

**NOTICE IS HEREBY GIVEN** per CGS 10-153d that the Collective Bargaining Agreement between the Watertown Board of Education and the Watertown Education Association contract effective September 1, 2024 is on file in the Watertown Town Clerk's office, 61 Echo Lake Rd., Watertown, CT 06795. A link to the published contract can be viewed by scrolling to the next page of this document.

Lisa Dalton, Watertown Town Clerk 1/11/2024

**COLLECTIVE BARGAINING AGREEMENT**  
**BETWEEN THE**  
**WATERTOWN BOARD OF EDUCATION**  
**AND THE**  
**WATERTOWN EDUCATION ASSOCIATION**

The contract shall be effective September 1, 2024, subject to the provisions of Connecticut General Statutes 10-153d, and shall remain in full force through August 31, 2027.

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## **ARTICLE I**

For the purposes of this agreement, a teacher shall be defined as any certified professional employee who is employed in a position requiring a teaching certificate or other certificate who is not included in the administrator's unit or excluded from the purview of Section 10-153a to 10-153n inclusive.

## **ARTICLE II**

- A. The Board recognizes the Association as the exclusive collective bargaining representative as defined in Section 10-153b of the Connecticut General Statutes for all personnel in the teachers' unit as certified on May 29, 1985. "Board" shall mean the Board of Education or a designated committee of the Board.
- B. Any teacher working in a substitute teaching position for forty (40) school days or more shall be paid on the initial step of the appropriate salary lane and shall be covered by all terms and conditions of the WEA collective bargaining agreement.

## **ARTICLE III**

### **GENERAL PROVISIONS**

- A. This agreement contains the full and complete agreement between the Board and the Association on all negotiable issues, and neither party, nor any individual teacher, shall be required during the term hereof to negotiate upon any issue, whether it is covered or not covered in this agreement.
- B. All rights, powers, authority and prerogatives of the Board shall continue to remain exclusively vested in the Board unless specifically limited by the express provisions of this agreement. Except as otherwise specifically agreed to herein, the educational policy, operation and management of schools, including the control, supervision and direction of certified staff are vested exclusively in the Board.
- C. Negotiations between the Board and the Association for a successor agreement will begin in accordance with the provisions of Connecticut General Statutes Section 10-153d (b) and any subsequent revisions thereof. The Board and the Association agree to negotiate in good faith, pursuant to the Connecticut General Statutes as amended, in accordance with the procedures set forth therein, to secure a successor agreement concerning salaries and other conditions of employment. The agreement so negotiated shall be reduced to writing and signed by the Board and the Association.

- D. The Association agrees that it shall not call, authorize, instigate, sanction or condone any strike, slowdown, work stoppage or other concerted refusal to perform any assignment on the part of any teachers during the period of any agreement or any extension hereof.
- E. The Superintendent and the Association shall meet, generally once a month, to discuss conditions which affect the welfare of the teachers in the Watertown School System.
- F. It is the intent of the parties that this contract comply in all respects with Federal and State laws regarding discrimination in employment including the provisions of Connecticut Public Act 05-10, "An Act Concerning Civil Unions," as amended from time to time.

#### **ARTICLE IV**

#### **GRIEVANCE PROCEDURE**

##### **DEFINITIONS:**

- A. A "grievance" shall mean a complaint by a teacher, or a group of teachers of the Association, that his/her rights under the specific language of this Agreement have been violated, or that as to him/her there is some misinterpretation or misapplication of the specific provisions of this Agreement. An alleged violation, misinterpretation or misapplication of existing policies, rules or regulations of the Board by the Administration may be reviewed through this procedure, but the Board's decision on such matters at Step 3 shall be final.
- B. The purpose of the grievance procedure is to secure, at the lowest possible administrative level, solutions to any problems which may arise under this contract.
- C. No reprisals of any kind shall be taken by any member of the Board or Administration against any participant in the grievance procedure by reason of such participation.
- D. "Days" shall mean days when school is in session, except at the close of the academic year when days shall mean workdays, excluding holidays and weekends.
- E. By mutual consent days will be counted consecutively at the end of the school year.

##### **PROCEDURES:**

A grievant shall first discuss the grievance with the grievant's immediate administrative superior.

The grievant shall have the right to have the Association assist at all stages of the grievance proceeding after the discussion with the grievant's immediate administrative superior.

Step 1 - If the matter is not satisfactorily adjusted within three (3) days of the informal meeting, the grievant shall submit the grievance in writing to the grievant's immediate administrative superior except as provided below. Such written grievance must be filed within fifteen (15) days of the date the grievant knew or should have known of the act or circumstance giving rise to the grievance, except that an extension beyond fifteen (15) days shall be given in cases of serious illness, but such extension shall not exceed fifteen (15) days. If the grievance pertains to salary or fringe benefits, it shall be filed within such time period at Step 2 with the Superintendent. In all other cases, the administrative superior shall meet with the grievant within ten (10) days of receipt of the grievance and must render his/her decision to the grievant and the Association within five (5) days of his meeting with the grievant. The administrative superior will state the reasons for his/her decision in writing, however, he/she shall not be precluded from raising additional defenses or legal arguments in arbitration.

Step 2 - Failing satisfactory settlement, the grievant may within five (5) days after receipt of the decision of the administrative superior, appeal in writing to the Superintendent, and such writing shall set forth specifically the basis of the grievance. The Superintendent or his/her designee shall meet with the grievant within ten (10) days of receipt by him/her or such appeal and shall give his/her decision in writing to the grievant and the Association within five (5) days of such meeting. The superintendent will state the reasons for his/her decision in writing, however, he/she shall not be precluded from raising additional defenses or legal arguments in arbitration.

Step 3 - If no solution has been reached, the grievant may, within five (5) days after receipt of the Superintendent's decision, file an appeal to the Board. The Board or a subcommittee of the Board shall hold a hearing within fifteen (15) days and shall render a decision in writing to the grievant and to the Association within twelve (12) days after the grievance has been presented. The Board or a subcommittee of the Board will state the reasons for its decision in writing, however, it shall not be precluded from raising additional defenses or legal arguments in arbitration.

#### Step 4 - Arbitration

- (a) If the decision of the Board does not resolve the grievance to the satisfaction of the grievant, he/she may request the Association to submit the grievance to arbitration, and the Association may elect to submit such grievance to arbitration by a single arbitrator mutually agreeable to the Board and the Association. Whether or not previously indicated at earlier steps, the provisions of the contract which are involved shall be identified in the submission. If the parties are unable to agree upon an arbitrator within five (5) days, the American Dispute Resolution Center (ADRC) shall immediately be called upon to select the single arbitrator. Alternatively, if the parties mutually agree, the Association shall submit the demand for arbitration to the American Arbitration Association (AAA) in accordance with its administrative procedures, practices and rules.
- (b) Notice of intention to submit to arbitration under subsection (a) above, must be in writing addressed to the Superintendent of Schools, and the submission to arbitration before the single arbitrator must be made not later than thirty (30) days following receipt of the Board's decision.

- (c) The arbitrator shall hear and decide only one grievance in each case. He/She shall be bound by and must comply with all the terms of the contract. He/She shall have no power to add to, delete from, or modify in any way any of the provisions of this contract.
- (d) The arbitrator shall issue his/her decision not later than thirty (30) days from the date of the closings of these hearings, or if oral hearings have been waived, then from the date of transmitting the final statements and proofs to the arbitrator. The decision shall be in writing and shall set forth the arbitrator's opinion and conclusions on the issues submitted. The arbitrator shall limit his/her decision strictly to the application and interpretation of this Agreement. The decision of the arbitrator shall be final and binding on both parties, except as otherwise provided by law.
- (e) Fees and expenses of the arbitrator shall be borne equally by the Board and the Association. Only the Association may submit a grievance to arbitration.

#### GENERAL PROVISIONS:

- A. A grievant may be represented at any step of this grievance procedure by the Watertown Education Association and/or its parent affiliates. In the event that a grievant is not represented by the Association, the Association shall have the right to be present in any grievance proceeding.
- B. Nothing contained herein shall be construed to prevent any individual employee from informally discussing a complaint with his/her immediate superior or processing a grievance in his/her own behalf in accordance with the grievance procedure.
- C. Meetings held under this procedure shall generally be conducted on non-school time at a place which will afford a fair and reasonable opportunity for all persons proper to be present and to be heard. If, at the option of the Board, hearings are held during school hours, persons proper to be present shall be excused without loss of pay.
- D. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement in writing.
- E. Failure of the grievant at any step to appeal a grievance to the next step within the specified time limit shall make the last decision rendered final.
- F. Failure of the Administration or the Board to render a decision within the specified time limits shall be deemed to be a denial of the grievance submitted and the grievant may proceed to the next step within the time limit which would apply if a written denial had been rendered on the day on which the time period for response had expired.



**ARTICLE V**  
**TEACHING ASSIGNMENTS**

- A. Teachers initially employed by the Board shall receive their building, grade, and/or subject assignments from the Superintendent's office.
- B. Teachers actively teaching in the system shall receive notification, in writing, of their tentative assignments for the ensuing school year from the Superintendent or designee prior to the close of the current school year.
- C. In arranging schedules for teachers who are assigned to more than one school, every effort shall be made to limit the amount of inter-school travel. The mileage allowance paid to teachers using their automobiles to travel between schools and for those engaged in educational activities authorized by the Board of Education and/or Superintendent of Schools will be in accordance with the prevailing IRS allowance.
- D. Teachers in grades 6 through 12 shall have approximately 230 minutes of preparation periods per week.
- E. Teachers in grades 6 through 12 who teach the equivalent of six (6) teaching periods per day (approximately 275 to 285 minutes per day), shall not be required to fulfill any extra duty during the school day other than homeroom duty. Unless and until seventy percent (70%) of secondary school teachers are teaching the equivalent of six (6) teaching periods per day, those teachers who are teaching the equivalent of six (6) teaching periods per day will be excused from bus duty rotation. While teachers are teaching a six (6) period day, they will be provided a preparation period on a daily basis. High School Department Coordinators shall teach the equivalent of five (5) teaching periods per day.
- F. In setting up the equivalent of a six (6) period schedule, there will be a consultative procedure including the department head/coordinator, building administrator and/or department members. After the consultation, the building administrator will assign appropriate staffing for the six (6) period or equivalent day. Any teacher interested in volunteering to teach the equivalent of a six (6) period day may inform his/her department head/coordinator and/or building administrator.

At the end of each school year, the aforementioned individuals will meet to evaluate issues and opportunities pertaining to the sixth (6th) period or equivalent teaching day. In any event, the administrator may require any high school or middle school teacher to teach a six (6) period day.

- G. There will be a stipend paid at the end of the school year for a teacher to monitor high school detention periods. If there are no volunteers for detention duty then detention will be equally assigned to eligible teachers. The stipend will then be divided equally among those who perform detention duty.

- H. If the Board schedules the equivalent of a six (6) period teaching day, no teacher who is employed as of May 1, 1997, and remains employed, may be laid off. Should any of these teachers be laid off, the schedule shall revert back to the five (5) period teaching day as set forth in Article V, Section D of the 1995 through 1997 contract.
- I. Teachers in grades Pre-K through 5 shall receive not less than 225 minutes of preparation time per week. Preparation time shall not be scheduled in less than 25 minute increments, and at least one such increment will be available each day. Classroom teachers will receive them when a special teacher is present. Should a special teacher be absent, the Board shall make every effort to obtain a substitute. A library period will serve as fourth preparation period when facilities and scheduling permit. If any change in this practice is necessary because of curriculum changes, the parties shall discuss the impact on such teachers.
- J. The Board agrees not to interfere with teacher preparation periods, and the teachers also agree that these preparation periods would be utilized for only professional responsibilities. Should a teacher be required to give up his/her preparation period for coverage as requested by an administrator, the teacher will be compensated at the rate of \$40.00 per hour. This additional rate of pay shall apply to any situation wherein a teacher has lost their preparation period.
- K. The Administration will make every effort to assign duties in a most equitable manner within each school building.
- L. All elementary teachers will be relieved of cafeteria duty.
- M. The teacher's normal work day will be approximately seven (7) hours and ten minutes as scheduled by the building principal. Whenever possible, if a teacher comes in early for a duty or stays late for a duty, the principal will attempt to balance his/her day to equal approximately a seven (7) hour and ten minute day. It is recognized that there are currently some duties (for example, detention, late bus and those parent conferences and open houses provided for in Article XV) that extend beyond a seven (7) hour and ten minute day, and will continue to do so. However, no new duties which would extend the seven (7) hour and ten minute day will be added beyond those which existed in the 1988-89 school year without negotiation with the Association.
- N. Any teacher applying for a transfer to a different grade and/or subject assignment and/or school assignment, who is not selected, may request that the Superintendent consider his/her transfer to that position at the beginning of the next school year. Any applicant who is not selected shall, at his/her request, have a hearing before the Superintendent of Schools.
- O. The WEA will have the opportunity to have a meeting with the Board budget committee prior to presentation to the Town Council.

## **ARTICLE VI**

### **DUTY FREE LUNCH**

The Board agrees that teachers shall have a thirty (30) minute uninterrupted duty free lunch period daily. It is understood that teachers are free to leave the school during their lunch period but are required to sign out and sign in at the school office.

## **ARTICLE VII**

### **CLASS SIZE**

While it recognizes that class size is a legitimate concern of teachers, it is the Board's position that class size is the result of some of the most important educational policy decisions it must make and the product of school management in its totality. The Board agrees, however, that it is in the best interests of the Board, the Association, and the students to keep class size as small as possible, and the Board agrees to make its best effort to do so.

## **ARTICLE VIII**

### **ABSENCES**

1. Sick Leave
  - a. Provisions for payment of salaries to teachers for time lost due to personal illness or injury is in the best interest of the entire school community. Teachers shall have as many sick leave days each school year as provided by State Statute. Sick leave shall be taken in full or half day increments. However, sick leave may be taken in one (1) hour increments at the start or the end of the work day with at least two (2) work days advanced notice unless exigent circumstances exist. The Administration may request medical documentation in support of the hourly leave. The Board, by special vote, may recognize a need in individual cases beyond the accumulated total.
  - b. Teachers shall be notified of their accumulated and available sick leave each year.
  - c. Teachers will be allowed to accumulate unlimited sick leave.
  - d. A teacher may use ten (10) of his/her annually awarded sick days for immediate family illness. Immediate family shall be defined as the teacher's spouse, fiancé/fiancée, parent, mother-in-law, father-in law, child, grandparent, grandparent-in law, grandchild or sibling. This definition may also include any relative of the teacher or of his/her spouse who is domiciled in the teacher's household. Sick days for family illness may not be taken in increments of more

than five (5) consecutive days unless the leave qualifies as leave in accordance with FMLA.

- e. A doctor's certificate showing date of illness or incapacity may be required after five (5) consecutive working days of absence or in cases of suspected abuse.

## 2. Sick Leave Bank

For the purpose of providing additional coverage after the exhaustion of individual annual and/or accumulated sick leave in the event of a personal catastrophic illness as evidenced by medical certification, the parties agree to establish a Sick Leave Bank on the following terms:

- a. In order to be a participating member of the Sick Leave Bank (the "Bank"), teachers must contribute one (1) day of accumulated sick leave to the Bank. Once such days are contributed, they are forfeited and will not be returned to a teacher under any circumstances.
- b. The Bank shall be administered by a committee of five: two representatives of the administrative staff, two members of the WEA, and the Superintendent of Schools. This committee shall consider the eligibility of teachers to draw from the Bank.
- 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:
  - A teacher must have attained tenure in Watertown.
  - For requests arising out of a teacher's catastrophic illness, the teacher must first have used up all accumulated full pay sick leave.
  - A teacher must submit competent and timely evidence that a request is necessary due to a catastrophic and lengthy illness that is not covered by workers' compensation.
- d. Upon compliance with Section C above, the Sick Leave Bank Committee may issue up to two (2) grants of days from the Sick Leave Bank for a teacher in connection with the catastrophic illness of the teacher. The cumulative total of the two (2) grants shall not exceed ninety (90) days per teacher.
- e. The Sick Leave Bank shall have a minimum of twenty-five (25) days in reserve. If the number of days falls below 25, then Section A shall be reapplied. However, the total number of Sick Leave Bank days in reserve shall not exceed three hundred (300). In the event the 300 maximum is exceeded, then Section A of this Article will not be reapplied. A waiting list will be established in the event that more than 300 days has been accumulated.

- f. The decisions of the Sick Leave Bank Committee shall be final and binding and not be subject to the grievance procedure or arbitration. In addition, the decisions of the Sick Leave Bank Committee shall not establish a practice or precedent for any purpose. The Union further agrees to save the Board of Education and the Administration harmless from any and all claims of any kind arising out of the legality of the sick leave bank and its operation, including contributions to or withdrawals from the bank.

### 3. Leave Without Pay

It is agreed that the Superintendent may recognize unique circumstances not covered elsewhere in this Article which might provide justifiable causes for teachers being allowed days off without pay. Application for such days must be filed in the manner prescribed for personal days. The decision of the Superintendent in such instances shall be final and not subject to the grievance procedure.

### 4. Personal Absences

- a. Teachers shall be allowed not more than four (4) days for personal leave. Personal leave shall be taken in full or half day increments. Personal leave shall not be taken before or after a holiday or school vacation, however, exceptions may be made on a case-by-case basis. This leave will be in addition to leave granted in other provisions of this agreement and is not to be accumulated. The granting of such personal leave is subject to the approval of the principal and/or superintendent. Such personal leave days shall be granted for the following reasons only:
  1. Because of critical illness of a member of the teacher's immediate family or absence necessitated by the birth of the spouse's child.
  2. To attend one's own wedding or that of siblings or children of the teacher (up to two consecutive work days per occurrence);
  3. To attend high school or college graduation of a son, daughter, self or spouse;
  4. To enable the teacher to change local residence (up to two consecutive work days per occurrence);
  5. To attend mortgage closings and other important business that cannot be conducted outside the regular school day (up to two consecutive work days per occurrence);
  6. To observe up to two recognized religious holidays. Such leave shall not count against the number of personal leave days.

7. Emergency situations.

The teacher shall receive full pay if the personal day is taken for one of the stated reasons.

- b. Teachers shall be entitled to leave up to five (5) days with pay upon the death of a member of the immediate family. This leave is available per occurrence and is not to be accumulated. "Immediate family" shall include the spouse of the teacher, fiancé/fiancée and the parent, child, grandparent, grandchild, brother or sister of the teacher or his spouse. This definition may also include any relative of the teacher or of his spouse who is domiciled in the teacher's household. Up to one (1) day bereavement leave may be granted by the Superintendent in cases where the deceased is not in any of the categories above but with whom the employee has a close relationship.
- c. Absence may be allowed for visiting days, attendance at conventions, participation in school evaluations, educational conferences, and other forms of professional improvement, without pay deduction, if approval is granted by the Superintendent of Schools.
- d. A leave of absence may be granted by the Board for health reasons for a period not to exceed one year. The affected teacher shall have the option of continuing any and all group insurances at his/her own expense, to the extent permitted by the carrier.
- e. The procedure for obtaining personal leave shall be as follows:
  - (1) Requests for personal day leave, complete with reasons, must be submitted in writing to the building principal at least one week in advance of the day for which the leave is desired. All such requests, in turn, will be forwarded to the Office of the Superintendent of Schools within twenty-four (24) hours.
  - (2) It is understandable that emergency situations might occasionally develop which would force the teacher to request a personal day with less than the normally required notification period. Under such conditions, leave would normally be granted and the decision concerning payment made at the earliest practical time. Requests for such leave must be made in writing within forty-eight (48) hours following the teacher's return to school.
  - (3) An opportunity should be provided for the teacher to explain his/her request verbally to the building principal and the Superintendent if it is necessary. Such verbal requests are to be accompanied by a written request.



(4) It is also understood that certain requests for leave are of a truly personal nature. To better provide for such a situation, the teacher after informing the principal, may make such a request directly to the Superintendent of Schools.

f. Teachers who are absent due to a Workers Compensation injury, and who are not receiving full pay reimbursement under the Workers Compensation Law, may supplement their pay up to 100% by using the required amount of sick leave necessary.

#### 5. Child Bearing Leave

To the extent required by law, any period of disability arising during child-bearing or in conjunction with or because of the birth of a child shall be treated as a temporary disability, and the teacher shall be entitled to use accumulated sick leave and retain fringe benefit coverage, provided the teacher pays their employee premium cost share.

Teachers who are pregnant are presumed to be disabled for up to six (6) to eight (8) weeks, depending on the nature of the delivery, following childbirth. If a teacher is disabled beyond six (6) to eight (8) weeks, the Superintendent may require a doctor's note substantiating the disability.

#### 6. Pay Deductions

The Board and the Association recognize that professional ethics and optimum educational opportunities for our students mandates that each staff member shall be in attendance on every school day, except when illness or equally important personal or professional business necessitate otherwise. In cases of teachers being absent in excess of time permitted by the provisions herein, per diem salary deductions will be computed by dividing the annual salary by one hundred eighty-six (186) days.

#### 7. Child Adoption Leave

Child adoption leave may be given by the Board of Education to any tenured teacher who has definite plans to adopt a preschool child. This leave may be long term, without pay (one year maximum) or short term up to six (6) weeks at seventy five (75%) percent of regular pay.

### ARTICLE IX

#### SABBATICAL LEAVE

Desiring to reward professional performance and encourage independent research and achievement, the Board may grant sabbatical leave to teachers, upon recommendation by the

Superintendent, for approved scholarly programs whether or not carried on in an academic institution subject to the following conditions:

1. No more than one (1) percent of the teaching staff shall be absent on sabbatical leave at any one time.
2. Request for sabbatical leave must be received by the Superintendent in writing, in such form as may be required by the Superintendent no later than April 30th of the year preceding the school year for which the sabbatical leave is requested. In cases of emergency, the Superintendent may waive the above date requirement. A teacher receiving such leave shall retain all privileges and fringe benefits that he would have received had he/she not been on such leave.
3. The teacher has completed at least seven (7) consecutive full school years of service in the Watertown School System.
4. A teacher on sabbatical leave shall be paid one-half of his/her annual salary rate, provided that his/her total pay (that received from the Town of Watertown and that received as the result of any program grant) shall not exceed the teacher's full annual salary rate.
5. The teacher shall agree to return to employment in Watertown for two (2) full years. Upon such return, the teacher shall be placed on the appropriate step in the salary schedule as though such teacher had not been on leave.
6. The teacher shall execute a note for the amount of payment to be received from the Town of Watertown, one-half (1/2) of such repayment to be credited for each school year, or prorated for each portion thereof, of employment after sabbatical leave is terminated. It is the intention of this contract to provide that service after sabbatical leave shall be a credit toward payment of said note on the basis of the period of employment, the note in full to be canceled after two (2) school years of employment.

## **ARTICLE X**

### **JURY DUTY**

A teacher who is called for jury duty shall notify the Superintendent within twenty-four (24) hours of receiving notification. If he/she is not excused from jury duty, he/she shall receive necessary leave to fulfill this legal obligation. This leave shall not be deducted from sick leave or from personal days. The staff member shall receive the difference in pay between the jury fee he/she receives for the jury duty and the amount of his/her salary.



**ARTICLE XI**  
**CHILD-REARING LEAVE**

1. Any teacher who is expecting a child, or whose spouse is expecting a child, or who has firm plans to adopt a child in the immediate future may be granted a long-term leave for up to one year from the date of the adoption of the child without pay for the purposes of child-rearing. Any employee also eligible for FMLA shall run such FMLA leave concurrently with the child-rearing leave.
2. The teacher shall request such leave at least sixty (60) days prior to the anticipated commencement of such leave.
3. A teacher who is granted a child-rearing leave shall retain medical insurance coverage in accordance with the FMLA. Thereafter, the teacher may elect to continue such coverage at his/her own expense for the duration of the leave.
4. To minimize classroom disruption upon return from childrearing leave, such leave shall terminate only at the beginning of the school year or at the beginning of the second semester of the school year, except as otherwise provided by the FMLA.

**ARTICLE XII**  
**CT GENERAL ASSEMBLY LEAVE**

The Board shall comply with its obligations with respect to a candidate for, member-elect of or member of the General Assembly in accordance with the provisions of Conn. Gen. Stat. § 2-3a, as amended.

**ARTICLE XIII**  
**YEAR**

- A. There will be one hundred eighty-six (186) working days with one hundred eighty-one (181) teaching days and five (5) professional development days, with one four hour block for room set up. All professional development activities shall be determined by the Superintendent and/or his/her designee in consultation with the Professional Development and Evaluation Committee (PDEC).
- B. Any teacher working additional days beyond one hundred eighty-six (186) working days shall be compensated at the per diem rate of 1/186th of his/her annual salary.

- C. School Counselors, Social Workers, and Psychologists will work an additional ten (10) days beyond the one hundred eighty six (186) days which are required by other professional staff. These days will be scheduled as five (5) days immediately following the conclusion of the teacher work year and five (5) days immediately prior to the beginning of the teacher work year. The Special Education Case Managers will work an additional two (2) days beyond the one hundred eighty six (186) days which are required by other professional staff. These days will be scheduled consecutive to the beginning of the school year. The two days for Special Education Managers shall be teacher directed time. By mutual agreement between the Superintendent and the individual staff member, other days can replace the scheduled days. Said days will be based on the normal school hours for the building that the said staff member is employed in.
- D. It is expected that all teachers will work approximately a seven (7) hour and ten minute work day as scheduled by the building principal. In addition, all teachers who are not otherwise assigned to a scheduled school activity by the building principal are expected to attend one faculty meeting per month that will not exceed sixty (60) minutes beyond ten (10) minutes following the student dismissal bell. Teachers shall be given an annual schedule of monthly faculty meetings at the beginning of each school year.

#### **ARTICLE XIV**

##### **CURRICULUM REVISION/HOMEBOUND TUTORING**

1. The teacher shall play an active role in the development of curriculum; it being expressly understood that the final determination on any curriculum revision lies solely with the Board of Education. The teacher shall either have released time or be paid a stipend equal to \$45.00 per hour. All positions on curriculum committees shall be posted.
2. All homebound tutoring shall be paid a stipend of \$45.00 per hour. Homebound tutoring opportunities shall be offered initially to teachers of the student before going to the Central Office list of available tutors. Any bargaining unit members who wish to be on the list should make their request at the beginning of the school year. Qualified bargaining unit members on the list will be contacted first for tutoring opportunities.

#### **ARTICLE XV**

##### **PARENT CONFERENCES AND OPEN HOUSES**

Parent conferences and open houses will be scheduled on normal school days. Teachers shall be available for the open house and parent conferences, including two (2) evening parent conference sessions at all schools in the district. Evening parent conference sessions shall be held on a district wide half-day. This does not preclude a teacher or parent from scheduling individual

conferences. One parent conference period will occur on an evening during the fall semester, and one parent conference period will occur on an evening during the spring semester. Open houses will occur once annually in September. No parent conferences or Open House shall be scheduled in the evening on the last workday prior to a break or holiday.

## **ARTICLE XVI**

### **PROFESSIONAL GROWTH**

All members of the professional staff who have completed at least fifteen (15) semester hours of approved study beyond the Bachelor's Degree, Master's Degree or Sixth Year Degree, shall receive four hundred dollars (\$400.00) additional pay. Such additional pay of \$400.00 shall not apply to new employees hired on or after July 1, 2013. Such fifteen (15) hours shall be completed under a planned program and shall be earned at an institution of higher learning recognized by the Connecticut State Department of Education as qualified to offer such courses. These fifteen (15) hours of a planned program must have the approval of the proper authorities of the qualified institution or the Superintendent. The fifteen (15) hours of a planned program beyond the Sixth Year Degree must have the approval of the Superintendent. Evidence, such as grade cards, substantiating any educational credits for which the staff member seeks payment shall be in the office of the Superintendent of Schools not less than one (1) week before the first salary payment in September.

Teachers eligible for salary column advancement must notify the Superintendent of Schools by December 1 in order to advance on the salary scale in the proceeding academic year.

## **ARTICLE XVII**

### **STUDENT-MASTER TEACHER**

1. Each teacher shall have the right to accept or reject a student teacher.
2. Generally no student teacher shall be assigned to a teacher who does not have a Professional Educator Certificate in his/her field.
3. The Board and Association agree that the beginning support, assessment, and cooperating teacher program will be implemented in accordance with Connecticut General Statutes and the regulations adopted by the State Board of Education.

## **ARTICLE XVIII**

### **DEGREE DEFINITIONS**

The Salary Schedules attached as part 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.
- Masters**     A master's degree earned at an accredited college or university; or the completion of thirty (30) credits beyond the baccalaureate degree in a program approved by 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 by an accredited college or university, a "Sixth Year Certificate" from an accredited college or university, or sixty (60) credits beyond the bachelor's degree in a planned program.

## **ARTICLE XIX**

### **CONSULTATION PROCEDURE**

To achieve rapport between the Board and the Association, informal meetings at a mutually convenient time and place may be held only by mutual consent between representatives of each organization as requested in writing. The requesting party shall state in its request the purpose for which the meeting is sought.

## **ARTICLE XX**

### **RESIGNATION NOTICE**

All members of the professional staff agree to give thirty (30) days written notice to the Superintendent and the Building Principal upon presenting resignation from the school system. Failure to provide such required notice shall constitute a breach of this contract and, up to the time the teacher's replacement is teaching, may subject the affected teacher to legal action therefore.

## **ARTICLE XXI**

### **REDUCTION IN STAFF**

This section provides the methodology for the termination of contracts of tenured teachers because of elimination of positions by the Board, including eliminations due to changes in enrollment, economic conditions or the requirements of the educational program. The contracts of non-tenured teachers shall be terminated in accordance with statute, in the order determined by the Board.

#### **1. Period of Service**

For purposes of this Article a teacher's period of service shall be the total number of days of continuous service as a fully certified professional employee employed under a standard contract by the Watertown Board of Education. For any teacher who begins work in the school system after the effective date of this Agreement time, spent on leave of absence for any reason for a period equal to or longer than a school year will not count toward length of service.

#### **2. Termination of Tenured Teachers**

Subject to the provisions herein set forth, no tenured teacher shall be terminated as a result of the elimination of his/her position unless, at the time of the contemplated termination, there is no other position in the Watertown School System for which the teacher is certified which is occupied by a teacher with a shorter period of service.

#### **3. Reduction in Force Procedure**

- A. If a grade and/or subject matter teacher is to be eliminated, then the teacher in that school with the least amount of system-wide seniority in that grade or in that subject matter will be reviewed for termination, if there is no other position in the Watertown School System for which the teacher is certified (refer to 3b) which is occupied by a teacher with a shorter period of service.
- B. If a teacher has certification in K-8, 7-12 or K-12\*, this necessitates the teacher with the least seniority in the system will be the one affected by the reduction in force regardless of where it is necessary to reduce a teacher for enrollment decline, etc. (system-wide seniority).

#### **4. The Superintendent shall maintain a list of teachers who have been terminated according to this Article. Each teacher so terminated shall remain on said list for a period not to**

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\* (Certification K-12 shall be applicable to the following special subject areas: Physical Education, Music, Art, Speech, Guidance, Industrial Arts, Home Economics, Special Education and Reading).

exceed eighteen (18) months from the date of his/her termination. Each teacher shall advise the Superintendent every six (6) months of his/her desire to remain on said list and of any change in his/her address. Failure to advise the Superintendent shall cause deletion of the teacher's name from said list. If a position is available within a teacher's certification, the Superintendent shall offer the position to the properly certified teacher on said list with the longest period of service as defined in No. 1 above. The teacher shall have ten (10) days to accept said position. If it is not accepted, the Superintendent shall offer said position to the teacher with the next longest period of service and the process shall be repeated as necessary. Non-tenured teachers who have actually worked in the school system prior to September 1, 1992 whose contracts are terminated because of elimination of the position shall be afforded recall rights as set forth above. No other non-tenured teachers have recall rights. Refusal of an offered position by any teacher will remove the teacher's name from the recall list.

## **ARTICLE XXII**

### **SCHOOL CALENDAR**

The Association may at its request confer with the Superintendent regarding the school calendar prior to Board approval.

## **ARTICLE XXIII**

### **NOTIFICATION OF SYSTEM VACANCIES**

A list of all open positions in the teacher's bargaining unit in schools shall be made available to all teachers. Open positions are those which are newly created or vacated through resignation, termination, promotion or death. All vacancies will be posted at least five (5) school days for application. During the Christmas, February and April recess and the months of July and August, this would be two (2) days. The President of the Association would be sent copies of these postings during these recess periods. In addition all open positions will be posted in [www.ctreap.net](http://www.ctreap.net) and [www.cca.org](http://www.cca.org).

## **ARTICLE XXIV**

### **PROMOTIONS**

1. Positions as used in this section mean any position covered by this collective bargaining agreement, including those positions which pays a salary differential and/or involves additional or higher level of responsibility.
2. A list of all open positions in schools shall be made available to all teachers. Open positions are those which are newly created or vacated through resignation, retirement,



termination, promotion or death. All vacancies will be posted at least five (5) school days prior to the closing for applications. During the Christmas, February, and April recess and the months of July and August, this would be two (2) days. The President of the Association would be sent copies of these postings during these recess periods. In addition all open positions will be posted in [www.ctreap.net](http://www.ctreap.net) and [www.cea.org](http://www.cea.org).

3. For purposes of this section, an opening for a posting occurs with respect to an Administrative position after the Board has exercised its transfer rights among existing members of the Administrative Bargaining Unit.

The assignment of teachers is the responsibility of the Superintendent of Schools and/or his/her designee. When a teacher must be transferred from one building to another, the Board will first solicit volunteers by informing potentially affected staff members and the Union of the need for transfer. If a teacher volunteers for transfer, he or she shall be transferred, if qualified. If it is necessary to transfer a staff member involuntarily, the teacher with the least district wide seniority in the affected building or department shall be the first to be involuntarily transferred, provided he or she possesses the requisite certification. The Superintendent or his or her designee shall meet with the affected teacher, and a representative of the Union, if requested, to explain the circumstances and conditions of the transfer.

## **ARTICLE XXV**

### **SALARIES**

1. Salaries

The salary schedules in effect for the duration of this Agreement, subject to Article XXIX, are set forth as Appendix A1 through A3 and being attached hereto and made part of this Agreement.

The initial salary placement for newly hired teachers will be at the discretion of the Superintendent and will be based on qualifications, availability of applicants and market conditions. However, no new teacher may be placed at a step level higher than a teacher already in the school system with the same amount of experience except by mutual agreement.

Notwithstanding, in educational shortage areas, (as designated by the State Department of Education) the Superintendent shall have the discretion to place newly hired teachers, with less than four years of teaching experience, up to a maximum placement of Step 7 on the salary schedule.

2. Longevity

- A. It is understood that longevity payments are in recognition of length and quality of service to the Watertown School System. Beginning with the sixteenth (16th) year of service in the Watertown School System, each teacher hired previous to July 1, 1988 shall receive, each contract year, separate and in addition to the amounts called for in the Appendix dealing with teacher salaries, the amount of five hundred dollars (\$500.00).
- B. Each teacher qualifying for longevity payment shall annually select the date on which such payment shall be made from options supplied from the central office.

3. Per Diem Rate

For all salary purposes the per diem rate of pay shall be the teacher's annual salary divided by 186.

## **ARTICLE XXVI**

### **COACHES SALARIES AND EXTRA-CURRICULAR ACTIVITIES**

- A. The coaches' salary schedule and extra-curricular compensation schedules are attached to this contract as Appendix B-1 through B-11 and C-1, C-2.
- B. The Board of Education will provide tuition reimbursement for required coaching certification courses when said courses are approved by the Superintendent of Schools.
- C. In the event a new club or extra-curricular is created in the Watertown School District, any teacher who volunteers to serve as an advisor for the activity will do so for the first academic year without compensation. If the activity is approved as an endorsed organization, based upon a criteria to be established by the parties', for a second and third year of operation, the advisor of the activity shall qualify for a stipend of \$700 per year. After the activity has successfully completed three years of operation, a new stipend will be negotiated based upon the criteria of stipends of similar clubs and activities, including but not limited to the number of students served, benefit to students, linkage to curricular of the District and needs of students. Once the adjusted activity stipend is established, it will be placed as an extra duty position in the collective bargaining agreement as appropriate.



## ARTICLE XXVII

### INSURANCE BENEFITS

Except where prohibited by regulations limiting or prescribing coverage on employees over sixty-five (65) years of age, the following insurance benefits will be provided. Where such limitations do exist, the Board will provide coverage in accordance with such limitations.

#### 1. Medical Insurances

##### A. High Deductible/HSA Plan

The High Deductible/HSA Plan shall be the sole insurance plan. The deductible for the HSA plan shall be \$2,000 for single coverage and \$4,000 for family coverage. The Board will fund fifty percent (50%) of the applicable HSA deductible amount for each full-time teacher who elects coverage under the High Deductible/HSA plan (with pro-rated funding of the deductible for part-time teachers).

The Board's contribution toward the HSA deductible will be deposited into the HSA accounts in three equal installments, on or about April 1, on or about August 1, and on or about December 1. 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 retirees or other individuals upon their separation from employment. If the high deductible/HSA plan is implemented after the start of the calendar year, the Board's contribution toward the funding of the deductible shall be pro-rated for that year.

In addition to the above, the HSA plan will include the following elements:

	In-Network	Out-of-Network
Annual Deductible (Individual/Aggregate Family)	\$2000/4000	\$2000/4000
Co-insurance Maximum (Individual/Aggregate Family)	Not applicable	\$2,000/4,000
Cost Share Out of Pocket Maximum (Individual/Aggregate Family)	\$3,000/\$6,000	\$5,000/10,000

Following exhaustion of the applicable deductible, prescription drugs shall be subject to post-deductible co-payments of \$5/20/35.

The High Deductible Plan will be updated to ensure that a diagnostic breast ultrasound for dense breast tissue is treated as preventive.

The Board and the teachers shall pay the following percentages of the costs for coverage in the High Deductible/HSA plan:

	<u>2024-25</u>	<u>2025-26</u>	<u>2026-27</u>
Board	83.5%	83.0%	82.5%
Teachers	16.5%	17.0%	17.5%

2. Dental Plan

The currently existing dental plan shall be continued over the period covered by this Agreement. The Board and the teachers shall pay the following percentages of the costs for coverage in the dental plan:

	<u>2024-25</u>	<u>2025-26</u>	<u>2026-27</u>
Board	83.5%	83.0%	82.5%
Teachers	16.5%	17.0%	17.5%

3. Life Insurance

A fifty-thousand dollar (\$50,000) life insurance coverage will be provided at Board's expense.

4. Having successfully performed his contract obligations to the school system, a teacher who resigns to accept a new position is entitled to appropriate fringe benefits through August 31<sup>st</sup>.
5. Retired teachers will be allowed to continue participation in the school health insurance programs at 100% employee cost so long as they are eligible for such coverage under the carrier's requirements.

The Board of Education reserves the right to change any insurance carrier at any time providing it gives prior notice to the Association and providing that the Board certifies in writing to the Association that the insurance coverage under the substituted insurance carrier's policy is essentially equivalent to or better than the coverage under the policies then in effect.

6. Wellness Incentive.

- a. If a teacher and the teacher's enrolled spouse and dependents (if applicable) each complete one preventive physical examination during calendar year 2023, the teacher will pay the discounted premium contribution set forth below for the costs of insurance coverage, effective April 1, 2024. If a teacher and the teacher's enrolled spouse and dependents (if applicable) do not each complete one preventive physical examination during calendar year 2023, the teacher will pay the non-discounted premium contribution set forth below for the costs of insurance coverage, effective April 1, 2024.

	Discounted Contribution	Non-discounted Contribution
Effective April 1, 2024	16.5%	17.5%

The wellness incentive set forth above shall apply to all teachers who are employed by the Board as of January 1, 2024. Any teacher hired after January 1, 2024 will pay the discounted premium contribution percentage for the 2024-2025 contract year.

- b. If a teacher and the teacher's enrolled spouse and dependents (if applicable) each complete one preventive physical examination during calendar year 2024, the teacher will pay the discounted premium contribution set forth below for the costs of insurance coverage, effective April 1, 2025. If a teacher and the teacher's enrolled spouse and dependents (if applicable) do not each complete one preventive physical examination during calendar year 2024, the teacher will pay the non-discounted premium contribution set forth below for the costs of insurance coverage, effective April 1, 2025.

	Discounted Contribution	Non-discounted Contribution
Effective April 1, 2025	17.0%	18.0%

The wellness incentive set forth above shall apply to all teachers who are employed by the Board as of January 1, 2025. Any teacher hired after January 1, 2025 will pay the discounted premium contribution percentage for the 2025-26 contract year.

- c. If a teacher and the teacher's enrolled spouse and dependents (if applicable) each complete one preventive physical examination during calendar year 2025, the teacher will pay the discounted premium contribution set forth below for the costs of insurance coverage, effective April 1, 2026. If a teacher and the teacher's enrolled spouse and dependents (if applicable) do not each complete one preventive physical examination during calendar year 2025, the teacher will pay the non-discounted premium contribution set forth below for the costs of insurance coverage, effective April 1, 2026.

	Discounted Contribution	Non-discounted Contribution
Effective April 1, 2026	17.5%	18.5%

The wellness incentive set forth above shall apply to all teachers who are employed by the Board as of January 1, 2026. Any teacher hired after January 1, 2026 will pay the discounted premium contribution percentage for the 2026-27 contract year.

## **ARTICLE XXVIII**

### **SEVERANCE PAY**

After twenty (20) years teaching service in the town of Watertown and upon death or retirement of a member of the professional staff, said member or his or her estate shall be paid the equivalent of one half his or her accumulated sick leave up to one hundred fifty (150) days at that teacher's existing per diem rate, and ten (10%) percent of those in excess of one hundred fifty (150) days at that teacher's existing per diem rate, over and above his or her regular compensation. No teacher hired after May 1, 1997, will be entitled to severance pay. The total severance pay, per diem rate and accumulated days will be capped as of the amount each teacher hired prior to May 1, 1997, has as of July, 2000.

Both the Board and the Association agree that this Article will not be the subject of future negotiations and that the above language is intended to be a final resolution of the severance pay issue. The parties agree that the above severance benefit shall not terminate until all teachers currently employed as of May 1, 1997 retire.

## **ARTICLE XXIX**

### **RENEGOTIATION**

Any item in this Agreement may be renegotiated if both parties agree to the need for renegotiation.

## **ARTICLE XXX**

### **SALARY PAYMENT**

- A. All teachers shall have the option of being paid on either a: (1) Ten month basis-twenty-one (21) payments; (2) Twelve month basis-twenty-six (26) payments. Such installments will be paid bi-weekly on Thursday.
- B. The Board will offer direct deposit to banks or credit unions that are mutually agreed upon by the Board and the Association. All paychecks shall be distributed via direct deposit.

## **ARTICLE XXXI**

### **TEAM MENTOR COMPENSATION**

Any teacher who has successfully completed mentor training through an approved State Department of Education "Mentor Training Program" and who thereafter accepts an assignment to serve as a mentor for new teachers under the Teacher Education and Mentoring Program (TEAM) shall be paid in accordance with the State reimbursement model. In the event the State ceases its contributions to this program, the Board shall pay each mentor an annual stipend of five hundred dollars (\$500.00) per mentee, not to exceed a maximum individual reimbursement of one thousand five hundred dollars (\$1,500.00) annually. In no event, shall the Board's total reimbursement under this program exceed an annual contribution of twenty-thousand dollars (\$20,000.00). Service as a mentor teacher shall be voluntary in nature and all volunteers must be approved by the Superintendent or his/her designee.

## **ARTICLE XXXII**

### **MILEAGE AND TRANSPORTATION**

In the event a teacher must use his/her personal vehicle for school related activities, the teacher shall be reimbursed at the prevailing IRS mileage allowance provided Board approval is granted for such activity.

## **ARTICLE XXXIII**

### **DUES DEDUCTION**

- A. Upon the submission of a voluntary written authorization signed by a teacher, the Watertown Board of Education agrees to deduct from each teacher an amount equal to the Association membership dues by means of payroll deduction. The amount of the deduction of Association membership dues from each paycheck shall be equal to the total dues divided by the number of paychecks from and including the first paycheck in October and including the last paycheck in May. The amount of Association dues shall be certified by the Association to the Board of Education prior to the opening of school each year. The Association will notify the Business Office in writing, by September 15 all members who will have membership deductions. The Board agrees to retain copies of requests from teachers for dues deductions.
- B. Subsequent Employment. Subject to the provisions above, those teachers whose employment comes after the start of the school year shall pay a prorated amount equal to the percentage of the remaining school year.

- C. The Association agrees to indemnify and save the Board harmless from any claim or lawsuit arising from the Board's fulfillment of its obligations under Section A. The Board agrees that the Association shall assume the exclusive legal defense of any such claim or lawsuit. In assuming such defense on the Board's behalf, the Association will hire and compensate legal counsel. Legal counsel hired by the Association shall confer with the Board or its representatives concerning the defense of claims and lawsuits against the Board. The Association shall have the right to compromise or settle any claim or lawsuit against the Board under this section.

#### **ARTICLE XXXIV**

##### **JUST CAUSE**

No teacher shall be disciplined (including reprimands, disciplinary reduction in rank or compensation, denial of increments or suspensions) without reasonable and just cause.

#### **ARTICLE XXXV**

##### **PERSONNEL FILES**

All official teacher personnel files shall be maintained under the following conditions:

1. With the exception of references and information obtained in the process of hiring a teacher, no material derogatory to that teacher's conduct, service, character, or personality shall be placed in the official personnel file unless the teacher has had an opportunity to read such material. The teacher shall acknowledge his/her reading of the material by affixing his/her signature and date to the actual copy of the material to be filed. Such signature does not necessarily indicate agreement with its content.
2. The teacher shall have the right to respond in writing to any material filed, and his/her response shall be attached to the file copy.
3. All documents pertaining to a teacher's evaluation shall be maintained in the teacher's file.

#### **ARTICLE XXXVI**

##### **FACILITIES**

All teachers will have access to adequate equipment and supplies including a computer, printer and copy machine to aid in the preparation of instructional materials.

**ARTICLE XXXVII**  
**DISTANCE LEARNING**

The Association recognizes the District's right to offer internet, software based and distance learning courses as part of the curriculum. The District agrees that a certified staff member will be assigned to oversee any such courses.

**ARTICLE XXXVIII**  
**SEVERABILITY**

If any portion of this Agreement is ruled invalid for any reason by any authority of competent legal jurisdiction, said portion of the agreement shall be deleted and the remainder of this Agreement shall remain in full force and effect.


**ARTICLE XXXIX**  
**DURATION OF CONTRACT**

This contract is the result of collective bargaining between the Board of Education and the Watertown Education Association which has been conducted under the requirements and directions of the Connecticut General Statutes. The board will furnish copies of the printed pages of the contract which will be collated and assembled by the bargaining unit.

The contract shall be effective September 1, 2024 subject to the provisions of Connecticut General Statutes 10-153d, and shall remain in full force through August 31, 2027 in accordance with statute.

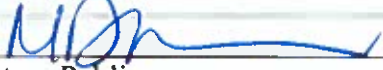
WATERTOWN BOARD OF EDUCATION      WATERTOWN EDUCATION ASSOC.

  
CHAIRPERSON

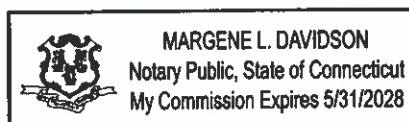
  
PRESIDENT

  
SECRETARY

  
CHAIRPERSON, NEGOTIATION COMM.

Attest:   
Notary Public

Date: 1/10/2024



**LETTER OF AGREEMENT**  
Side Letter of Agreement Regarding Seminar

Teachers in Grades 6 through 8 shall teach a Seminar. Seminar assignments shall be restricted as follows: 1) Teachers assigned to seminar shall not be required to develop and submit lesson plans; 2) Teachers shall not be formally evaluated in the seminar setting.

  
\_\_\_\_\_  
Watertown Board of Education

  
\_\_\_\_\_  
Watertown Education Association

Date: 1.10.2024

Date: 1/10/2024



## APPENDIX A-1

2024-25

### TEACHERS' SALARY GUIDE

<u>STEPS</u>	<u>BA</u>	<u>MA</u>	<u>6th Yr</u>
3			
4	50,091	53,757	55,957
5	51,555	55,957	58,893
6	53,024	58,158	61,826
7	55,957	61,094	64,760
8	58,893	64,027	67,696
9	61,094	66,960	71,362
10	63,294	69,897	75,030
11	65,494	73,562	77,965
12	67,696	76,518	81,634
13	71,518	81,239	86,544
14	75,341	85,960	91,454
15	78,196	89,317	94,932
16	84,893	96,926	102,867

Teachers not on maximum step will move from the step they were on during the 2023-24 school year to the next appropriate step in the schedule on September 1, 2024.

Credit will be granted for 15 semester hours beyond the B.A., M.A. Degree or Sixth Year in the amount of four hundred dollars (\$400.00), (subject to careful review and approval by the Superintendent of Schools). This provision shall not apply to employees hired on or after July 1, 2013.

Longevity payment (beginning with the 16<sup>th</sup> year of employment in Watertown for those teachers hired previous to the 1988-89 school year) shall be five hundred dollars (\$500.00).

## APPENDIX A-2

2025-26

### TEACHERS' SALARY GUIDE

Step	BA	MA	6TH
3			
4	50,943	54,671	56,908
5	52,431	56,908	59,894
6	53,925	59,147	62,877
7	56,908	62,133	65,861
8	59,894	65,115	68,847
9	62,133	68,098	72,575
10	64,370	71,085	76,306
11	66,607	74,813	79,290
12	68,847	77,819	83,022
13	72,734	82,620	88,015
14	76,622	87,421	93,009
15	79,525	90,835	96,546
16	86,548	98,816	104,873

Teachers not on maximum step will move from the step they were on during the 2024-25 school year to the next appropriate step in the schedule on September 1, 2025.

Credit will be granted for 15 semester hours beyond the B.A., M.A. Degree or Sixth Year in the amount of four hundred dollars (\$400.00), (subject to careful review and approval by the Superintendent of Schools). This provision shall not apply to employees hired on or after July 1, 2013.

Longevity payment (beginning with the 16<sup>th</sup> year of employment in Watertown for those teachers hired previous to the 1988-89 school year) shall be five hundred dollars (\$500.00).

### APPENDIX A-3

2026-27

#### TEACHERS' SALARY GUIDE

Step	BA	MA	6TH
3			
4	51,809	55,600	57,875
5	53,322	57,875	60,912
6	54,842	60,152	63,946
7	57,875	63,189	66,981
8	60,912	66,222	70,017
9	63,189	69,256	73,809
10	65,464	72,293	77,603
11	67,739	76,085	80,638
12	70,017	79,142	84,433
13	73,970	84,025	89,511
14	77,925	88,907	94,590
15	80,877	92,379	98,187
16	88,236	100,743	106,918

Teachers not on maximum step will move from the step they were on during the 2025-26 school year to the next appropriate step in the schedule on September 1, 2026.

Credit will be granted for 15 semester hours beyond the B.A., M.A. Degree or Sixth Year in the amount of four hundred dollars (\$400.00), (subject to careful review and approval by the Superintendent of Schools). This provision shall not apply to employees hired on or after July 1, 2013.

Longevity payment (beginning with the 16<sup>th</sup> year of employment in Watertown for those teachers hired previous to the 1988-89 school year) shall be five hundred dollars (\$500.00).

**APPENDIX B-1**

	<b>POINTS</b>	<b>STEP</b>	<b>2024-25</b>	<b>2025-26</b>	<b>2026-27</b>
<b>High School</b>					
Baseball Varsity	39	0	5,808	5,924	6,042
		1	6,047	6,168	6,291
		2	6,285	6,411	6,539
		3	6,524	6,654	6,787
		4	6,763	6,898	7,036
Baseball, Junior Varsity	24	0	3,574	3,645	3,718
		1	3,794	3,870	3,947
		2	4,064	4,145	4,228
		3	4,235	4,320	4,406
		4	4,480	4,570	4,661
Baseball, Freshmen	24	0	3,574	3,645	3,718
		1	3,794	3,870	3,947
		2	4,064	4,145	4,228
		3	4,235	4,320	4,406
		4	4,480	4,570	4,661
Basketball, Varsity (Boys)	41	0	6,106	6,228	6,353
		1	6,315	6,441	6,570
		2	6,566	6,697	6,831
		3	6,775	6,911	7,049
		4	6,984	7,124	7,266
Basketball, Junior Varsity (Boys)	25	0	3,723	3,797	3,873
		1	3,953	4,032	4,113
		2	4,157	4,240	4,325
		3	4,386	4,474	4,563
		4	4,616	4,708	4,802
Basketball, Freshmen (Boys)	25	0	3,723	3,797	3,873
		1	3,953	4,032	4,113
		2	4,157	4,240	4,325
		3	4,386	4,474	4,563
		4	4,616	4,708	4,802

## APPENDIX B-2

	POINTS	STEP	2024-25	2025-26	2026-27
Basketball, Varsity (Girls)	41	0	6,106	6,228	6,353
		1	6,315	6,441	6,570
		2	6,566	6,697	6,831
		3	6,775	6,911	7,049
		4	6,984	7,124	7,266
Basketball, Junior Varsity (Girls)	25	0	3,723	3,797	3,873
		1	3,953	4,032	4,113
		2	4,157	4,240	4,325
		3	4,386	4,474	4,563
		4	4,616	4,708	4,802
Basketball, Freshmen (Girls)	25	0	3,723	3,797	3,873
		1	3,953	4,032	4,113
		2	4,157	4,240	4,325
		3	4,386	4,474	4,563
		4	4,616	4,708	4,802
Cheerleading, Head Coach (Fall)	33	0	4,914	5,012	5,112
		1	5,150	5,253	5,358
		2	5,419	5,527	5,638
		3	5,655	5,768	5,883
		4	5,891	6,009	6,129
Cheerleading, Assistant Coach (Fall)	21	0	3,127	3,190	3,254
		1	3,277	3,343	3,410
		2	3,449	3,518	3,588
		3	3,599	3,671	3,744
		4	3,749	3,824	3,900
Cheerleading, Head Coach (Winter)	33	0	4,914	5,012	5,112
		1	5,150	5,253	5,358
		2	5,419	5,527	5,638
		3	5,655	5,768	5,883
		4	5,891	6,009	6,129

### APPENDIX B-3

	POINTS	STEP	2024-25	2025-26	2026-27
Cheerleading, Assistant Coach (Winter)	21	0	3,127	3,190	3,254
		1	3,363	3,430	3,499
		2	3,620	3,692	3,766
		3	3,856	3,933	4,012
		4	4,091	4,173	4,256
Cross Country, Head Coach	32	0	4,765	4,860	4,957
		1	5,059	5,160	5,263
		2	5,353	5,460	5,569
		3	5,647	5,760	5,875
		4	5,973	6,092	6,214
Cross Country, Assistant Coaches	22	0	3,276	3,342	3,409
		1	3,523	3,593	3,665
		2	3,792	3,868	3,945
		3	4,039	4,120	4,202
		4	4,286	4,372	4,459
Diving, Boys Coach	22	0	3,276	3,342	3,409
		1	3,433	3,502	3,572
		2	3,613	3,685	3,759
		3	3,770	3,845	3,922
		4	3,927	4,006	4,086
Diving, Girls Coach	21	0	3,127	3,190	3,254
		1	3,277	3,343	3,410
		2	3,449	3,518	3,588
		3	3,599	3,671	3,744
		4	3,749	3,824	3,900
Field Hockey, Varsity	33	0	4,914	5,012	5,112
		1	5,150	5,253	5,358
		2	5,419	5,527	5,638
		3	5,655	5,768	5,883
		4	5,891	6,009	6,129

#### APPENDIX B-4

	POINTS	STEP	2024-25	2025-26	2026-27
Field Hockey, Junior Varsity	21	0	3,127	3,190	3,254
		1	3,363	3,430	3,499
		2	3,620	3,692	3,766
		3	3,856	3,933	4,012
		4	4,091	4,173	4,256
Football, Head Coach	50	0	7,599	7,751	7,906
		1	7,650	7,803	7,959
		2	7,854	8,011	8,171
		3	8,109	8,271	8,436
		4	8,313	8,479	8,649
Football, Assistant Coaches	33	0	4,914	5,012	5,112
		1	5,150	5,253	5,358
		2	5,419	5,527	5,638
		3	5,655	5,768	5,883
		4	5,891	6,009	6,129
Golf, Head Coach	26	0	3,872	3,949	4,028
		1	4,164	4,247	4,332
		2	4,482	4,572	4,663
		3	4,774	4,869	4,966
		4	5,065	5,166	5,269
Ice Hockey, Head Coach	41	0	6,106	6,228	6,353
		1	6,315	6,441	6,570
		2	6,566	6,697	6,831
		3	6,775	6,911	7,049
		4	6,984	7,124	7,266
Ice Hockey, Assistant Coaches	25	0	3,723	3,797	3,873
		1	3,953	4,032	4,113
		2	4,157	4,240	4,325
		3	4,386	4,474	4,563
		4	4,616	4,708	4,802

# APPENDIX B-5

	POINTS	STEP	2024-25	2025-26	2026-27
Indoor Track, Head Coach	34	0	5,063	5,164	5,267
		1	5,375	5,483	5,593
		2	5,653	5,766	5,881
		3	5,965	6,084	6,206
		4	6,277	6,403	6,531
Indoor Track, Assistant Coach	25	0	3,723	3,797	3,873
		1	4,004	4,084	4,166
		2	4,310	4,396	4,484
		3	4,590	4,682	4,776
		4	4,871	4,968	5,067
Lacrosse, Varsity (Boys)	33	0	4,914	5,012	5,112
		1	5,150	5,253	5,358
		2	5,419	5,527	5,638
		3	5,655	5,768	5,883
		4	5,891	6,009	6,129
Lacrosse, Junior Varsity (Boys)	21	0	3,127	3,190	3,254
		1	3,363	3,430	3,499
		2	3,620	3,692	3,766
		3	3,856	3,933	4,012
		4	4,091	4,173	4,256
Lacrosse, Varsity (Girls)	33	0	4,914	5,012	5,112
		1	5,150	5,253	5,358
		2	5,419	5,527	5,638
		3	5,655	5,768	5,883
		4	5,891	6,009	6,129
Lacrosse, Junior Varsity (Girls)	21	0	3,127	3,190	3,254
		1	3,363	3,430	3,499
		2	3,620	3,692	3,766
		3	3,856	3,933	4,012
		4	4,091	4,173	4,256



# APPENDIX B-6

	POINTS	STEP	2024-25	2025-26	2026-27
Soccer, Varsity (Boys)	33	0	4,914	5,012	5,112
		1	5,150	5,253	5,358
		2	5,419	5,527	5,638
		3	5,655	5,768	5,883
		4	5,891	6,009	6,129
Soccer, Junior Varsity (Boys)	21	0	3,127	3,190	3,254
		1	3,363	3,430	3,499
		2	3,620	3,692	3,766
		3	3,856	3,933	4,012
		4	4,091	4,173	4,256
Soccer, Freshmen (Boys)	21	0	3,127	3,190	3,254
		1	3,363	3,430	3,499
		2	3,620	3,692	3,766
		3	3,856	3,933	4,012
		4	4,091	4,173	4,256
Soccer, Varsity (Girls)	33	0	4,914	5,012	5,112
		1	5,150	5,253	5,358
		2	5,419	5,527	5,638
		3	5,655	5,768	5,883
		4	5,891	6,009	6,129
Soccer, Junior Varsity (Girls)	21	0	3,127	3,190	3,254
		1	3,363	3,430	3,499
		2	3,620	3,692	3,766
		3	3,856	3,933	4,012
		4	4,091	4,173	4,256
Soccer, Freshmen (Girls)	21	0	3,127	3,190	3,254
		1	3,363	3,430	3,499
		2	3,620	3,692	3,766
		3	3,856	3,933	4,012
		4	4,091	4,173	4,256

# APPENDIX B-7

	POINTS	STEP	2024-25	2025-26	2026-27
Softball, Varsity	38	0	5,659	5,772	5,887
		1	5,892	6,010	6,130
		2	6,124	6,246	6,371
		3	6,357	6,484	6,614
		4	6,589	6,721	6,855
Softball, Varsity Assistant	24	0	3,574	3,645	3,718
		1	3,794	3,870	3,947
		2	4,064	4,145	4,228
		3	4,235	4,320	4,406
		4	4,480	4,570	4,661
Swimming, Head Coach (Boys)	35	0	5,212	5,316	5,422
		1	5,462	5,571	5,682
		2	5,676	5,790	5,906
		3	5,926	6,045	6,166
		4	6,176	6,300	6,426
Swimming, Assistant Coaches (Boys)	21	0	3,127	3,190	3,254
		1	3,363	3,430	3,499
		2	3,620	3,692	3,766
		3	3,856	3,933	4,012
		4	4,091	4,173	4,256
Swimming, Head Coach (Girls)	33	0	4,914	5,012	5,112
		1	5,150	5,253	5,358
		2	5,352	5,459	5,568
		3	5,588	5,700	5,814
		4	5,823	5,939	6,058
Swimming, Assistant Coaches (Girls)	21	0	3,127	3,190	3,254
		1	3,363	3,430	3,499
		2	3,620	3,692	3,766
		3	3,856	3,933	4,012
		4	4,091	4,173	4,256

## APPENDIX B-8

	POINTS	STEP	2024-25	2025-26	2026-27
Tennis, Head Coach (Boys)	27	0	4,021	4,101	4,183
		1	4,324	4,410	4,498
		2	4,599	4,691	4,785
		3	4,902	5,000	5,100
		4	5,178	5,282	5,388
Tennis, Head Coach (Girls)	27	0	4,021	4,101	4,183
		1	4,324	4,410	4,498
		2	4,599	4,691	4,785
		3	4,902	5,000	5,100
		4	5,178	5,282	5,388
Tennis, Assistant Coach (Girls)	21	0	3,127	3,190	3,254
		1	3,363	3,430	3,499
		2	3,620	3,692	3,766
		3	3,856	3,933	4,012
		4	4,091	4,173	4,256
Track, Head Coach (Boys)	34	0	5,063	5,164	5,267
		1	5,306	5,412	5,520
		2	5,549	5,660	5,773
		3	5,826	5,943	6,062
		4	6,034	6,155	6,278
Track, Assistant Coach (Boys)	21	0	3,127	3,190	3,254
		1	3,363	3,430	3,499
		2	3,620	3,692	3,766
		3	3,856	3,933	4,012
		4	4,091	4,173	4,256
Track, Head Coach (Girls)	34	0	5,063	5,164	5,267
		1	5,306	5,412	5,520
		2	5,549	5,660	5,773
		3	5,826	5,943	6,062
		4	6,034	6,155	6,278

# APPENDIX B-9

	POINTS	STEP	2024-25	2025-26	2026-27
Track, Assistant Coach (Girls)	21	0	3,127	3,190	3,254
		1	3,363	3,430	3,499
		2	3,620	3,692	3,766
		3	3,856	3,933	4,012
		4	4,091	4,173	4,256
Volleyball, Varsity	33	0	4,914	5,012	5,112
		1	5,150	5,253	5,358
		2	5,419	5,527	5,638
		3	5,655	5,768	5,883
		4	5,891	6,009	6,129
Volleyball, Junior Varsity	21	0	3,127	3,190	3,254
		1	3,363	3,430	3,499
		2	3,620	3,692	3,766
		3	3,856	3,933	4,012
		4	4,091	4,173	4,256
Unified Sports Program Coordinator and Assistant		(Paid Hourly)	\$31.94	\$32.58	\$33.23
Strength and Conditioning (F, W, Sp, Su)	19	0	2,829	2,886	2,944
		1	3,043	3,104	3,166
		2	3,275	3,341	3,408
		3	3,488	3,558	3,629
		4	3,702	3,776	3,852

**APPENDIX B-10**

	<b>POINTS</b>	<b>STEP</b>	<b>2024-25</b>	<b>2025-26</b>	<b>2026-27</b>
<b>Middle School</b>					
Athletic Coordinator	24	0	3,623	3,695	3,769
		1	3,843	3,920	3,998
		2	4,039	4,120	4,202
		3	4,260	4,345	4,432
		4	4,480	4,570	4,661
Baseball	18	0	2,717	2,771	2,826
		1	2,919	2,977	3,037
		2	3,158	3,221	3,285
		3	3,342	3,409	3,477
		4	3,543	3,614	3,686
Basketball (BOYS')	18	0	2,717	2,771	2,826
		1	2,919	2,977	3,037
		2	3,158	3,221	3,285
		3	3,342	3,409	3,477
		4	3,543	3,614	3,686
Basketball (GIRLS')	18	0	2,717	2,771	2,826
		1	2,919	2,977	3,037
		2	3,158	3,221	3,285
		3	3,342	3,409	3,477
		4	3,543	3,614	3,686
Cross Country	18	0	2,717	2,771	2,826
		1	2,919	2,977	3,037
		2	3,158	3,221	3,285
		3	3,342	3,409	3,477
		4	3,543	3,614	3,686
Cross Country Asst	13	0	1,962	2,001	2,041
		1	2,108	2,150	2,193
		2	2,281	2,327	2,374
		3	2,413	2,461	2,510
		4	2,559	2,610	2,662

## APPENDIX B-11

	POINTS	STEP	2024-25	2025-26	2026-27
Cheerleading	18	0	2,717	2,771	2,826
		1	2,919	2,977	3,037
		2	3,158	3,221	3,285
		3	3,342	3,409	3,477
		4	3,543	3,614	3,686
Field Hockey	18	0	2,717	2,771	2,826
		1	2,919	2,977	3,037
		2	3,158	3,221	3,285
		3	3,342	3,409	3,477
		4	3,543	3,614	3,686
Soccer	18	0	2,717	2,771	2,826
		1	2,919	2,977	3,037
		2	3,158	3,221	3,285
		3	3,342	3,409	3,477
		4	3,543	3,614	3,686
Softball	18	0	2,717	2,771	2,826
		1	2,919	2,977	3,037
		2	3,158	3,221	3,285
		3	3,342	3,409	3,477
		4	3,543	3,614	3,686

## APPENDIX C-1 – CO-CURRICULAR AND SUPERVISORY SALARIES

<b>HIGH SCHOOL COORDINATORS:</b>	<b>2024-25</b>	<b>2025-26</b>	<b>2026-27</b>	
CAREER EDUCATION	3,935	3,935	3,935	
ENGLISH	3,935	3,935	3,935	
MATHEMATICS	3,935	3,935	3,935	
SOCIAL STUDIES	3,935	3,935	3,935	
SCIENCE	3,935	3,935	3,935	
WORLD LANGUAGE	3,935	3,935	3,935	
<b>SYSTEMWIDE COORDINATORS:</b>	<b>2024-25</b>	<b>2025-26</b>	<b>2026-27</b>	<b>2023-24</b>
ART				2,935
PHYSICAL EDUCATION				2,935
MUSIC				2,935
SPEECH AND HEARING				2,935
MATH COORDINATOR				2,935
COORD/DEPT HD COMPUTER ED				2,935
PROFESSIONAL DEVELOPMENT COORDINATOR				3,532
READING/LANG. ARTS K-5				3,532
ALTERNATIVE SCHOOL COORD 9-12				2,935
GUIDANCE COORDINATOR 6-12				2,935
SPECIAL EDUCATION COORDINATOR 9-12				2,935
<b>BUILDING COORDINATORS/TEAM LEADERS:</b>				
MIDDLE SCHOOL MATH				2,081
MIDDLE SCHOOL SOCIAL STUDIES				2,081
MIDDLE SCHOOL SCIENCE				2,081
MIDDLE SCHOOL ENGLISH				2,081
MIDDLE SCHOOL TEAM LEADER (6)				2,081
PRE-SCHOOL COORDINATOR				2,081
SPECIAL ED TEAM LEADER (at each elementary level building)				2,081
<b>WHS ADVISORS:</b>				
HONOR SOCIETY				1,954
STUDENT COUNCIL				2,220
SENIOR CLASS				1,954
JUNIOR CLASS				1,112
SOPHOMORE CLASS				1,112
FRESHMAN CLASS				1,112
YEARBOOK				2,330
BAND				2,619
F.B.L.A.				2,495
DISTRIBUTIVE EDUCATION (DECA)				1,463
LINK CREW LEAD COORDINATOR				2,177
LINK CREW COORDINATOR (2)				1,090
ROBOTICS TEAM ADVISOR				1,954
9TH GRADE TEAM ADVISOR				2,082
HONORS COHORT TEAM LEADER				2,082
DANCE TEAM				1,954
CHEMICAL HYGIENE OFFICER				3,532
WORLD LANGUAGE HONOR SOCIETY				2,407
CARE ADVISOR				2,378
FALL PLAY DIRECTOR				2,156
<b>HIGH SCHOOL COORDINATORS:</b>				
FALL PLAY ASSISTANT DIRECTOR				1,064
DELTA CLUB				1,586
INTERACT CLUB				2,378
TRI-M MUSIC HONOR SOCIETY/CMEA REGIONAL CHAPERONE/ NORTHERN CT REGIONAL ADJUDICATIONS FESTIVAL				2,378



## APPENDIX C-2 – CO-CURRICULAR AND SUPERVISORY SALARIES

<b><u>SWIFT MIDDLE SCHOOL ADVISORS:</u></b>	<b><u>2024-25</u></b>	<b><u>2025-26</u></b>	<b><u>2026-27</u></b>	<b><u>2023-24</u></b>
STUDENT COUNCIL				1,112
HONOR SOCIETY				1,112
YEARBOOK				1,453
NEWSPAPER				1,112
PEER LEADERS GRADES 6, 7 & 8 (3)				1,056
WATERTOWN OAKVILLE ADOLESCENT HERO (WOAH)				2,378
LEGO (1)				1,101
LEO CLUB				2,378
PEACE PALS				1,056
WOOD CLUB				528
HOMEWORK CLUB				1,617
<b><u>ELEMENTARY SCHOOL:</u></b>				
SCHOOL PLAY (2)/DRAMA				1,078
STUDENT COUNCIL (2)				1,078
HOMEWORK CLUB (2)				1,617
K-2 POD LEADER (9)				528
3-5 GRADE LEVEL LEADERS (6)				528
INVENTION CONVENTION				793
<b><u>OTHER:</u></b>				
WEBMASTER (5) ALL SCHOOLS				2,378
DETENTION: WHS (HOURLY)6				\$20.69
DETENTIONS: SWIFT (STIPEND)				4,190
ACTING ADMINISTRATOR IN CHARGE (1 per building only)	1,500	1,500	1,500	

	PER HOUR			
	<b><u>2024-25</u></b>	<b><u>2025-26</u></b>	<b><u>2026-27</u></b>	<b><u>2023-24</u></b>
PROFESSIONAL LEARNING PRESENTER				\$39.15
DIGITAL LEARNING COORDINATOR				\$39.15

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## **APPENDIX D**

**INSERT UPDATED DESCRIPTION FROM INSURANCE COMPANY**

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