this Agreement is, or shall at any time be, contrary to law, all other provisions of this Agreement shall continue in effect.

Date

12/10/2025

EAST HADDAM BOARD OF EDUCATION

Keira Thompson, Chair

Date

12/5/2025

EAST HADDAM EDUCATION ASSOCIATION

Zach Blain, Negotiations Chair

APPENDIX D-1
Salary Schedule – 2026-2027

Step	Yrs. Exp	BA	BA+30	MA	MA+30	PHD
1	0	54,754	56,863	58,043	60,950	64,014
2	1	56,398	58,445	59,604	62,654	65,809
3	2	58,461	60,478	61,628	64,847	67,658
4	3	60,604	62,617	63,926	66,818	69,721
5	4	63,568	65,132	66,555	69,324	72,179
6	5	66,685	67,812	69,206	72,028	74,900
7	6	69,490	70,382	71,701	74,969	77,192
8	7	73,196	73,361	74,808	78,579	81,136
9	8	79,685	76,475	78,939	82,894	85,652
10	9-10		79,728	83,321	87,460	90,435
11	11		83,233	88,038	92,289	95,498
12	12+		93,619	98,867	103,620	106,584

Appendix D-2
Schedule – 2027-2028

Step	Yrs. Exp	BA	BA+30	MA	MA+30	PHD
1	0	55,438	57,574	58,769	61,712	64,814
2	1	57,103	59,176	60,349	63,437	66,632
3	2	59,192	61,234	62,398	65,658	68,504
4	3	61,362	63,400	64,725	67,653	70,593
5	4	64,363	65,946	67,387	70,191	73,081
6	5	67,519	68,660	70,071	72,928	75,836
7	6	70,359	71,262	72,597	75,906	78,157
8	7	74,111	74,278	75,743	79,561	82,150
9	8	82,076	77,431	79,926	83,930	86,723
10	9		80,725	84,363	88,553	91,565
11	10-11		84,273	89,138	93,443	96,692
12	12+		96,428	101,833	106,729	109,782

Appendix D-3
Schedule – 2028-2029

Step	Yrs. Ex.	BA	BA+30	MA	MA+30	PHD
1	0	56,131	58,294	59,504	62,483	65,624
2	1	57,817	59,916	61,103	64,230	67,465
3	2	59,932	61,999	63,178	66,479	69,360
4	3	62,129	64,193	65,534	68,499	71,475
5	4	65,168	66,770	68,229	71,068	73,995
6	5	68,363	69,518	70,947	73,840	76,784
7	6	71,238	72,153	73,504	76,855	79,134
8	7	75,037	75,206	76,690	80,556	83,177
9	8	84,538	78,399	80,925	84,979	87,807
10	9		81,734	85,418	89,660	92,710
11	10		85,326	90,252	94,611	97,901
12	11+		99,321	104,888	109,931	113,075

APPENDIX D-4, Extra Duty - Athletics

	2026-2027	2027-2028	2028-2029
District Athletic Director*MOA	$12,000	$12,000	$12,000
VARSITY			
HS Soccer Boys	$5,875	$5,993	$6,113
HS Soccer Girls	$5,875	$5,993	$6,113
Volleyball	$5,875	$5,993	$6,113
Cross Country Head	$5,875	$5,993	$6,113
Cross Country Asst	$3,920	$3,998	$4,078
Basketball Boys	$7,549	$7,700	$7,854
Basketball Girls	$7,549	$7,700	$7,854
Indoor Track Head	$5,875	$5,993	$6,113
Indoor Track Asst	$3,795	$3,909	$4,026
Cheerleading	$5,875	$5,993	$6,113
Baseball	$5,875	$5,993	$6,113
Softball	$5,875	$5,993	$6,113
Outdoor Track Head	$5,875	$5,993	$6,113
Outdoor Track Asst	$3,920	$3,998	$4,078
Golf	$3,920	$3,998	$4,078
Unified Sports	$3,164	$3,227	$3,292
JV			
Soccer - Boys	$3,920	$3,998	$4,078
Soccer - Girls	$3,920	$3,998	$4,078
Volleyball	$3,920	$3,998	$4,078
Basketball Boys	$5,001	$5,101	$5,203
Basketball Girls	$5,001	$5,101	$5,203
Baseball	$3,920	$3,998	$4,078
Softball	$3,920	$3,998	$4,078
Strength & Conditioning	$2,217	$2,261	$2,306
MIDDLE SCHOOL SPORTS			
Soccer - Boys	$3,164	$3,227	$3,292
Soccer - Girls	$3,164	$3,227	$3,292
Cross Country	$3,164	$3,227	$3,292
Volleyball	$3,164	$3,227	$3,292
Basketball - Boys	$3,610	$3,682	$3,756
Basketball - Girls	$3,610	$3,682	$3,756
Cheerleading	$2,217	$2,261	$2,306

Baseball	$3,164	$3,227	$3,292
Softball	$3,164	$3,227	$3,292
Unified Sports	$3,164	$3,227	$3,292
Asst. Soccer Boys	$1,721	$1,755	$1,790
Asst. Soccer Girls	$1,721	$1,755	$1,790
Asst. Volleyball	$1,721	$1,755	$1,790
Asst. Cross Country	$1,721	$1,755	$1,790
Asst. Basketball Boys	$1,721	$1,755	$1,790
Asst. Basketball Girls	$1,721	$1,755	$1,790
Asst. Cheerleading	$1,721	$1,755	$1,790
Asst. Baseball	$1,721	$1,755	$1,790
Asst. Softball	$1,721	$1,755	$1,790
Asst. Unified Sports	$1,721	$1,755	$1,790

HIGH SCHOOL CLUBS			
AV Coordinator HS* **	$2,798	$2,826	$2,854
Student Council	$2,798	$2,826	$2,854
Drama HS	$3,998	$4,038	$4,078
Drama Assist	$2,798	$2,826	$2,854
Debate	$2,798	$2,826	$2,854
Yearbook	$3,998	$4,038	$4,078
Career Ed	$3,998	$4,038	$4,078
Math Team	$2,798	$2,826	$2,854
Honor Society	$3,998	$4,038	$4,078
High School Bowl	$2,798	$2,826	$2,854
Jazz	$2,798	$2,826	$2,854
Tri M	$2,798	$2,826	$2,854
FFA	$2,798	$2,826	$2,854
FBLA	$1,599	$1,615	$1,631
Sat. School	$2,798	$2,826	$2,854
Grade 9 advisor	$1,599	$1,615	$1,631
Grade 10 advisor	$1,599	$1,615	$1,631
Grade 11 advisor	$2,798	$2,826	$2,854
Grade 12 advisor	$3,998	$4,038	$4,078
Program Leader 9-12	$1,599	$1,615	$1,631
Rises Coordinator	$1,599	$1,615	$1,631
Safety Care	$2,798	$2,826	$2,854
Auto Club	$1,599	$1,615	$1,631
MIDDLE SCHOOL CLUBS			
AV Coordinator	$2,798	$2,826	$2,854***
Student Council	$1,599	$1,615	$1,631
Drama	$3,998	$4,038	$4,078
Yearbook	$3,998	$4,038	$4,078
Math Team	$1,599	$1,615	$1,631
Jazz	$2,798	$2,826	$2,854
Percussion	$1,599	$1,615	$1,631
Golf	$1,599	$1,615	$1,631
Variety	$2,798	$2,826	$2,854
Biking	$1,599	$1,615	$1,631
Outdoor	$1,599	$1,615	$1,631
Auto Club	$1,599	$1,615	$1,631
Robotics	$1,599	$1,615	$1,631

ELEMENTARY SCHOOL			
Yearbook	$1,599	$1,615	$1,631
AV Coordinator	$2,798	$2,826	$2,854***
Open Gym	$1,599	$1,615	$1,631
HS INSTRUCTIONAL FACILITATORS			
ELA	$3,296	$3,329	$3,362
MATH	$3,296	$3,329	$3,362
SCIENCE	$3,296	$3,329	$3,362
SOCIAL STUDIES	$3,296	$3,329	$3,362
SPECIAL ED	$3,296	$3,329	$3,362
UA	$3,296	$3,329	$3,362
MS INSTRUCTIONAL FACILITATORS			
ELA	$2,471	$2,496	$2,521
MATH	$2,471	$2,496	$2,521
SCIENCE	$2,471	$2,496	$2,521
SOCIAL STUDIES	$2,471	$2,496	$2,521
SPECIAL ED	$2,471	$2,496	$2,521
MS TEAM LEADERS			
4th	$2,471	$2,496	$2,521
5th	$2,471	$2,496	$2,521
6th	$2,471	$2,496	$2,521
7th	$2,471	$2,496	$2,521
8th	$2,471	$2,496	$2,521
UA	$2,471	$2,496	$2,521
ES INSTRUCTIONAL FACILITATORS			
ELA	$3,296	$3,329	$3,362
MATH	$3,296	$3,329	$3,362
SCIENCE	$3,296	$3,329	$3,362
SOCIAL STUDIES	$3,296	$3,329	$3,362
SPECIAL ED	$3,296	$3,329	$3,362
UA	$3,296	$3,329	$3,362
ES Lead Teacher	$3,296	$3,329	$3,362
TEAM Reviewers	$25 pp max $125	$25 pp max $125	$25 pp max $125
HOURLY POSITIONS			
Grad/Promotion Music	$50.50	$51.00	$51.51
Homebound Instruction	$50.50	$51.00	$51.51

Summer Curr Writing	$39.50	$39.90	$40.30
Summer School Teaching	$48.50	$49.00	$49.49
Extension Learning Programs	$50.50	$51.00	$51.51

***The parties agree to enter into an MOA for the AD in each of the three years of the contract (like the current MOA for the AD this school year. The parties further agree that in each of the three years the AD will be paid a $12,000 stipend.**

****The parties agree that Clubs and Activities involving student participation must have at least 5 students registered in order to run and receive the stipend listed.**

*****The parties agree that either party may reopen the AV stipend during the life of the contract based on the frequency and intensity/magnitude of the work conducted outside the contractual day by providing the other party at least 60 days' written notice of their intent to invoke bargaining over the AV stipend. During the 60 day period, the parties will attempt to reach an informal resolution of the matter, obviating the need to engage in formal negotiations in accordance with the Teacher Negotiation Act.**

******Each Club and Activities stipend for the 3 EH schools shall fall within one of the following tiers and receive the commensurate rate of compensation in each of the years of the contract:**
Tier 1: 2026-2027: $1,599
2027-2028: $1,615
2028-2029: $1,631
Tier 2: 2026-2027: $2798
2027-2028: $2,826
2028-2029: $2,854
Tier 3: 2026-2027: $3,998
2027-2028: $4,038
2028-2029: $4,078

Note: the parties will group the clubs and activities stipends into the 3 tiers on the stipend schedule.

TIER 1	2026-2027	2027-2028	2028-2029
HIGH SCHOOL			
FBLA	$1,599	$1,615	$1,631
Grade 9 advisor	$1,599	$1,615	$1,631
Grade 10 advisor	$1,599	$1,615	$1,631
Program Leader 9-12	$1,599	$1,615	$1,631
Rises Coordinator	$1,599	$1,615	$1,631
Auto Club	$1,599	$1,615	$1,631
MIDDLE SCHOOL CLUBS			
Student Council	$1,599	$1,615	$1,631
Math Team	$1,599	$1,615	$1,631
Percussion	$1,599	$1,615	$1,631
Golf	$1,599	$1,615	$1,631
Biking	$1,599	$1,615	$1,631
Outdoor	$1,599	$1,615	$1,631
Auto Club	$1,599	$1,615	$1,631
Robotics	$1,599	$1,615	$1,631
ELEMENTARY SCHOOL			
Yearbook	$1,599	$1,615	$1,631
Open Gym	$1,599	$1,615	$1,631

TIER 2	2026-2027	2027-2028	2028-2029
HIGH SCHOOL CLUBS			
AV Coordinator HS***	$2,798	$2,826	$2,854
Student Council	$2,798	$2,826	$2,854
Drama Assist	$2,798	$2,826	$2,854
Debate	$2,798	$2,826	$2,854
Math Team	$2,798	$2,826	$2,854
High School Bowl	$2,798	$2,826	$2,854
Jazz	$2,798	$2,826	$2,854
Tri M	$2,798	$2,826	$2,854
FFA	$2,798	$2,826	$2,854
Sat. School	$2,798	$2,826	$2,854
Grade 11 advisor	$2,798	$2,826	$2,854
Safety Care	$2,798	$2,826	$2,854
MIDDLE SCHOOL CLUBS			
AV Coordinator	$2,798	$2,826	$2,854***
Jazz	$2,798	$2,826	$2,854
Variety	$2,798	$2,826	$2,854
ELEMENTARY SCHOOL			
AV Coordinator	$2,798	$2,826	$2,854***

TIER 3	2026-2027	2027-2028	2028-2029
Drama HS	$3,998	$4,038	$4,078
Yearbook HS	$3,998	$4,038	$4,078
Career Ed HS	$3,998	$4,038	$4,078
Honor Society HS	$3,998	$4,038	$4,078
Grade 12 Advisor HS	$3,998	$4,038	$4,078
Drama MS	$3,998	$4,038	$4,078
Yearbook MS	$3,998	$4,038	$4,078

APPENDIX D-6
Medical And Dental Plan Summary

East Haddam: Town & BOE	In and Out of Network Plan
Cost shares	
	In-Network services subject to deductible and coinsurance Out-of-Network services subject to deductible and coinsurance In-Network Preventive Care covered at 100% Individual/Family **Deductible - $2,250/$4,500** Medical In-Network Coinsurance - 100% Post Deductible Prescriptions: $0 Generic, $25 Preferred Brand, $40 Non-Preferred Brand **Medical In-Network Out-of-Pocket Max - $2,250/$4,500** Post Deductible Prescription Copays In-Network Out-of-Pocket Max - $1,000/$2,000 Out-of-Network Coinsurance - 80/20% Plan Year Out-of-Network Out-of-Pocket Max - $4,500/$9,000 Lifetime Maximum In-Network - Unlimited Lifetime Maximum Out-of-Network - Unlimited (In-Network benefits are defined below)
Preventive Care	**Preventive Care Coverage Applies**
Pediatric	100% No frequency or age restrictions
Adult	100% No frequency or age restrictions
Vision	100% one exam every year
Hearing	100% one exam every year
Gynecological	100%
Medical Office Visit	Deductible & Coinsurance
Outpatient PT/OT/Chiro Speech Therapy	Deductible & Coinsurance 50 combined visit maximum per member per year
Allergy Services	Deductible & Coinsurance
Diagnostic Lab & X-ray	Deductible & Coinsurance

East Haddam: Town & BOE	In and Out of Network Plan
Cost shares	
Inpatient Medical Services	Deductible & Coinsurance
Surgery Fees	Deductible & Coinsurance
Office Surgery	Deductible & Coinsurance
Outpatient MH/SA	Deductible & Coinsurance
Emergency Care	
Emergency Room	Deductible & Coinsurance
Urgent Care	Deductible & Coinsurance
Ambulance	Deductible & Coinsurance
Inpatient Hospital	**Note: Prior authorization required**
General/Medical/Surgical/Maternity (Semi-Private)	Deductible & Coinsurance
Ancillary Services (Medication, Supplies)	Deductible & Coinsurance
Psychiatric	Deductible & Coinsurance
Substance Abuse/ Detox	Deductible & Coinsurance
Rehabilitative	Deductible & Coinsurance 100 days per member per calendar year
Skilled Nursing Facility	Deductible & Coinsurance Covered up to 120 days per calendar year
Hospice	Deductible & Coinsurance
Outpatient Hospital	
Outpatient Surgery Facility Charges	Deductible & Coinsurance
Diagnostic Lab & X-ray	Deductible & Coinsurance
Pre-Admission Testing	Deductible & Coinsurance
Other Services	
Durable Medical Equipment Limited to certain items	Deductible & Coinsurance Unlimited Maximum
Home Health Care	Deductible & Coinsurance 200 visits per calendar year 80 visit home health aide combined 200 visit maximum

Prescription Drugs	Deductible Then $0/25/40 (in-network) (generic/preferred brand/non-preferred brand) Or Coinsurance (out-of-network) Unlimited Maximum
Gastric Bypass Surgery	Covered subject to medical necessity
Infertility	Deductible & Coinsurance Unlimited Maximum
Dependent Age Max	26 years

FLEXIBLE DENTAL SERVICES SCHEDULE OF BENEFITS

BENEFIT PERIOD Individual per Calendar Year	Category 1 - 100%
	Category 2 - 100%
DEDUCTIBLE	Shared by Categories 2 and 3
INDIVIDUAL	$50 per Member per Benefit Period
FAMILY	Three Individual Deductibles
COINSURANCE	Category 1 – 100% Category 2 – 100% Category 3 – 100% Category 4 – 100%
MAXIMUM	$1,500 per Member per Benefit Period for Categories 1, 2, 3
LIFETIME MAXIMUM	$1,000 per Member per Lifetime for Category 4

COVERED SERVICES

CATEGORY 1

Initial Oral Exam	1 per Member in 36 Months
Periodic Oral Exam	2 per Member per Benefit Period
Prophylaxis	Combination of 2 per Member per Benefit Period
Topical Application of Fluoride	2 per Member per Benefit Period For Members Under age 19
Space Maintainers	For Members Under age 19
X-rays	
Emergency Treatment	
Sealants	
Sealants	For Members up to Age 16 1 every 2 Calendar Years

CATEGORY 2

Fillings	1 per Member per tooth surface in any consecutive 12-month period
Endodontics	
Extractions	
Oral Surgery	
Periodontal Maintenance Procedure	
Periodontics	

General Anesthesia

CATEGORY 3

Inlays	1 per tooth in 5 years
Onlays	1 per tooth in 5 years
Crowns	1 per tooth in 5 years
Post and Core	1 per tooth in 5 years
Prosthodontics	1 per tooth in 5 years
Stainless Steel Crowns (Primary Tooth)	1 per tooth in 5 years
Recement Crowns	
Recement Bridge	
Recement Inlay	
Repair Bridge	1 per Member in 2 years
Reline Dentures	1 per Member per Benefit Period
Repair Dentures	

CATEGORY 4

Orthodontics