

PROFESSIONAL AGREEMENT

BETWEEN THE

PLAINFIELD BOARD OF EDUCATION

AND THE

PLAINFIELD EDUCATION ASSOCIATION

July 1, 2023 - June 30, 2026

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THIS AGREEMENT is made and entered into, by and between the **PLAINFIELD BOARD OF EDUCATION** (hereinafter referred to as the "Board") and the **PLAINFIELD EDUCATION ASSOCIATION** (hereinafter referred to as the "Association"), affiliated with the Connecticut Education Association and the National Education Association.

ARTICLE 1
WITNESS

WHEREAS, the Board has a statutory obligation pursuant to §10-153a through g, inclusive, of the Connecticut General Statutes as amended, to negotiate with the Association as the exclusive representative of its teaching and special service personnel with respect to salaries and other conditions of employment; and

WHEREAS the parties have reached certain understandings which they desire to confirm in this Agreement.

IT IS HEREBY AGREED AS FOLLOWS:

Previously adopted policies, rules or regulations in conflict with this Agreement are superseded by this Agreement.

ARTICLE 2
RIGHTS OF THE SCHOOL BOARD

- A. The Plainfield School Board is a public body established under and with the power provided by, the General Statutes of the State of Connecticut. As the elected representatives of the citizens of Plainfield, charged with the responsibility for the quality of education, and the efficient and economical operation of the Plainfield School System, it is acknowledged that the Board has the final responsibility of establishing the educational policies of the Public Schools of Plainfield.
- B. Nothing in this Agreement shall be deemed to derogate or impair the powers and responsibilities of the Board under the Statutes of the State or the rules and regulations of any agencies of the State, except as expressly modified herein. Said rights and powers include, but in no way are construed as limited to, the subjects mentioned in the Table of Contents of this Agreement.
- C. As to every matter not expressly covered by this Agreement and except as directly modified by a specific provision of this Agreement, the Board retains exclusively to itself all rights and powers and responsibilities at its discretion without such exercise being made the subject of a grievance-arbitration proceeding.

ARTICLE 3
RECOGNITION

- A. The Board recognizes the Association as the exclusive bargaining representative for the group of certified professional employees employed by the Board of Education in positions requiring a

teaching or other certificate and/or durational shortage area permit, other than temporary substitutes, and who are not included in the administrators' unit or excluded from the purview of §10-153a to 10-153n, inclusive. For its part, the Association and the certified professional employees recognize their responsibilities under Public Act 76-403 and agree to abide by the provisions of that Act.

B. Any teacher hired under a Durational Shortage Permit from the Connecticut Department of Education shall not receive the benefits of Articles 16 (Reduction In Force and Recall) but shall receive salary and benefits in accordance with the collective bargaining Agreement.

C. **Substitute Teachers**

1. A "substitute teacher" shall be defined as a certified teacher employed to fill temporarily a position held by a member of the bargaining unit while that member is on medical, maternity, or other leave, or to fill temporarily a vacant position until a teacher is employed.
2. Substitute teachers employed for fewer than forty (40) days in the same assignment in any given school year shall be paid at a daily rate set by the Board and receive no benefits under this Agreement.
3. Substitute teachers employed for more than forty (40) school days, but fewer than ninety (90) consecutive days in the same assignment shall be paid per diem in accordance with the first step of the bachelor salary schedule and receive no benefits under this Agreement.
4. Substitute teachers employed for more than forty (40) school days in the same assignment, after ninety (90) or more consecutive days in the same assignment, certified substitute teachers shall be covered by all the terms and conditions of this Agreement for the duration of the assignment with all benefits (including, but not limited to, salary, sick days, personal leave, etc.) being pro-rated according to the percentage of the remaining school year.
5. For purposes of this Article, days shall mean school days and not calendar days.

ARTICLE 4
RE-NEGOTIATION

If agreed to by the Board of Education and the Association in writing, the entire negotiated Agreement, any Article, or any other part of this Agreement may be reopened for negotiations prior to the expiration of this Agreement.

ARTICLE 5
DEFINITIONS

A. **Definitions**

1. In the construction of the following individual articles of agreement, words and phrases

shall be construed according to the commonly approved usage of the language, and technical words and phrases such as have acquired a peculiar and appropriate meaning in education shall be construed and understood accordingly.

2. As used in this Agreement, the following terms shall have the respective meaning as set forth below:

- (a) Board: The Board of Education of the Town of Plainfield, Connecticut.
- (b) Superintendent: The Superintendent of Schools for the Town of Plainfield, Connecticut, or his/her designee.
- (c) Association/PEA: The Plainfield Education Association.
- (d) Teacher: All personnel as defined in Article 3, Recognition.
- (e) PEA Representative: The duly designated representative of the Plainfield Association in each school building.
- (f) PR&R: The Professional Rights and Responsibilities Committee of the Plainfield Education Association.
- (g) Teaching Period: Those periods in which a teacher is actively involved with the pupil in the act of teaching and has participated in the planning of the instruction to be conducted.
- (h) Preparation Period: Those periods in which the teacher is involved in the preparation of classroom materials and plans.
- (i) APPLE: A Personal Professional Learning Experience – a self-directed form of professional development.
- (j) PDEC Committee: The Professional Development and Evaluation Committee.
- (k) TLC Committee: Teaching & Learning Committee.
- (l) TEAM: Teacher Education and Mentoring.

ARTICLE 6

WORKING CONDITIONS

A. Work Year

The teacher work year shall be one hundred eighty-eight (188) days, of which up to one hundred eighty-two (182) days will be student days; two (2) days will be used for parent

conferences, which may be scheduled in whole or in part in the evening at the Board's discretion for all certified staff; one (1) day will be used for meetings; and not less than three (3) days will be professional development days. School faculty meetings will be held once per month for one (1) hour. One (1) Open House evening meeting with parents, of approximately two (2) hours, will be held each year for all certified staff. Student learning meetings will be held once per month for one (1) hour. The teacher work year for newly hired teachers shall be one hundred ninety (190) days.

B. Workday

1. The regular teacher workday will not exceed seven (7) hours in duration on Fridays and seven (7) hours and twenty-five (25) minutes in duration on Mondays, Tuesdays, Wednesdays and Thursdays.
2. For scheduled professional development days, the workday will not exceed six (6) hours in duration. Teachers are required to complete a personal plan of ten (10) hours of APPLE professional development in accordance with the requirements of the APPLE program. At the discretion of the teacher, these APPLE hours may be completed within the regular teacher extended workday set forth above.

C. Seniority

Seniority shall be determined on the basis of length of service in the district from last date of hire within the teacher bargaining unit.

D. Impact

Mandatory participation in programs occurs when either the Plainfield Board of Education or the State Department of Education mandates an extension of the school year or school day with or without the presence of students. The basis of payment would be per diem at the teacher's appropriate step on the salary schedule.

E. Duty Free Lunch

All teachers, Pre-K through Grade 12 shall have an uninterrupted duty-free lunch period daily of not less than thirty (30) minutes. Teachers shall be free to leave the building during lunch at the discretion of the principal.

F. Preparation Periods

1. Pre-K: Each teacher shall receive a minimum of one hundred eighty (180) minutes per week for individual preparation.
2. K -- Grade Five (5): Each teacher shall receive a minimum of two hundred (200) minutes per week for individual preparation, on a schedule which ensures a daily minimum preparation time of twenty-five (25) consecutive minutes.

3. Grade Six (6) -- Grade Eight (8): Each teacher shall receive a minimum of two hundred (200) minutes per week for individual preparation, on a schedule which ensures a daily minimum preparation time of twenty-five (25) consecutive minutes.
4. Grade Nine (9) -- Grade Twelve (12): Each teacher shall receive a minimum of two hundred (200) minutes per week for individual preparation, on a schedule which ensures a daily minimum preparation time of twenty-five (25) consecutive minutes.

G. **Faculty Rooms**

Each school shall have a teachers' room which is neatly maintained by the custodial staff; said room shall have proper lighting and suitable furniture.

H. **Teaching Assignment**

1. Teachers initially employed by the Board shall receive their building, grade and/or subject assignment from the Superintendent's or Principal's office.
2. Teachers shall be notified in writing of any change in this assignment for the ensuing year, including the schools to which they will be assigned, the grades and/or subjects they will teach, and any special or unusual classes or assignments that they will have.
3. This notification shall be given to the teacher no later than July 1st prior to that school year unless extenuating circumstances prevail.
4. Changes in assignments shall be to a comparable position, if possible, and shall not be affected or announced without a prior personal conference between the teacher involved and the school administrator at which time the teacher shall be notified in writing regarding the reasons for reassignment. Reassignments shall not be arbitrary or capricious. If the teacher is not satisfied with the decision of the building administrator, then he/she may request a meeting with the Superintendent.

I. **Vacancies**

1. A vacancy shall be defined as a position, which the Board has, in its sole discretion, decided to fill, caused by death, retirement, discharge, resignation, or creation of a new position.
2. When a vacancy occurs in a building or program, the vacant position shall be emailed to all teachers, including the President of the Association. The vacancy notification shall set forth the qualifications and job description, if available at the time of the notification, for the current vacant position.
3. When the initial vacancy occurs in a building or program, the building administrator(s) or program director(s) shall have the ability to transfer teachers within their building or program into those initial vacancies with the final resulting vacancy subject to the email notification requirements set forth above (i.e. fifth [5th] grade vacancy occurs due to a

retirement; administrators may transfer existing personnel within the building and/or program into the vacant position; final position must be emailed to all teachers after all transfers have been completed). It is agreed and understood that more than one (1) building or program transfer may occur as a result of internal building or program transfers, but ultimately a vacant position shall exist and subject to the email notification requirements set forth above unless said position has been eliminated by the Board.

4. All vacancies shall remain open for a minimum of five (5) school days. Written notice of certified job openings will be e-mailed to a designated Association representative during the summer vacation period. During the summer recess, vacancies shall remain open of a period of five (5) business days.
5. Any teacher who desires to apply for any vacancy shall apply using the district's abbreviated internal online application procedures within the time limit specified in the email notification.

J. **Professional Boundaries**

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.

K. **Citizenship**

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 work hours) or the lack thereof, will be grounds for any discipline or discrimination with respect to the professional employment of such teacher.

L. **Exchange Teacher**

In any year teachers may be voluntarily exchanged for teachers from some other school administration district in the United States or in a foreign country. Such exchange shall be initially recommended by the Superintendent to the Board of Education, which shall determine final action. All rights and privileges of the exchanged teacher shall continue in full force and effect during the exchange period.

M. **Duties**

1. To the extent practicable, the administration shall require teachers working within the same building to share duties on an equitable basis.
2. The President of the Plainfield Education Association shall be assigned no additional duties beyond his/her teaching assignment and be free to carry on Association business and leave the building during school hours except during his/her teaching periods.

N. Resignation Notice

Any teacher under contract with the Board shall be required to give a minimum of thirty (30) days written notice prior to commencing work for another school system or otherwise leaving employment. The Superintendent may waive or modify this requirement upon request of the teacher.

ARTICLE 7
TEACHER SALARIES/EXTRA DUTY NOTIFICATIONS

A. Contracts

1. Each September each teacher will be notified of his/her placement on the salary schedule. Teachers will receive notification of their accrued sick leave with each paycheck.
2. Within a reasonable time after appointment, usually within five (5) of the teacher's working days, written notice of extra duty assignments shall be issued for special extra assignments such as coaching, department head/faculty coordinator and other such posts deemed necessary by the administration. Written notice of extra duty assignments is for informational purposes. Such notice is not a contract and should not be executed by either a representative of the Board, or the employee. Compensation for each position is set forth either in an appendix to this collective bargaining Agreement, or a letter of agreement between the Board and the Plainfield Education Association.
3. In case of any differences between the terms of this Agreement and the provisions of §10-151 of the Connecticut General Statutes, as amended, the statute shall control. Nothing herein shall be construed to provide a method for review of teacher termination proceedings in addition to that set forth in §10-151.

B. Payment Schedule

1. The salaries of all teachers covered by this Agreement are set forth in Appendices A and B which are attached hereto and made a part of this Agreement.
2. Teachers may select from the following three (3) salary payment options which may be subject to IRS Section 409A-Deferred Compensation Taxation, and which shall be made by direct deposit to the financial institution of the teacher's choice:
 - (a) Twenty-six (26) or twenty-seven (27) equal periodic paychecks.
 - (b) Twenty-one (21) equal periodic paychecks.
 - (c) Twenty-two (22) periodic payments with the twenty second (22nd) payment being issued on the last payroll date in June.

- (d) The administration shall publish a list of the Plainfield Public School payroll dates shows the specific dates when the paychecks will be issued.

- C. New teachers shall choose an option upon initial employment. Once chosen, an option cannot be changed during the school year. Once chosen, an option is perpetual unless notice is given, in writing, prior to June 1, of the teacher's desire to elect a different option commencing with the next school year.

- D. If termination of employment comes prior to the end of the regular school year, the teacher's pay will be prorated on the basis of one-one hundred eighty-eighth (1/188) times the days taught.

- E. Any teacher who receives compensation in advance of performing the service and who resigns or otherwise leaves the employ of the Board before performing the work shall immediately reimburse the Board the difference between the amount paid and the amount due for time worked.

- F. **Part-Time Teachers**
 - 1. Any teacher employed by the Board for less than full-time, but fifty percent (50%) or more than fifty percent (50%) of the time, shall have his/her salary, sick days and personal days prorated only and shall be entitled, without any proration, to all of the other rights, fringe benefits and protections of this Agreement and shall share in all the duties and responsibilities as provided for in this Agreement on an equitable basis.

 - 2. Any teacher employed by the Board for less than fifty percent (50%) of the time shall have his/her salary, sick days and personal days prorated based upon said teacher's teaching assignment. At the option of the teacher, he/she may purchase medical insurance coverage for the individual teacher, subscriber and dependent, or family coverage, at the group rate, at his/her own expense and at no cost to the Board. At the option of the teacher, he/she may purchase individual dental insurance coverage for the individual teacher at the group rate, at his/her own expense and at no cost to the Board.

 - 3. The pro-ration ratio for part-time teachers shall be based upon the total amount of time the teacher is scheduled to work during the week, in proportion to the total work week for a full-time teacher.

- G. **Extended Year Employees**
 - 1. Extended year employees shall receive salary at the appropriate step plus a per diem rate for each day beyond the approved school year, they perform their duties.

 - 2. Positions in this category may include but are not necessarily limited to the following:
 - (a) Guidance Counselor.

- (b) School Psychologist.
- (c) School Librarian.
- (d) Speech Pathologist.
- (e) Social Worker.

H. **Special School Programs**

1. These provisions apply to such programs as summer school, night school and homebound instruction:
 - (a) In filling such positions consideration shall be given to a teacher's area of competence, major and/or minor field of study, quality of teaching performance, length of service in the system, and prior experience in these programs, if any.
 - (b) The Association will be notified of all openings for these positions as early as is reasonable so that it may post the positions to enable interested teachers to apply.
2. Homebound Instruction, Curriculum Writing, and Professional Development/In-service Presenters: Compensation shall be thirty dollars (\$30.00) per hour. The rate of pay for Summer School teachers shall not be less than thirty dollars (\$30.00) per hour for the duration of the Agreement.
3. As determined by the Board, extra pay for extra work are voluntary positions and teachers shall be paid at the rate of thirty dollars (\$30.00) per hour.

I. **TEAM Mentors**

Any teacher who has successfully completed mentor training through an approved State Department of Education "Teacher Education and Mentoring Program (TEAM)" and who thereafter accepts an assignment to serve as a mentor for new teachers under the TEAM Program shall be paid a stipend in accordance with the provision set forth in Appendix B (Faculty Coordinator/Team Leaders/Mentors/TLC Committee), Section B for each year of the two (2) year TEAM cycles, including the third (3rd) year cycle, if needed. Service as a TEAM mentor shall be voluntary in nature and all volunteers must be approved by the Superintendent or his/her designee.

J. **Professional Peer Support**

The building administration may at his/her discretion assign a teaching mentor to a teacher in order to facilitate the teacher's assimilation to the general workings of the building and school system, including, but not limited to, PASS peer support service. Service as a Professional Peer Support shall be non-evaluative of teachers; voluntary in nature; and shall be compensated in

accordance with the provision set forth in Appendix B (Faculty Coordinator/Team Leaders/Mentors/TLC Committee), Section C.

K. **Teaching Learning Committee (TLC)**

Members of the PDEC Executive Team must be members of the TLC Committee. Members of the TLC Committee must attend ten (10) meetings per year, consisting of one and a half (1½) hours per month in addition to the regular scheduled workday. Compensation for TLC Committee members shall be in accordance with the provision set forth in Appendix B (Faculty Coordinator/Team Leaders/Mentors/TLC Committee), Section D.

ARTICLE 8
PROFESSIONAL DEVELOPMENT/EVALUATIONS

A. **Course Work Reimbursement**

1. Teachers who meet the following conditions shall receive partial reimbursement for the cost of tuition and course materials incurred in taking graduate level courses:
 - (a) The course work must be over and above any work required to achieve or maintain provisional, professional or other certification required by state or federal law or regulation of the Connecticut Department of Education;
 - (b) The courses must concern educational or subject areas identified on a list issued from time to time by the Board of Education as qualifying for course reimbursement or must be courses recommended by the Superintendent to specific individuals for improving their skills;
 - (c) The particular courses must be approved by the Superintendent in advance. The Superintendent's decision is final and not subject to the grievance procedure;
 - (d) The teacher must receive at least a "B" grade for the entire course. A transcript or other official record of such grade must be provided;
 - (e) Requests for reimbursement shall be based upon a first-come first-served basis until all available funds are allotted;
 - (f) Prior to each school year the Board shall designate how much money will be available to the staff for course reimbursement. The total amount available shall not exceed four thousand dollars (\$4,000). A deadline for applications shall be set;
 - (g) Any teacher whose course is approved shall submit evidence of the costs of tuition and related materials and the Board shall, if all conditions are met, reimburse the teacher seventy-five percent (75%) of such agreed upon costs;

(h) No teacher shall receive reimbursement for more than one (1) course in any school year unless, after the deadline has passed, and after all applications have been approved or disapproved, the amount of funds designated for that year have not been exhausted. Teachers intending to seek reimbursement for more than one (1) course should apply for all courses at the same time, in order of preference.

2. In no case shall reimbursement for a single course exceed four hundred fifty dollars (\$450).

B. Professional Development and Evaluation Committee (PDEC)

The Board and the Association agree that the appointment of the teacher members to the school system's PDEC committee shall be the responsibility of the Association President unless such process or appointment is contrary to law.

ARTICLE 9
DEGREE DEFINITIONS/SALARY PLACEMENT

A. Degree Definitions

1. "Bachelors" shall mean a baccalaureate undergraduate degree earned at an accredited college or university.

2. "Masters" shall mean:

(a) A master's degree earned at an accredited college or university, or

(b) the completion of thirty (30) graduate credits completed after the attainment of the baccalaureate degree in a planned program approved by an accredited college or university subject to the approval of the Superintendent.

3. "Sixth Year" shall mean:

(a) 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) graduate credits completed after the attainment the Master's degree in a program approved by an accredited college or university or a "Sixth Year Certificate" from an accredited college or university, both subject to the approval of the Superintendent; or

(b) The completion of fifteen (15) additional credits completed after the attainment of a Master's degree which requires at least fifty-two (52) credits (such as speech and language pathology, social worker, school counselor or school psychologist), with the fifteen (15) credits completed in a program approved by an accredited college or university and approved by the Superintendent.

4. "Doctorate" shall mean a doctoral degree earned at an accredited university.

B. Placement on the Salary Schedule

1. All teachers shall be placed on the appropriate step within the salary schedule taking the following into consideration:
 - (a) Degree status as defined under "Degree Definitions".
 - (b) Full credit for previous teaching experience as a certified teacher in Connecticut provided that such experience shall have been continuous service of at least one hundred five (105) school days of any school year. Intermittent or short-term substitute service will not be credited as previous teaching experience. Teaching experience which preceded a break from teaching of five (5) years or longer may be given such credit as the Superintendent, in his/her discretion, determines is appropriate.
2. A teacher expecting a change in degree status which involves a salary increase shall notify the Superintendent's office of his/her intent to change degree status by December 31 of the school year preceding the change. An attempt shall be made to submit all supporting documentation to the Superintendent's office by August 1st of the year preceding the change. The Board shall pay no salary increase prior to receiving the supporting documentation. However, the Board shall make retroactive payments as are appropriate to those teachers who are unable to submit documentation of the change prior to the beginning of the school year. Failure to conform to the above procedures will result in a rejection of the request for a change in degree status.

ARTICLE 10
INSURANCE BENEFITS

A. High Deductible Health Plan/Health Savings Account (HDHP/HSA)

1. The Board shall provide teachers and their eligible dependents with a High Deductible Health Care Plan with a Health Savings Account feature pursuant to an agreement between the Board and currently, CIGNA Healthcare ("Administrator") which includes the features described in Appendix E:
 - (a) For the 2023-2024 school year, the Board will fund fifty percent (50%) of the two thousand/four-thousand-dollar (\$2,000/\$4,000) HSA deductible amount. For the 2024-2025 and 2025-2026 school years, the Board will fund fifty percent (50%) of the two thousand two hundred fifty/four thousand five hundred dollar (\$2,250/\$4,500) HSA deductible amount. The Board's contribution toward the HSA deductible will be deposited into the HSA accounts in two (2) equal installments, the first one on the first payroll date in September and the second (2nd) one on the first payroll date in January. The Parties acknowledge that the Board's contribution toward the funding of the HSA plan is not an element of the underlying insurance 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 HSA deductible for any retirees or other individuals upon their separation from employment with the school district.

- (b) Post-deductible prescription coverage shall be through a three (3)-tier drug formulary plan, subject to co-payments of zero-dollar (\$0) generic formulary/twenty-dollar (\$20) brand formulary/thirty dollar (\$30) non-formulary with an unlimited calendar year maximum. Mail order prescription at two (2) times the applicable co-payments for a thirty-one (31)-ninety (90) day supply with an unlimited calendar year maximum.
- (c) A Health Reimbursement Account (HRA) will be set up for any teacher who is precluded from participating in a Health Savings Account (HSA) because the teacher receives Medicare and/or veteran's benefits. The annual maximum reimbursement by the Board for teachers participating in the HRA shall not exceed the dollar amount of the Board's annual HSA contribution for teachers enrolled in the HSA.

2. Premium Cost Sharing Requirements:

School Year	Board Premium Contribution	Teacher Premium Contribution
2023-2024	81.5%	18.5%
2024-2025	80.5%	19.25%
2025-2026	80%	20%

3. The details of this plan are set forth in Appendix E (for informational purposes only) and in the master description of benefits on file in the Superintendent's Office.

C. Life Insurance

Life insurance for the individual teacher in the amount of thirty-five thousand dollars (\$35,000). The Board and the teachers shall share the cost of the premiums for this group life insurance benefit in the same proportion, in each year of the Agreement, as they share the cost of providing the above stated health insurance benefits.

D. Change of Carrier

Insurance carriers may be changed by the Board at any time provided the new insurance carrier provides substantially equivalent insurance coverage.

E. Dental Insurance

- 1. The Board shall provide dental coverage to teachers and their eligible dependents subject to the cost sharing cited the Cigna Flex Dental Plan.
- 2. The premium cost share for dental coverage shall be eighty percent (80%) for the Board and twenty percent (20%) for the teacher for the 2023-2024 and the 2024-2025 school

years. Beginning with the 2025-2026 school year, the premium cost share for dental coverage shall be the same as the teacher premium cost share for the HDHP/HSA. The additional costs associated with dependent coverage, minus the individual cost, shall be fully paid by the teacher.

3. The details of this plan are set forth in Appendix F (for informational purposes only) and in the master description of benefits on file in the Superintendent's office.

ARTICLE 11

SICK DAY REIMBURSEMENT

- A. The Board shall reimburse any teacher, employed by the Board prior to July 1, 2008, and resigning from and/or retiring from the Plainfield School System, on the following basis for each unused sick day:
 1. Ten (10) to nineteen (19) years of full-time service: Twenty-five dollars (\$25.00).
 2. Twenty (20) to twenty-four (24) years of full-time service: Thirty dollars (\$30.00).
 3. Twenty-five (25) or more years of full-time service: Thirty-five dollars (\$35.00).
- B. The Board shall reimburse any teacher, employed by the Board between July 1, 2008, and June 30, 2023, resigning from and/or retiring from the Plainfield School System, who has completed at least fifteen (15) years of full-time service, twenty dollars (\$20) for each unused sick day.
- C. No teacher who commences employment with the Board after June 30, 2023, shall be eligible for any sick day reimbursement under this Article (Sick Day Reimbursement).
- D. Reimbursement for eligible teachers will be based on total accrued days, to a maximum of one hundred fifty (150) days.
- E. Payments will be made within twelve (12) months from the time the teacher departs the system. If a teacher gives accurate written notice of intent to leave the system within the year prior to departure, payment will be made within twelve (12) months from the date of receipt of such notice.

ARTICLE 12

PAYROLL DEDUCTIONS

- A. **Membership Dues Deduction**
 1. The Associations (i.e., Plainfield Education Association, Connecticut Education Association and National Education Association) shall certify to the Board in writing the current rate of its membership dues.

2. In no case will membership dues deductions be authorized by the Board after the first payroll in October. An all-inclusive list of individuals requesting membership dues deductions by payroll deduction will be submitted by the Association to the Superintendent's Office previous to that time.

3. Deductions

The Plainfield Board of Education agrees to deduct from each teacher from whom a voluntary membership dues authorization is received, an amount equal to the Association membership dues by means of payroll deduction. The amount of the membership dues deduction from each paycheck shall be equal to the total Association membership dues divided by the number of paychecks that coincide with the regular Association dues deductions. The amount of the Association membership dues shall be certified by the Association to the Board prior to August 15th each year.

4. Subsequent Employment

Those teachers from who a voluntary membership dues authorization is received, whose employment commences after the start of the school year, shall pay a pro-rated amount of membership dues equal to the percentage of the remaining school year.

5. Forwarding of Monies

The Board 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 teachers from whom such membership dues deductions were made.

6. Lists

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

7. Reference to the Association

The singular reference to the "Association" herein shall be interpreted as referring to the Plainfield Education Association, the Connecticut Education Association, and the National Education Association.

- B. Hold Harmless Clause

The Association shall protect and save harmless the Board from financial loss or expense, including legal fees and costs, if any, arising out of any and all claims, demands, liabilities, suits or judgments by reason of the implementation of this Article, whether such financial loss or expense results from judicial, administrative, arbitral settlement or other proceedings.

- C. The Board shall implement and maintain a Section 125 pre-tax wage deduction plan in accordance with applicable provisions of Section 125 of the Internal Revenue Code (and in accordance with any amendments to said provisions) so long as said provisions allow for such a plan. Said plan will be designed to permit exclusion from taxable income of the teacher's share of health insurance premiums, allowable medical expenses and dependent care pursuant to IRS regulations for those teachers who complete and sign the appropriate wage deduction form. The Board shall incur no obligation to engage in any form of impact bargaining in the event that a change in law reduces or eliminates the tax-exempt status of the teacher insurance premium contributions, allowable medical expenses and dependent care. Neither the Association nor any teacher covered by this Agreement shall make any claim or demands nor maintain any action against the school district or any of its members or agents for taxes, penalties, interests or other costs or loss arising from the use of the wage deduction form or from a change in law that may reduce or eliminate the teacher tax benefits to be derived from this plan.

ARTICLE 13

PERSONAL INJURY BENEFIT

A copy of Connecticut General Statute, Section 10-236a, is attached hereto as Appendix D for informational purposes only.

ARTICLE 14

PERSONNEL FILES

- A. All personnel files shall be kept and maintained at a central location. A teacher may submit a written notation regarding any material placed in his/her personnel file, and the same shall be attached to the file copy of the material in question. If a teacher is asked to sign material placed in his/her file, such signature shall be understood to indicate his/her awareness of the material, but in no instance shall said signature be interpreted to mean agreement with the content of the material. No anonymous complaint shall be placed in any teacher's file.
- B. All personnel files shall be kept and maintained by the administration at the Board's central location, physically or electronically. A teacher may submit a written notation regarding any material placed in his/her personnel file, and the same shall be attached to the file copy of the material in question. If a teacher is asked to sign material placed in his/her file, such signature shall be understood to indicate his/her awareness of the material, but in no instance shall said signature be interpreted to mean agreement with the content of the material. No anonymous and/or unsubstantiated complaint shall be placed in any teacher's file. In accordance with applicable law, no material originating after a teacher commences employment shall be placed in a teacher's personnel file unless the teacher has been notified and has been offered an opportunity to review the material. Providing a teacher with a "CC" copy of the material is sufficient to satisfy this obligation.

ARTICLE 15

LEAVES OF ABSENCE

A. Personal Days

1. All teachers shall be entitled to three (3) days off per year for personal and/or legal reasons with full pay.
2. Application for personal leave of absence in the provisions above shall be made per district procedure at least twenty-four (24) hours before taking such leave (except in the case of emergencies) and such leave shall be granted unless approval would cause unreasonable hardship or disability to the school system on the basis of the application.
3. Personal leaves taken pursuant to the above provision shall be in addition to any sick leave to which the teacher is entitled.
4. All requests for personal days before or after a vacation, or on days designated by the administration as professional development days, will be denied unless there are mitigating circumstances such as illness, deaths, or religious holidays. Under no circumstances will the fact that reservations made two (2) or three (3) months in advance be a legitimate reason for personal days on the day prior to or following a vacation. As in all other personal day requests, they must be submitted in writing.

B. Sick Days

1. All teachers shall be entitled to fifteen (15) sick days per school year.
2. The Board shall provide for the accumulation of any teacher's unused sick days up to one hundred sixty-five (165) days.
3. Acceptable medical evidence may be required by the Superintendent after five (5) consecutive school days' absence. The Superintendent may also require medical evidence for frequent or unusual patterns of absence. The Board shall pay for the reasonable cost of such medical evidence.
4. Up to ten (10) days of a teacher's accumulated sick days may be used for illness in the immediate family (defined as a spouse, child, parent or family member residing in the teacher's household). Child shall be defined to include stepchild, adopted child and foster child.

C. Professional Days

Professional days may be taken by a teacher only with the approval of the Superintendent. These days are not to be considered as personal or sick days.

D. **Maternity Leave**

1. **Pregnancy and Childbirth Leave**

Maternity leave shall be provided in accordance with the law.

2. **Childrearing Leave**

(a) Any certified teacher who has acquired tenure shall be entitled, upon written request submitted to the Superintendent of Schools, to an extended leave without pay for purposes of childrearing, apart from any period of childbirth disability leave with pay. Such teacher shall be entitled to such leave for any school year, or reasonably requested portion thereof, in which the child is born.

(b) Childrearing leave shall be subject to the following provisions:

i. Teachers requesting leave shall submit written notice not less than thirty (30) days before the anticipated date of ending performance of duties.

ii. While on childrearing leave the teacher may continue to participate in group insurance plans offered by the Board, totally at the teacher's own expense. Any such teacher must submit full payment for such participation at least two (2) weeks in advance of the date the Board has to make its payment to the insurance company(ies).

iii. Any teacher employed by the Board to fill the position of any certified professional teacher on leave shall be notified in writing by the Superintendent of Schools at the time of employment that said teacher's contract shall terminate upon the return to active service of the teacher on leave whose position is being temporarily filled unless some other position exists. The teacher employed to fill the temporary vacancy may be appointed if qualified.

(c) Childrearing leave under Section 2 shall be available to certified professional teachers who have not acquired tenure only with the approval of the Board.

E. **Bereavement Leave**

1. All teachers shall be entitled to bereavement leave. Bereavement leave shall include five (5) excused days including the day of the funeral for a death in the immediate family (Immediate family shall include: spouse, child, sibling, parent, any stepfamily members of the preceding, or a person permanently residing in the teacher's household). Three (3) excused days including the day of the funeral shall be granted for the death of a mother-in-law, father-in-law, grandparents, grandchildren, son-in-law, daughter-in-law, and sibling-in-law.

2. Application for bereavement leave of absence shall be made per the district procedure at least twenty-four (24) hours before taking such leave (except in the case of emergencies)

and such leave shall be granted unless approval would cause unreasonable hardship or disability to the school system on the basis of the application.

3. Bereavement leaves taken pursuant to the above provision shall be in addition to any sick leave to which the teacher is entitled.

F. **Other Leaves of Absence**

Other leaves of absence without compensation may be authorized by the Board in its absolute discretion for a specific period of time and for an approved purpose.

G. **Rate of Deduction**

For leaves of absence other than those covered by any portion of this Agreement, the rate of deduction shall be prorated on the basis of total days of required attendance by teachers.

ARTICLE 16 **REDUCTION IN FORCE AND RECALL**

A. **General Statement of Policy**

It is recognized that under State law the Board has the responsibility to maintain quality public elementary and secondary schools and to implement the educational interests of the State. However, recognizing that it may become necessary to eliminate professional staff positions in certain circumstances, this policy is adopted to provide a fair and orderly process should such elimination become necessary.

B. **Procedure**

1. The Board may, in the first instance, exercise its right and power to reduce the number of teaching staff positions without determining which teacher contracts will be considered for termination, if any, or what other staffing changes will be made to effectuate the purpose of position elimination.
2. Prior to commencing action to terminate teacher contracts under this policy, the Board will give due consideration to its ability to effectuate position eliminations and/or reduction in staff by voluntary retirements or resignations.
3. If the position of a teacher is eliminated by the Board, the position deemed eliminated in a department or grade level shall be that held by the teacher with the least seniority in that department or grade level. Such teacher will be appointed to a vacant or non-tenured teacher's position for which he or she is certified according to system-wide seniority. Seniority shall be determined on the basis of length of service in the district from the last date of hire.

4. Determination of those who are to be reduced shall be made as follows: non-tenured teachers shall be laid off before tenured teachers. In the event that tenure is found not to be definitive enough, other criteria shall be used within each level in the following order: certification status (i.e., the teacher must be certified for the position) and total contractual experience in the system based upon most recent date of hire.

C. **Policy Provision Not Applicable to Promotions**

Nothing herein shall require the promotion of a teacher to a position of higher rank, authority, or compensation, or from a fractional position to a greater fractional or full-time position although the teacher whose contract is to be terminated because of elimination of position is qualified and certified for the promotional position.

D. **Recall**

1. Any teacher whose contract is terminated pursuant to this Article shall be eligible for recall for a period of one (1) calendar year from the date of termination of his/her contract in the event a position becomes vacant or is created and for which the teacher is certified to teach.
2. If any teacher on recall is offered any position, he/she must be able to begin work within two (2) weeks from the date the notice is mailed or else waive any further recall rights.
3. The last person whose contract is terminated shall be the first one on the recall list given recall notice for a position which he/she is certified to teach. In the event two (2) or more teachers are certified for a position and their contracts were terminated on the same day, the Superintendent shall determine the order of recall involving those teachers.
4. Nothing herein shall require the recall of a teacher to a position of higher rank, authority, or compensation, or from a fractional position to a greater fractional or full-time position although the teacher who is to be recalled is certified for such promotional position.

ARTICLE 17
AMENDMENT

This Agreement shall not be altered, amended or changed except in writing, signed by both the Board and the Association, which amendment shall be appended hereto and become a part hereof.

ARTICLE 18
JUST CAUSE

No teacher shall be suspended without pay or denied an increment, except for just cause.

ARTICLE 19

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 as confidential as is appropriate.

B. Definitions

1. "Grievance" shall mean:

- (a) A claim based upon an event or condition which affects the welfare or conditions of employment of a teacher or a group of teachers and/or arising from the language of this Agreement or an alleged breach thereof; or
- (b) A complaint by a teacher affected by an alleged violation, misapplication or misinterpretation of a specific provision or provisions of this collective bargaining Agreement.

2. "Teacher" shall mean a member of the collective bargaining unit as stated in Article 3 and defined in Article 5. The term "teacher" may include a group of teachers similarly affected by a grievance.

3. "Party in interest" shall mean the person or persons making the claim, including the Association as provided for herein.

4. "Days" shall mean calendar days.

C. Time Limits

1. As 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 within eighteen (18) days after he/she knew, or should have known, of 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.

4. It shall be the responsibility of the aggrieved teacher to proceed to the next level if no decision is rendered within the time limit.

D. Informal Procedure

1. If a teacher feels that he/she may have a grievance he/she may first discuss the matter with his/her principal or other appropriate administrator in an effort to resolve the problem informally.
2. If the teacher is not satisfied with such disposition of the matter, he/she shall have the right to have the Association assist him/her 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, or if he/she has elected not to utilize such procedures, he/she may present his/her claim as a written grievance to his/her Principal or other appropriate administrator.
- (b) The Principal shall, within five (5) days, after receipt of the written grievance, render his/her decision and the reasons therefore in writing to the aggrieved teacher, with a copy to the Association.

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 of Schools.
- (b) The Association shall, within five (5) 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 appropriate Association committee 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 (5) days after the hearing, render his/her decision and the reasons therefore in writing to the aggrieved teacher, with a copy to 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, within five (5) days after the decision, or within ten (10) days after the hearing, file the grievance again with the Association for appeal to the Board of Education.
- (b) The Association shall, within five (5) days after receipt, refer the appeal to the Board of Education.

- (c) The Board of Education shall, within thirty (30) days or at its next regularly scheduled board meeting, whichever occurs first, after receipt of the appeal, meet with the aggrieved teacher and representatives of the Association for the purpose of resolving the grievance.
- (d) The Board shall, within five (5) days after such meeting, render its decision and the reasons therefore in writing to the aggrieved teacher, with a copy to the Association.
- (e) All "grievances" which fall within the definition set forth in paragraph B.1 (b) of the definition of "Grievance" can be processed through Level Four - Arbitration. All other "grievances" can only be processed through Level Three - Board of Education.

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 three (3) days after the decision, or within six (6) days after the Board meeting, request in writing to the President of the Association that his/her grievance be submitted to arbitration. Only the Association, and not an individual or group of individuals, shall be permitted to submit a grievance to arbitration.
- (b) The Association may, within five (5) days after receipt of such request, submit the grievance to arbitration by so notifying the Board in writing.
- (c) The grievance shall be submitted to the American Dispute Resolution Center (ADRC) for arbitration in accordance with their administrative procedures, practices and rules.
- (d) The Arbitrator selected shall confer promptly with representatives of the Board and the Association, shall review the record of prior hearings, and shall hold such further hearings with the aggrieved teacher and other parties in interest as he/she shall deem requisite. The Arbitrator may hear and decide only one (1) grievance in each case; he/she may not add to, delete from, or otherwise modify terms of this Agreement.
- (e) The Arbitrator shall render his/her decision in writing to all parties in interest, setting forth his/her findings of fact, reasoning and conclusions on the issues submitted. The decision of the Arbitrator shall be final and binding upon all parties in interest.
- (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

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

2. Any party in interest may be represented at Levels Two and Three of the formal grievance procedure by a person of his/her own choosing, except that he/she may not be represented by a representative or by an officer of any teacher organization other than the Association.
3. The Association may, if it so desires, call upon the professional services of the Connecticut Education Association for consultation and assistance at any stage of the procedure.

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. Forms for filing and processing grievances and other necessary documents shall be prepared by the Superintendent, with the approval of the Association and made available in each school so as to facilitate operation of the grievance procedure.
3. If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall commence at Level Two of the grievance procedure.

ARTICLE 20
MISCELLANEOUS

- A. The Board shall provide each teacher with access to the complete text of this Agreement or successor Agreement, by posting the Agreement online.
- B. Teachers who are required to provide their own transportation in order to carry out their annual assignment and duties for the school system shall be reimbursed at the current rate per mile as established by the Board's mileage reimbursement policy. In order to receive such reimbursement, teachers must obtain prior approval from the Superintendent or his/her designee.
- C. **Severability**

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

ARTICLE 21
DURATION

The provisions of this Agreement shall be effective as of July 1, 2023 and shall continue and remain in

full force and effect to and including June 30, 2026.

ARTICLE 22
SIGNATURE BLOCK

IN WITNESS WHEREOF, the parties hereunto have caused this Agreement to be executed by their proper officers, duly authorized, and their signatures affirmed hereto as of the date, here below:

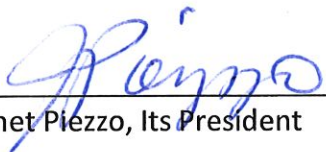
PLAINFIELD BOARD OF EDUCATION



Christi Haskell, Its Chairperson

December 14, 2022

PLAINFIELD EDUCATION ASSOCIATION



Janet Piezzo, Its President

December 14, 2022

APPENDIX A
SALARY SCHEDULE

2023-2024

<u>STEP</u>	<u>BA</u>	<u>MA</u>	<u>6TH YEAR</u>	<u>Ph.D.</u>
1	44,880	47,940	49,980	51,000
2	45,900	49,266	51,306	53,346
3	47,124	50,286	53,346	55,386
4	49,266	52,326	55,386	57,426
5	51,306	54,366	57,426	59,466
6	53,856	56,406	59,466	61,506
7	56,406	58,956	62,016	64,056
8	59,466	61,506	64,566	66,606
9	63,546	64,566	67,626	69,666
10	66,300	68,340	71,400	73,440
11	70,380	72,420	75,480	77,520
12		77,520	80,580	82,620
13		84,966	88,026	90,066

Teachers not at the maximum step in 2023-2024 shall advance one (1) step on the 2023-2024 salary schedule.

APPENDIX A
SALARY SCHEDULE

2024-2025

<u>STEP</u>	<u>BA</u>	<u>MA</u>	<u>6TH YEAR</u>	<u>Ph.D.</u>
1	45,733	48,851	50,930	51,969
2	46,772	50,202	52,281	54,360
3	48,019	51,241	54,360	56,438
4	50,202	53,320	56,438	58,517
5	52,281	55,399	58,517	60,596
6	54,879	57,478	60,596	62,675
7	57,478	60,076	63,194	65,273
8	60,596	62,675	65,793	67,872
9	64,753	65,793	68,911	70,990
10	67,560	69,638	72,757	74,835
11	71,717	73,796	76,914	78,993
12		78,993	82,111	84,190
13		86,580	89,698	91,777

Teachers not at the maximum step in 2024-2025 shall advance one (1) step on the 2024-2025 salary schedule.

APPENDIX A
SALARY SCHEDULE
2025-2026

<u>STEP</u>	<u>BA</u>	<u>MA</u>	<u>6TH YEAR</u>	<u>Ph.D.</u>
1	46,707	49,892	52,015	53,076
2	47,768	51,271	53,395	55,518
3	49,042	52,332	55,518	57,640
4	51,271	54,456	57,640	59,763
5	53,395	56,579	59,763	61,887
6	56,048	58,702	61,887	64,010
7	58,702	61,356	64,540	66,663
8	61,887	64,010	67,194	69,318
9	66,132	67,194	70,379	72,502
10	68,999	71,121	74,307	76,429
11	73,245	75,368	78,552	80,676
12		80,676	83,860	85,983
13		88,424	91,609	93,732

Teachers not at the maximum step in 2025-2026 shall advance one (1) step on the 2025-2026 salary schedule.

APPENDIX B
FACULTY COORDINATOR/TEAM LEADERS/MENTORS/TLC COMMITTEE
2023-2026

A. Teachers who are appointed by the Superintendent to serve as Faculty Coordinators/Team Leaders and who are appointed for other areas, are covered by the following salary schedule:

1. Faculty Coordinators/Team Leaders of any area consisting of five (5) persons or less (including the Faculty Coordinator/Team Leader) shall receive a salary as follows:

<u>School Year</u>	<u>Compensation</u>
2023-2024	\$ 1,721
2024-2025	\$ 1,790
2025-2026	\$ 1,862

2. Faculty Coordinators/Team Leaders of any area consisting of six (6) persons or more (including the Faculty Coordinator/Team Leader) shall receive a salary as follows:

<u>School Year</u>	<u>Compensation</u>
2023-2024	\$ 2,008
2024-2025	\$ 2,089
2025-2026	\$ 2,172

B. **TEAM Mentors:**

<u>School Year</u>	<u>Per Mentee Compensation</u>
2023-2024	\$ 690
2024-2025	\$ 717
2025-2026	\$ 746

C. **Professional Peer Support:**

<u>School Year</u>	<u>Compensation</u>
2023-2024	\$ 557
2024-2025	\$ 580
2025-2026	\$ 603

D. **Teaching Learning Committee (TLC):**

1. Compensation for each TLC committee member:

<u>School Year</u>	<u>Compensation</u>
2023-2024	\$ 445
2024-2025	\$ 463
2025-2026	\$ 481

2. The following compensation for the TLC Co-chairs during the following school years:

<u>School Year</u>	<u>Compensation</u>
2023-2024	\$ 890
2024-2025	\$ 926
2025-2026	\$ 963

APPENDIX C EXTRA CURRICULAR PAY SCHEDULE

2023-2006

PLAINFIELD HIGH SCHOOL

<u>Position</u>	<u>2023-2024</u>	<u>2024-2025</u>	<u>2025-2026</u>
Athletic Director*	\$ 8,253	\$ 8,584	\$ 8,927
Football Head Coach	5,479	5,678	5,926
First Assistant Football Coach	3,781	3,933	4,090
Assistant Football Varsity Coach (2 positions)	3,781	3,933	4,090
Head Freshman Football Coach	3,357	3,491	3,631
Assistant Freshman Football Coach	2,827	2,940	3,057
Boys' Cross-Country Coach	3,675	3,822	3,975
Girls' Cross Country Coach	3,675	3,822	3,975
Boys' Varsity Soccer Coach	4,842	5,036	5,237
Boys' Junior Varsity Soccer Coach	2,721	2,829	2,943
Girls' Varsity Soccer Coach	4,842	5,036	5,237
Girls' Junior Varsity Soccer Coach	2,721	2,829	2,943
Varsity Cheerleading Coach (per each season)	2,933	3,050	3,172
J.V. Cheerleading Coach (per each season)	2,402	2,498	2,598
Freshman Cheerleading Coach	2,402	2,498	2,598
Assistant Freshman Cheerleading Coach	917	954	992
Boys' Varsity Basketball Coach	5,479	5,698	5,926
Boys' Junior Varsity Basketball Coach	3,781	3,933	4,090
Boys' Freshman Basketball Coach	3,781	3,933	4,090
Girls' Varsity Basketball Coach	5,479	5,698	5,926
Girls' Junior Varsity Basketball Coach	3,781	3,933	4,090
Girls' Freshman Basketball Coach	3,781	3,933	4,090
Boys' Varsity Baseball Coach	4,842	5,036	5,237
Boys' Varsity Assistant Baseball Coach	2,721	2,829	2,943
Boys' Junior Varsity Baseball Coach	2,721	2,829	2,943
Girls' Varsity Softball Coach	4,842	5,036	5,237
Girls' Varsity Assistant Softball Coach	2,721	2,829	2,943
Girls' Junior Varsity Softball Coach	2,721	2,829	2,943
Boys' Indoor Track Coach	3,988	4,043	4,205
Girls' Indoor Track Coach	3,988	4,043	4,205
Assistant Indoor Track Coach	2,508	2,609	2,713

APPENDIX C
(continued)

PLAINFIELD HIGH SCHOOL (continued)

<u>Position</u>	<u>2023-2024</u>	<u>2024-2025</u>	<u>2025-2026</u>
Boys' Varsity Track Coach	\$ 4,630	\$ 4,815	\$ 5,008
Boys' Assistant Track Coach	2,508	2,609	2,713
Girls' Varsity Track Coach	4,630	4,815	5,008
Girls' Assistant Track Coach	2,508	2,609	2,713
Head Golf Coach	2,933	3,050	3,172
Assistant Golf Coach	917	954	992
Head Volleyball Coach	4,630	4,815	5,008
Assistant Volleyball Coach	2,508	2,609	2,713
Freshman Volleyball Coach	917	954	992
Intramural Activities			
Coordinator (Fall)	1,159	1,205	1,253
Coordinator (Spring)	1,159	1,205	1,253
Band Director	4,345	4,519	4,700
Winter Guard	2,174	2,261	2,351
Choral Director	2,433	2,530	2,631
Drama/Studio Advisor (per Director)	2,108	2,192	2,280
Freshman Class Advisor	584	607	632
Sophomore Class Advisor	1,453	1,511	1,571
Junior Class Advisor	1,626	1,691	1,758
Two (2) Senior Class Advisors (each)	1,982	2,062	2,144
Varsity Club Advisor	874	909	945
Yearbook Advisor	4,387	4,562	4,745
Student Council Advisor	1,453	1,511	1,571
National Honor Society Advisor	1,453	1,511	1,571
Academic Decathlon Advisor	867	902	938
School Newspaper Advisor	867	902	938
FBLA Advisor	867	902	938
FHA Advisor	867	902	938
Debate Team Advisor	2,108	2,192	2,280
High School Clubs (per club)	867	902	938

*Position provides additional release time of an entire period or instructional block.

APPENDIX C
(continued)

PLAINFIELD CENTRAL SCHOOL

<u>Position</u>	<u>2023-2024</u>	<u>2024-2025</u>	<u>2025-2026</u>
Athletic Coordinator	\$ 2,986	\$ 3,105	\$ 3,229
Boys' Basketball Coach	2,721	2,829	2,943
Boys' Assistant Basketball Coach	1,713	1,781	1,853
Girls' Basketball Coach	2,721	2,829	2,943
Girls' Assistant Basketball Coach	1,713	1,781	1,853
Boys' Baseball Coach	2,402	2,498	2,589
Girls' Softball Coach	2,402	2,498	2,589
Boys' Soccer Coach	2,402	2,498	2,589
Girls' Soccer Coach	2,402	2,498	2,589
Co-ed Cross Country Coach	2,137	2,223	2,312
Co-ed Assistant Cross Country Coach	1,182	1,230	1,279
Co-ed Track Coach	2,402	2,498	2,598
Co-ed Assistant Track Coach	1,713	1,781	1,853
Cheerleading Coach	1,501	1,561	1,624
Assistant Cheerleading Coach	917	954	992
Band Director	2,433	2,530	2,631
Choral Director	2,433	2,530	2,631
Drama Coach	1,144	1,190	1,237
Yearbook Advisor	1,144	1,190	1,237
Student Council Advisor	1,144	1,190	1,237
National Junior Honor Society Advisor	1,144	1,190	1,237
PCS Clubs (per club)	867	902	938
<u>Elementary Schools</u>			
Drama (Pre-K-Grade 5)	745	774	805
Clubs (per club)	867	902	938
Band and Chorus Director	1,500	1,560	1,622
Co-ed Assistant Cross Country Coach	1,182	1,230	1,279

APPENDIX D
FOR INFORMATIONAL PURPOSES ONLY

10-236a. Indemnification of educational personnel assaulted in the line of duty

- (a) Each board of education shall protect and save harmless any member of such board or any teacher or other employee thereof or any member of its supervisory or administrative staff, and the state board of education, the commission for higher education, the board of trustees of each state institution and each state agency which employs any teacher, and the managing board of any public school, as defined in Section 10-161, shall protect and save harmless any member of such board or commission, or any teacher or other employee thereof or any member of its supervisory or administrative staff employed by it from financial loss and expense, including payment of expenses reasonably incurred for medical or other service necessary as a result of an assault upon such teacher or other employee while such person was acting in the discharge of his duties within the scope of his employment or under the direction of such board of education, commission for higher education, board of trustees, state agency, department or managing board, which expenses are not paid by the individual teacher's or employee's insurance, workmen's compensation or any other source not involving an expenditure by such teacher or employee.
- (b) Any teacher or employee absent from his employment as a result of injury sustained during an assault or for a court appearance in connection with such assault shall continue to receive his full salary, while so absent, except that the amount of any workmen's compensation award may be deducted from his salary payments during such absence. The time of such absence shall not be charged against such teacher or employee's sick leave, vacation time or personal leave days.
- (c) For the purposes of this section, the term "teacher" and "other employee" shall include any student teacher doing practice teaching under the direction of a teacher employed by a town board of education or by the state board of education or commission for higher education, and any member of the faculty or staff or any student employed by the University of Connecticut Health Center or health services.

APPENDIX E INSURANCE PROGRAM

(For informational purposes only/Master contracts are available in the Superintendent's Office)

CIGNA Health Care Benefit Summary **High Deductible Health Plan/Health Savings Account**

	In-Network	Out-of-Network
Annual Deductible (individual/aggregate family)	<u>*In 2023-2024 School Year</u> \$2,000/\$4,000 Combined deductible <u>+In 2024-2025 & 2025-2026 School Years</u> \$2,250/\$4,500 Combined deductible	
Co-insurance	100%	80%
Out of Pocket Maximum (individual/aggregate family)	\$2,500/\$5,000	\$5,750/\$11,500
Preventive Care	Deductible not applicable	Covered at 100%
Prescription Drug Coverage	Treated as any other medical expense, subject to deductible.	Treated as any other medical expense, subject to deductible.
Third Party Administrator	CIGNA	
Plan Type, Name, Network	HDHP/HSA	
Deductible (Individual/Two-person/Family)	\$2,000/\$4,000* \$2,250/\$4,500+	
Non-Network Deductible (Individual/Two-person/Family)	\$5,000/\$10,000	
Out-of-Pocket Maximum (Individual/Two-person/Family)	\$2,500/\$5,000	
Non-Network Out-of-Pocket Maximum (Individual/Two-person/Family)	\$5,750/\$11,500	
Annual Board HSA/HRA Contribution (Individual/Two-person/Family)	50%	
Co-Insurance (In and Out-of-Network)	100%/80%	
Wellness/Preventive Care	Covered at 100%	
Primary Care Office Visit	Subject to Deductible & Co-Insurance	
Specialist Office Visit	Subject to Deductible & Co-Insurance	
Urgent Care Visit	Subject to Deductible & Co-Insurance	
Emergency Room	Subject to Deductible & Co-Insurance	

APPENDIX E
(continued)

Outpatient Lay/X-ray	Subject to Deductible & Co-Insurance
Complex Imaging (MRI/CAT/Pet/et. al.	Subject to Deductible & Co-Insurance
Outpatient Surgical Facility	Subject to Deductible & Co-Insurance
Inpatient Hospital Facility	Subject to Deductible & Co-Insurance
Retail Prescription Drug Co-pays	\$0/\$20/\$30 Co-pay after Deductible
Mail Order Prescription Drug Co-pays	\$0/\$20/\$30 Co-pay after Deductible

APPENDIX F

Cigna Dental Benefit Summary Eastern Connecticut Health Insurance Program BOE, Teachers, Flex



Administered by: Cigna Health and Life Insurance Company

This material is for informational purposes only and is designed to highlight some of the benefits available under this plan. Consult the plan documents to determine specific terms of **coverage relating to your plan**. Terms include covered **procedures, applicable waiting periods, exclusions and limitations**.

Cigna Dental PPO				
Network Options	In-Network: Total Cigna DPPO Network		Non-Network: See Non-Network	
Reimbursement Levels	Based on Contracted Fees		Maximum Reimbursable Charge	
Calendar Year Benefits Maximum Applies to: Class I, II & III expenses	\$1,000		\$1,000	
Calendar Year Deductible				
Individual	\$25		\$25	
Family	\$75		\$75	
Benefit Highlights	Plan Pays	You Pay	Plan Pays	You
Class I: Diagnostic & Preventive Oral Evaluations Prophylaxis: routine cleanings X-rays: routine X-rays: non-routine Fluoride Application Space Maintainers: non-orthodontic Emergency Care to Relieve Pain	100% No Deductible	No Charge	100% No Deductible	No Charge
Class II: Basic Restorative Restorative: fillings (Amalgam & Composite) Endodontics: minor and major Oral Surgery: minor and major Repairs: Bridges, Crowns and Inlays Repairs: Dentures Denture Relines, Rebases and Adjustments Crowns: Prefabricated stainless steel/resin	80% After Deductible	20% After Deductible	80% After Deductible	20% After Deductible
Class III: Major Restorative Periodontics: Minor and major Inlays and Onlays Crowns: Permanent cast and porcelain Bridges and Dentures	50% After Deductible	50% After Deductible	50% After Deductible	50% After Deductible
Benefit Plan Provisions:				
In Network Reimbursement	For services provided by a Cigna Dental PPO network dentist, Cigna Dental will reimburse the dentist according to a Fee Schedule or Discount Schedule.			
Non-Network Reimbursement	For services provided by a non-network dentist, Cigna Dental will reimburse according to the Maximum Reimbursable Charge. The MRC is calculated at the 85th percentile of all provider charges in the geographic area. The dentist may balance bill up to their usual			
Cross Accumulation	All deductibles, plan maximums, and service specific maximums cross accumulate between in and out of network. Benefit frequency limitations are based on the date of service and cross accumulate between in and out of network.			
Calendar Year Benefits Maximum	The plan will only pay for covered charges up to the yearly Benefits Maximum, when applicable. Benefit-specific Maximums may also apply.			
Calendar Year Deductible	This is the amount you must pay before the plan begins to pay for covered charges, when applicable. Benefit-specific deductibles may also apply.			

APPENDIX F (continued)

Late Entrant Limitation Provision	No coverage until next open enrollment.
Pretreatment Review	Pretreatment review is available on a voluntary basis when dental work in excess of \$200 is proposed.
Alternate Benefit Provision	When more than one covered Dental Service could provide suitable treatment based on common dental standards, Cigna HealthCare will determine the covered Dental Service on which payment will be based and the expenses that will be included as Covered Expenses. This provision does not apply to fillings.
Oral Health Integration Program (OHIP)	Cigna Dental Oral Health Integration Program offers enhanced dental coverage for customers with the following medical conditions: diabetes, heart disease, stroke, maternity, head and neck cancer radiation, organ transplants and chronic kidney disease. There's no additional charge for the program, those who qualify get reimbursed 100% of coinsurance for certain related dental procedures. Eligible customers can also receive guidance on behavioral issues related to oral health and discounts on prescription and non-prescription dental products. Reimbursements under this program are not subject to the annual deductible, but will be applied to and are subject to the plan annual maximum. Discounts on certain prescription and non-prescription dental products are available through Cigna Home Delivery Pharmacy only, and you are required to pay the entire discounted charge. For more information including how to enroll in this program and a complete list of program terms and eligible medical conditions, go to www.mycigna.com or call customer service 24/7 at 1.800.CIGNA24.
Timely Filing	Out of network claims submitted to Cigna after 365 days from date of service will be denied.
Benefit Limitations:	
Oral Evaluations	2 per calendar year
X-rays (routine)	Bitewings: 2 per calendar year
X-rays (non-routine)	Complete series of radiographic images and panoramic radiographic images: Limited to a combined total of 1 per 36 months
Cleanings	2 per calendar year, including periodontal maintenance procedures following active therapy
Fluoride Application	2 per calendar year for children under age 19
Space Maintainers	Limited to non-orthodontic treatment for children under age 19
Inlays, Crowns, Bridges, Dentures and Partial	Replacement every 60 months if unserviceable and cannot be repaired. Benefits are based on the amount payable for non-precious metals. No porcelain or white/tooth-colored material on molar crowns or bridges.
Denture and Bridge Repairs	Reviewed if more than once
Denture Relines, Rebases and Adjustments	Covered if more than 6 months after installation
Benefit Exclusions:	
Covered Expenses will not include, and no payment will be made for the following:	
Procedures and services not included in the list of covered dental expenses; Prosthesis Over Implant;	
Diagnostic: Cone beam imaging; Preventive Services: instruction for plaque control, oral hygiene and diet;	
Restorative: Veneers of porcelain, ceramic, resin, or acrylic materials on crowns or pontics on or replacing the upper and or lower first, second and/or third molars;	
Periodontics: Bite registrations; splinting; Sealants: per tooth; Anesthesia: general and IV sedation; Core Build Up; Brush Biopsy;	
Prosthetic: Precision or semi-precision attachments; initial placement of a complete or partial denture per plan guidelines;	
Implants: Implants or implant related services; Orthodontics: orthodontic treatment	
Procedures, appliances or restorations, except full dentures, whose main purpose is to: Change vertical dimension; diagnose or treat conditions or dysfunction of the temporomandibular joint (TMJ); stabilize periodontally involved teeth; or restore occlusion	
Athletic mouth guards; services performed primarily for cosmetic reasons; personalization; replacement of an appliance per benefit guidelines	
Services that are deemed to be medical in nature; services and supplies received from a hospital; Drugs: prescription drugs	
Charges in excess of the Maximum Reimbursable Charge.	

This document provides a summary only. It is not a contract. If there are any differences between this summary and the official plan documents, the terms of the official plan documents will prevail.

APPENDIX F

(continued)

Cigna Dental PPO plans are insured and/or administered by Cigna Health and Life Insurance Company (CHLIC) or Connecticut General Life Insurance Company (CGLIC), with network management services provided by Cigna Dental Health, Inc. and certain of its subsidiaries. In Texas, the insured dental plan is known as Cigna Dental Choice, and this plan uses the national Cigna DPPO network.

All Cigna products and services are provided exclusively by or through operating subsidiaries of Cigna Corporation "Cigna Home Delivery Pharmacy" refers to Tel-Drug, Inc. and Tel-Drug of Pennsylvania, L.L.C. Policy forms (for insured dental plans) in OK: HP-POL99 (CHLIC), GM6000 EL1288 et al (CGLIC); OR: HP-POL68; TN: HP-POL69/HC-CER2V1 et al (CHLIC). The Cigna name, logo, and other Cigna marks are owned by Cigna Intellectual Property, Inc.