July 1, 2016 through June 30, 2019

HAMPSON EDUCATION ASSOCIATION

AND THE

HAMPSON BOARD OF EDUCATION

BETWEEN

AGREEMENT
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PREAMBLE

Hampden Education Association
Hampden Board of Education
2016-2019 Agreement

ARTICLE I

SECTION 1. The Board and the Association recognize and declare that providing a quality education for the

children of Hampden, Connecticut, is their primary mutual aim and responsibility.

This Agreement is negotiated under 10-134a through 10-137c of the General Statutes of the State

of Connecticut, as amended, in order that the labor relations reported in the Neighborhood Education

Association, affiliated with the Connecticut Education Association (hereafter referred to as the "Association") and the Hampden Education Association (hereafter referred to as the "Board") may be practical and shall have charge of the schools of this Respectful School District.

Each local or regional board of education shall maintain good public esteem and secondary

conditions of work are retained by the Board, except as those rights, powers, functions and authority

are specifically abridged and modified by the express provisions of this Agreement.

A.

Article

B.

Paragraph

C.

Paragraph

D.

Paragraph
A "substitute teacher" shall be defined as a teacher employed to fill temporarily a position
held by a member of the bargaining unit while that member is absent from work.

C. 

Substitute Teachers

A substitute teacher shall be defined as a teacher employed to fill temporarily a position
held by a member of the bargaining unit while that member is absent from work.

Article 7 of this Agreement with respect to such action.

Art. 7. The Board and the DSAP holder shall have no right to the award of a grievance
under this Agreement. Notwithstanding the foregoing, if a DSAP holder becomes entitled to a
new contract because of the resignation of a substitute teacher, the Board shall have no
right to award a grievance unless the substitute teacher was employed by the Board or was
properly notified by the Board of the right to so proceed.

B. Substitutes shall be employed by the Board for purposes of service and length of
service under this Agreement.

Article 15 (Professional Substitutes: Leave): Article 24 (Reduction in Force); and Article
C. Article 14 (Substitutes: Leave) and Article 15 (Leave Without Pay) and Article

Article 24 (Reduction in Force): Article 15 (Professional Substitutes: Leave) and Article
C. Article 14 (Substitutes: Leave) and Article 15 (Leave Without Pay) and Article

A. The Board recognizes the Association as the exclusive bargaining representative for the group of

RECOGNITION

ARTICLE 2

By the town of necessary to carry into effect the powers and duties imposed by law.

By the town of necessary to carry into effect the powers and duties imposed by law.

Hampton Education Association/Board of Education
2016-2019 Agreement
The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to problems which may arise regarding the interpretations of this Agreement.

A. Purpose

GRIEVANCE PROCEDURE

ARTICLE 4

"Administration of "Administration or "Administrative" -- The Principal and the Superintendent jointly or each party separately.

7. 

"Provisions of the Conneccional Teacher Act, Sec. 10-151 as amended, Teachers' Continuing Contract -- that contract issued each teacher in accordance with the teacher's "Associate Representative" -- the duly designated representative of the Hamilton Education Association. In Article 2, "Recogniton.

8. 

"Teacher -- all personnel as defined in Article 2, Recognition.


8. "Superintendent" -- the Superintendent of Schools for the Town of Hamilton, Conneccional, or his/her designee.

2. "Board" -- the Board of Education of the Town of Hamilton, or a member of its committee or employee.

4. As used in this Agreement, the following terms shall have the respective meanings set forth below:

DEFINITIONS

ARTICLE 3

1. Substituting in this Agreement, the following terms shall have the respective meanings set forth below:

2. (Reduction in force) and Article 2C (Just Cause).

3. (Reduction in force) and Article 2C (Just Cause), Article 3 (Reduction in force) and Article 2C (Easement), Article 14 (Reduction in force) and Article 2C (Easement), Article 14 (Reduction in force) and Article 2C (Just Cause).

4. Certified substitute teachers who are hired for one (1) school year appointments in the same position shall be covered by the terms and conditions of this Agreement for the duration of the assignment.

5. Certified substitute teachers employed for more than forty (40) consecutive days in the same assignment in any given school year shall be paid a daily rate set by the Board and receive no benefits under this Agreement.

6. Substituting in this Agreement, the following terms shall have the respective meanings set forth below:

7. Substituting in this Agreement, the following terms shall have the respective meanings set forth below:

8. Substituting in this Agreement, the following terms shall have the respective meanings set forth below:

9. Substituting in this Agreement, the following terms shall have the respective meanings set forth below:
If the aggrieved teacher is not satisfied with the outcome of the informal procedures,

1. Level One — Superintendent of Schools

**Informal Procedures**

If a teacher feels that he/she may have a grievance, he/she should first discuss the matter with his/her immediate administrator in an effort to resolve the problem informally.

**Formal Procedure**

If a teacher is not satisfied with such disposition of the matter, he/she shall have the

Association assist him/her in further efforts to resolve the problem informally with the

appropriate administrator.

Failure by the administrator involved to render his/her decision within the specified time

period may be appealed to the next level within the

selected time limit.

Failure by the aggrieved teacher at any level to appeal a grievance to the next level within the

next level within the

specified time limit shall be deemed to be an appeal of the decision reached at that level.

The next higher level

shall be deemed as Monday through Friday, except for legal holidays. The grievance shall be considered to have been received when the request is received between the

hours of 9:00 AM and 4:00 PM (except legal holidays) that is, working days after the

next level within the

specified time limit.

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Failure by the aggrieved teacher at any level to appeal a grievance to the next level within the

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The Superintendent of Schools.

Within five (5) days after the filing of the petition for arbitration, the Association may, within ten (10) days after receipt of such request, submit the

3. LEVEL THREE - ARBITRATION

reasons herefor in writing to the aggrieved teacher, with a copy to the Association, and the reasons herefor in writing to the Superintendent, within ten (10) days, after the hearing. Under this paragraph, the Board of Education shall, within ten (10) days after receipt of the appeal, meet with

The Association for appeal to the Board of Education, within ten (10) days, after the decision, the Superintendent shall meet with

The Association shall, within ten (10) days after receipt of the petition, meet with

The Superintendent of Schools.

The Association shall delete from the record of prior hearings, and shall hold such further

The Arbitrator selected shall conduct proceedings with representatives of the Board and the
C. The teacher's option: pay the teacher for the remaining pay periods of the twelve (12) months.

D. A new calendar year shall be elected electronically deposited.

School vacation the pay calendar shall be electronically deposited.

School calendar; for the school year in which a complete fiscal year of pay is paid for the school year in the event that a pay date occurs during a week; if the first or the second school year, the superintendent's office shall provide teachers with a complete salary on a twelve (12)-month basis; salaries shall be paid every two (2) weeks. A teacher's option is made a part of this agreement.

A. The salaries of all teachers covered by this Agreement are set forth in the Appendix, which is:

**STAFF SALARIES**

**ARTICLE 5**

Field separation of the personal affairs of the participants.

All communications, and records dealing with the procedures of a grievance shall be kept separate from the personal affairs of the participants.

**Miscellaneous**

I. Any party in interest may be represented at levels one, two, and three of the grievance procedure by a teacher or other person chosen by the party. Any party in interest may be represented at levels one, two, and three by the Association's authorized representative or by any officer of any teacher organization other than the Association, or by any representative of any other teacher association, or by any person who is not an officer of any other association, or by any person who is not an officer of any other organization, or by any person who is not a member of the administration.

G. Rights of Teachers to Representation

The costs for the services of the Arbitrator shall be borne equally by the Board and the

Arbitrator shall be paid and binding upon all parties in interest. Any party may be represented by an attorney at law. Any party may be represented by a teacher or other person chosen by the party. Any party may be represented by a person who is not a party of any other organization, or by any person who is not a member of the administration.

The costs for the services of the Arbitrator shall be borne equally by the Board and the

Arbitrator shall be paid and binding upon all parties in interest. Any party may be represented by an attorney at law. Any party may be represented by a teacher or other person chosen by the party. Any party may be represented by a person who is not a party of any other organization, or by any person who is not a member of the administration.
Teachers who receive honorary Ph.D. or Ed.D. degrees,

in an accredited college, university and by the Superintendent. The provision shall not apply to

Ph.D. or Ed.D., must be earned in the teacher's field. The field of education or other field approved by

the Superintendent, to be considered for salary advancement. Under this section, the Ph.D. or

Ed.D. shall be excluded between the Superintendent and the appropriate association
determination by mutual agreement between the Superintendent and the appropriate association

should a candidate possessing a doctorate be employed. the salary for such a person will be

No salary structure is provided. However, should a certificated teacher earn a doctorate or

in a program approved by an accredited college, university and by the Superintendent.

(6) For teachers hired to commence work on or after July 1, 2002: A second masters degree in

college, university and by the Superintendent.

the completion of thirty (30) graduate credits (uness in a special case with approval of

3.

accredited college, university and by the Superintendent.

(6) For teachers hired to commence work on or after July 1, 2002: A masters degree earned at

(6) For teachers hired to commence work on or after July 1, 2002: A masters degree earned at

2.

A baccalaureate degree earned at an accredited college or university.

1.

Bachelor

According to the following definitions:

A. The salary schedule listed in the Appendix of this Agreement shall be interpreted and applied in

DEGREE DEFINITIONS

ARTICLE 6

Hampton Education Association/Hampton Board of Education
2016-2019 Agreement
Article 8

Insurance Benefits

Paragraph A

Teachers and their dependents shall have the option of enrolling in either one of the following:

A. The Preferred Provider Plan subject to the following co-pays:

1. Office/Useful -- Thirteen dollars ($13.00).

B. The Full Dental Plan.

Change.

Any teacher authorities additional credits or degrees, for the purposes of compression shall

1. receive such payment at the rate of two hundred dollars ($200.00) for each such six credits.

2. Teachers who render satisfactory service, at least ninety (90) school days during a school

   year, in the Hampton Elementary School shall be entitled to a full year's credit when

   recognized by the principal teacher with the same.

3. Teachers in the Hampton Elementary School shall be entitled to a full year's credit when

   rendered satisfactory service of at least ninety (90) school days during a school

   year.

Placement on the Salary Schedule

Paragraph A

All teachers shall be placed on the appropriate step in the salary schedule, taking into consideration

Paragraph B

No provision of this Agreement, by the Superintendent in-service credits or total received from continuing education units

and thirty (30) credits beyond a Bachelor's degree. Such payment shall be given for credits

sufficiently completed in an approved program after the attainment of a Master's Degree or

increase of three hundred dollars ($300) will be given for each six (6) credit hours.

Hampton Education Association
Hampton Board of Education

2016-2019 Agreement
Effective July 1, 2017 - Twenty-three percent (23%).

Effective July 1, 2016 - Twenty-six and one-half percent (26.5%).

Insurance premium costs as follows:

Teachers shall pay a share of the Preferred Provider Plan and Full Dental Plan addition to the applicable premium share.

(9) Teacher shall pay forty percent (40%) of the full cost of the premium in addition to the applicable premium share.

(8) Teacher shall pay the full cost of the premium in addition to the applicable premium share.

(7) Teachers shall continue to contribute an additional 5% of the applicable premium share for full dental and preferred provider plan premium.

(6) Teachers shall continue to contribute an additional 5% of the applicable premium share for full dental and preferred provider plan premium.

(5) Teachers shall continue to contribute an additional 5% of the applicable premium share for full dental and preferred provider plan premium.

(4) Teachers shall continue to contribute an additional 5% of the applicable premium share for full dental and preferred provider plan premium.

(3) Teachers shall continue to contribute an additional 5% of the applicable premium share for full dental and preferred provider plan premium.

(2) Teachers shall continue to contribute an additional 5% of the applicable premium share for full dental and preferred provider plan premium.

(1) Teachers shall continue to contribute an additional 5% of the applicable premium share for full dental and preferred provider plan premium.

To be eligible to receive the insurance benefits set forth above, each teacher must submit a written waiver declaring relinquishment of premium. The Board of Education will be informed of the teachers' decision as soon as possible. Each teacher's decision will be reflected in the Board's records.

Premium Share

Full Commercial Managed Three (3) Tier prescription initial with unlimited calendar year maximum and the following co-payments:

- Two (2) Prescriptions: $15.00 for each prescription.
- Out-of-Network Providers: $50.00
- Inpatient Rehabilitation Services: $75.00
- High Cost Implant: $200.00
- Implant Hospital Per Admission: $50.00
- Implant Surgery: $25.00
- Emergency Room: $75.00
- Urgent Care: $25.00
- Walk-In: $30.00
- Wellness: $20.00

Hampden Education Association/Hampden Board of Education
3016-2019 Agreement
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<td>Annual Deductible</td>
<td>$2,500/$5,000</td>
<td>70-30% after deductible, up to co-insurance maximum</td>
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<td>(individual/aggregate family)</td>
<td></td>
<td>$10,000</td>
</tr>
<tr>
<td>Co-insurance</td>
<td>100%</td>
<td>Unlimited</td>
</tr>
<tr>
<td>Annual Out-of-Pocket</td>
<td>$5,000</td>
<td>30% after deductible, subject to co-insurance limits</td>
</tr>
<tr>
<td>Maximum Co-insurance</td>
<td>Unlimited</td>
<td>Deductible not applicable</td>
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<tr>
<td>Preventive Care</td>
<td>Treated as any other medical expense/30% after deductible</td>
<td></td>
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<tr>
<td>Prescription Drug Coverage</td>
<td>Treated as any other medical expense/100% after deductible</td>
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A teacher established Health Savings Account (HSA) account to allow teachers to fund the deductible on a prorated basis via payroll deduction. The Board shall pay five percent (5%) of the applicable HSA deductible for each full-time teacher who elects coverage under the HDHP/HSA Plan (with prorated funding of the deductible for part-time teachers). Teachers hired after the beginning of the 2018-2019 school year will receive a pro-rated amount of the Board's contribution toward the funding of the HSA plan. The Board shall have no obligation to fund any portion of the HSA deductible for retirees or other individuals upon their separation from employment.

**Appendix 2**

- **Effective July 1, 2016 - Sixteen percent (16%).**
- **Effective July 1, 2017 - Seventeen percent (17%).**
- **Effective July 1, 2018 - Eighteen percent (18%).**
The Board reserves the right to change insurance coverage for the covered employees hereafter.

Having successfully performed his/her contractual obligation to the Hamilton Board of Education, a part-time teacher, upon request, shall be considered for a full-time equivalent position. Provided he/she is employed at the time appointment is due.

Section C. Insurance Waiver

Life insurance situations (e.g., marriage, death, birth, etc.) shall not be considered normal circumstances. Changes to life insurance situations shall be considered normal circumstances. Effective July 1 of the next fiscal year, the Board may request a change in coverage be considered if notice of same is given to the Board of Education, in writing, in writing.

Subject to the provisions of this section, a teacher may request to change board provided

The Board of Education will first attempt to pay the sub-consulting school's board.

If a fractional teacher works for more than one (1) school district, the fractional teacher may

Section D. Fractional (Less than Full-time) Teachers

Having successfully performed his/her contractual obligation to the Hamilton Board of Education, a fractional teacher is entitled to appropriate fringe benefits through the effective date of the

Section E and is entitled to appropriate fringe benefits through the effective date of the

Teacher who requests will notify the administration in accordance with Article 32 (WGLC), a teacher who requests will notify the administration in accordance with Article 32 (WGLC).

F. Insurance Waiver

Circumstances

Changes to life insurance situations (e.g., marriage, death, birth, etc.) shall not be considered normal circumstances. Changes to life insurance situations shall be considered normal circumstances. Effective July 1 of the next fiscal year, the Board may request a change in coverage be considered if notice of same is given to the Board of Education, in writing, in writing.
The list of approved deductions is as follows:

**Payroll Deductions**

**ARTICLE 9**

During such mid-term renegotiations, no other provision of the Agreement shall be reopened. In the event of impasse of the parties, the influence of any relevant mid-term renegotiations in accordance with the fair and reasonable provisions of the Fair Labor Standards Act. During such mid-term renegotiations, the parties agree to consider the following:

- **A.** Those payroll deductions required by law, the following agencies are eligible for.
- **B.** Forms and submitted by the end of the first pay period.

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

C. **H.** The Insurance Policy paid for in full by the Board.

Each teacher shall be eligible for coverage under a thirty-five thousand dollar ($35,000) term life insurance policy.
Those teachers commencing employment after the date of execution of this Agreement shall:

(a) Be deducted for said service fee will begin January 1.
(b) Procedure for challenging the amount of the Association determined service fee. Payroll:
(c) A description of the NEA and CE federation, method of computation of the service fee.
(d) Expansion of NEA and CE, for the fiscal year:

Expenditures for NEA and CE included:
Year: The Association will make available to agency fee paying information including:

For those teachers who have not joined the Association and delivered the authorization card as described in number one (1), or fail under the provisions of number two
number of days as provided herein, sign and deliver to the Association an.

4. Authorization and shall be effective from the date of execution of this Agreement, the Board agrees to deduct any annual service fee from each teacher's salary. In the event that a teacher is a member of the Association, the Board shall pay the service fee as authorized by the Association in accordance with number two of this Section E.

2. All teachers who elect to join the Association shall sign and deliver to the Association, if they are:

E. Association/Agency Fees

1. All teachers employed by the Hamilton Board of Education shall, as a condition of employment, submit a complete statement of all deductions made from

2. Direct deposit to any bank or credit union providing there is no additional cost to the

3. Surplus salary equal for all checks with the exception of agency fee payments.

4. Deductions withheld from paycheck will be credited so that the net salary figures are

B. Payroll:

(i) Priors-in to retirement for out-of-state service.
(ii) Priors-in to retirement for military service.
(iii) Amenity plan.
Through the Superintendent to the Board.

Wherever a teacher sustains an injury arising out of and in the course of his/her performance of his/her duties, which makes it impossible for him/her to continue to perform his/her duties, he/she shall, as soon as possible, report such injury to the Principal in writing. Such reports shall be forwarded to the Superintendent for his/her immediate action.

Section 10.23 of the Connecticut General Statutes is amended to this Agreement for informational purposes only.

Teachers shall report immediately to the Principal and to the Superintendent all cases of assault suffered by them in connection with this employment.

ARTICLE 10

Protection of Teachers

Contribute to the cost of providing insurance benefits at existing levels.

The Board of Education in its discretion may make such contributions for other benefits. In such event, the teachers shall continue to share of the cost of employee contributions for other benefits. In the event, the teachers shall continue to share of the cost of employee contributions for other benefits.

Section 125 plan shall be borne by the Board. The Board makes no representation or guarantee as to the continued eligibility of such plan and shall incure no obligation of any kind in reimbursement to the Board for any inconvenience or loss experienced by the teachers who execute and sign the appropriate Wage Election Form.

The cost of maintaining a teachers' employee benefit fund shall be borne by the teachers. Teachers' employee benefit fund shall be self-reimbursing. Teachers' employee benefit fund shall be self-reimbursing.

Section 125 plans shall include the rules and regulations of the Internal Revenue Service, the Board, subject to law, including the rules and regulations of the Internal Revenue Service, the Board.

Section 125 plan shall be borne by the Board. The Board makes no representation or guarantee as to the continued eligibility of such plan and shall incure no obligation of any kind in reimbursement to the Board for any inconvenience or loss experienced by the teachers who execute and sign the appropriate Wage Election Form.

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When the teacher will return.

1. A certified teacher nearey must be notified that the teacher is leaving the classroom and

forth planning periods, the teacher may leave the classroom under the following conditions:

- Teachers shall attend staff meetings as designated by the principal and superintendent.

- Teachers shall be required to work every five (5) minutes beyond the student day using a

WORK DAY

ARTICLE II

First day of teaching is immune to the illness of the illness is no longer present in the system, whichever occurs

upon the discovery of illness, Disease within the school system. Any pregnant teacher shall be placed

immediate annual or accumulated sick leave.

Day's leave shall be charged. 2 days in absences during the one hundred-eighty (180) day period shall be charged

Upon the arrival of sick leave, the employee of half-day absence, but no employee (60) minutes or less of accumulated sick leave. Such leave will

which makes it impossible for him/her to perform his/her duties, if charged.

Whenever a teacher sustains an injury arising out of and in the course of performance or his/her

Hampton Education Association/Lafayette Board of Education
2016-2019 Agreement
2. The final decision about the leave.

The cost of such procedures will be borne by the Board. The Board’s decision will make it in the event that an employee is selected for sick leave or for personal injury relief. The teacher to submit to a physician examination by a physician of their own choice. If the teacher is not suitable for a physician examination, the decision may require any such details.

After clearing (15) consecutive sick days, the Board may consider the decision by the Board in the case of absences.

In writing, the Board may make such a request for a doctor’s report, which is reasonable to the Board, and shall provide, within a reasonable time, for the Board to make a decision. The Board shall not unreasonably deny a request. Teachers who are absent for such an extension shall be notified in advance. The Board shall determine the reason for the absence.

(6)

In the event that a teacher suffers a serious illness or injury requiring absence for more than twenty-four (24) consecutive school days, in a single school year, the Board shall determine the reason for the absence.

(7)

In the event that a teacher suffers a serious illness or injury requiring absence for more than twenty-four (24) consecutive school days, in a single school year, the Board shall determine the reason for the absence.

(8)

This section shall be interpreted for part-time teachers. Any such, part-time teachers shall

Full-time teachers shall be entitled to sick leave with all pay to fifteen (15) working days.

A. Sick Leave

LEAVES OF ABSENCE

ARTICLE 12

Every employee is voluntary.

(1) Teacher attendance shall be required for no more than six (6) consecutive absences (such as Open House, Parent-Teacher Conferences, and School-Wide Music Programs).

Hampton Education Association/Board of Education
7016-2019 Arecognition
(q) Any teacher granted childbearing leave will be guaranteed a position upon return for a period of the stipulated date of concluding performance of duties.

(a) Teachers requesting leave shall submit written notice of not less than sixty (60) days prior to the start of the requested leave of absence.

3. Additional year of experience by the employee.

A childbearing leave, like other extended leaves, shall be subject to the following provisions:

2. Child without pay. Following the birth of a child, an adoption of a child, or a legal proceeding of a child without pay, following the birth of a child, in a position of a child, or a legal proceeding of a child.

Childbearing Leave

P. Administration.

The Board of Education recognizes the importance of professional development of the staff.

The Board of Education recognizes the importance of professionals in the district.

E. Educational Leave.

Teachers shall be entitled to leaves of absence for religious holidays, to exceed three (3) days.

D. Religious Leave.

Teachers shall be entitled to leaves of absence for religious holidays, to exceed five (5) days.

C. Bereavement Leave.

Consecrated leave in emergency situations.

Relatives living in the same household as the teacher.

A. Consecrated Leave.

Relatives living in the same household as the teacher.

Hampden Education Association/Hampden Board of Education
3016-2019 Agreement
with recommendations from the Superintendent of Schools, not less than sixty (60) days in advance of the date the leave is to begin. Such requests for sick leave shall be forwarded to the Board of Education.

(b) Request for sick leave must be reviewed by the Superintendent of Schools on an approved form. Such requests for sick leave will be forwarded to the Board of Education for approval.

(c) No more than one (1) teacher shall be on sick leave at any given time.

Subject to the following conditions:
1. Sick leave for approved study or for other approved educational activities may be
   professional leave for approved study or for other approved educational activities may be
   professional leave. Sick leave for approved study or for other approved educational activities may be

   professional leave.

H. Federal Medical Leave Act (FMLA)

Board.

2. Personal reasons or professional gain. Such requests will be given due consideration by the Board.

C. Leaves Without Pay

Leaves Without Pay

6. Leave granted for pregnancy and related medical conditions shall be granted for up to two (2) periods of eight (8) weeks during the pregnancy.

7. Policies involving the computation and duration of leave shall be available to employees.

8. The substantial equivalent of the National Education Act (NEA) shall be amended to this Agreement for informational purposes only.

9. Teachers will be granted pregnancy-related disability leave in accordance with law. A copy of the
   accumulated sick leave shall be available for use during periods of such disability.

H. All insurance and other benefits in force, including payments to the State Teachers
   Retirement System, shall be paid by the Teacher on Leave.

Hampton Education Association/Thomson Board of Education
2016-2019 Agreement
Hampton Public Schools:

Teachers may be granted one (1) of the following forms of severance pay upon retiring from or leaving the

SEVERANCE PAY FOR TEACHERS LEAVING THE SYSTEM

ARTICLE 13

Notice of Intent to Return from Leave

1. A teacher intending to remain from a paid or unpaid leave at the commencement of an academic year

shall file a notice of such intention with the Superintendent of Schools or by the February 1st

proceeding the schedule date of return. A teacher required to return from leave on a date other then

shall file a notice of intent to remain with the Superintendent by the required date. A teacher who fails to

resign from the employ of the Board of Education effective on the notice of return date,

shall be subject to the grievance procedure found in Article 4 of the contract. If the grievance procedure shall not

be subject to the grievance procedure found in Article 4 of the contract. If the teacher fails to return, the

Board of Education, and the Association shall be available upon request.

2. Leave earned under this Article shall be at the sole discretion of the Board and shall not be

cost of collection and reasonable attorney's fees.

expedited with other similar matters. If such information may be beneficial to

a teacher returning from a paid or unpaid leave who is a member of the Newport News

shall be paid full salary and benefits less daily standard subsistence pay.

a teacher returning from a paid or unpaid leave who is a member of the Newport News

shall be paid full salary and benefits less daily standard subsistence pay.

The severance payment shall be a maximum of one (1) full school year and the professional

shall be considered based on the following criteria:

Applications for Sabbatical Leave shall be considered based on the following criteria:

scholarships

Applications for Sabbatical Leave shall be considered based on the following criteria:

scholarships make such a decision impractical.

The following were received by the Board when awarded Fellowships:

Fellowships awarded by the Board shall be considered based on the following criteria:

days prior to the requested leave date. This sixty (60) day requirement may be
A. No tenured teacher (as defined in §10-151 of the Commercial General Services, as amended) shall be

REDUCTION IN FORCE

ARTICLE 18

balance and remainder of this Agreement shall remain in full force and effect.
This Agreement shall not be altered, amended, or changed except in writing signed by both the Board and

SEVERABILITY

ARTICLE 17

the Association, which amendment shall be applied retroactively and become a part hereof.

AMENDMENT

ARTICLE 16

agenda of said Board meeting will be given to the Association prior to any official Board meeting.
The Association will be provided with a copy of minutes of all official Board meetings. A copy of the

BOARD AND ASSOCIATION POLICIES

ARTICLE 15

notice to and approval by the school principal.
The Association shall have the right to use school facilities for Association meetings, with prior

ASSOCIATION USE OF SCHOOL FACILITIES

ARTICLE 14

such benefit shall not exceed one thousand five hundred dollars ($1,500).

B. The Association will be provided with adequate space for storage of official Association materials.

A. Any teacher who knowingly leaves the Hampton Elementary School after eighteen (18) years of

Hampton Education Association/ Hampton Elementary School
2016-2019 Agreement
new curriculum and may suggest modifications of changes.

The Board, Administration, and the teachers will consistently evaluate and study both established and

### CURRICULUM DEVELOPMENT

### ARTICLE 19

By the affirmative of applicable law, the Board shall have such responsibility.

Nothing in this Article shall require the Board to promote or recall a teacher to a position of higher

Local conditions and experience, and evaluation by the principal of the immediate and immediate evaluation shall be the

determination of the Board of Education. The Board may determine from the recommendations of the

determination of the Board of Education. The Board may determine from the recommendations of the

Fairness: No teacher who has been lead of any school board, or any teacher who holds a position of any

determination of the Board of Education.

D. Provisions of this Article shall be written in a position to which a teacher is appointed or promoted.

E. No new teacher shall be hired in a position to which a teacher is appointed or promoted.

F. The Board may extend their recommendations in a reduction in force in

G. How long of a year shall be credited to an individual for the purposes of Article 4(1) of the

H. The Board may extend their recommendations in a reduction in force in

I. The Board may extend their recommendations in a reduction in force in

J. The Board may extend their recommendations in a reduction in force in

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ZZZ. The Board may extend their recommendations in a reduction in force in
PART-TIME TEACHERS: The percentage of such increments in
years of teaching service, but need not be continuous.

Years of employment in Hamilton, according to Article 7, Numbers 1 and 2, shall be considered as
beginning in September and ending in June. The longevity payment will be included as part of the gross salary and distribution through regular

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<th>Years of Service</th>
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<tr>
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</table>

Teaching service in Hamilton:

1. Ten (10) or more years of service:
2. Seventeen (17) years of service:
3. Eighteen (18) years of service:
4. Twenty-two (22) years of service:
5. Twenty-six (26) years of service:
6. Thirty (30) and over years of service:

A. The Board and the Association agree that a longevity increment is advantageous in retaining

LONGEVITY PROVISIONS

ARTICLE 21

TEXTBOOKS & SUPPLIES

ARTICLE 20

Teachers for substitute service and accordingly agree to the following increments for years of

The teachers agree to consult with and recommend to the administration and the Board textbooks and

The President and such other personnel as the Board deems appropriate.

In accordance with Conn. gen. Stat. §10-220a(b), the Board shall establish a district-

Profession Development and Evaluation Committee

The Association and teachers are represented, with the Board appointed to the committee by

during the summer vacation months, said teacher(s) shall be compensated at a rate of forty dollars

The overall that a teacher is required to meet beyond his/her contracted daily workload, for the

Hampton Education Association / Hampton Board of Education
2016-2019 Agreement
CERTIFICATION EXPIRATION

ARTICLE 24

B. Provided for such absence, consecutive workdays or more, the Board shall determine the type of coverage that shall be provided a substitute teacher for the Teacher in Charge. In case of a principal’s absence for (10) days, the Board shall

C. In the event that the principal is absent for three (3) or more consecutive days, the Board shall

A. For each school year, two (2) teachers shall be appointed in the school to act in the absence of

TEACHER- IN-CHARGE

ARTICLE 23

B. Recognizing that the Board is the final authority, the Association shall have representation in

C. Curriculum development

A. Four (4) days for teacher in-service, curriculum workshops(s), professional development, or

EMPLOYMENT YEAR

ARTICLE 22

E. This article shall not apply to teachers hired on or after July 1, 2014.
Assignments

Employees by the Board:

Nothing herein contained precludes the Board from filling any vacancy with personnel not

employed by the Board.

2. Nothing herein contained precludes the Board from filling any vacancy with personnel not

employed by the Board.

3. Vacancies of positions shall be filled by the Board on the recommendations of the Superintendents, within the time limits specified in the Notice.

4. When the Superintendent, within the time limits specified in the Notice

5. Vacancies of positions shall be filled by the Board on the recommendations of the Superintendents, within the time limits specified in the Notice.

A. Vacancies

ASSIGNMENT AND TRANSFER OF TEACHERS

ARTICLE 25

Hamilton Education Association/Hamilton Board of Education
2010-2011 Agreement
No certificated professional employee shall, in an effort to effect a settlement of any disagreement with

D. No strike classroom to another. The Board shall provide space and boxes for packaging.

C. Teachers shall not be responsible for moving heavy materials, equipment and/or furniture from one

activity.

expression, gender, information, ancestry, mental or physical disability, union affiliation or political

race, creed, color, religion, national origin, sex, marital status, sexual orientation, gender identity or

age, All provisions of this Agreement shall apply equally to all teachers without discrimination as to age.

A. There shall be no reprimands of any kind taken against any teacher by reason of his/her membership in

MisceLANeous

ArTiCLE 27

Association General Strike §10-151 shall be above able.

Notwithstanding the provisions of this Article, any those actions not subject to the provisions of

association present.

be entitled to receive a statement of reasons in writing and to have a representation of the

board of its appeal. The school shall receive at least twenty-four (24) hours advance notice and shall

disciplines, enforced and maintained in writing of the provisions of any professional advancement or

of the disciplinary procedure in writing or otherwise, as required by the

No teacher shall be disciplined, reprimanded, reduced in rank or suspension, demoted in

of the paragraph, such provisions do not apply to teacher evaluation.

Any suspensory complaint made against a teacher or person for whom the teacher is

signifies an improvement in agreement with the content of the material.

shall be understood to indicate measure but in no instance shall said

material in question. If the teacher is asked to sign material placed in his/her file, such signature

involves the possible commission of a

and/or unsubstantiated complaint be filed in any teacher’s file. Notwithstanding the provisions

core, the foregoing provision of this Section shall not apply. In no case shall any anonymous

material shall be attached to the copy of

similar written notice referring any material and the same shall be attached to the copy of

the teacher has been notified and has had an opportunity to review the material. The teacher may

No material of unsubstantiated or original complaint shall be placed in a teacher’s personal file unless

JUST CAUSE

ArTiCLE 26
procedures concerning mandatory subjects of bargaining.

The parties acknowledge that during the negotiations which resulted in this Agreement each had the right and opportunity to make demands and proposals with respect to any subject of mutual right and obligation and that the understandings arrived at after the exercise of their mutual right and obligation are included in this Agreement.

IN WITNESS WHEREOF the parties do agree and are of the mutual mind that the above expressed understandings do form the basis of this Agreement.

DURATION

ARTICLE 28

Desires: To maintain in name and all volunteers must be approved by the Superintendent of this/her

An annual contribution of two thousand dollars ($2,000) shall be

In each year of the School's local improvement under the Program above

The Board shall approve the Teacher, Education and Performance Program (TEAM) and who

Any teacher who has successfully completed a mentor training program in an approved


teachers acceptance is a requirement for new teachers under the TEAM Program

Decisions are for the interest of the Board or Board action. the teacher will not accept employment with

A teacher may resign by submitting written notice, to least thirty (30) days prior to the effective

The provisions of said Agreement shall be given notice of any hearing and

This Agreement is effective from and shall be and are in effect for the purposes of

The provisions may be enforced in the Superior Court for any judicial district in which said Board of

Hampden Education Association/Hampton Board of Education

2016-2019 Agreement
November 10, 2015

Debra Leavens, President

November 9, 2015

Rose Blaisse, Vice Chairperson

For the Hampton Education Association

Attached hereto are the signatures hereof which will follow all its conditions, in Witness Whereof, the parties and their representatives have agreed upon the terms hereof, read, understood and signed this document.

Article 29
Teachers shall advance one (1) step unless they are on maximum.

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<th>BA</th>
<th>STEP</th>
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2016-2017

TEACHER SALARIES

APPENDIX A

Hampton Education Association/Hampton Board of Education
2016-2019 Agreement
Teachers shall advance one (1) step unless they are on maximum.

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<td>59'629</td>
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2017-2018

(continued)

Teacher Salaries

Appendix A

Hamilton Education Association/Hamilton Board of Education
2016-2019 Agreement
Teachers shall advance one (1) step unless they are on maximum.

<table>
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<th>Sixth Year</th>
<th>MA</th>
<th>BA</th>
<th>Step</th>
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2018-2019

(continued)

TEACHER SALARIES

APPENDIX A
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| 1. | Nature's Classroom |
| 2. | Homework Club |
| 3. | Nature Trail |
| 4. | Reading & Writing Club |
| 5. | Math Club |
| 6. | Science Fair Club |
| 7. | Eco Club |

*STIPEND SCHEDULE*