

PROFESSIONAL AGREEMENT

between the

Rocky Hill Board of Education

and the

Rocky Hill Teachers' Association

July 1, 2024 — June 30, 2028

October 13, 2023

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THIS AGREEMENT IS MADE AND ENTERED INTO by and between the ROCKY HILL BOARD OF EDUCATION (hereinafter referred to as the "Board") and the ROCKY HILL TEACHERS' ASSOCIATION (hereinafter referred to as the "Association"), affiliated with the Connecticut Education Association and the National Education Association.

ARTICLE 1

PREAMBLE

- A. This Agreement is negotiated under §§10-153a through 10-153n of the General Statutes of the State of Connecticut, as amended.
- B. The Board reserves to itself the authority and rights granted by §10-220 of the Connecticut General Statutes subject only to the limitations by the language of this Agreement.

ARTICLE 2

RECOGNITION

- A. The Board recognizes the Rocky Hill Teachers' Association as the exclusive bargaining representative of the group of certified professional employees or those holding a durational shortage area permit who are employed by the Board of Education in positions requiring a teaching or other certificate and who are not included in the administrators' unit or excluded from the purview of §§10-153a to 10-153n, inclusive of the General Statutes, other than temporary substitutes.
- B. Unless otherwise indicated, the term "teacher" when used hereinafter in the agreement shall refer to any employee or group of employees as defined in A above.
- C. The words "Board of Education" or "Board," as used in this Agreement, shall mean the Board or its designee.
- D. The words "Superintendent of Schools" or "Superintendent," as used in this Agreement, shall mean the Superintendent or designee.

ARTICLE 3

PROFESSIONAL NEGOTIATION

As part of the routine distribution of the budget to key organizations and people after it is first given to the Board, the Association will receive a copy of the Superintendent's proposed budget.

ARTICLE 4
GRIEVANCE PROCEDURE

Purpose

The purpose of this grievance procedure is to expeditiously resolve grievances at the lowest level of the administration. The parties-in-interest shall agree that proceedings be kept as confidential as allowed by law.

Definitions

1. A grievance shall mean a complaint by a teacher
 - a. that alleges there has been a violation, misinterpretation, or misapplication of a specific provision or provisions of this Agreement which relates to or involves the grieving teacher or teachers; or
 - b. that the teacher has been treated unfairly or inequitably by reason of an act or condition which is contrary to established Board policy or administrative practice governing or affecting employees. Such a violation may only be grieved through the Board level. The Board's decision shall be final and binding. The Board shall have no authority to change the substance of the evaluation and may only authorize a procedural remedy. The term "grievance" shall not apply to:
 - 1) a method of review as prescribed by law or by any rule or regulation of the State Department of Education having the force and effect of law, or,
 - 2) a complaint of a non-tenured teacher or a teacher initially employed with a durational shortage area permit which arises by reason of their not being re-employed.
2. As used in this article, the term "teacher" shall mean, also, a group of teachers having the same grievance.
3. As used in this article, the term "principal" shall mean principal or other appropriate administrator.
4. "Party-in-interest" shall mean the person or persons, as defined in B(1) above, making the claim, including their designated representative as provided herein, and any person(s) who might be required to take action or against whom action might be taken in order to resolve the problem.
5. "Days" shall mean days when school is in session except that from the end of the school year in June until the first day of the school year when the term "day" shall mean weekday excluding Saturday, Sunday, legal holidays, and the scheduled vacations of reasonable length of the parties-in-interest.

Time Limits

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level shall be considered as maximum. The time limits specified may, however, be extended by written agreement of the parties-in-interest.
2. The teacher must file a written, formal grievance within thirty (30) days after they knew or should have known of the act or condition upon which the grievance is based. If the teacher fails to file a formal, written grievance within this time period, the grievance shall be waived.
3. Failure by the aggrieved party-in-interest at any level to appeal a grievance to the next level within the specified time be deemed to be acceptance of the decision rendered at that level.
4. All parties-in-interest shall exchange all pertinent materials with all possible promptness.

Informal Procedures

1. If a teacher feels that they have a grievance, they will first discuss the matter with their principal by appointment. In requesting the appointment, the teacher shall state clearly that they are contemplating a formal grievance.
2. If the teacher is not satisfied with such disposition of the matter, they shall notify the principal in writing of their intent to file a formal grievance.
3. If a party-in-interest does not seek an informal conference, as defined in D.1, within thirty (30) days after they knew, or should have known, of the act or condition on which the grievance is based, then the grievance shall be considered to have been waived.

Formal Procedure

1. Level One - School Principal
 - a. If an aggrieved teacher is not satisfied with the outcome of the informal procedures, they may pursue the formal grievance procedure. In doing so, they must present his claim as a formal grievance to the principal and must cite the statement in the Professional Agreement which they allege have been violated.
 - b. The principal shall, within five (5) days after the receipt of the formal grievance, render a decision and the reasons in writing to the aggrieved teacher with a copy to the Association.
2. Level Two - Superintendent of Schools
 - a. If the aggrieved teacher is not satisfied with the disposition of the grievance at Level One, they may, within three (3) days after the decision, or within eight (8) days after their formal presentation, if there is no decision, file a written grievance and Level One responses with the Association for referral to the Superintendent.

- b. The Association may, within five (5) days after receipt, refer the grievance to the Superintendent.
- c. The Superintendent shall, within ten (10) days after receipt of the referral, meet with the aggrieved teacher and with the representatives of the Association for the purpose of resolving the grievance. The Superintendent may elect to have administrative or legal counsel present.
- d. The Superintendent shall, within five (5) days after the hearing, render a decision and the reason(s) in writing to the aggrieved teacher, with a copy to the Association, the Board, and the principal.

3. Level Three - Board of Education

- a. If the aggrieved teacher is not satisfied with the disposition of their grievance at Level Two, they may within three (3) days after the decision, or within thirteen (13) days after the hearing, if there is no decision, file the grievance again with the Association for appeal to the Board.
- b. The Association may, within five (5) days after receipt, refer the appeal to the Board.
- c. The Board, or a committee thereof, shall, within fifteen (15) days after receipt of the appeal, meet with the aggrieved teacher and with representatives of the Association for the purpose of resolving the grievance.
- d. The Board shall, within ten (10) days after such meeting, render its decision and the reason(s) in writing to the aggrieved teacher, with a copy to the Association, the Superintendent and the principal.

4. Level Four - Arbitration

- a. If the aggrieved teacher is not satisfied with the disposition of their grievance at Level Three, they may, within three (3) after the decision, or within thirteen (13) days after the Board meeting if there is no decision, request in writing to the president of the Association that their grievance be submitted to arbitration.
- b. The Association may, within five (5) days after receipt of such request, submit the grievance to arbitration by so notifying the Board in writing.
- c. The Board and the Association shall, within five (5) days after such written notice, mutually select a neutral arbitrator. If the parties are unable to agree upon an arbitrator within five (5) days, the Association shall, within an additional five (5) days, submit the grievance to the Dispute Resolution Center for resolution or such grievance shall be deemed waived. A copy of such submittal shall be sent simultaneously to the Superintendent of Schools.
- d. The arbitrator selected shall confer promptly with representatives of the Board and the Association, shall review the record of prior hearings, and shall hold such further hearings with the aggrieved teacher and other parties-in-interest as they shall deem requisite.
- e. The arbitrator shall, within thirty (30) days after their selection, render a decision in writing to all parties-in-interest, setting forth the findings of fact, reasoning, and conclusions on the issues submitted. Only grievances

based on specific provision of this Agreement may be submitted to arbitration. The decisions of the arbitrator shall be final and binding upon all parties in interest.

The arbitrator shall hear and decide only one grievance in each case. They shall be bound by, and must comply with, all terms of this Agreement. They shall not have the power to add to, delete from, or modify in any way, any of the provisions of this Agreement.

Rights of Teachers to Representation

1. No reprisals of any kind shall be taken by any party-in-interest against any participant in the grievance procedure by reason of such participation.
2. Any party-in-interest may be represented at any level by a representative of the Grievance Committee of the Association or by a person of his own choosing. When a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the procedure.

Miscellaneous

1. Forms for filing and processing grievance(s) and other necessary documents shall be standard forms.
2. The cost of the services of the arbitrator shall be borne equally by the Board and the Association.

ARTICLE 5

SCHOOL YEAR

The basic work year shall be one hundred eighty-six (186) days.

ARTICLE 6

IMPACT

Should the Board of Education increase the minimum work year of one hundred eighty-six (186) days or the number of student school days, the parties shall negotiate the impact, if any, of this increase in accordance with the midstream negotiation process set forth in Connecticut General Statute §10-153f(e).

If the Board unilaterally changes the hours of employment teachers are required to work and the Rocky Hill Teachers' Association feels the change is a substantial one affecting a major term or condition of employment, it may request negotiations, regarding the impact of the change pursuant to General Statute §10-153f(e).

ARTICLE 7

WORK DAY

- A. Each teacher is required to fulfill their professional responsibilities by making adequate preparation for each class taught. The responsibility of a teacher, therefore, is understood to include not only the hours spent in school but also the time spent for this preparation.
- B. It is understood that, at present, there is no alternative to teacher supervision of the arrival and departure of bus students. Therefore, teachers will be expected to perform this duty.
- C. If you volunteer and are assigned a Saturday detention duty, you will be paid at the curriculum rate.

ARTICLE 8

BEFORE/AFTER SCHOOL MEETINGS

Agenda for Staff Meetings

Agenda for General Staff meetings shall be distributed in advance. New items may be added at the meeting.

ARTICLE 9

DUTY-FREE LUNCH

All teachers shall have an uninterrupted, 30 minute duty-free lunch period daily. In the case of an emergency the time allotted for duty-free lunch may be shortened.

ARTICLE 10

PREPARATION PERIOD

- A. Secondary classroom teachers shall have, in addition to their lunch period, at least one preparation period per full student day. A period will consist of a regularly-scheduled period.
- B. Teachers in elementary schools are entitled to no less than forty (40) consecutive minutes of preparation time per day when students are with special subject teachers. Exceptions shall be those days which are shortened and days with special programs such as assemblies or other unforeseen conditions. Preparation time shall be self-directed except for unforeseen circumstances. All preparation time granted to teachers shall require no added costs to the district and shall not be in any way injurious to the instructional program
- C. In the instance of teachers whose loads are difficult to schedule mutual arrangements may be made between the teacher and their administrator to accommodate preparation time on a weekly rather than daily basis so as to maintain flexibility of schedule.

- D. Elementary teachers shall be provided with team planning time. It is further agreed that the Board shall utilize its best efforts to guarantee a forty-five (45) minute team preparation once a week. This shall include budgeting \$24,000 for paraprofessional assistance. Such time shall include reducing one individual preparation time from forty-five (45) minutes to thirty (30) minutes one day per week. In the event that the Administration cannot provide the team planning in a given week, teachers are not required to have a team planning session.

ARTICLE 11

TEACHING PERIODS

- A. Academic, subject-area secondary school teachers shall not be assigned more than five (5) teaching sections per day unless consent of the teacher is given annually, provided, however, the practice relating to laboratory classes shall continue. In lieu of assigning any teacher a teaching period(s), the administration may assign a teacher, to a curriculum or other educational or professional project.
- B. Teachers in secondary schools who work in major academic departments (specifically English, Social Studies, Mathematics and Science) shall not be required to teach in more than two (2) subject areas or to teach more than a total of three (3) different courses within the regular five (5) section teaching load. In exceptional cases, where more than three (3) different courses in the same subject area are assigned to an individual teacher in a major academic department in order to provide that teacher with a full teaching schedule (i.e. five total sections), the assignment to four (4) or more different courses will require the approval of the individual teacher. It is further understood that secondary school teachers in all other departments may be required to teach more than three (3) different courses annually in order to fulfill the regular five (5) section teaching load.
- C. For the purpose of this article the following definitions shall apply:
1. "Subject area" includes all courses in one (1) department (e.g., English Department, Mathematics Department).
 2. A "course" shall mean one (1) year of one (1) subject (e.g., Algebra I, Algebra II, Geometry).
 3. It is understood that the administration will make a good faith effort to consider academic levels (e.g. Honors Algebra I, Academic Algebra I, General Algebra I) when assigning teacher course loads.

ARTICLE 12

TEACHING ASSIGNMENTS, TRANSFERS & VACANCIES

A. Assignments

1. Teachers initially employed by the Board shall receive their school assignments from the office of the Superintendent. Subject assignments, teaching programs or schedules shall be assigned by the principal.
2. Teachers already in the system shall receive tentative notification of their program for the ensuing year at least four (4) days prior to the end of the work year.
3. Teachers shall be notified of major changes in assignment(s) - school, grade, or subject (in writing). Changes necessary after the end of the school year shall be implemented only after consultation with the teacher(s) involved.
4. In the determination of assignments, the convenience and wishes of the teacher shall be honored to the extent that these considerations do not conflict with the instructional requirements and best interest of the school system and the pupils as determined by the Superintendent of Schools.

5. Traveling Teachers

- a. Teachers shall be reimbursed for mileage according to current I.R.S. guidelines.
- b. Travel time between assignments for traveling teachers shall not be counted as a teacher's preparation time or lunch period.
- c. Traveling teachers shall not be assigned duties on their travel day(s).
- d. Each school will designate parking spaces that are conveniently located near the building for use by traveling teachers.
- e. The starting and ending times of the work day of a traveling teacher shall be defined by the work day of the particular school where the traveling teacher begins their work day.

B. Transfers

1. Prior to effecting an involuntary transfer of a teacher from one position to another, the Superintendent shall notify the teacher of the transfer and if the teacher requests, discuss the transfer with the teacher.
2. Teachers who desire a transfer to another school building in the subsequent school year, shall file a written statement of such desire with the Superintendent no later than April 1 of each school year. Such statement shall include the school and the grade and/or subject area to which the teacher desires to be assigned.
3. Upon application, a full-time tenured teacher shall be given consideration for a full-time position should a vacancy occur. For the purpose of this section, consideration shall be defined as the granting of an interview and/or notification of the status of the application.

4. Upon application, tenured teachers in half-time or part-time positions shall be given consideration to transfer to a full-time position for which they are certified when a vacancy occurs. For the purpose of this subsection, consideration shall be defined as the granting of an interview and/or notification of the status of the application.

C. Vacancies

1. For the purpose of this subsection, a "vacant bargaining unit position" or a "vacancy" shall be defined as a position declared open by the administration as a result of death, termination, resignation, creation of a new position or as a result of transfer or transfers. In addition, any newly created position shall have the job description posted.
2. Notice of vacant bargaining unit positions shall be posted on the district website and work email for a minimum of seven (7) calendar days. An individual cannot grieve that a posting did not appear in their work email inbox.
3. Notices of all vacant bargaining unit positions shall be electronically sent to the Co-Presidents of the Association.
4. When school is not in session during the summer months, notice of all vacant bargaining unit positions shall be forwarded to the Co-Presidents of the Association at their district email address.

ARTICLE 13

EXTENDED-DUTY ASSIGNMENTS

A. Explanation of Positions

1. "Position" as used in this article means any position which pays a salary differential and/or involves additional or higher level of responsibility.
2. All positions are listed in Appendix V of the Professional Agreement.

B. Any activity not listed in the appendix under extended-duty positions can be petitioned when sufficient cause exists. For the first year that a petitioned activity exists, the person acting as supervisor of that activity shall be paid at a rate negotiated by the Superintendent and the Association.

C. Vacancies which are caused by death, retirement, discharge, resignation or by the creating of a new position shall be filled pursuant to the following procedures:

1. The existence of vacancies shall be publicized within the school system first, on the district's website. Appropriate advertising may take place concurrently outside the school system in the customary manner in which other vacancies are handled.
2. Teachers who desire to apply for such vacancies shall file their application in writing with the appropriate administrator within the time limit specified in the notice.

3. Extended-duty assignments require supervision of students and/or are an extension of the educational program of Rocky Hill; therefore, the Board and the Association agree that it is in the best interest of the students of Rocky Hill to fill these positions with Rocky Hill teachers unless no Rocky Hill teacher has applied and is qualified for a given position. In the case of coaching position stipends, members of the Rocky Hill teaching staff shall be given preference when the qualifications of two (2) or more candidates are equal.
 4. A personal interview with the appropriate administrator or their designated representative will be granted at the request of the applicant.
 5. When possible, teachers shall be notified of their appointment to an extended-duty assignment no later than June 30th.
- D. Continuity of occupancy in extended-duty positions is generally desirable within limits. Every two (2) years, therefore, Elementary Grade Level Coordinators and all extended-duty positions other than class advisors shall be declared vacant and open to application to all members of the faculty. Class advisor positions shall be declared vacant and open to application every four (4) years. Nothing shall be construed to prevent an administrator from reappointing the current occupant for a position declared vacant if they remain best qualified.
- E. In the event the occupant of an extended-duty position should need to be absent from their extended-duty responsibilities for a lengthy period, the following requirements apply:
1. The candidate for replacement must be approved by the supervising principal.
 2. In the event a temporary replacement is employed in an extended duty position, the stipend shall be prorated equal to the time employed in the position.
- F. Any teacher who is appointed to an extended-duty assignment who does not continuously perform that assignment in a satisfactory manner, as determined by the Superintendent, will be relieved of their assignment.

ARTICLE 14

REDUCTION IN FORCE

The Board agrees to consult with representatives of the Association in the event it contemplates any changes in existing policy pertaining to reduction in staff. It is understood that this policy shall not apply to individuals employed with a durational shortage area permit only.

ARTICLE 15

USE OF SCHOOL FACILITIES

- A. The Association will have the right to use school buildings without cost at reasonable times for meetings, provided, however, that the Association will be required to pay for any additional custodial costs involved by reason of said meetings. Request for building use will be made of the appropriate principal with sufficient advance notice.
- B. There will be one (1) bulletin board in each school building, which will be placed in the faculty lounge, for the purpose of displaying notices, circulars and Association material. The Association agrees that it will not post any material which is derogatory to the administration, the Board or any of its members, or the school system.
- C. Representatives of the Association shall be permitted to conduct official Association business on school property at reasonable times, including during the school day, provided that this shall not interfere in any way with scheduled meetings or assigned duties of the employees.
- D. If the Board conducts a new teacher orientation program or meeting, the Association shall be provided time on the agenda to discuss the role of the union and its activities on behalf of teachers. Additionally, the Association shall have the right to set up a display table, distribute materials, and engage in activities that are non-disruptive of the orientation program.

ARTICLE 16

TEACHER FACILITIES

- A. It shall be the district's responsibility to provide teachers with technology tools fundamental to meeting the needs of the classroom. Such equipment shall include, but not be limited to copier machines, computers, printers, faxes for the use of teachers in preparing instructional materials.
- B. Teachers shall be provided appropriate professional development for all new and existing technology. Such training shall take into consideration the varying needs of the staff.
- C. Efforts will be made for a telephone for teachers to use in relative privacy. It is understood that except for official school business, calls made by teachers shall not be charged to the Board.
- D. Adequate teacher facilities will be made available in each school.

ARTICLE 17

SICK LEAVE

- A. Teachers shall be entitled to sick leave with full pay up to fifteen (15) days in each year for personal illness or injury. Days can be used to the half (1/2) day increment. Teachers may utilize up to ten (10) days of accumulated sick leave for the illness of a family member including paternity/maternity or child rearing leave following the birth of a child. For the purposes of this section, family member shall be defined as a parent or any person residing in the teacher's household. Unused sick leave shall be accumulated from year to year to a maximum of one hundred and fifty (150) days, so long as the teacher remains continuously in the service of the Board. Once a teacher reaches maximum accrual (150 days), unused sick leave shall be allowed to accrue up to two hundred ten (210) days as follows:
1. Teachers absent five (5) days or fewer that year shall have the remaining ten (10) days (or greater) in unused sick leave added to their accumulation of 150 days.
 2. Teachers absent more than five (5) days during any one year shall forfeit all additional accrual beyond 150 days for that year.
- B. For absence for sickness beyond granted leave, employees shall receive the difference between their substitute's pay and their regular salary up to a maximum of twenty (20) working days during the lifetime of the employee. The sick leave differential paid to teachers prior to the effective date of this Agreement shall be credited against the twenty (20) day lifetime accumulation allotted under this section. Further leave beyond that, if necessary, shall be only with approval of the Board. This provision shall not apply to individuals employed with a durational shortage area permit.
- C. In the case of absence from an injury arising out of or during the course of employment and for which Workers' Compensation is paid to the teacher, teachers will be permitted to make up the difference between such Workers' Compensation benefits and their regular net pay by charging the difference to their accumulated sick leave on a pro-rated basis.
- D. Upon the death of a teacher, the Board will pay one hundred (100%) percent of unused sick leave to a designated beneficiary. Payment of unused sick leave shall be at the rate of 1/186 of that teacher's salary for that year per day. An employee hired to commence work on or after July 1, 1992 shall be ineligible for this death benefit.
- E. Tenured teachers who retire or are laid off beyond the recall period shall receive a lump sum payment, equal to the following:
- Twenty percent (20%) of accrued sick leave for teachers with less than twenty (20) years of Rocky Hill service, but upon reaching age 62,
 - Twenty percent (20%) of accrued sick leave for teachers with 20-24 years of Rocky Hill service, or
 - Twenty-five (25%) of accrued sick leave for teachers with twenty-five (25) or more years of Rocky Hill service,
- determined at the per diem rate of the salary level of the year of cessation.

The Board, at its discretion, may pay out this payment in one (1), two (2), or three (3) equal annual payments. If notice of retirement/resignation is received by the Board prior to January 15, the first payment will be made during the month of July immediately following the retirement/resignation date. If the notice of retirement/resignation is received subsequent to January 14, the first payment will be made during the month of July of the second fiscal year following the retirement/resignation date.

An employee hired to commence work on or after July 1, 2006 shall be ineligible for this payment.

- F. The Association recognizes that the Superintendent may require a teacher to obtain a signed statement from a licensed physician (M.D.) at any time to verify the nature of such teacher's extended absence for medical reasons or the fitness of the employee to return to work or in cases where the Superintendent has a reasonable suspicion of abuse of sick leave. The cost of such statement shall be borne by the Board. In addition, in such cases, the Superintendent may require the teacher to be examined by a Board-appointed physician at Board expense.

ARTICLE 18

PERSONAL DAYS AND OFFICIAL ABSENCES

- A. Beyond sick leave, teachers are entitled to receive an aggregate of no more than four (4) personal days off annually with full pay to attend to necessary and unavoidable personal business. Days can be used to the half (1/2) day increment. Reasons for such personal time shall be restricted to the following only:

Religious holidays

Birth of child for parent or grandparent

Family Wedding (child, parent, sibling, step-siblings, or sibling's child and step-child)

Legal reasons

Day of graduation for members of the immediate family only (e.g., son, daughter, step-children, spouse, sibling, step-sibling and self)

At the discretion of the teacher to attend to necessary and unavoidable personal business (no more than one of the four may be used for this reason) with at least forty-eight (48) hours advance notice. Except in the event of an emergency approved by the Superintendent or designee, teachers may not use the personal day under this subsection on (1) professional development days, (2) in conjunction with holiday weekends, (3) in advance of, or following, school vacations, or (4) in the months of September and June.

Exceptional conditions not covered by the preceding under the following conditions:

1. Any such exceptional condition must be stated in writing subject to the approval of the Superintendent.
2. Final decision on an exceptional condition request rests solely with the Superintendent in each separate case and that shall not be subject to grievance or review of any kind.

Personal days may not be used, under any conditions (other than an emergency approved by the Superintendent or designee), the day immediately preceding or the day immediately following a vacation period or holiday long weekend or when a requested personal day is for a day on which professional development is scheduled.

Under no conditions (except emergencies approved as such by the Superintendent or designee) shall any member of the faculty take more than two (2) personal days consecutively. Under no circumstances can a personal day, at the discretion of the teacher, be taken in September or June.

- B. For death in the immediate family, each teacher shall be entitled to up to five (5) days per occurrence. "Immediate family" is defined as follows: mother, father, brother, sister, son, daughter, spouse, in-laws or relative living in the household. An aggregate of three (3) days per year shall be granted for other deaths of relatives or friends.
- C. Unlimited jury duty leave with full pay (less amount paid for jury service) will be granted a teacher. A teacher who is excused from jury duty on any school day at a reasonable hour shall report to school.
- D. Application for personal days and official absences in the provisions above shall be made through electronic means at least forty-eight (48) hours before taking such leave (except in the case of emergencies).
- E. In exceptional circumstances, with the approval of the Superintendent, days in excess of the number indicated above may be granted. For such extra personal days, the teacher shall be paid a regular per diem compensation less the cost of the substitute's salary.
- F. In cases not listed above, the Superintendent may grant time off with or without pay at his sole discretion. Should an individual be granted such time off with pay, salary for that day, or those days, would be the individual's regular per diem compensation less the cost of the substitute teacher for each day of absence.

Under no circumstances would any decision by the Superintendent on this item be subject to grievance, complaint, or review of any kind.

ARTICLE 19

CHILDREARING LEAVE

- A. Any certified professional employee shall be entitled, upon written request submitted to the Superintendent, to an extended leave without pay for purposes of childrearing apart from any period of childbirth disability leave with pay. Such employee shall be entitled to such requested portion thereof, in which the child is born, adopted, or fostered, and for one (1) additional school year if requested by the employee.

This provision shall not apply to individuals initially employed with a durational shortage area permit.

B. Childrearing leave shall be subject to the following provisions:

1. Employees requesting leave shall submit not less than sixty (60) days' written notice of the anticipated date of ending performance of duties. This provision may be waived at the discretion of the Superintendent in cases of adoption.
2. During long-term leave of absence under this article, a teacher may participate in group health and medical insurance benefits at their own expense, subject to the terms of the company administering the plan.
3. No experience credit on the salary schedule shall be granted for any childrearing leave without pay which extends for more than one-half (1/2) of a school year, but credit shall be given for any such leave which extends for less than one-half (1/2) of a school year.
4. During long-term leave of absence, the teacher shall not be eligible for sick leave benefits.
5. Failure to apply for reinstatement in the system for the school year following the extended leave shall be considered a resignation and will be so treated.
6. Should a teacher elect to take both childbearing leave and childrearing leave, childrearing leave under this Article must be taken immediately after childbearing leave terminates. This requirement for childrearing leave under this Article does not alter in any way the rights of teachers to childrearing leave under the FMLA.

The application shall be made by the end of January in the calendar year in which the employee intends to return to work. Any teacher whose leave commences February 1, or after, who intends to return the following September, must apply for reinstatement prior to the last day of school that school year. For a teacher who is on a leave of absence that expires at the end of the fiscal year, the teacher may continue to receive the insurance benefit on or after July 1 in the ensuing fiscal year, subject to premium contribution. If the teacher does not return to work in the ensuing fiscal year, the teacher shall reimburse the Board for the health insurance premiums paid by the Board to maintain the teacher's health coverage after July 1 of said fiscal year.

- C. Requests for childrearing leave shall be in letter form, including all pertinent information, addressed to the Superintendent of Schools.**

ARTICLE 20

PEACE CORPS OR VISTA LEAVE

- A. Leaves of absence may be granted for up to two (2) years to teachers with tenure status who join the Peace Corps or Vista as full-time participants in such programs.
- B. No compensation or benefits shall be paid for such service.

- C. The teacher returning from Peace Corps or Vista Leave shall be placed on the next step in the salary schedule provided that other teachers on the same step advanced on the salary schedule during their leave.

ARTICLE 21

MILITARY LEAVE

- A. Military leave shall be granted according to federal and state law.
- B. The individual on military leave shall be paid the difference between his military pay and that which they would have earned were they working for that period in the school system. Calculations on such compensation shall be made on a per diem basis excluding days when school is not in session.
- C. Insurance granted by the Board for the individual on military leave shall remain in effect during such leave at the same rate as if the teacher were still working in the district.

ARTICLE 22

ASSOCIATION LEAVE

- A. If negotiation meetings between the Board and the Association are scheduled during normal working hours of a school day, not more than two (2) representatives of the Association shall be relieved from all regular duties without loss of pay, as necessary, in order to permit their attendance at such meetings.
- B. When it is necessary, pursuant to the grievance procedure in Article IV of this Agreement, for a school representative, a member of the Grievance Committee or other representative designated by the Association to attend a grievance meeting or hearing during a school day, they shall, upon notice to their supervisor and/or principal and to the Superintendent by the president of the Association, be released without loss of pay, as necessary, in order to permit participation in the foregoing activities.
 - 1. This privilege shall be limited to two (2) Association representatives per grievance per day.
 - 2. Any teacher whose appearance (as a witness) in such investigations, meetings or hearings is necessary shall be accorded the same right.
 - 3. The Association agrees that these rights shall not be abused.
- C. The Association President, during their term of office, shall not be assigned student supervisory duties or duty periods except duties relating to their class.

ARTICLE 23

CONFERENCE LEAVE

- A. When it is evident that convention or conference attendance or the observation of any activity in another school or school system will contribute to the effectiveness of the instructional program, the Superintendent may grant convention or conference leaves, or permission to observe an activity in another school or school system, to the teachers without loss of pay.
- B. Approval of the Superintendent of Schools is necessary for all conferences or conventions whether or not reimbursement is requested. The Board agrees to reimburse all teachers, whose attendance at a convention or conference or whose observance of activities in other school districts has been approved by the Superintendent, for those expenses which also have been approved by the Superintendent, in advance. Reimbursement shall be made within thirty (30) days of documentation of attendance at conferences or conventions.

ARTICLE 24

GENERAL LEAVE

- A. A teacher may be allowed to leave, with approval of the Superintendent without loss of salary, to begin programs of study which result from foundation or scholarship grants and which necessitate personal presence not to exceed two (2) weeks in advance of the close of the school year.
- B. Other extended leaves, with salary, with salary minus substitute's pay or without salary, may be granted at the discretion of the Board. In granting an extended leave, the Board may, at its discretion, continue the medical and health insurance benefits for the teacher on leave, in which event, a continuous service substitute hired to replace such teacher shall, during the period of such leave, be ineligible for the medical, health and life insurance benefits provided under this Agreement. If the leave extends beyond ninety (90) days, the teacher shall notify the Superintendent at least ninety (90) days before the date of return.

ARTICLE 25

EDUCATIONAL LEAVE

- A. Teachers may request to take unpaid educational leave of absence without benefits for the purpose of pursuing a planned program of study beyond the Master's Degree level. A request for such leave shall not be denied for arbitrary or capricious reasons.
- B. The Board of Education will not, under normal circumstances, grant leave for more than one (1) contract year. The commencement and termination dates for educational leave are determined at the discretion of the Board of Education.
- C. Teachers must have five (5) years of experience as teachers in Rocky Hill in order to request this leave option.

- D. A teacher returning from educational leave shall be placed on the step of the salary schedule next higher to the one they were on prior to the taking of leave; provided, however, a teacher completing an educational leave of at least two years duration shall be credited with one (1) additional step on the salary schedule.

ARTICLE 26

DEGREE DEFINITIONS

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

A. **Accredited College or University**

A college and/or university which is recognized by any of the regional accrediting associations throughout the United States and, in relation to degrees received in foreign lands, an accredited institution shall mean any college and/or university recognized by either a regional accrediting agency in the United States or the accrediting authority of the country in which the institution is located as having the authority to issue degrees beyond the equivalent of a bachelor's degree.

B. **Bachelor's Degree**

The bachelor's degree shall be earned at colleges and universities regionally accredited (e.g., NECHE).

C. **Master's Degree**

The master's degree shall be earned at colleges and universities regionally accredited (e.g., NECHE).

D. **Sixth Year**

A sixth-year, for reasons of advancement in salary, shall be defined as follows:

1. A second master's degree in a discipline other than one in which the initial master's degree was attained.
2. Completion of thirty (30) credits beyond the master's degree in a degree program leading to a Ph.D., Ed.D., or their equivalent approved by a regionally-accredited college or university.
3. A sixth-year certificate earned at colleges or universities regionally accredited (e.g., NECHE).

E. Sixth Year +15

For salary differentials which are for fifteen (15) hours beyond placement on the sixth year column, the necessary credit hours may be accumulated from one or more of the following categories:

1. For salary differentials which are for fifteen (15) hours beyond placement on the Sixth Year column, the necessary credit hours shall be accrued in a regionally accredited (e.g. NECHE) graduate degree program which failed to terminate in a degree if, in the discretion of the Superintendent, they are pertinent to the teacher's current assignment.
2. Teachers advancing to the Sixth Year +30 column, who are not eligible for tuition reimbursement (i.e. those not pursuing doctoral degrees) shall be eligible for placement on the Sixth Year +15 column after successfully completing fifteen (15) credit hours accrued in a regionally accredited (e.g. NECHE) graduate degree program with advance approval from the Superintendent. Such placement will be made if, in the discretion of the Superintendent, the accrued credits are pertinent to the teacher's assignment.

F. Sixth Year +30 or Doctorate

Teachers may be placed on the Sixth Year +30 or Doctorate column, for reasons of advancement in salary, through one of the following categories (with advance approval from the Superintendent of Schools).

1. Completion of a Ph.D., Ed.D. or their equivalent, from a regionally accredited college or university (e.g., NECHE).
 2. Completion of thirty (30) credits in a degree program leading to a Ph.D. Ed.D. or their equivalent, at a regionally accredited college or university (e.g., NECHE) after having already reached the Sixth Year column for reasons of salary advancement.
 3. Completion of a 6th Year certificate at a regionally accredited college or university (e.g. NECHE) after having already reached the 6th Year column (by virtue of holding two Master's degrees) for reasons of salary advancement.
 4. Completion of thirty (30) graduate credits, resulting in a graduate degree, at a regionally accredited college or university (e.g. NECHE) after having already reached the 6th Year column for reasons of salary advancement. The teacher's completion of this graduate degree program must be considered to be of value to the school district.
- * Teachers moving to the 6th Year +30 or Doctorate Column shall be eligible for tuition reimbursement only if enrolled in a program leading to a Ph.D. or Ed.D., or their equivalent, at a regionally accredited college or university (e.g. NECHE). Such teachers shall not be eligible for placement on the 6th Year +15 column at any time because they are eligible for tuition reimbursement.

- G. Effective July 1, 2012, teachers on the BA-30, MA-15 and MA-30 columns may remain on such columns for the duration of their employment. Teachers not on these columns shall not be allowed to move to these columns.

- H. Effective July 1, 2012, any teacher on the BA-15 column shall have until June 30, 2015 to advance to the MA column. Failure to do such shall result with the individual remaining on such column for the duration of their employment. No teacher may advance to the BA-15 or BA-30 columns.

It is understood that column changes of an individual teacher's placement on the salary schedule occur only once a year, immediately prior to the first pay date for the work year in September. Teachers shall notify the Superintendent by January 1 of an anticipated change column for the following school year.

Upon providing an official transcript of the completion of their course work or official documentation from the University Registrar that the degree or course work was completed a teacher shall be moved to the appropriate column for the start of the school year. Such documentation must be provided prior to the first pay date for the work year for the change to occur. Documents received after the first payday shall result in a column change for the next work year.

ARTICLE 27

TUITION REIMBURSEMENT

- A. The Board will pay each eligible teacher annually an amount, not to exceed the tuition cost of two (2) three-credit courses at the University of Connecticut, for tuition at an accredited college or university, provided the courses are approved in advance in writing by the Superintendent of Schools, and provided that the teacher achieves a grade of B or better upon successful completion of each course.
- B. Only teachers who have completed one (1) year of service in the Rocky Hill School system shall be eligible for tuition reimbursement. A teacher must be actively employed by the Board when applying for tuition reimbursement. The teacher shall submit a copy of the course transcript along with the request for reimbursement.
- C.
1. Teachers on the BA-15 column shall not be eligible for tuition reimbursement in order to be placed on the MA column.
 2. Teachers on the MA-15 column who are in a planned program which culminates in a second master's or sixth year degree, shall not be eligible for tuition reimbursement.
 3. Teachers on the sixth year column who elect to obtain an additional fifteen (15) credits, not resulting in a doctorate, for placement on the sixth year +15 column, shall not be eligible for tuition reimbursement.
 4. Teachers on the sixth year +15 column, who are moving to the sixth year +30 column, shall not be eligible for tuition reimbursement.
- D. Tuition reimbursement shall be subject to the following total maximum reimbursement in the aggregate for the bargaining unit for each contract year, to be divided equally among eligible teachers: \$110,000 for contract year 24-25; \$115,000 for contract years 25-26; \$120,000 for contract years 26-27 and 27-28.

ARTICLE 29

SALARIES

A. Salary Schedules

The salary schedules covered by this Agreement are set forth in Appendices I, II, III and IV which are attached hereto and made part of this Agreement.

B. Method of Payment

1. Teachers will be paid every other Friday with their paychecks electronically deposited into an account selected by the teacher.
2. Teachers shall have the option of either twenty-two (22) equal payments or having their salary divided by twenty-six (26) and paid in equal installments for twenty-one (21) payments and receiving one (1) large check of the balance of five (5) payments on their next scheduled payday.
3. Final checks will be issued upon clearance of the appropriate administrator.
4. Changes cannot be made during the school year.

C. Longevity Pay

Eligibility for longevity pay shall be determined as follows:

1. "Years of service" shall be defined as teaching in Rocky Hill; credited service on the salary schedule in school systems outside of Rocky Hill shall not be tallied for longevity.
2. Compensation for longevity shall be as follows: 25+ years \$1,200
3. Leave in excess of ninety (90) working days in any one academic year shall not be tallied as part of longevity compensation.
4. Teachers serving for ninety (90) working days or more in any one academic year shall be given credit for a full year in calculating longevity.
5. All years of service in Rocky Hill shall be credited toward longevity even though service may have been interrupted.
6. Years of military service where the individual entered the service from a teaching position in Rocky Hill and after completion of that service returns to Rocky Hill, shall be credited toward longevity up to a maximum of four (4) years.
7. Longevity payments shall be made as part of the 22-pay period system.
8. An employee hired to commence work on or after July 1, 1992 shall be ineligible for longevity pay.
9. Years accrued while holding a durational shortage area permit shall not be credited for service for the purpose of calculating this benefit.

D. National Board Certification

A teacher who has received national board certification from the National Board for Professional Teaching Standards shall receive a stipend of \$2,000 commencing in the contract year following the date on which certification is received, provided the teacher remains employed with the Board.

E. Doctorate

A teacher who has received a Doctorate shall receive a stipend of \$2,000 commencing in the contract year following the date on which the degree is received.

ARTICLE 29

PLACEMENT ON THE SALARY SCHEDULE

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

- A. Degree status as defined under "Degree Definitions," Article 26.
- B. Full credit for previous teaching experience in public, private and military dependent schools, providing such experience for each year granted on the salary schedule shall be the equivalent of at least one-half (1/2) of any school year. Intermittent or short-term substitution will not be credited as previous teaching experience.
- C. Up to full credit for service in the Peace Corps and Vista.
- D. Credit for active service in the regular Armed Forces of the United States shall be granted on a year-for-year basis on all salary schedules up to three (3) years until maximum is reached. Where there is a fractional year of regular military service of six (6) months or greater, full credit for that step will be given. No credit on the salary schedule shall be given for temporary periods of service (e.g., summer encampments or service schools while in regular civilian status).

This item carries with it no retroactivity. Those compensated at the rate of \$100 per annum under a previous agreement shall continue to receive that compensation for their military service until such time as they reach maximum salary in the appropriate column.

- E. In an area of shortage, as defined by the State Board of Education, placement on the salary schedule up to eight (8) steps may be granted by the Superintendent for full-time relevant work experience. Placement beyond eight (8) steps for such work experience may be granted by the Board of Education or its Personnel and Negotiations Committee.

- F. Notwithstanding the provisions of this Article, the Superintendent shall establish the salary level for a continuous service substitute employed to fill a temporary vacancy due to the absence of a teacher on leave for a definite or indefinite period. Commencing with the 41st day of continuous employment, a continuous service substitute shall be placed on the salary schedule but such placement need not be based on experience and degree status. After the first full year of employment, defined as the initial partial year and an additional full year of employment, a continuous service substitute shall be placed on the salary schedule in accordance with the provisions of this Article. A continuous service substitute shall be ineligible for medical, health and life insurance benefits under this Agreement if the teacher they are replacing is continuing to receive such benefits. The Board may grant medical insurance benefits to any long-term substitute who is otherwise ineligible for such benefits.

ARTICLE 30

INSURANCE BENEFITS

- A. The Board shall provide, at its expense (subject to the payroll deduction set forth in Section F), for each teacher employed with the district and the families of such teachers, the option of one of the insurance plans set forth in Appendix VI. Any teacher employed full time (1.0 full time teaching equivalent), shall receive all fringe benefits specified in this Agreement. Only certified professional staff who work half time or more shall be eligible for insurance benefits. For such employees working at least .5 F.T.E. but less than 1.0 F.T.E., the Board shall pay the percentage of the premium corresponding to the percentage of the time worked, as the case may be, but under no circumstances shall the percentage of the premium paid by the Board exceed that which it pays for full time teachers. Employees desiring coverage shall pay the remaining percentage of the cost of the premium but in no event less than the amount as that of a full-time teacher. Part-time teachers, of at least .5 F.T.E. status, employed prior to July 1, 2003, and remain continuously employed in a certified position of at least 0.5 F.T.E. in Rocky Hill shall continue to receive full-time benefits in accordance with the current contract. Time on the recall list and authorized leave shall not change the rules for eligibility upon return from service. A teacher whose F.T.E. status is reduced below .5 is not eligible for insurance.

The High Deductible/Health Savings Account (HDHP/HSA) Plan individual deductible is two thousand dollars (\$2000) and a family deductible is four thousand dollars (\$4000), with an In-Network out of pocket maximum of \$2000/4000, and an Out of Network out of maximum of \$4000/\$8000. Once the deductible is met, prescription drugs will be subject to co-pays as follows: Generic \$5; Preferred \$25; Non-preferred \$40, two times co-pays for mail order.

The Board will fund fifty percent (50%) of the applicable HSA deductible amount for full-time employees. Half of the Board's contribution toward the HSA deductible will be deposited into the HSA accounts on the first payroll date, and the second half of the Board's contribution will be deposited on the first payroll in January. The parties acknowledge that the Board's fifty percent (50%) contribution toward the funding of the HSA plan is not an element of the underlying plan, but rather relates to the manner in which the deductible shall be funded for actively employed teachers. The Board shall have no obligation to fund any portion of the HSA deductible for retirees or other individuals upon their separation from employment. It is understood that the

responsibility for any maintenance fees for the HSA accounts are the responsibility of the plan and not the employees.

- B. In addition the Board shall provide at its expense (subject to the payroll deduction set forth in Section F) for each teacher and the family of such teachers:

Dental Plan Classes I, II and III. In Classes II and III there is an annual deductible of \$50.00 per individual/\$150.00 per family.

Only certified professional staff who work half time or more shall be eligible for insurance benefits. For such employees working at least .5 F.T.E. but less than 1.0 F.T.E., the Board shall pay the percentage of the premium corresponding to the percentage of the time worked, as the case may be, but under no circumstances shall the percentage of the premium paid by the Board exceed that which it pays for full time teachers. Employees desiring coverage shall pay the remaining percentage of the cost of the premium but in no event less than the amount as that of a fulltime teacher. Part-time teachers, of at least .5 F.T.E. status, employed prior to July 1, 2003, and remain continuously employed in a certified position of at least .5 F.T.E. in Rocky Hill shall continue to receive full-time benefits in accordance with the current contract. Time on the recall list and authorized leave shall not change the rules for eligibility upon return from service. A teacher whose F.T.E. status is reduced below .5 is not eligible for insurance.

- C. The Board shall provide at its expense for each teacher:

1. \$5,000 (maximum, per month) Group Long Term Disability Insurance.
2. \$75,000 Group Life Insurance
3. \$25,000 Group Accidental Death & Dismemberment

- D. For employees retiring on or after July 1, 1983, and who at time of retirement are at least 55 years of age, and with at least twenty (20) years of service to Rocky Hill, the Board shall continue to assume twenty-five (25%) of the cost of the medical group insurance coverages for the individual teacher and their spouse as specified in Article 31 until such time as the individual teacher (employee) reaches age 65, at which time such coverage will terminate for both the member and their spouse. In the event the spouse reaches age 65 prior to the teacher (employee) reaching such age, coverage will terminate for the spouse at such time. In the event the teacher dies prior to age 65, coverage will terminate for the surviving spouse.

Until reaching age 65 but not thereafter, the retired teacher will be allowed to remain on group coverages with the Board for group life insurance and group accidental death and dismemberment as specified in Article 31, but assuming full cost of such individual coverages at the group rate.

An employee hired to commence work on or after July 1, 2012, shall be ineligible for this benefit.

- E. The Board of Education reserves the right to change insurance administrators/carriers/ plans or self-insure for any of the insurance benefits described in this article at any time so long as it gives prior notice to the Association and so long as the overall level of benefits (including out of pocket expenses for employees and their dependents) remains substantially equivalent to the overall level of benefits in effect immediately preceding any such change. Once the Association is notified that the Board intends to change insurance carriers, the Association has fifteen (15) calendar days to examine the proposed change. If the Association feels that the proposed change is not substantially equivalent to the existing level of benefits, as described above, it must object to the change in writing during that fifteen (15) days. If the parties are unable to informally resolve the matter within the following fifteen (15) days, an arbitrator with expertise in the field of insurance shall be mutually selected or, if the parties cannot agree, shall be selected forthwith by the Dispute Resolution Center. The arbitrator must render a decision within thirty (30) days. Revisions to the proposed policy may be made at any time up to the time the arbitrator renders his decision. In a situation where a complaint has been lodged by the Association, the Board will not institute the proposed change of insurance coverage until agreement has been reached or until an arbitrator has rendered their decision. The cost of arbitration shall be shared equally between the Board and the Association.
- F. To be eligible to receive health and medical insurance benefits set forth in Section A and B above, the employee working 1.0 F.T.E. shall annually contribute the following amount for such benefits, which shall include the cost of prescription riders:

	2024-25	2025-26	2026-27	2027-28
HDHP	18.5%	19.0%	19.5%	20%
Dental	18.5%	19.0%	19.5%	20%

- * Teachers who elect the POS coverage shall pay a premium share equal to the difference between the Board's total contribution for similar coverage under the High Deductible Plan/HSA plan, including the cost of the deductible contribution, and the annual cost of the POS coverage.
- G. The Board shall contribute the remaining portion of the cost for these benefits. To be eligible to receive insurance benefits, each employee must submit a written salary deduction authorization permitting the Board to deduct from the employee's salary their share of the premium set forth above. An employee may forego or withdraw from full coverage rather than pay their of the premium. Reinstatement of discontinued insurance benefits shall be provided in accordance with the terms of the insurance company administering the plan at the time that benefits are sought.

Subject to law, including the rules and regulations of the Internal Revenue Service, the Board shall implement and maintain a "Section 125" salary reduction agreement which shall be designed to permit exclusion from taxable income of the employee's share of health insurance premiums.

- H. The Board shall offer a High Deductible Plan with a Health Reimbursement Account ("HRA") option for teachers who are not eligible to participate in an HSA. The plan itself will have the same benefits and deductible as the HDHP/HSA. However, it will feature an HRA that will reimburse eligible claims that are applied to the medical plan deductible up to the same total dollar amount as would otherwise have been contributed to a participant in the HSA at the same enrollment coverage. HRA participants can roll over funds remaining on the HRA account up to the deductible or amount permitted by IRS regulations.
- I. The Patient Protection and Affordable Care Act ("PPACA"; Public Law 111-148) has set forth and codified under the Internal Revenue Code (IRC) §4980I the imposition of an excise tax related to employer provided health insurance plans that exceed certain value thresholds. Should any Federal statute or regulation pertaining to IRC §4980I be mandated to take effect during the term of this Agreement, potentially triggering the imposition of an excise tax with respect to any of the contractually agreed upon insurance plans offered herein or should there be any other change in state or federal law that would impose a different tax or surcharge that would substantially increase the cost of health insurance provided herewith, the parties agree to commence mid-term negotiations in accordance with the Teacher Negotiation Act. During such mid-term negotiations, the parties will reopen the insurance provisions of the contract for the purpose of addressing the impact of the excise or such other tax or surcharge. No other provision of the contract shall be reopened during such mid-term negotiations.

ARTICLE 31

PAYROLL DEDUCTIONS

- A. The Association agrees to save the Board harmless from any claims, demands, suits, or judgments arising from the Board's implementation of the provisions of this Article.
- B. In addition to those payroll deductions required by law, the following are eligible for payroll deductions:
- | | |
|--------------------------------------|-----------------------------------|
| 1. Life Insurance | 5. National Education Association |
| 2. Payroll Protection Plans | 6. Tax Sheltered Annuity Plans |
| 3. Rocky Hill Teachers' Association | 7. Credit Union |
| 4. Connecticut Education Association | 8. Health Insurance |
- C. All requests for deductions must be in writing on approved authorization forms or on authorized list(s). The Association shall be responsible for the listing of dues deductions to be made for the Association, CEA and NEA.
- D. Dues for associations mentioned above may be deducted from either the monthly or the final payroll of the school year if the teacher so elects. However, the Board shall not be required to honor any authorized deduction which is delivered to it later than thirty (30) days prior to the distribution of the payroll from which deductions are to be made.

E. Dues Deduction

1. The Rocky Hill Board of Education agrees to deduct from each Association member who provides a written authorization an amount equal to the Association membership dues by means of payroll deductions. The amount of the deduction for membership dues shall be equal to the total Association membership dues divided by twenty (20) paychecks from and including the first paycheck in September through and including the last paycheck in June. The amount of Association membership dues shall be certified by the Association to the Board of Education prior to the opening of the school year.
2. The Association agrees to indemnify and hold harmless the Board for any loss or damages arising from the operation of Section E. It is also agreed that neither any employee nor the Association shall have any claims against the Board for any deductions made or not made, as the case may be, unless a claim of error is made in writing to the Board within thirty (30) calendar days after the date such deductions were or should have been made.

ARTICLE 32

PUBLICATION OF AGREEMENT

The Board and the Association agree to publish and distribute the complete text of this Agreement and to share equally the costs arising therefrom.

ARTICLE 33

PERSONNEL FILE

- A. Teachers, upon request, shall be given a copy of any evaluation report and other materials to be filed in the teacher's personnel folder prepared by their supervisor, and they shall have the right to discuss such reports and materials to be filed in the teacher's personnel folder with their supervisor. Any evaluation report prepared by a supervisor becomes part of the teacher's personnel file. The required signature indicates that the teacher has seen and discussed the evaluation. It does not necessarily mean that the teacher is in complete accord with the report.
- B. The teacher may attach an addendum to the evaluation reports and other materials, which items also will be kept in the personnel file. Any teacher has the right to review their file in the office of the Superintendent upon prior notice and in the presence of the Superintendent or a designated representative for such purpose.
- C. Teachers will be notified when items are added to or removed from their personnel file.
- D. The Association shall be invited to participate on any Board committee whose purpose shall be to develop or implement evaluation procedures for the professional staff.

- E. Any substantive complaint made against a teacher by a parent, student or other person shall be promptly called to the attention of the teacher. Should a complaint involve a possible commission of a crime and an appropriate law enforcement officer request that information not be disclosed to the teacher, the provisions of this section shall not apply. No complaint shall be placed in the teacher's personnel file until the complaint has been investigated and verified by the Superintendent or designee. Such investigation shall include consultation with the affected teacher. Further, this section shall not apply to any aspect of the evaluation process.

ARTICLE 34

JUST CAUSE

No teacher shall receive a written reprimand, be suspended without pay or denied an increment and/or salary increase without reasonable and just cause. The discharge of a teacher initially employed with a durational shortage permit shall not be subject to the just cause provision cited above.

ARTICLE 35

TEACHER ASSISTANTS

In order to relieve teachers of persistently clerical and non-professional duties so that more of the teacher's time may be devoted to instructional activity and preparation, the Board and the Association recognize that teacher assistants and part time clerical employees are useful and necessary.

ARTICLE 36

CONSULTATION PROCEDURE

It is recognized by the Board and the Association that all situations and developments could not be anticipated at the time of negotiation of this Agreement. To achieve rapport between the Board or its designated representative and the Association, periodic informal meetings shall be held between the negotiating groups of each organization as requested by either the Association or the Board.

ARTICLE 37

SEVERABILITY

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

ARTICLE 38

SUBSTITUTE COVERAGE

- A. A teacher shall be paid at the current curriculum rate per teaching period for class coverage during such teacher's preparation period when no substitute is available.
- B. If subject area teachers are asked to teach for teachers out on leave, they shall be compensated at .2 of their per diem salary for the length of such assignment.

ARTICLE 39

457 PLAN

The Board will establish a 457 Plan for, teachers who satisfy the requirement of Article 17, Section E.

ARTICLE 40

PROFESSIONAL DEVELOPMENT

A teacher designated by the Administration to serve as a professional development presenter shall receive the Curriculum workshop rate for the time spent delivering the professional development presentation, with a maximum of three hours for any individual presentation. Those teachers who are in positions where training and professional development are part of their regular responsibilities are not eligible for this compensation.

ARTICLE 41

DURATION

This Agreement contains the full and complete agreement between the Board and the Association on all negotiable issues. The duration of this Agreement shall extend from July 1, 2024 to and including June 30, 2028.

ROCKY HILL BOARD OF EDUCATION

ROCKY HILL TEACHERS' ASSOCIATION

By: _____

Chairman



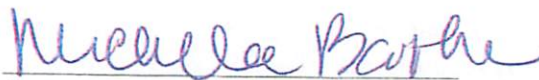
By: _____

Co-President



By: _____

Co-President



Date: _____

Nov. 17, 2023

Date: _____

Nov. 17, 2023

APPENDIX I
2024-25 SALARY SCHEDULE
(For Employees Hired Prior to 7-1-2012)

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	6TH	6th+15	6th+30	PHD
1	53,874	54,910	56,983	58,537	61,646	64,750	68,896	73,040	77,185	77,185
2	55,942	56,983	59,053	60,609	63,715	66,823	70,968	75,115	79,254	79,254
3	58,537	59,571	61,646	63,195	66,304	69,416	73,556	77,702	81,846	81,846
4	61,124	62,163	64,233	65,789	68,896	72,003	76,147	80,295	84,436	84,436
5	63,715	64,750	66,823	68,376	71,486	74,594	78,739	82,882	87,026	87,026
6	66,304	67,858	69,932	71,486	74,594	77,702	81,846	85,989	90,134	90,134
7	68,896	70,968	73,040	74,594	77,702	80,808	84,955	89,098	93,242	93,242
8	71,486	74,075	76,147	77,702	80,808	83,918	88,063	92,206	96,350	96,350
9	74,075	77,702	79,772	81,328	84,436	87,547	91,686	95,832	98,939	98,939
10	76,667	81,328	83,401	84,955	88,063	91,170	95,314	99,458	103,605	103,605
11	79,254	85,474	87,547	89,098	92,206	95,314	99,458	103,605	107,745	107,745
12	86,177	94,357	96,539	98,174	101,450	104,721	109,086	113,447	117,810	117,810

APPENDIX I A
2024-25 SALARY SCHEDULE
(New Hires Post 7-1-2012)

Step	BA	MA	6TH	6th+15	6th+30	PHD
1	53,874	58,537	68,896	73,040	77,185	77,185
2	55,942	60,609	70,968	75,115	79,254	79,254
3	58,537	63,195	73,556	77,702	81,846	81,846
4	61,124	65,789	76,147	80,295	84,436	84,436
5	63,715	68,376	78,739	82,882	87,026	87,026
6	66,304	71,486	81,846	85,989	90,134	90,134
7	68,896	74,594	84,955	89,098	93,242	93,242
8	71,486	77,702	88,063	92,206	96,350	96,350
9	74,075	81,328	91,686	95,832	98,939	98,939
10	76,667	84,955	95,314	99,458	103,605	103,605
11	79,254	89,098	99,458	103,605	107,745	107,745
12	86,177	98,174	109,086	113,447	117,810	117,810

APPENDIX II
2025-26 SALARY SCHEDULE
(For Employees Hired Prior to 7-1-2012)

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	6TH	6th+15	6th+30	PHD
1	55,490	56,557	58,692	60,293	63,495	66,693	70,963	75,231	79,501	79,501
2	57,620	58,692	60,825	62,427	65,626	68,828	73,097	77,368	81,632	81,632
3	60,293	61,358	63,495	65,091	68,293	71,498	75,763	80,033	84,301	84,301
4	62,958	64,028	66,160	67,763	70,963	74,163	78,431	82,704	86,969	86,969
5	65,626	66,693	68,828	70,427	73,631	76,832	81,101	85,368	89,637	89,637
6	68,293	69,894	72,030	73,631	76,832	80,033	84,301	88,569	92,838	92,838
7	70,963	73,097	75,231	76,832	80,033	83,232	87,504	91,771	96,039	96,039
8	73,631	76,297	78,431	80,033	83,232	86,436	90,705	94,972	99,241	99,241
9	76,297	80,033	82,165	83,768	86,969	90,173	94,437	98,707	101,907	101,907
10	78,967	83,768	85,903	87,504	90,705	93,905	98,173	102,442	106,713	106,713
11	81,632	88,038	90,173	91,771	94,972	98,173	102,442	106,713	110,977	110,977
12	88,762	97,188	99,435	101,119	104,494	107,863	112,359	116,850	121,344	121,344

Appendix II A
2025-26 SALARY SCHEDULE
(New Hires Post 7-1-2012)

Step	BA	MA	6TH	6th+15	6th+30	PHD
1	55,490	60,293	70,963	75,231	79,501	79,501
2	57,620	62,427	73,097	77,368	81,632	81,632
3	60,293	65,091	75,763	80,033	84,301	84,301
4	62,958	67,763	78,431	82,704	86,969	86,969
5	65,626	70,427	81,101	85,368	89,637	89,637
6	68,293	73,631	84,301	88,569	92,838	92,838
7	70,963	76,832	87,504	91,771	96,039	96,039
8	73,631	80,033	90,705	94,972	99,241	99,241
9	76,297	83,768	94,437	98,707	101,907	101,907
10	78,967	87,504	98,173	102,442	106,713	106,713
11	81,632	91,771	102,442	106,713	110,977	110,977
12	88,762	101,119	112,359	116,850	121,344	121,344

Appendix III
2026-27 SALARY SCHEDULE
(For Employees Hired Prior to 7-1-2012)

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	6TH	6th+15	6th+30	PHD
1	57,155	58,254	60,453	62,102	65,400	68,694	73,092	77,488	81,886	81,886
2	59,349	60,453	62,650	64,300	67,595	70,893	75,290	79,689	84,081	84,081
3	62,102	63,199	65,400	67,044	70,342	73,643	78,036	82,434	86,830	86,830
4	64,847	65,949	68,145	69,796	73,092	76,388	80,784	85,185	89,578	89,578
5	67,595	68,694	70,893	72,540	75,840	79,137	83,534	87,929	92,326	92,326
6	70,342	71,991	74,191	75,840	79,137	82,434	86,830	91,226	95,623	95,623
7	73,092	75,290	77,488	79,137	82,434	85,729	90,129	94,524	98,920	98,920
8	75,840	78,586	80,784	82,434	85,729	89,029	93,426	97,821	102,218	102,218
9	78,586	82,434	84,630	86,281	89,578	92,878	97,270	101,668	104,964	104,964
10	81,336	86,281	88,480	90,129	93,426	96,722	101,118	105,515	109,914	109,914
11	84,081	90,679	92,878	94,524	97,821	101,118	105,515	109,914	114,306	114,306
12	91,425	100,104	102,418	104,153	107,629	111,099	115,730	120,356	124,984	124,984

Appendix III A
2026-27 SALARY SCHEDULE
(For Employees Hired Post 7-1-2012)

Step	BA	MA	6TH	6th+15	6th+30	PHD
1	57,155	62,102	73,092	77,488	81,886	81,886
2	59,349	64,300	75,290	79,689	84,081	84,081
3	62,102	67,044	78,036	82,434	86,830	86,830
4	64,847	69,796	80,784	85,185	89,578	89,578
5	67,595	72,540	83,534	87,929	92,326	92,326
6	70,342	75,840	86,830	91,226	95,623	95,623
7	73,092	79,137	90,129	94,524	98,920	98,920
8	75,840	82,434	93,426	97,821	102,218	102,218
9	78,586	86,281	97,270	101,668	104,964	104,964
10	81,336	90,129	101,118	105,515	109,914	109,914
11	84,081	94,524	105,515	109,914	114,306	114,306
12	91,425	104,153	115,730	120,356	124,984	124,984

**Appendix IV
2027-28 SALARY SCHEDULE
(For Employees Hired Prior to 7-1-2012)**

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	6TH	6th+15	6th+30	PHD
1	59,013	60,147	62,418	64,120	67,526	70,927	75,467	80,006	84,547	84,547
2	61,278	62,418	64,686	66,390	69,792	73,197	77,737	82,279	86,814	86,814
3	64,120	65,253	67,526	69,223	72,628	76,036	80,572	85,113	89,652	89,652
4	66,955	68,092	70,360	72,064	75,467	78,871	83,409	87,954	92,489	92,489
5	69,792	70,927	73,197	74,898	78,305	81,709	86,249	90,787	95,327	95,327
6	72,628	74,331	76,602	78,305	81,709	85,113	89,652	94,191	98,731	98,731
7	75,467	77,737	80,006	81,709	85,113	88,515	93,058	97,596	102,135	102,135
8	78,305	81,140	83,409	85,113	88,515	91,922	96,462	101,000	105,540	105,540
9	81,140	85,113	87,380	89,085	92,489	95,897	100,431	104,972	108,375	108,375
10	83,979	89,085	91,356	93,058	96,462	99,865	104,404	108,944	113,486	113,486
11	86,814	93,626	95,897	97,596	101,000	104,404	108,944	113,486	118,021	118,021
12	94,396	103,357	105,747	107,538	111,127	114,710	119,491	124,268	129,046	129,046

Appendix IV A
2027-28 SALARY SCHEDULE
(For Employees Hired Post 7-1-2012)

Step	BA	MA	6TH	6th+15	6th+30	PHD
1	59,013	64,120	75,467	80,006	84,547	84,547
2	61,278	66,390	77,737	82,279	86,814	86,814
3	64,120	69,223	80,572	85,113	89,652	89,652
4	66,955	72,064	83,409	87,954	92,489	92,489
5	69,792	74,898	86,249	90,787	95,327	95,327
6	72,628	78,305	89,652	94,191	98,731	98,731
7	75,467	81,709	93,058	97,596	102,135	102,135
8	78,305	85,113	96,462	101,000	105,540	105,540
9	81,140	89,085	100,431	104,972	108,375	108,375
10	83,979	93,058	104,404	108,944	113,486	113,486
11	86,814	97,596	108,944	113,486	118,021	118,021
12	94,396	107,538	119,491	124,268	129,046	129,046

APPENDIX V **EXTENDED DUTY SALARY SCHEDULE**

HIGH SCHOOL	2024-25	2025-26	2026-27	2027-28
Co-Curricular				
Art Honor Society Advisor	\$2,590	\$2,668	\$2,748	\$2,837
Auditorium Manager	\$7,559	\$7,786	\$8,020	\$8,281
Band Director	\$7,559	\$7,786	\$8,020	\$8,281
Drama Coach (2)	\$3,300	\$3,399	\$3,501	\$3,615
Freshman Class Advisor (2)	\$510	\$525	\$541	\$559
Greenhouse Coordinator	\$5,372	\$5,533	\$5,699	\$5,884
Junior Class Advisor (2)	\$1,359	\$1,400	\$1,442	\$1,489
Literary Magazine Advisor	\$2,871	\$2,957	\$3,046	\$3,145
Math League Advisor	\$3,408	\$3,510	\$3,615	\$3,732
Model U.N. Advisor	\$3,408	\$3,510	\$3,615	\$3,732
Music Honor Society Advisor (TriM)	\$2,590	\$2,668	\$2,748	\$2,837
National Honor Society Advisor	\$2,590	\$2,668	\$2,748	\$2,837
Senior Class Advisor (2)	\$1,698	\$1,749	\$1,801	\$1,860
Sophomore Class Advisor (2)	\$852	\$878	\$904	\$933
Student Newspaper Advisor	\$4,438	\$4,571	\$4,708	\$4,861
Student Senate Advisor (2)	\$2,220	\$2,287	\$2,356	\$2,433
World Language Honor Society Advisor	\$2,590	\$2,668	\$2,748	\$2,837
Yearbook Advisor	\$7,206	\$7,422	\$7,645	\$7,893
Athletics				
HIGH SCHOOL	2024-25	2025-26	2026-27	2027-28
Baseball JV Coach, HS	\$3,642	\$3,751	\$3,864	\$3,990
Baseball Varsity Assist Coach, HS	\$2,627	\$2,706	\$2,787	\$2,878
Baseball Varsity Coach, HS	\$5,035	\$5,186	\$5,342	\$5,516
Basketball Freshman Coach (B), HS	\$4,107	\$4,230	\$4,357	\$4,499
Basketball Freshman Coach (G), HS	\$4,107	\$4,230	\$4,357	\$4,499
Basketball JV Coach (B), HS	\$4,957	\$5,106	\$5,259	\$5,430
Basketball JV Coach (G), HS	\$4,957	\$5,106	\$5,259	\$5,430
Basketball Varsity Coach (B), HS	\$7,559	\$7,786	\$8,020	\$8,281
Basketball Varsity Coach (G), HS	\$7,559	\$7,786	\$8,020	\$8,281
Cheerleader Advisor (Fall) HS	\$4,217	\$4,344	\$4,474	\$4,619
Cheerleader Advisor (Winter) HS	\$4,217	\$4,344	\$4,474	\$4,619
Cross Country Asst. Coach (B&G), HS	\$3,393	\$3,495	\$3,600	\$3,717
Cross Country Head Coach (B&G), HS	\$5,035	\$5,186	\$5,342	\$5,516
Football Assistant Coach, HS	\$4,957	\$5,106	\$5,259	\$5,430
Football Assistant Coach, HS	\$4,957	\$5,106	\$5,259	\$5,430
Football Assistant Coach, HS	\$4,957	\$5,106	\$5,259	\$5,430
Football Assistant Coach, HS	\$4,957	\$5,106	\$5,259	\$5,430
Football Head Coach, HS	\$7,865	\$8,101	\$8,344	\$8,615
Golf Coach, (B&G), HS	\$5,035	\$5,186	\$5,342	\$5,516
Hockey Head Coach, HS	\$6,554	\$6,751	\$6,954	\$7,180

Athletics				
HIGH SCHOOL	2024-25	2025-26	2026-27	2027-28
Hockey Assistant Coach, HS	\$4,782	\$4,925	\$5,073	\$5,238
Hockey Assistant Coach, HS	\$3,440	\$3,543	\$3,649	\$3,768
Indoor Track Co-Assistant Coach (B&G), HS	\$3,440	\$3,543	\$3,649	\$3,768
Indoor Track Assistant Coach (B&G), HS	\$3,440	\$3,543	\$3,649	\$3,768
Indoor Track Head Coach (B&G 1), HS	\$5,035	\$5,186	\$5,342	\$5,516
Lacrosse Freshman Coach HS (B),HS	\$3,440	\$3,543	\$3,649	\$3,768
Lacrosse Freshman Coach HS (G),HS	\$3,440	\$3,543	\$3,649	\$3,768
Lacrosse Assistant Coach HS (B),HS	\$3,440	\$3,543	\$3,649	\$3,768
Lacrosse Assistant Coach HS (G),HS	\$3,440	\$3,543	\$3,649	\$3,768
Lacrosse Head Coach HS (B), HS	\$5,035	\$5,186	\$5,342	\$5,516
Lacrosse Head Coach HS (G),HS	\$5,035	\$5,186	\$5,342	\$5,516
Soccer Freshman Coach HS (B),HS	\$3,440	\$3,543	\$3,649	\$3,768
Soccer Freshman Coach HS (G),HS	\$3,440	\$3,543	\$3,649	\$3,768
Soccer Coach Varsity (B), HS	\$6,554	\$6,751	\$6,954	\$7,180
Soccer JV Coach (B), HS	\$4,782	\$4,925	\$5,073	\$5,238
Soccer JV Coach (G), HS	\$4,782	\$4,925	\$5,073	\$5,238
Soccer Varsity Coach (G), HS	\$6,554	\$6,751	\$6,954	\$7,180
Softball JV Coach, HS	\$3,605	\$3,713	\$3,824	\$3,948
Softball Varsity Assistant Coach, HS	\$1,803	\$1,857	\$1,913	\$1,975
Softball Varsity Coach, HS	\$5,229	\$5,386	\$5,548	\$5,728
Swimming Coach (B), HS	\$7,559	\$7,786	\$8,020	\$8,281
Swimming Coach (G), HS	\$7,559	\$7,786	\$8,020	\$8,281
Swimming/Diving Assistant Coach (B),HS	\$4,107	\$4,230	\$4,357	\$4,499
Swimming/Diving Assistant Coach (G),HS	\$4,107	\$4,230	\$4,357	\$4,499
Tennis Coach (B), HS	\$5,035	\$5,186	\$5,342	\$5,516
Tennis Coach (G), HS	\$5,035	\$5,186	\$5,342	\$5,516
Track & Field Assistant Coach (B&G), HS	\$4,067	\$4,189	\$4,315	\$4,455
Track & Field Assistant Coach (B&G),HS	\$4,067	\$4,189	\$4,315	\$4,455
Track & Field Assistant Coach (B&G),HS	\$4,067	\$4,189	\$4,315	\$4,455
Track & Field Head Coach (B), HS	\$6,104	\$6,287	\$6,476	\$6,686
Track & Field Head Coach (G), HS	\$6,104	\$6,287	\$6,476	\$6,686
Unified Sports, HS	\$3,440	\$3,543	\$3,649	\$3,768
Unified Sports, HS	\$3,440	\$3,543	\$3,649	\$3,768
Volleyball Coach (G) HS	\$6,104	\$6,287	\$6,476	\$6,686
Volleyball JV (G), HS	\$4,107	\$4,230	\$4,357	\$4,499
Wrestling Assistant, HS	\$4,782	\$4,925	\$5,073	\$5,238
Wrestling Coach, HS	\$6,554	\$6,751	\$6,954	\$7,180

MIDDLE SCHOOL	2024-25	2025-26	2026-27	2027-28
Co-Curricular				
Drama Coach	\$4,261	\$4,389	\$4,521	\$4,668
Lego Club Advisor	\$681	\$701	\$722	\$745
Math Counts Advisor	\$2,960	\$3,049	\$3,140	\$3,242
Student Council Advisor	\$3,751	\$3,864	\$3,980	\$4,109
Student Newspaper Advisor	\$3,751	\$3,864	\$3,980	\$4,109
Yearbook	\$2,402	\$2,474	\$2,548	\$2,631

Athletics				
MIDDLE SCHOOL	2024-25	2025-26	2026-27	2027-28
Baseball Coach, GMS	\$3,269	\$3,367	\$3,468	\$3,581
Basketball Coach (B), GMS	\$3,971	\$4,090	\$4,213	\$4,350
Basketball Coach (G), GMS	\$3,971	\$4,090	\$4,213	\$4,350
Cheerleader Advisor, GMS	\$2,208	\$2,274	\$2,342	\$2,418
Coordinator of Athletics	\$5,190	\$5,346	\$5,506	\$5,685
Cross Country Coach, GMS	\$3,269	\$3,367	\$3,468	\$3,581
Cross Country Assistant Coach, GMS	\$2,208	\$2,274	\$2,342	\$2,418
Intramurals Coordinator, Gr. 6 B & G, GMS	\$2,919	\$3,007	\$3,097	\$3,198
Intramurals Coordinator, Gr. 7 B & G, GMS	\$2,919	\$3,007	\$3,097	\$3,198
Intramurals Coordinator, Gr. 8 B & G, GMS	\$3,018	\$3,109	\$3,202	\$3,306
Soccer Coach (B), GMS	\$3,506	\$3,611	\$3,719	\$3,840
Soccer Coach (G), GMS	\$3,506	\$3,611	\$3,719	\$3,840
Softball Coach (G), GMS	\$3,269	\$3,367	\$3,468	\$3,581
Track & Field Coach (1), GMS	\$3,018	\$3,109	\$3,202	\$3,306
Track & Field Coach (2), GMS	\$3,018	\$3,109	\$3,202	\$3,306
Unified Sports, GMS	\$2,919	\$3,007	\$3,097	\$3,198
Unified Sports, GMS	\$2,919	\$3,007	\$3,097	\$3,198
Volleyball Coach (B&G),	\$1,910	\$1,967	\$2,026	\$2,092
Wrestling Coach, GMS	\$3,269	\$3,367	\$3,468	\$3,581
Wrestling Assistant Coach, GMS	\$2,208	\$2,274	\$2,342	\$2,418

ELEMENTARY SCHOOLS	2024-25	2025-26	2026-27	2027-28
Lead Teacher (Moser, West Hill, & Stevens)	\$5,558	\$5,725	\$5,897	\$6,089
Math/Science Club Advisor (1ea./Moster, Stevens, & West Hill)	\$2,422	\$2,495	\$2,570	\$2,654
STEM Club Advisor - Moser	\$2,422	\$2,495	\$2,570	\$2,654
Student Council Advisor (1 ea./Moser, Stevens, & West Hill)	\$2,422	\$2,495	\$2,570	\$2,654
Unified Theater - Moser (2)	\$681	\$701	\$722	\$745

Athletics				
ELEMENTARY SCHOOLS	2024-25	2025-26	2026-27	2027-28
Moser Intramurals Coordinator, Gr. 5 Boys	\$1,513	\$1,558	\$1,605	\$1,657
Moser Intramurals Coordinator, Gr. 5 Girls	\$1,513	\$1,558	\$1,605	\$1,657
Moser- Unified Sports Coordinator	\$2,919	\$3,007	\$3,097	\$3,198

DISTRICT WIDE	2024-25	2025-26	2026-27	2027-28
District Web Master	\$7,559	\$7,786	\$8,020	\$8,281
Chemical Hygiene Officer	\$7,559	\$7,786	\$8,020	\$8,281
Curriculum Workshop (per hour)	\$40	\$42	\$44	\$46
Ad Hoc Committee Work (per hour)	\$40	\$42	\$44	\$46
Summer School (per hour)	\$40	\$42	\$44	\$46

Subject Area Supervisors/Team Leaders/Elementary Coordinators

Stipends for the positions listed below will be based on a per capita calculation. The stipend for each year shall be determined by multiplying the per capita dollar amount each by the total number of teachers within each category including self. The calculation for each year of the contract is as follows:

2024-25	2025-26	2026-27	2027-28
\$516	\$531	\$547	\$565

Grades K-12 Art, Music, Physical Education, Library Media

Grades 9-12 English/Humanities, Math, Science, Social Studies, Business Education, World Languages

Grades 6-12 Special Education, Pupil Services, Technology Education, Family & Consumer Sciences

Grades 6-8 English, Math, Science, Social Studies, World Languages

Academic Team Leaders (8)

Elementary Grade Level Coordinator

Kindergarten (1-Stevens, 1-West Hill)

Grade 1 (1-Stevens, 1-West Hill)

Grade 2 (1-Stevens, 1-West Hill)

Grade 3 (1-Stevens, 1-West Hill)

Grade 4 (1-Moser)

Grade 5 (1-Moser)

	2024-25	2025-26	2026-27	2027-28
Elementary Specialists	\$302	\$311	\$320	\$330
Special Education Coordinator	\$302	\$311	\$320	\$330

The Association has agreed that Elementary Grade Level Coordinators shall be granted the equivalent of two (2) release days per year to fulfill their responsibilities.

Enrichment Clubs

The Association acknowledges the Board's right to sponsor the creation of enrichment clubs. In the event the Board creates any such club pursuant to Board policy, the Association agrees that bargaining unit members shall be compensated at the rates identical to that specified in the collective bargaining agreement for summer school.

Discretionary Stipends

	2024-25	2025-26	2026-27	2027-28
RHHS	\$5,150	\$5,305	\$5,464	\$5,642
GMS	\$2,884	\$2,971	\$3,060	\$3,159
MOSER	\$2,266	\$2,334	\$2,404	\$2,482
STEVENS	\$2,266	\$2,334	\$2,404	\$2,482
WEST HILL	\$2,266	\$2,334	\$2,404	\$2,482

Rocky Hill Board of Education
Health Benefit options – Appendix VI
July 1, 2024 –June 30, 2028

Benefit	Cigna Network POS 5 Plan		Cigna OAP with HSA	
	In Network	Out of Network	In Network	Out of Network
- Dental coverage	Coverage only for accidental injury to sound, natural teeth.	Coverage only for accidental injury to sound, natural teeth.	Coverage only for accidental injury to sound, natural teeth. 100% after deductible	Coverage only for accidental injury to sound, natural teeth. 80 % after deductible
- PAC/CSR for All Inpatient Stays	Coordinated by physician	Mandatory, patient is responsible	Coordinated by physician	Mandatory, patient is responsible
- Preexisting Condition Limitations	None	None	None	None
- Annual Deductible	None	\$3,000/\$6,000	\$2,000/\$4,000	\$2,000/\$4,000
- Out-Of-Pocket Maximum	\$8,150/\$16,300**	\$30,000/\$90,000	\$2,000/\$4,000	\$4,000/\$8,000
- Lifetime Maximum	Unlimited	Unlimited	Unlimited	Unlimited
Primary Care Physician Preventive Services				
- Periodic Health Assessments	\$0 Copay Per Visit	50% After Deductible	\$0 Copay Per Visit	80% After Deductible
- Well Child Care				
- Routine Immunization & Injection				
Primary Care Physician Other Services				
- Adult Medical Care	\$25 Copay Per Visit	50% After Deductible	100% After Deductible	80% After Deductible
- Child Medical Care				
- Allergy Treatment				
Specialty Physician Services				
- Office Visits	\$25 Copay Per Visit	50% After Deductible	100% After Deductible	80% After Deductible
- Referral Physician Services				
- Second Surgical Opinion				
- Allergy Testing & Treatment				
Surgery Performed in Physician's Office	\$25 Copay Per Visit	50% After Deductible	100% After Deductible	80% After Deductible
Annual Self-Referred Well-Woman Exam	\$0 Copay Per Visit	50% After Deductible	\$0 Copay Per Visit	80% After Deductible
Maternity Services				
- Prenatal and Postnatal Exams	\$25 Copay for First Visit	50% After Deductible	100% After Deductible	80% After Deductible
- Physician and Surgeon Newborn Delivery				
	No Charge	50% After Deductible	100% After Deductible	80% After Deductible
Inpatient Hospital-Facility Services*				
- S/P Room & Board	\$100/day Copay	50% After Deductible	100% After Deductible	80% After Deductible
- Operating & Recovery Room				
- Lab & X-Ray/Imaging				
- Anesthesia				
- Drugs, Medications				
- Hemodialysis				

Benefit	Cigna Network POS 5 Plan		Cigna OAP with HSA	
	In Network	Out of Network	In Network	Out of Network
- Radiotherapy - Chemotherapy - Supplies (including Durable Medical Equipment used while confined)				
Maternity Service: Inpatient Hospital Facility*	\$100/day Copay	50% After Deductible	100% After Deductible	80% After Deductible
Inpatient Hospital – Professional Services - Surgeon/Co-Surgeon - Anesthesiologist - Lab & X-ray/Imaging - Interpretation - Radiotherapy - Chemotherapy - Hemodialysis - Rehab. Therapy	No Charge	50% After Deductible	100% After Deductible	80% After Deductible
Inpatient Hospital – Phys. Visit and Consults.	No Charge	50% After Deductible	100% After Deductible	80% After Deductible
Outpatient Surgical Facility Services - Operating & Recovery Room - Lab & X-Ray/Imaging - Anesthesia - Drugs, Medications - Hemodialysis - Radiotherapy - Chemotherapy - Supplies - 9including (Durable Medical Equipment used while confined)	\$150 Copay	50% After Deductible	100% After Deductible	80% After Deductible
Outpatient Professional Services - Surgeon/Co-Surgeon - Anesthesiologist - Lab & X-ray Interpretation - Radiotherapy - Chemotherapy - Rehab Therapy	No Charge	50% After Deductible	100% After Deductible	80% After Deductible
Independent Lab & X-ray/Imaging Services - Doctor's Offices - Dedicated Lab & X-Ray Facility - Hospital Outpatient Department	No Charge	50% After Deductible	100% After Deductible	80% After Deductible
Mammograms (women ages 40 and over, annually)	No Charge	50% After Deductible	No Charge	80% After Deductible
Outpatient Short Term Rehab	\$25 Copay Per Visit (90 Visits Combined Maximum)	50% Coinsurance (90 visits Combined Maximum)	100% After Deductible	80% After Deductible
Other Inpatient Healthcare Facilities* (Skilled Nursing & Rehabilitation 60 days/calendar year, in & out-of-network)	No Charge	50% Coinsurance	100% After Deductible	80% After Deductible
Hospice Care - Inpatient* - Outpatient	No Charge	50% Coinsurance	100% After Deductible	80% After Deductible

Benefit	Cigna Network POS 5 Plan		Cigna OAP with HSA	
	In Network	Out of Network	In Network	Out of Network
Home Health Care	No Charge	25% Coinsurance	100% After Deductible	80% After Deductible
Family Planning				
- Office Visit (Other than Infertility)	\$25 Copay	50% Coinsurance	100% After Ded.	80% After Ded.
- Surgical Sterilization Procedures (Vasectomy, Tubal Ligation)	No Charge	50% Coinsurance	100% After Ded.	80% After Ded.
o Inpatient Facility	No Charge	50% Coinsurance	100% After Ded.	80% After Ded.
o Outpatient Facility	No Charge	50% Coinsurance	100% After Ded.	80% After Ded.
o Physicians Services	No Charge	50% Coinsurance	100% After Ded.	80% After Ded.
Durable Medical Equipment	No Charge	50% Coinsurance	100% After Deductible	80% After Deductible
External Appliances	No Charge	50% After Deductible	100% After Deductible	80% After Deductible

Benefit	Cigna Network POS 5 Plan		Cigna OAP with HSA	
	In Network	Out of Network	In Network	Out of Network
Emergency Care				
- Participating Doctor's Office	\$25 Copay Per Visit	Emergency care meeting State of CT prudent person's definition of emergency will be paid at in-network levels regardless of the provider. If not a true emergency then out-of-network coinsurance level applied to covered services.	100% After Deductible	Emergency care meeting State of CT prudent person's definition of emergency will be paid at in-network levels regardless of the provider. If not a true emergency then out-of-network coinsurance level applied to covered services.
- Non-Participating Doctor's Office	\$25 Copay Per Visit	Emergency care meeting State of CT prudent person's definition of emergency will be paid at in-network levels regardless of the provider. If not a true emergency then out-of-network coinsurance level applied to covered services.	100% After Deductible	Emergency care meeting State of CT prudent person's definition of emergency will be paid at in-network levels regardless of the provider. If not a true emergency then out-of-network coinsurance level applied to covered services.
- Hospital emergency Room	\$100 Copay (waived if admitted)	Emergency care meeting State of CT prudent person's definition of emergency will be paid at in-network levels regardless of the provider. If not a true emergency then out-of-network coinsurance level applied to covered services.	100% After Deductible	Emergency care meeting State of CT prudent person's definition of emergency will be paid at in-network levels regardless of the provider. If not a true emergency then out-of-network coinsurance level applied to covered services.

Benefit	Cigna Network POS 5 Plan		Cigna OAP with HSA	
	In Network	Out of Network	In Network	Out of Network
- Other Urgent Care Facilities	\$75 Copay (waived if admitted)	Emergency care meeting State of CT prudent person's definition of emergency will be paid at in-network levels regardless of the provider. If not a true emergency then out-of-network coinsurance level applied to covered services.	100% After Deductible	Emergency care meeting State of CT prudent person's definition of emergency will be paid at in-network levels regardless of the provider. If not a true emergency then out-of-network coinsurance level applied to covered services.
- Ambulance	No Charge	Emergency care meeting State of CT prudent person's definition of emergency will be paid at in-network levels regardless of the provider. If not a true emergency then out-of-network coinsurance level applied to covered services.	100% After Deductible	Emergency care meeting State of CT prudent person's definition of emergency will be paid at in-network levels regardless of the provider. If not a true emergency then out-of-network coinsurance level applied to covered services.
Mental Health and Substance Abuse				
- Inpatient*	\$100/Day Copay	50% After Deductible	100% After Deductible	80% After Deductible
- Outpatient	\$25 Copay Per Visit	50% After Deductible	100% After Deductible	80% After Deductible
Prescription Drug Copays				
- Retail (30 days' supply) Generic/Listed Brand/Non-Listed Brand	\$5/\$25/\$40	80% After Deductible	\$5/\$25/\$40 After Deductible	80% After Deductible
- Mail Order (90 days' supply) Generic/Listed Brand/Non-Listed Brand	\$10/\$50/\$80	80% After Deductible	\$10/\$50/\$80 After Deductible	80% After Deductible

*PAC/CSR (Pre-Admission Certification and Continued Stay Review.)

** ACA value in 2020; subject to indexing.

NOTE: This summary is only intended to provide highlights of the plan provisions for general review and is based on information furnished by the local Account Representatives for each plan.

For a complete description of benefits or specific questions, please contact the local Account Representative for the plan.

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("Agreement") is made by and between the Rocky Hill Board of Education (the "Board") and the Rocky Hill Education Association (the "Association") (collectively, the "parties").

WHEREAS, the Board and the Association are parties to a collective bargaining agreement executed in November of 2023 and effective July 1, 2024 through June 30, 2028 ("CBA"); and

WHEREAS, Article 30 of the CBA currently provides for the provision of insurance benefits through a High Deductible Health Plan; and

WHEREAS, since the parties negotiated the terms of the CBA, the parties have met and agreed that it is in the parties' mutual interest to change the insurance plan design and carriers from the option(s) currently set forth in the CBA, to the Connecticut State Partnership Plan 2.0 ("SPP") effective July 1, 2024; and

WHEREAS, the parties wish to codify their agreement and include the terms set forth herein in the CBA.

NOW, THEREFORE, the parties agree as follows:

Subject to the conditions set forth below, effective July 1, 2024, the Board shall offer each bargaining unit member the opportunity to participate in the SPP for medical benefits in lieu of the medical benefits currently described in Article 30 of the CBA. The medical benefits shall be as set forth in the SPP effective on July 1, 2024, including any subsequent amendments or modifications made to the SPP by the State as set forth below.

- a. Notwithstanding the provisions of Article 30 of the CBA between the parties effective July 1, 2024 through June 30, 2028, the only medical, Rx, vision and dental insurance plan offered by the Board shall be the SPP. The administration of the SPP, including open enrollment, beneficiary eligibility and changes, and other administration provisions shall be as established by the SPP.
- b. The premium rates will be as established by the State for single, employee + one and family, and for actives, pre-65 retirees, Medicare retirees and post-65 non-Medicare eligible retirees. Based on such rates, the Board shall establish a blended rate to provide the same rate to active and retired teachers in accordance with statute.
- c. Effective July 1, 2024, the Board shall pay an insurance premium cost share consistent with the terms of the current CBA specifically as follows:
 - For the period of July 1, 2024-June 30, 2025, the Board shall pay an insurance premium cost share for all full-time employees totaling

eighty-one and one-half percent (81.5%) of the premium cost, and the employee shall pay eighteen and one half percent (18.5%) of such cost.

- For the period of July 1, 2025-June 30, 2026, the Board shall pay an insurance premium cost share for all full-time employees totaling eighty-one percent (81%) of the premium cost, and the employee shall pay nineteen percent (19%) of such cost.
- For the period of July 1, 2026-June 30, 2027, the Board shall pay an insurance premium cost share for all full-time employees totaling eighty and one-half percent (80.5%) of the premium cost, and the employee shall pay nineteen and one half percent (19.5%) of such cost.
- For the period of July 1, 2027-June 30, 2028, the Board shall pay an insurance premium cost share for all full-time employees totaling eighty percent (80%) of the premium cost, and the employee shall pay twenty percent (20%) of such cost.

The parties shall negotiate over their respective contributions toward the premium cost for the period commencing July 1, 2028 and thereafter in successor contract negotiations in accordance with statute.

- d. The SPP contains a Health Enhancement Plan (HEP) component. All employees participating in the SPP are subject to the terms and provisions of the HEP. In the event SPP administrators impose the HEP non-participation or noncompliance \$100 per month premium cost increase or the \$350 per participant to a maximum of \$1400 family annual deductible, those sums shall be paid 100% in their entirety by the non-participating or non-compliant employee. No portion or percentage shall be paid by the Board. The \$100 per month premium cost increase shall be implemented through payroll deduction, and the \$350/\$1400 annual deductible shall be implemented through claims administration.

Participation in the SPP and the HEP are conditioned upon the employee completing and submitting necessary enrollment forms (written or electronic as determined by the administrator) during the specified enrollment period, and also signing an authorization for the deductions of premium cost shares through payroll deductions.

- e. In the event any of the following occur, the Board or the Association may reopen negotiations in accordance with Conn. Gen. Stat. Section 10-153f(e) as to the sole issue of medical benefits, including plan design and plan funding, premium cost share and/or introduction of a replacement medical benefits plan in whole or in part.

- i) If the SPP in its current form is no longer available; or if the benefit plan design of the SPP is modified as a result of a change in the State's collective bargaining agreement with SEBAC, if such modifications would substantially increase the cost of the medical insurance plan offered herein. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan; and/or
 - ii) If Conn. Gen. Stat. Section 3-123rrr et seq. is amended, or if there are any changes to the administration of the SPP, or if additional fees and/or charges for the SPP are imposed so as to affect the Board, any of which amendments, changes, fees or charges (individually or collectively) would substantially increase the cost of the medical insurance plan offered herein. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan; and/or
 - iii) If there is any material amendment to the ACA that would substantially increase the cost of the medical insurance plan offered herein. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan.
 - iv) If the SPP is revised to create substantially different plan design options, reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan.
 - v) If the Board identifies a cost-effective alternative to the SPP. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan.
- f. In any negotiations triggered under subparagraph e above as well as negotiations for a successor to the current CBA, the parties shall consider the High Deductible Health Plan with Health Savings Account set forth in Article 30 of the CBA (as well as the premium cost-sharing amounts as set forth above, as may be subsequently negotiated between the parties) to be the baseline for such negotiations, and the parties shall consider the following additional factors:
 - Trends in medical insurance plan design outside of the SPP;
 - The costs of different plan designs, including a high deductible health plan structure and a PPO plan structure.

Should such negotiations be submitted to arbitration for resolution, the arbitration panel shall consider the foregoing in applying the statutory criteria in making its ruling.

- g. This memorandum and its contents shall not constitute a precedent or an instance of a past practice in any future matter. In addition, nothing herein shall be deemed to affect a) any provision of the CBA between the parties other than those so specified, or b) any other condition or term of employment (including any past practice) other than those so specified. The parties herewith reserve their rights in future negotiations under the Teacher Negotiation Act, and further reserve any and all rights that they may have under the Act in any future proceedings.

ROCKY HILL BOARD OF EDUCATION ROCKY HILL EDUCATION ASSOCIATION

By  5-10-24 By  05/09/2024
Date Date

MEMORANDUM OF AGREEMENT

BETWEEN

THE ROCKY HILL BOARD OF EDUCATION

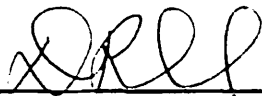
AND

THE ROCKY HILL EDUCATION ASSOCIATION

The Rocky Hill Board of Education (the "Board") and the Rocky Hill Education Association (the "Association") hereby enter into the following Memorandum of Agreement ("MOA") regarding the modification of stipends for athletics (cross country, HS) to the Extended Duty Salary Schedule as follows:

	2026-27	2027-28
Existing Language: Cross Country, Head Coach (B&G)	\$5,342	\$5,516
Cross Country, Asst. Coach (B&G)	\$3,600	\$3,717
New Language: Cross Country, Head Coach (B)	\$5,342	\$5,516
Cross Country, Head Coach (G)	\$5,342	\$5,516

This Memorandum of Agreement shall not be used as precedent or cited as practice by either the Board or the Association in any proceeding whatsoever except to enforce the terms of this Memorandum of Agreement.



For The Association
Co-President

Sept. 3, 2026



For the Board
Superintendent of Schools

Sept. 3, 2026

MEMORANDUM OF AGREEMENT

BETWEEN

THE ROCKY HILL BOARD OF EDUCATION

AND

THE ROCKY HILL EDUCATION ASSOCIATION

The Rocky Hill Board of Education (the "Board") and the Rocky Hill Education Association (the "Association") hereby enter into the following Memorandum of Agreement ("MOA") regarding the addition of a stipend to the Extended Duty Salary Schedule as follows:

		2026-27	2027-28
New Language:	Science Club Advisor (HS)	\$3,615	\$3,732

This Memorandum of Agreement shall not be used as precedent or cited as practice by either the Board or the Association in any proceeding whatsoever except to enforce the terms of this Memorandum of Agreement.



For The Association
Co-President

Sept. 16, 2026

Date



For the Board
Superintendent of Schools

Sept. 16, 2026

Date

MEMORANDUM OF AGREEMENT

BETWEEN

THE ROCKY HILL BOARD OF EDUCATION

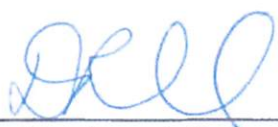
AND

THE ROCKY HILL EDUCATION ASSOCIATION

The Rocky Hill Board of Education (the "Board") and the Rocky Hill Education Association (the "Association") hereby enter into the following Memorandum of Agreement ("MOA") regarding the addition of stipends to the Extended Duty Salary Schedule as follows:

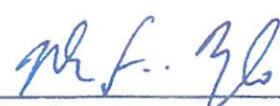
	2026-27	2027-28
New Language: STEM Club Advisor, GMS (2)	\$2,570	\$2,654
Revised Language: STEM Club Advisor Moser (2)	\$2,570	\$2,654

This Memorandum of Agreement shall not be used as precedent or cited as practice by either the Board or the Association in any proceeding whatsoever except to enforce the terms of this Memorandum of Agreement.



For The Association
Co-President

Sept. 16, 2026
Date



For the Board
Superintendent of Schools

SEP. 16, 2026
Date