

ARTICLE III

TEACHERS' SALARIES

SECTION 2.

(a) **Schedule.** New Teachers will be accorded either (B.A., M.A., M.A.+15, M.A.+30, M.A.+60, or Ph.D.) **B.A, B.A+15, M.A., M.A.+30, M.A+45 MA+60, M.A.+75, 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 who meet the foregoing criteria and who have earned thirty (30) graduate credits beyond the Bachelors Degree will be placed on the Masters schedule 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. 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.

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.) **M.A., M.A.+30, M.A+45 MA+60, M.A.+75, Ph.D.** status and will be granted only in accordance with the following:

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 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 \$100 per night, up to a maximum of \$400 for each such assignment he or she fully performs in connection with such trips.

Teachers will be compensated for covering all nonprofessional duties including but not limited to study halls, lunch duty, hall and bus duty.

ARTICLE IV

INSURANCE PROGRAM

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 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.)
The Board will jointly negotiate with the Association regarding any changes with regard insurance carriers or funding.

ARTICLE VI

LEAVES OF ABSENCE

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:

(d) (The leave shall not normally extend beyond the end of the normal work year in which the baby arrives by birth or adoption, but may be extended by the Superintendent into

the ensuing year after consideration of the Teacher's application for such an extension;) **The child care leave may last up to two calendar years in which the baby arrives by birth or adoption.**

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. **Interviewing and recommending new teachers and administrators will be the responsibility of teachers in the buildings where the vacancies occur – all nominations will be submitted to the Superintendent and Board for final approval.**

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

(a) All promotional vacancies which the Board decides to fill on a regular basis in the certified professional staff of the Darien School System and which provide for salary advancement through promotion for present members of that staff will be publicized at least fifteen (15) days prior to filling such vacancies on a regular basis. Individual notification will be made during the summer months to those Teachers who have previously indicated in writing to the Superintendent and/or his/her designee an interest in a specific position.

(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.) **current staff on a seniority and refusal basis.**

ARTICLE XIII

SCHOOL MEETINGS

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.) **Teachers may be required to attend staff or**

department meetings within the regular scheduled work day only. Afterschool meetings require prior teacher approval.

ARTICLE XIV

MISCELLANEOUS

NEW SECTION 8: Evaluation. Unannounced classroom visits will not be permitted as a form of observation.

NEW SECTION 9: Child Care Center. The Board will establish child care center(s) in the district as a benefit to working parents/employees.

NEW SECTION 10: Site Based Management. Site based management teams will be established at each school and will be democratically lead by a team of volunteer teachers and administrators.

NEW SECTION 11: Longevity. Increase amounts

\$1,000 after 15 years or 5 years at maximum step

\$1,500 after 20 years or 10 years at maximum step

\$2,000 after 25 years or 15 years at maximum step

NEW SECTION 12: Staff Development. Staff development decisions will be the sole responsibility of the teacher. The Board of Education will fund staff development at an amount no less than 5% of teacher salaries per year.

NEW ARTICLE: Early Retirement Incentive Program

SECTION 1: Eligibility

To be eligible for participation in the plan, a teacher must:

- a) **be in employment as a teacher in the Ridgefield Public Schools during the 2012-13 school year,**
- b) **have a combined age and length of service as a teacher in the Darien Public Schools of at least 70 years as of June 30, 2012,**
- c) **have completed at least 15 years of active professional employment in the Darien Public Schools as of June 30, 2012**
- d) **submit a written application, on a form prescribed by the Board, to the Director of Personnel prior to the close of a business on January 15, 2012**
- e) **submit an unequivocal statement in writing to the Director of Personnel no later that the close of the business day on January 15, 2012 to the**

effect that he or she is retiring as of June 30, 2012, provided his or her application has been granted by the Board.

SECTION 2: Incentive.

- a) An applicant, who fulfills the eligibility requirements, shall be paid an incentive benefit of \$10,000 during the 2012-13 school year, \$20,000 during the 2013-14 year, and \$25,000 during the 2014-15 school year.
- b) Incentive payments will be made on the first regular pay day in September or on the first regular pay day in January, as elected by the participant.
- c) if the retired teacher receiving the incentive benefit dies before all payments have been made, the payment remaining will be made to the beneficiary designated by the teacher in writing at the time of retirement. Payment made to the beneficiary will be made according to the schedule and at the time set forth above.

ARTICLE XIX **DURATION**

This Agreement will take effect as of July 1, 2012 and continue in full force through June 30, 2015.

APPENDIX A: TEACHERS' SALARY SCHEDULE FOR 2011- 2014

<u>2012/2013</u>	<u>Increase the 2011-12 schedule by 4.0% inclusive of increment.</u> <u>All teachers not on the maximum advance one step.</u> <u>Add additional step (Step 18)</u>
<u>2013/2014</u>	<u>Increase the 2012-13 schedule by 4.5% inclusive of increment.</u> <u>All teachers not on the maximum advance one step.</u> <u>Add additional step (Step 19)</u>
<u>2014/2015</u>	<u>Increase the 2013-14 schedule by 5.0% inclusive of increment.</u> <u>All teachers not on the maximum advance one step.</u> <u>Add additional step (Step 20)</u>

