

**NEWTOWN FEDERATION OF TEACHERS**

**AND**

**NEWTOWN BOARD OF EDUCATION**

**2026-2029**

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## AGREEMENT

THIS AGREEMENT is made and entered into by and between the NEWTOWN BOARD OF EDUCATION (hereinafter referred to as the "Board") and the NEWTOWN FEDERATION OF TEACHERS, LOCAL 1727, AFT, CONNECTICUT FEDERATION OF TEACHERS, AFL-CIO (hereinafter referred to as the "Federation").

### 1. RECOGNITION

The Board recognizes the Newtown Federation of Teachers as the exclusive bargaining representative for all its certified professional employees occupying positions requiring a teaching or special service certificate, including employees working under durational shortage area permits (DSAP), other than temporary substitutes and excluding the Superintendent, Assistant Superintendent, Business Manager, Director of Pupil Services and all personnel covered by the Newtown Association of School Administrators' contract.

### 2. DEFINITIONS

2.1 Unless otherwise indicated, the term "teacher", when used in this Agreement, shall refer to all employees in the unit described in Section 1.1 above.

2.2 Interim Teachers. Positions which are expected to be vacant for at least sixty (60) school days shall be filled by substitute teaching personnel who have met the State Certification requirements of the vacant positions. After a sixty (60) school day trial period, such certificated substitute teachers shall be given the status of an interim teacher and shall thereafter be paid at the appropriate rate on the teachers' salary schedule. If a certificated teacher is unavailable, the Board shall attempt to fill such vacancy by a qualified noncertificated person.

2.3 "Days," as used in this Agreement, shall mean days when school is in session unless otherwise specified herein. During the summer months when school is not in session, "days" shall mean calendar days other than Saturdays, Sundays, and holidays unless otherwise specified herein.

### 3. BOARD RIGHTS

3.1 The Board reserves and retains, solely and exclusively, all its rights, express or implied, to manage the school system and its employees. The Federation agrees that the functions and rights of management belong solely to the Board and that the Association will not interfere with the Board's exercise of these rights and functions.

3.1.1 Enumerated Rights. The exclusive functions and rights of the Board include, but are not restricted to, the right to: direct the operation of the public schools in the system in all aspects; select and employ new personnel; manage the school system and the direction of its work force; determine methods and levels of financing and budget allocation; provide, when necessary, for the transportation of students; designate the schools to be attended by the children in the system; establish the number of schools to be utilized by the system;

maintain good public elementary and secondary schools and provide such other educational activities as in its judgment will best serve the interests of the system to give the children of the system as nearly equal advantages as may be practicable; maintain and operate buildings, lands, apparatus and other property used for school purposes; decide the textbooks to be used; make rules for the arrangement, use and safekeeping of the school libraries and to approve the books selected therefor; prepare and submit budgets and, in its sole discretion, expend monies appropriated to the Board for the maintenance and operation of the schools, and to make such transfers of funds within the appropriated budget as it shall deem desirable; determine, and from time to time redetermine, the number of Board personnel and the methods and materials to be employed; select and determine the qualifications of teachers required to promote the efficient operation of the school system; distribute work to teachers in accordance with the job content and job requirements determined, and from time to time redetermined, by the Board; determine the procedures for promotion of teachers; create, enforce and, from time to time, change rules and regulations concerning discipline of teachers; discipline, suspend or discharge teachers; and, otherwise take such measures as the Board may determine to be necessary to promote the orderly, efficient and safe operation of the school system.

3.1.2 Unenumerated Rights. The listing of specific rights in subsection (1) of this section is not intended to be all inclusive, restrictive or a waiver of any rights of the Board not listed which have not been expressly and specifically surrendered herein, whether or not such rights have been exercised by the Board in the past.

#### 4. SAVING CLAUSE

If any provision of this Agreement is, or shall at any time be, found contrary to law by a final decision of a court of competent jurisdiction, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law, and any substitute action shall be subject to appropriate consultation and negotiation between the parties. In the event that any provision of this Agreement is, or shall at any time be, contrary to law, all other provisions of this Agreement shall continue in effect.

#### 5. DISCUSSION OF NEW MATTERS DURING TERM OF AGREEMENT

5.1 In order to promote better communication between the administration and the teachers, the parties hereto agree to the following:

5.1.1 Consultation by the Superintendent and/or the Superintendent's representatives with representatives of the Federation at least once a month during the school year on matters of educational policy and development, or any matters which are not covered by the Agreement and on administration of the Agreement. The parties shall exchange agendas indicating the matter they wish to discuss no later than seven (7) days prior to the scheduled meeting date, except for matters of urgency.

5.1.2 Consultation by the Principal or other head of each school and the Principal's representatives with the building representative(s) from the school at least once a month during the school year on matters of school policy and on implementation of the Agreement.

5.2 Other than in connection with negotiations for a successor agreement, the Board and the Federation expressly waive and relinquish the right and each agrees that the other shall not be obligated, for the duration of this Agreement, to bargain collectively with respect to any subject or matter whether or not referred to or covered in this Agreement, except as noted in Sections 5.2.1 or 5.2.2 below.

5.2.1 In the event that the Board establishes new or revised positions within the bargaining unit, the parties will negotiate the salaries and/or differentials for such positions.

5.2.2 In the event the Federation and the Board voluntarily and mutually agree to bargain over wages, hours or working conditions during the term of this Agreement, such negotiations will be in accordance with Connecticut General Statutes.

## 6. PROFESSIONAL NEGOTIATION

6.1 Whenever members of the bargaining unit are scheduled by the parties to participate during school hours in bargaining meetings, including mediation and negotiation sessions, they shall suffer no loss of pay.

## 7. STRIKES

The Federation agrees that it shall not call, authorize, instigate, sanction or condone any strike, slowdown, work stoppage or other concerted refusal to perform any assignment on the part of any employees during the period of this Agreement or any extension thereof.

## 8. GRIEVANCE PROCEDURE

### 8.1 Definitions

8.1.1 A "grievance" is a claim based upon the interpretation, meaning or application of any of the provisions of this Agreement.

8.1.2 A "grievant" is the person or persons making the claim. If a grievance affects a group or class of members of the bargaining unit, the Federation may submit such grievance, in writing, to the Superintendent directly and the processing of such grievance will commence at Level 2, provided that, the written grievance is submitted to the Superintendent within fifteen (15) days following the event or condition on which the grievance is based. Such grievance shall not be processed to a higher level unless at least one aggrieved teacher submits the grievance, in writing, in accordance with Sections 8.3.9 or 8.3.12. The fact that a grievance is not processed to a higher level because of the preceding sentence shall not bar another teacher from making a timely claim based on the same or a similar condition or event.

8.1.3 "Superintendent" for the purpose of this Section shall mean and include the Superintendent and/or designee.

## 8.2 Purpose

8.2.1 The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the grievances which may from time to time arise. Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure.

8.2.2 Nothing herein contained shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration.

## 8.3 Procedure

8.3.1 Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

8.3.2 Prior to filing a formal grievance, the aggrieved party may first attempt to resolve the issue(s) with the Principal, or appropriate other administrative official on an informal basis. If the aggrieved party pursuing the issue is the Federation, the affected teacher or teachers shall be identified and included in the discussion.

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

8.3.4 Any grievant may be represented at any level of the formal grievance procedure by a Federation representative. When a teacher is not represented by the Federation, the Federation shall have the right to have representatives present to state their views at all stages of the procedure.

8.3.5 Subject to the provision of Section 8.3.4, the Federation may call upon the professional services of its parent organization for consultation and assistance at any stage of the procedure.

8.3.6 If the grievant does not file a grievance within the time limit set forth herein, such grievance shall be considered waived.

8.3.7 If the grievant fails at any level to appeal a grievance to the next level within the specified time limits, the grievance shall be deemed waived. Failure of the Board at any level to comply with time limits regarding responding to a grievance shall permit the grievant to appeal the grievance to the next level.

8.3.8 If any arbitration proceeding is held during school hours, the grievant, witnesses who actually testify, and one Federation representative (if the grievant is being represented by the Federation) will be excused for the hearing without loss of pay. If any meetings under the grievance procedure are held during school hours, the grievant and a Federation representative shall be excused to attend the meeting without loss of pay.

8.3.9 If the grievance arises out of the action of some official other than the Principal or immediate supervisor, then the grievance shall be initiated with that person as a substitute for Level One.

8.3.10 The parties shall maintain the confidentiality of all grievance meetings or hearings and Board hearing discussions and all information presented during such meetings or hearings, to the extent allowed by law. However, nothing contained herein shall be construed as to preclude intra-union communications.

8.3.11 All documents, communications and records dealing with the filing of a grievance shall be filed separately from the personnel files of the participants. Such maintenance of grievance files shall not in any way whatsoever prohibit use of the documents contained therein in any other subsequent proceeding.

#### 8.3.12 Level One - Principal or Immediate Supervisor

8.3.12.1 A grievant shall, within fifteen (15) days following the event or condition on which the grievance is based, present a written grievance to the Principal or immediate supervisor (and a representative of the Federation if the grievant so desires).

8.3.12.2 Within fifteen (15) days after receipt of the written grievance, the Principal or immediate supervisor shall meet with the grievant (and a representative of the Federation if the grievant so desires) in an effort to resolve it. The grievant shall be given a written response within ten (10) days of such meeting.

#### 8.3.13 Level Two - Superintendent of Schools

8.3.13.1 In the event that the grievant is not satisfied with the disposition of the grievance at Level One, the grievant may file a written grievance with the Superintendent of Schools within five (5) days after the written response at Level One.

8.3.13.2 Within ten (10) days after receipt of the written grievance, the Superintendent shall meet with the grievant (and a representative of the Federation if the grievant so desires) in an effort to resolve it. The grievant shall be given a written response to the grievance within ten (10) days after such meeting, such response to be signed by the Superintendent and to constitute the Superintendent's decision on the grievance.



#### 8.3.14 Level Three - Board of Education

In the event that the grievant is not satisfied with the disposition of the grievance at Level Two, the grievant may submit such written grievance to the Board within fifteen (15) days after the meeting at Level Two. Within fifteen (15) days after receiving the written grievance, the Board shall meet with the grievant (and a representative of the Federation if the grievant so desires) for the purpose of resolving the grievance. The decision on the grievance at Level Three shall be rendered by the Board within ten (10) days after such meeting.

#### 8.3.15 Level Four - Arbitration

8.3.15.1 If a grievance is not settled at Levels One, Two or Three only, the Federation may submit, if the grievant so directs in writing and the Executive Council approves, the grievance to final and binding arbitration before an arbitrator selected in accordance with the Voluntary Rules of Labor Arbitration of the American Arbitration Association, provided that, such submission is made within ten (10) days after the decision was rendered or should have been rendered at Level Three and, provided further, such grievance may be arbitrated under the American Arbitration Association's expedited rules if the parties mutually agree to do so, such agreement not to be unreasonably withheld by either party.

8.3.15.2 The arbitrator shall hear only one grievance at a time. The arbitrator shall have no authority to add to, subtract from or modify the terms of this Agreement. The fees and expenses of arbitration shall be borne equally by the parties.

8.3.15.3 The Federation agrees that the decision of the arbitrator shall be final and binding, except as otherwise provided by applicable law, and that this grievance procedure shall be the sole and exclusive means of resolving claims which are encompassed within the definition set forth in Section 8.1.1.

### 9. CLASS SIZE

9.1 Subject to the availability of funds and facilities, class sizes for the duration of this contract will be planned in accordance with this Article 9. For the purposes of this Article, "regularly scheduled class" means a class assigned to a teacher to teach on a continuing basis.

9.2 Except for the subject area referred to in Section 9.3, or for the purpose referred to in Section 9.4, regularly scheduled classes shall be planned for an average of twenty-five (25) pupils and a maximum of thirty (30) pupils.

9.3 The standards set forth in Section 9.2 shall not apply to secondary level classes in music or physical education.

9.4 The standards set forth in Section 9.2 may be modified for the following bona fide educational purposes:

9.4.1 Large group instruction.

9.4.2 Team teaching.

9.4.3 Pilot programs.

9.4.4 To take into account special needs or factors, such as safety, space and equipment, assignment of paraeducators, student capability, amount of teacher clerical work, student age, degree of individual attention required by subject matter, or State requirements.

## 10. TEACHING ASSIGNMENTS

10.1. Teachers initially employed by the Board shall receive their building assignments from the Superintendent's office. Grade and/or subject assignments shall be given to the new teacher by August 1 (if practicable) or at the time of hiring, whichever is later.

10.2 Teachers already in the system shall receive notification of their grade levels, programs, subjects, and room assignments for the ensuing school year no later than fifteen (15) days prior to the end of the school year. All such assignments, programs and schedules shall be tentative until such time as the Board's budget is approved by the Town. Thereafter, teachers shall be notified promptly, in writing, of any changes in their program and schedules for the ensuing school year, including the schools to which they will be assigned, the grades and/or subjects that they will teach, and any special or unusual classes or assignments they will have. Wherever possible, materials for programs shall be made available to each teacher prior to the teacher assuming responsibility for the program.

10.3 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 Principal and/or Superintendent, as may be appropriate. Any teacher may enlist the assistance of a Federation representative in expressing the teacher's wishes as set forth in this section.

10.3.1 On or before May 1 of each school year, time shall be devoted at a faculty meeting in each elementary school for the Principal to share with the faculty the Principal's plans for the procedures to be followed in scheduling and the making of assignments for the coming year. At that meeting, the Principal shall invite the faculty's feedback and ideas. Promptly after the meeting, elementary teachers shall be given an opportunity to fill out a preference sheet regarding grade level assignments.

10.3.2 All teachers shall be given an opportunity to complete an assignment preference sheet and an opportunity to discuss their assignment preferences with their Principal. 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 Principal and/or Superintendent, as may be appropriate.

10.3.3 A copy of teaching schedules, including non-teaching assignments, shall be available at each school.

10.3.4 There shall be equity in teachers' assignments pertaining to class size for the same subject.

10.3.5 There shall be equity in teachers' caseloads 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 or designee, as may be appropriate.

10.4 In arranging schedules for teachers who are assigned to more than one school, every reasonable effort shall be made to limit the amount of inter-school travel. If a teacher is assigned to teach classes at different schools and, as a result, is required to travel between or among different schools during the school day, the teacher shall be reimbursed at the IRS allowable rate at intervals determined by the administration and provided the teacher complies with the district's travel reimbursement guidelines. No teacher will be eligible for any reimbursement for travel expenses unless the teacher actually used the teacher's own automobile.

10.5 The Board shall make every reasonable effort to assure that pupils are taught by teachers working within their areas of competence.

10.6 Teacher assignments shall be made without regard to age, race, creed, color, religion, sex, nationality, marital status, disability, ancestry, genetic information, sexual orientation or gender identity or expression.

10.7 No teacher will be regularly assigned more than five (5) instructional periods per day, on a weekly average, without the teacher's consent. Each building will post opportunities for teaching additional classes in accordance with Section 11.1. A teacher who consents to regularly teaching more than five (5) instructional periods per day, on a weekly average, shall be compensated at the rate of 1-7th of the teacher's daily rate per period. This Section shall be applicable only to the intermediate, middle and high schools.

10.8 In lieu of a duty a teacher may be assigned to the learning and/or tutorial center to work with students within the area of their certification.

10.8.1 All cafeteria duties shall be rotated on an equitable basis as determined by the Principal and/or Superintendent, as may be appropriate.

10.8.2 Bus duties shall be rotated on an equitable basis in each school.

## 11. VACANCIES AND NEW POSITIONS

11.1 When the Board decides to fill a vacancy or new position within the teachers' bargaining unit, it shall email all certified staff via district email and post notice of the vacancy or new position on the district's website for a period of five (5) days. Such notification shall indicate that interested candidates shall apply for the position using the district's electronic process. The proper notice of such a vacancy or new position shall clearly set forth the responsibilities, qualifications, and salary. The Board shall also notify the President of the Federation or designee regarding such postings by email at the time of such postings. Qualified

bargaining unit applicants shall be granted an interview. Where there are two or more applicants for any such vacancy or new position, the Superintendent will make the decision based on qualifications and seniority. Qualifications means certification, educational background, previous experience, evaluations, bona fide occupational qualifications and recommendations.

11.2 The Board shall inform teachers of all vacancies and new positions in the administrators' bargaining unit by posting a notice of that vacancy or new position on the district's website for a period of five days and shall email all certified staff via district email.

11.3 Vacancies and new positions which occur in both the teachers' and the administrators' bargaining units during the summer vacation shall be posted in accordance with Section 11.1.

11.4 At any time during the calendar year, a teacher who desires to apply for any vacancy or new position (in either the teachers' or the administrators' bargaining unit) shall file the teacher's application, online, with the Superintendent within the time limit specified in the notice.

## 12. RESIGNATION & RETIREMENT

Any teacher intending to resign or retire shall give written notice to the Superintendent as soon as the teacher has a firm intention to resign/retire, but in no event later than forty-five (45) days prior to the effective date of the resignation/retirement. When it is determined by the Superintendent that it is in the best interests of the individual resigning/retiring and the school system, the Superintendent may waive all or part of the forty-five day notice requirement.

## 13. HEALTH EXAMINATIONS

When the Board believes that a teacher's professional competence has been so impaired by a physical or psychiatric condition that it is questionable whether the teacher's employment should be continued, the Board may, at its discretion and at its expense, require the teacher to submit to a medical or psychiatric examination, or both, advising the teacher of its reasons (in writing, if so requested in writing by the teacher) for requiring such examination. The teacher shall have the right to advise the Federation of the Board's action and shall further have the right to select the professional person or persons to perform such examination from a list of three (3) professional persons empaneled by the Board. In connection with such examination, the teacher shall have the right to require the examining physician to consult with the teacher's own physician, or the teacher's choice of psychiatrists. Such examination shall be kept as confidential as the law allows.

## 14. EVALUATIONS AND PERSONNEL FILES

14.1 Teachers shall have the right to inspect their personnel files, to receive photocopies of any materials therein within seven (7) working days, and to attach a written comment to any evaluation or report in such file.

14.2 Administrators may place information of a positive nature indicating special competencies, achievements, performances or contributions of an academic, professional or civic nature in teachers' personnel files.

14.3 ADVANCED NOTICE OF NEGATIVE MATERIALS. No critical or negative material shall be placed in a teacher's personnel file unless the teacher has had an opportunity to read the material and affix the teacher's signature on the actual copy to be filed. The teacher shall so affix the teacher's signature when requested to do so with the understanding that such signature merely signifies that the teacher has read the material to be filed reserving the right to respond by addenda affixed to such material. If the employee does not sign the material within five working days, the administrator will forward the material for placement in the personnel file with notation that the teacher has failed to sign. The Office of the Superintendent shall be the sole custodian of all personnel files. No prior critical or negative material may be used in a disciplinary proceeding against a teacher unless it has been placed in the teacher's personnel file in accordance with the procedure specified herein.

## 15. PROTECTION OF TEACHERS

15.1 In the event of any dispute between a teacher and a student, the teacher involved shall be consulted with respect to the incident. The teacher may be accompanied by a Federation representative.

15.2 Teachers shall report immediately, in writing, to their Principal and to the central office all cases of assault suffered by them in connection with their employment.

15.3 Such report shall be forwarded through the Superintendent to the Board which shall comply with any reasonable requests from the teacher for information in its possession not privileged under law or covered by the Federal Educational Rights and Privacy Act which relates to the incident or the persons involved.

15.4 The Board agrees to provide indemnification and legal counsel to defend any teacher in accordance with Section 10-235 of the Connecticut General Statutes.

15.5 Whenever a teacher is absent from school as a result of personal injury compensable under Connecticut Workers' Compensation law, and caused by an assault arising out of and in the course of the teacher's employment, the teacher shall be paid the teacher's full salary for the period of such absence without having such absence charged to the annual sick leave or accumulated sick leave, in accordance with Section 10-236a of the Connecticut General Statutes. Any amount of salary payable pursuant to this Section shall be reduced by the amount of any Workers' Compensation award for temporary disability due to the said assault injury for the period for which such salary is paid. The Board shall have the right to have the teacher examined by a physician designated by the Board for the purpose of establishing the length of time during which the teacher is temporarily disabled from performing the teacher's duties; and, in the event that there is no adjudication in the appropriate Workers' Compensation proceeding for the period of temporary disability, the opinion of the said physician as to the said period shall control.

15.6 No teacher shall be disciplined except for just cause. Termination or non-renewal of a teacher's contract of employment shall not be subject to this Article but, rather, shall be in accordance with state law and shall not be subject to the grievance and arbitration procedure set forth in Article 8 of the Agreement.

15.7 All notifications of suspensions must be in writing to the teacher with the reason. Simultaneous notification shall be given to the Federation.

## 16. TEACHER FACILITIES

The Board and the Federation agree that each school should have the following facilities and further agree that the educational specifications for any new school buildings will contain plans for the following facilities:

16.1 Space in each classroom in which teachers may safely store instructional materials and supplies (unless other convenient storage space is provided).

16.2 A teacher work area containing adequate equipment and supplies to aid in the preparation of instructional materials.

16.3 An appropriately furnished room, which shall include a telephone, to be used as a faculty lounge, said room to be in addition to the aforementioned teacher work area.

16.4 Well-lighted and clean teacher rest rooms and classrooms.

16.5 Adequate parking space conveniently located at each school.

## 17. USE OF SCHOOL FACILITIES

17.1 The Federation will have the right to use school buildings, without cost, at reasonable times for meetings, provided, however, that the Federation will be required to pay any additional custodial cost involved by reason of said meeting. The Principal of the building in question will be requested for permission in advance of the time and place of all such meetings in order to provide the Principal with sufficient time to schedule such facilities.

Use of school office equipment for Federation needs shall be freely granted when such equipment is not in use. The costs of any materials used will be borne by the Federation.

17.2 The Federation shall have the right to put up and maintain one (1) bulletin board in each school building, which will be placed in the faculty lounge, for the exclusive purpose of displaying notices, circulars and other Federation material. Copies of all such material will be given to the building Principal in advance of posting, but the Principal's advance approval will not be required. The Federation agrees that it will not post any material which is derogatory to the administration, the Board of Education or any member thereof, or the school system.

17.3 Teachers may not use school facilities or property for purposes of private gain without the permission of the Board of Education. The Board shall not permit the use of teachers' mailboxes for personal gain or political propaganda.

17.4 The Federation President shall be released from one non-teaching duty for one period during each school day in order to attend to the processing of grievances, or to meet with the Superintendent or other Administrators.

## 18. SCHOOL CALENDAR

18.1 If the Board decides to lengthen the student school year beyond 183 days, the Board agrees to compensate teachers for each student school day above 183 days at the rate of fifty-three one-hundredths of one percent (.53%) of the applicable step on the salary schedule.

Compensation for teachers shall be based on a 187-day work year. If the Board decides to change the length of the teachers' work year, the Board agrees to proportionately adjust the applicable teachers' salary schedule for each day added or subtracted from 187 days. The Board further agrees to provide the Federation with a minimum of thirty (30) days' notice prior to the date of actual change in the teacher's work year. For 2026-27, 2027-28 and 2028-29, the work year will not be reduced below 187 days.

18.2 There shall be no more than seven (7) non-student days during the employment year.

18.3 After the adoption of the district calendar, the Superintendent shall consult with the President of the NFT and the school principals and then notify the staff prior to June 15 which day in the next school year will be a professional day in which there will be no required district or building meetings to which individual teachers will be directed to attend by their supervisors.

### 18.4 Additional Work Days for School Counselors

School Counselors in grades K-4 are required to work up to three (3) extra days (as determined by the Superintendent) beyond the one-hundred-eighty-seven days defined in Section 18.1 of this Agreement as the teacher work year.

School Counselors in grades five (5) through eight (8) are required to work up to six (6) extra days (as determined by the Superintendent) beyond the one-hundred-eighty-seven days defined in Section 18.1 of this Agreement as the teacher work year.

School Counselors in grades Nine (9), Ten (10), Eleven (11) and Twelve (12) are required to work up to ten (10) extra days (as determined by the Superintendent) beyond the one-hundred-eighty-seven days defined in Section 18.1 of this Agreement as the teacher work year.

School counselors, who work such extra days, will be compensated on a per-diem basis for the set number of extra days worked.

#### 18.5 Additional Work Days for K-4 Math/Science Specialists and 5-8 Math Specialists

Math/Science Specialists in grades K-4 and Math Specialists in grades 5-8 are required to work five (5) extra days beyond the one-hundred-eighty-seven (187) days defined in Section 18.1 of this Agreement as the teacher work year.

Math/Science Specialists for grades K-4 will be compensated an additional eight percent (8%) of their base salary. Math Specialists for grades 5-8 will be compensated an additional eight percent (8%) of their base salary.

An appointment as a Math/Science Specialist or a Math Specialist shall be made by the Superintendent, upon recommendation by the Building Principal, for no more than one (1) year, provided that an incumbent Math/Science Specialist or Math Specialist may be appointed to serve multiple one (1) year terms. Appointments to the position of Math/Science Specialist or Math Specialist shall be made on or before April 15 of each year.

#### 18.6 Additional Work Days for Library Media Specialists

Library media specialists in grades Kindergarten (K), One (1), Two (2), Three (3), and Four (4) are required to work up to three (3) extra days (as determined by the Superintendent) beyond the one-hundred-eighty-seven days defined in Section 18.1 of this Agreement as the teacher work year.

The library media specialists in grades five (5) through eight (8) are required to work up to five (5) extra days (as determined by the Superintendent) beyond the one-hundred-eighty-seven days defined in Section 18.1 of this Agreement as the teacher work year.

Library media specialists in grades Nine (9), Ten (10), Eleven (11), and Twelve (12) are required to work up to ten (10) extra days (as determined by the Superintendent) beyond the one hundred eighty-seven days defined in Section 18.1 of this Agreement as the teacher work year.

Library media specialists, who work such extra days will be compensated on a per-diem basis for the set number of extra days worked.

#### 18.7 Additional Work Days for K-8 Reading/Language Arts Consultants

Reading/Language Arts Consultants in grades K-8 are required to work five (5) extra days beyond the one-hundred-eighty-seven (187) days defined in Section 18.1 of this Agreement as the teacher work year.

Reading/Language Arts Consultants for grades K-4 will be compensated an additional eight percent (8%) of their base salary. Reading/Language Arts Consultants for grades 5-8 will be compensated an additional eight percent (8%) of their base salary.

An appointment as a Reading/Language Arts Consultant shall be made by the Superintendent, upon recommendation by the Building Principal, for no more than one (1) year,



provided that an incumbent Reading/Language Arts Consultant may be appointed to serve multiple one (1) year terms. Appointments to the position of Reading/Language Arts Consultant shall be made on or before April 15 of each year.

## 19. WORK DAY

### 19.1

#### 19.1.1 Grades 5-12

The contractual teacher workday for teachers in grades 5-12 shall be seven (7) hours and thirty-two (32) minutes. Teachers shall be present in the building before and after the student school day with sufficient time to plan and carry out their professional responsibilities, but in any event shall be in the building at least twenty-five (25) minutes before the student school day. During such time, teachers may be required to engage in responsibilities as assigned by the Principal, including but not limited to duties, student supervision and meetings.

Teachers in grades 5-12 shall be in their classrooms no later than ten (10) minutes prior to the start of the student school day in order to be present when students arrive in their classrooms, unless they are assigned to a duty during that time period.

Teachers in grades 5-12 may be required to attend three (3) staff meetings per month, for such purposes as determined by the Administration. Such meetings shall be held on Tuesdays, either before or after school, for up to fifty (50) minutes outside the time when teachers are required to be in their classrooms, as set forth in this Section. If a meeting scheduled for a Tuesday is canceled due to a school closing or early dismissal, the Administration will reschedule the meeting for another day (not necessarily a Tuesday), with notice of at least one week for teachers.

#### 19.1.2 Grades K-4

The contractual teacher workday for teachers in grades K-4 shall be seven (7) hours and twenty-two (22) minutes. Teachers shall be present in the building before and after the student school day with sufficient time to plan and carry out their professional responsibilities, but in any event shall be in the building at least twenty-five (25) minutes before the student school day. During such time, teachers may be required to engage in responsibilities as assigned by the Principal, including but not limited to duties, student supervision and meetings.

Elementary teachers shall be in their classrooms no later than twenty (20) minutes prior to the start of the student school day in order to be present when students arrive in their classrooms, unless they are assigned to a duty during that time period.

K-4 teachers shall have no more than one (1) recess duty in each six-day rotation.

Elementary teachers may be required to attend two (2) staff meetings per month, for such purposes as determined by the Administration. Such meetings shall be held on Tuesdays, either before or after school, for up to fifty (50) minutes outside the time when teachers are required to be in their classrooms, as set forth in this Section. If a meeting scheduled for a Tuesday is canceled due to a school closing or early dismissal, the Administration will reschedule the meeting for another day (not necessarily a Tuesday), with notice of at least one week for teachers.

#### 19.1.3 Shortened School Days

On scheduled shortened school days for students, teachers shall work a full contractual workday, with the exception of the last workday before the December holiday break and the last day of the student school year. On those two (2) days, teachers may leave after student dismissal (or if assigned to a duty at dismissal time, upon completion of that duty).

On unscheduled shortened school days for students, teachers may leave after student dismissal (or if assigned to a duty at dismissal time, upon completion of that duty).

19.2 The Superintendent or designee may establish working schedules for certified staff that are not identical to the standard work day, including preschool and Newtown Community Partnership. Full-time teaching staff assigned to such schedules shall not be required to work more hours in a typical week than the total number of weekly hours worked by the average full-time teacher. Nothing herein, however, changes the normal practice that teachers fulfill job responsibilities outside of the contractual workday.

19.3 Attendance shall not be required at more than six (6) evening meetings per school year.

### 20. ATTENDANCE

20.1 Compliance with school hours and regular attendance at staff, workshop, professional learning community workshops or in-service training meetings, as well as all regularly scheduled classes, shall be expected of all teachers.

20.2 If the teacher is going to be absent for any reason, the teacher shall notify the Principal or designee of the teacher's absence and the reason therefor as soon as possible prior to the absence but in no event later than ninety (90) minutes prior to the time when the teacher is scheduled to report to school, unless the teacher is prevented from doing so because of an illness or accident or similar reason beyond the teacher's control, in which case the teacher, or someone for the teacher, shall notify the Principal or designee as soon as possible of the reason for the teacher's absence and the reason for the teacher's failure to notify the Principal within the time limits set forth above. Failure on the part of the teacher to give the ninety (90) minute notice of absence may result in progressive discipline. The teacher's notice to the Principal or designee shall include the teacher's estimate of the duration of the absence.

Thereafter, the teacher shall be required to notify the Principal or designee of any changes in said estimate as soon as they occur, but in no event shall a teacher allow five (5) working days to pass without recontacting the Principal or designee unless a specific date beyond five (5) working days is established in advance by the Principal or designee for such contact. For each day of unexcused absence or failure to comply with the requirements of this Section, teachers will be subject to loss of pay in an amount equal to the product of: (1) the number of such days, (2) the teacher's salary, and (3) a fraction, the numerator of which shall be the numeral one and the denominator of which shall be the number of teacher work days in the applicable employment year. The Board may also take other appropriate action, such as letter of reprimand, withholding of increment, or dismissal. The Board's determination and the reasons therefore shall be given to the teacher in writing.

21. DUTY-FREE LUNCH

All teachers shall have an uninterrupted duty-free lunch period daily of at least thirty (30) minutes, except in cases of emergency.

22. PREPARATION PERIOD

For the purposes of this Article, a preparation period is defined as a period during which a teacher is engaged in professional activities. Subject to temporary schedule changes resulting from teacher or paraeducator absence:

22.1 Classroom teachers for grades K-12 shall have, in addition to their lunch period, an average of one preparation period per day over a five day period. This will not result in any teacher having two consecutive days without a preparation period.

22.2 Elementary classroom teachers may utilize as preparation periods the time when special teachers (music, art, library, physical education, world language) are in their classrooms, except when specially requested to remain in the classroom by the Principal.

22.3 On any day when a special teacher is not scheduled for an elementary classroom, or when a Principal has requested an elementary classroom teacher to remain in the classroom while the special teacher was present, alternative preparation time of a duration equivalent to the preparation time lost shall be provided. Such alternative preparation time shall be provided during the student school day.

22.4 The Board agrees to continue its practices regarding the compensation of teachers or the provision of alternative preparation time to teachers in cases when a Planning and Placement Team meeting conflicts with scheduled preparation time as provided for in Sections 22.1 or 22.2 on any given day.

22.5 Teachers required to teach an additional class or additional students as the result of the unavailability of a substitute shall be paid as follows:

Elementary Schools: \$50.00 per hour

Intermediate and Middle Schools: \$50.00 per period

High School:

Coverage for Less than One 8-Day Cycle: If a teacher is assigned to teach an additional class or additional students for less than a single eight (8) day cycle, the teacher shall be paid fifty dollars (\$50.00) for each period during which the teacher provides such coverage.

Continuous Coverage for One 8-Day Cycle or Longer: If a teacher is assigned to teach an additional class or additional students continuously for an eight (8) day cycle or longer, then the teacher shall be paid the greater of (a) or (b) below for each teacher work day during the period of such assignment, retroactive to the first day of the assignment:

(a) one-seventh ( $1/7^{\text{th}}$ ) of the teacher's daily rate of pay

(b) fifty dollars (\$50.00)

22.6 Special teachers shall have an average of five (5) preparation periods per week.

## 23. PAYROLL DEDUCTIONS

23.1 In addition to those payroll deductions required by law, the following agencies are eligible for payroll deductions. All requests for deductions must be in writing on approved authorization forms.

23.2 A list of approved deductions is as follows:

- Newtown Federation of Teachers
- Waterbury Teachers Federal Credit Union
- Tax Sheltered Annuity Plans
- Supplemental Life and Disability Insurance
- Medical and Dental Insurance
- Direct Deposit
- Flexible Benefit Plan
- AFLAC

23.2.1 Deductions for Tax Sheltered Annuity Plans and Waterbury Teachers Credit Union shall be as indicated by each individual contract. The Board shall not be required to honor for any month's deduction any authorizations that are delivered to it later than two (2) weeks prior to the distribution of the payroll from which the deductions are to be made.

23.2.2 The Board of Education agrees to deduct from teachers' salaries said dues when said teachers voluntarily, individually and in writing authorize the Board to do so, and to transmit to the Newtown Federation of Teachers all monies so deducted accompanied by a list of the teachers' names from whom such deductions have been made and the amount of the deduction.

23.2.3 The Federation shall, at the beginning of each school year, give written notification to the Business Office of the amount of its dues.

23.2.4 If, during the term of this Agreement, the Federation establishes plans providing welfare benefits for teachers in the unit, the Board shall honor teachers' written requests to deduct and pay portions of their salary into such plans, provided that, such deductions are lawful and do not, when combined with other deductions authorized herein, exceed the total number of deductions available under the Board's data processing facilities.

23.2.5 The Federation shall indemnify and save the Board and/or Town harmless against all claims, demands, suits, or other forms of liability or expense, including attorneys' fees, which may arise by reason of any action taken in making deductions and remitting the same to the Federation pursuant to this Article.

#### 24. ISSUANCE OF SALARY CHECKS

24.1 Teachers shall be paid salaries, via direct deposit, in accordance with the salary schedule attached hereto as Appendix C. Confirmation of payment shall be sent by e-mail.

24.2 Each teacher shall elect, in writing, whether the teacher wishes to be paid on a twenty-six (26) equal payment schedule throughout the year, or a twenty-six (26) equal payment schedule with twenty-two of the payments throughout the school year and the last four (4) payments (balance of the year's salary) paid in a lump sum by the last payday in June. Salary deposits will be made bi-weekly, on alternate Fridays. When a payday falls on a bank or school holiday, the deposits will be made on the working day prior to the holiday.

#### 25. DEPARTMENT CHAIRS, DIRECTOR OF SCHOOL COUNSELING AT NEWTOWN HIGH SCHOOL, MIDDLE SCHOOL AND REED INTERMEDIATE SCHOOL CURRICULUM COORDINATORS, PPT COMPLIANCE COORDINATOR AND DEAN OF STUDENTS

##### 25.1 Department Chairs and Director of School Counseling at Newtown High School

25.1.1 An appointment as a Department Chair or as the Director of School Counseling at Newtown High School (hereinafter referred to as "Department Chair" or "Department Chairs") shall be made by the Superintendent, upon recommendation by the Building Principal, for no more than one (1) year, provided that an incumbent Department Chair may be appointed to serve multiple one (1) year terms. Appointments to the position of Department Chair shall be made on or before April 15 of each year.

25.1.2 Department Chairs will be excused from assignment to regular supervisory duties of classroom teachers, such as bus duty, study hall, detention hall, homeroom, etc.

25.1.3 A Department Chair may also be assigned by the Superintendent of Schools to carry out those activities which relate to the articulation and coordination of the Department Chair's subject matter area with that of the elementary and middle schools and with other Department Chairs.

25.1.4 Department Chairs shall be directly responsible to their Principal or such other administrator as may be designated by the Superintendent and under the supervision of such administrator for the improvement of instruction in the particular subject area assigned in the Department Chair's school.

25.1.5 A Department Chair shall be responsible for three (3) or four (4) periods of teaching per day, with the number of such teaching periods for each Department to be determined on an annual basis by the Superintendent after consultation with the Principal. The remainder of the day shall be available for supervision and department coordination.

25.1.6 The Board of Education may, at its discretion, appoint or employ Department Chairs in specific subject matter areas.

25.1.7 The responsibilities of Department Chairs shall include the evaluation of teachers, except in the case of a problematic teacher evaluation, in which case both an administrator and the Department Chair will sign the evaluation.

25.1.8 Department Chairs are required to work ten (10) days beyond the 187-day teacher work year set forth in Section 18.1 of this Agreement.

25.1.9 Department Chairs shall be compensated as follows:

25.1.9.1 by receiving additional ten percent (10%) of their base salary; and

25.1.9.2 by the additional annual payment in the amount of \$100 per teaching position within the department, excluding the chairperson of the department in the case of those departments with less than ten (10) positions; or by an additional annual payment in the amount of \$110 per teaching position within the department, excluding the department chair in the case of those departments with ten (10) or more positions.

## 25.2 Middle School and Reed Intermediate School Curriculum Coordinators

25.2.1 An appointment as Middle School and Reed Intermediate School Curriculum Coordinator shall be made by the Superintendent, upon recommendation of the Building Principal, for no more than one (1) year, provided that an incumbent Middle School and Reed Intermediate School Curriculum Coordinator may be appointed to serve multiple one

(1) year terms. Appointments to the position of Middle School and Reed Intermediate School Curriculum Coordinator shall be made on or before April 15 of each year.

25.2.2 Middle School and Reed Intermediate School Curriculum Coordinators shall be directly responsible to their Principal or such other administrator as may be designated by the Superintendent and under the supervision of such administrator for the improvement of instruction in the particular subject area assigned in the Curriculum Coordinator's school.

25.2.3 Middle School and Reed Intermediate School Curriculum Coordinators are required to work five (5) days beyond the 187-day teacher work year set forth in Section 18.1 of this Agreement.

25.2.4 Middle School and Reed Intermediate School Curriculum Coordinators shall receive an additional eight percent (8%) of their base salary as compensation for their responsibilities as Curriculum Coordinators.

### 25.3 PPT Compliance Coordinator

25.3.1 Appointment to the position of PPT Compliance Coordinator shall be made by the Superintendent, upon recommendation by the Building Principal, for no more than one (1) year, provided that an incumbent PPT Compliance Coordinator may be appointed to serve multiple one (1) year terms. Appointment to the position of PPT Compliance Coordinator shall be made on or before April 15 of each year.

25.3.2 The PPT Compliance Coordinator will be excused from assignment to regular supervisory duties of classroom teachers, such as bus duty, study hall, detention hall, homeroom, etc.

25.3.3 The PPT Compliance Coordinator may be assigned by the Superintendent of Schools to carry out those activities which relate to the coordination of PPTs at the middle school.

25.3.4 The PPT Compliance Coordinator shall be directly responsible to their Principal or such other administrator as may be designated by the Superintendent and under the supervision of such administrator.

25.3.5 The PPT Compliance Coordinator may be responsible for periods of teaching, with the number of such teaching periods to be determined on an annual basis by the Superintendent after consultation with the Principal. The remainder of the day shall be available for carrying out the responsibilities of the PPT Compliance Coordinator.

25.3.6 The PPT Compliance Coordinator is required to work ten (10) days beyond the 187-day teacher work year set forth in Section 18.1 of this Agreement.

25.3.7 The PPT Compliance Coordinator shall be compensated by receiving an additional ten percent (10%) of their base salary.

#### 25.4 Dean of Students

25.4.1 Appointment to the position of Dean of Students shall be made by the Superintendent, upon recommendation of the Building Principal, for no more than one (1) year, provided that an incumbent Dean of Students may be appointed to serve multiple one (1) year terms. Appointment to the position of Dean of Students shall be made on or before April 15 of each year.

25.4.2 The Dean of Students will be excused from assignment to regular supervisory duties of classroom teachers, such as bus duty, study hall, detention hall, homeroom, etc.

25.4.3 The Dean of Students shall be directly responsible to their Principal or such other administrator as may be designated by the Superintendent and under the supervision of such administrator.

25.4.4 The Dean of Students will not be responsible for periods of teaching. In the event that the Dean of Students is not reappointed in accordance with Section 25.5.1, they will be assigned to a teaching position in accordance with Article 10.

25.4.5 The Dean of Students is required to work ten (10) days beyond the 187-day teacher work year set forth in Section 18.1 of this Agreement.

25.4.6 The Dean of Students shall be compensated by receiving an additional ten percent (10%) of their base salary.

#### 26. DEGREE DEFINITIONS

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

26.1 Bachelor - A baccalaureate degree earned from a college or university accredited by a regional accrediting association.

##### 26.2 Master

26.2.1 Master's degree program - A master's degree earned from a college or university accredited by a regional accrediting association.

26.2.2 University approved graduate program - The completion of thirty (30) credits beyond the baccalaureate degree in a planned program approved, in writing, in advance, by the Superintendent and by a college or university accredited by a regional accrediting association.

26.2.3 Master's equivalency program - Thirty (30) credits in graduate study in a program approved by the Superintendent, in writing, in advance, as being equivalent to a master's degree program.



26.3 Six-year - A second master's degree from a college or university accredited by a regional accrediting association; or thirty (30) credits in graduate study in a program approved by the Superintendent; in writing, in advance, as being equivalent to a master's degree program; or a "sixth-year certificate" from a college or university accredited by a regional accrediting association. Second master's degree programs must be approved in writing in advance by the Superintendent of Schools if they are not directly related to the individual's current teaching position.

26.4 Doctorate - An earned Doctor of Philosophy (Ph.D.) or Doctor of Education (Ed.D.) from a college or university accredited in the field in which the degree was earned by a regional accrediting association of colleges and secondary schools.

26.5 Approval by the Superintendent of a program of graduate study, under Sections 26.2 or 26.3 shall not be revocable.

## 27. PLACEMENT ON THE SALARY SCHEDULE

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

27.1 Degree status as defined under the Section of this Agreement entitled "Degree Definitions," provided that eligibility for placement on the appropriate step shall be determined not later than October 1st and March 1st of each year of this contract, after which no change will be made for that school year.

27.2 For teachers entering or returning to the Newtown school system, credit will be given, according to the schedule below, for previous satisfactory paid teaching experience as determined by the Superintendent in public, private and military dependency schools, provided that such experience shall have been continuous service of at least one-half of any school year. Intermittent or short-term substitute's service will not be credited as previous teaching experience.

<u>YEARS OF CREDITED EXPERIENCE</u>	<u>ENTERING OR RETURNING STEP ON SALARY SCHEDULE</u>
2	3
3	4
4	5
5	6
Over 5	At Superintendent's Discretion

For the duration of this contract the Superintendent may give full or partial credit for previous experience if the Superintendent in the Superintendent's unlimited discretion, determines that it is in the best interest of the school system. Notwithstanding the foregoing, no newly hired teacher will be placed at a step level higher than a teacher already in the school system with the same amount of experience except in extraordinary circumstances deemed by the Superintendent to be in the best interest of the school system, provided that in

any such case, the Superintendent will consult with the President of the Federation or designee prior to placing the incoming teacher on a higher step.

(a) Teacher experience interrupted by a period of five or more years may be considered for credit on the salary guide. The Superintendent will determine when it is in the best interest of the district to grant usual or partial credit.

(b) The Board of Education may give district administrators, who request reassignment to the position of teacher, credit on the salary schedule for service as an administrator provided such a reassignment does not result in a Newtown teacher losing their position as a teacher.

(c) The Superintendent may give partial credit on the salary schedule for experience in careers other than teaching if that experience is deemed by the Superintendent to entail skills and knowledge necessary to fulfill the teaching assignment.

27.3 For any year in which the parties agree in writing there shall be step advancement, each teacher presently employed in the Newtown school system will be advanced one step above the teacher's step on the salary schedule for each year provided the Board shall not have voted to withhold increment in the teacher's case, in which event the teacher must have been informed, in writing, of the specific reasons for such withholding of increments. Teachers who have reached the top step of a salary schedule and who are reemployed for the following school year shall receive the increase to which they are entitled under the provisions of Appendix C, provided the Board shall not have voted to withhold any or all of such increase, for the following school year, in the case of a particular teacher, in which event such teacher must have been informed, in writing, of the specific reason or reasons for withholding such increase.

27.4 Any teacher entering the Newtown school system who has satisfactorily completed active service in the Armed Forces of the United States of at least six (6) months' duration shall be credited with one step on the salary schedule.

27.5 Each teacher presently employed in the Newtown school system whose service is interrupted by active service in the Armed Forces of the United States shall be credited with one step on the salary schedule for each year of such service to a maximum of two steps.

27.6 Both parties recognize that compensation for academic course credits beyond a Bachelor's degree shall only be required for courses taken after the teacher has been certified to teach. Compensation is not required for courses taken after initial certification but needed to qualify for certification in the State of Connecticut.

27.7 A teacher who reaches the maximum on the Bachelor's Degree Schedule will move directly across to the Master's Degree schedule if a Master's Degree is granted mid-year, and up one step at the beginning of the school year.

28. INSURANCE

28.1 The Board shall offer a High Deductible Health Plan/HSA plan (the "HSA Plan") as set forth in Appendix D with the following deductibles:

\$2,500 for single coverage and \$5,000 for dependent coverage

A Prior Authorization utilization management edit will be in place effective July 1, 2026. Grandfathering Provision: Any member with an active prescription as of October 1, 2025 for a medication that would otherwise be subject to prior authorization may continue to receive that medication without a prior authorization requirement, as long as the medication is taken as prescribed with no interruption.

During each year of this Agreement, post-deductible drug co-payments of \$10/30/50 shall apply.

The HSA plan shall include a health savings account feature ("HSA"). The HSA plan is summarized in Appendix D. The HSA plan will be the only medical insurance plan available to employees.

For each eligible employee, the Board will contribute the following amounts into the employee's HSA, as applicable:

Individual coverage:	\$1,125
Family coverage (includes Single + 1 coverage):	\$2,250

One-half of the Board's annual HSA contribution will be deposited into the HSA accounts in September, and the remaining one-half of the Board's annual HSA contribution toward the HSA deductible will be deposited into the HSA accounts in January.

The parties acknowledge that the Board's contribution toward the funding of the HSA plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for actively employed teachers. The Board shall have no obligation to fund any portion of the HSA deductible for retirees or other individuals upon their separation from employment.

Wellness Incentive: The HSA plan set forth in this Article shall include a wellness incentive program, designed to provide early diagnosis and appropriate information to patients so that they and their health care professionals can determine appropriate, timely courses of treatment as needed. The wellness program will include preventive physical examinations. If the teacher and the teacher's spouse (if applicable) complete one preventive physical examination during the term of the contract, the Board will make a one-time contribution into the teacher's HSA, in the following amounts, as applicable:

Individual coverage:	\$100
Family coverage (includes Single + 1 coverage):	\$200

For the purposes of this paragraph, the measurement period for completing the physical examination will be the period beginning July 1, 2026 and ending December 31, 2028. The Board will make its additional HSA contributions by June 30, 2029.

A Health Reimbursement Account ("HRA") shall be made available for any teacher who is precluded from participating in a Health Savings Account ("HSA") because the teacher receives Medicare and/or veterans' benefits. The annual maximum reimbursement by the Board for teachers participating in the HRA shall not exceed the dollar amount of the Board's annual HSA contribution for teachers enrolled in the HSA.

28.1.1 The Board reserves the right to study alternative health insurance plans with different carriers and to change insurance carriers on health insurance provided the following steps occur:

1. The plan suggested as an alternative must contain coverage, benefits, network and administration comparable to the plans presently in place at no additional cost to the employee.

2. The Union shall have an opportunity to study the proposed plan for a period of thirty (30) calendar days.

3. If at the end of the aforementioned thirty (30) calendar days there is a disagreement between the parties on whether or not the plan offers the requisite coverage, benefits, portability, and administration, then the issue will be sent to a mutually selected arbitrator. If the parties are unable to agree on an arbitrator, the American Arbitration Association shall be required to appoint an arbitrator with expertise in the health insurance field in accordance with its rules and regulations. The decision of the arbitrator shall be binding on the parties. If the arbitrator rules that the Board's proposed alternate carrier meets the criteria outlined in Section 28.1.1.1 and the Board changes carriers, the standards outlined in 28.1.1.1 must be maintained during the life of the contract. The Union shall retain the right to ask the arbitrator to reinstate the original carrier if the standards outlined in 28.1.1.1 are not maintained.

28.1.2 (a) The teachers shall pay the following percentages of the expenses for group health and dental insurance coverage for each full time teacher, spouse and child:

<u>2026-27</u>	<u>2027-28</u>	<u>2028-29</u>
24.0%	24.0%	24.5%

(b) Premium contributions will be deducted in equal payments as a regular part of the bi-weekly payroll program.

28.2 Life Insurance - The Board shall pay the complete expense of group life insurance coverage for each full-time teacher in the amount of \$100,000 per teacher. Teachers may purchase at their own expense additional insurance in increments of \$10,000 provided the Board's life insurance carrier permits employees to do so.

28.3 Annually, each teacher shall fill out a form, provided by the Board, which shall provide the Board with information concerning any other health, hospitalization, or major medical insurances that provide coverage for the teacher, the teacher's spouse, and/or the teacher's dependents.

28.4 All full-time teachers must complete six (6) full months of employment before they shall be eligible for dental insurance coverage.

28.5 Any teacher wishing to purchase "stand alone" dental insurance will be able to do so by contributing the applicable percentages for dental insurance as set forth in Section 28.1.2.

28.6 For all purposes under this Article dependent children shall be defined as:

- (a) set forth in Connecticut General Statute 38a-554 as amended; and
- (b) the employee's dependent unmarried children who are incapable of self-sustaining employment by reason of mental or physical disability.

In the event of a question about a dependent receiving insurance coverage, the Board may require the employee to provide a copy of that portion of the employee's Federal Income Tax Return which lists dependents, or other legal documents showing the employee's legal responsibility to provide health insurance.

## 29. COURSE WORK REQUESTED BY SUPERINTENDENT

Upon the request of the Superintendent, or upon the request of a teacher and the approval of the Superintendent, the Board shall reimburse teachers who undertake and satisfactorily complete selected studies for the benefit of the Newtown public schools for tuition and books in one lump sum. These expenses shall be considered as reimbursement of out-of-pocket disbursements and shall not be considered part of the teacher's scheduled annual salary.

## 30. TRAVEL EXPENSES

Teachers required to travel by the Board on educational trips shall be reimbursed at the IRS allowable rate. No teacher will be eligible for any reimbursement for travel expenses unless the teacher actually used the teacher's own automobile.

31. SICK LEAVE, SICK LEAVE BANK, MATERNITY LEAVE AND CHILDREARING LEAVE

31.1 All teachers shall be granted annually fifteen (15) days of sick leave with full pay. Unused sick leave will be accumulated up to but not in excess of the number of days in the work year. Teachers may utilize up to five (5) accumulated days of sick leave annually for purposes of caring for an ill member of the teacher's family. Except as otherwise provided by applicable law, for purposes of this section, "family" is defined as a teacher's spouse, parent or child.

31.2 For absence for sickness beyond accumulated sick leave, teachers may, at the discretion of the Board, receive the difference between their regular pay and the substitute's pay.

31.3 Whenever a teacher is absent from school as a result of personal injury caused by an accident arising out of, and in the course of the teacher's employment, the teacher shall be paid the teacher's full salary (less the amount of any Workers' Compensation award made for temporary disability due to said injury) for the period of such absence up to six (6) months from the date of the injury without having such absence charged to the teacher's annual or accumulated sick leave.

31.4 Whenever a teacher remains eligible to receive benefits under the Workers' Compensation laws after the provisions of Section 31.3 above have been exhausted, the teacher may use the teacher's unused sick leave to make up the difference between the daily Workers' Compensation benefits and the teacher's regular daily rate of pay, in which event the teacher's accumulated sick leave account shall be charged on a non-prorated basis.

31.5 Sick Leave Bank

31.5.1 Membership. There shall be a sick leave bank ("bank"), of which all teachers employed within the Newtown Public Schools for at least four consecutive years shall be members, unless the teacher gave written notice to the Superintendent or designee and the Federation President prior to July 1<sup>st</sup> of the year in which a new collective bargaining agreement takes effect of the teacher's election not to participate in the bank. In the event that a teacher completes the fourth consecutive year of employment and therefore becomes eligible to participate in the sick leave bank during the term of a collective agreement, the deadline for such notice shall be the July 1<sup>st</sup> following the completion of the teacher's fourth consecutive year of employment. Each teacher's participation in the sick leave bank shall remain in effect for the duration of the collective bargaining agreement. A teacher withdrawing their membership in the bank in accordance with this section will not be able to withdraw any contributed days.

31.5.2 Contributions. Each member of the bank ("member") shall contribute one (1) day of their accumulated sick leave no later than September 1<sup>st</sup> of each contract year, provided that the requirement of such contribution shall be waived for a contract year in the event the number of sick leave days in the bank meets or exceeds one thousand (1000), or as otherwise mutually agreed by the Board and the Federation. Days contributed to the bank are non-refundable except as the Board and the Federation may otherwise mutually agree. In the event the number of sick leave days in the bank drops below one hundred eighty (180), each

member shall contribute one (1) day of their accumulated sick leave to replenish the bank. However, a member shall not be required to contribute more than two (2) sick leave days per school year.

31.5.3 Sick Leave Bank Committee. A sick leave bank committee consisting of two representatives selected by the Superintendent and two selected by the Federation shall be established to determine applicant's eligibility for sick leave days from the bank and the number of days to be granted. The committee shall be responsible for keeping all records related to the sick leave bank. An affirmative vote by at least three of the four persons on the committee is needed to grant sick leave bank days to an applicant.

31.5.4 Eligibility and Conditions of Use.

- a) A member may be granted up to forty-five (45) sick leave days from the bank per school year. No member shall receive more than a lifetime maximum of one hundred eighty (180) days from the sick leave bank.
- b) Eligibility for sick leave days from the bank shall be based on serious prolonged illness or injury preventing the member from working. A serious prolonged illness or injury is life threatening or very severe and typically will require an inpatient hospital stay or stay in a residential medical care facility or hospice. The presence of a serious prolonged illness or injury shall be documented by a medical report from the member's physician.
- c) No days may be granted from the bank unless the member has exhausted their accumulated sick leave due to serious prolonged illness or injury as described above. Sick leave days from the bank shall not be used in conjunction with any other leave.
- d) The decisions of the sick leave bank committee shall not be subject to appeal, grievance, or any other collateral attack.
- e) No days may be donated to a specific individual.
- f) Any member who is granted sick leave days from the bank shall not be entitled to receive the difference between their regular pay and the substitute's pay, as set forth in Article 31, Section 31.2 of the collective bargaining agreement.

31.6 Maternity Leave/Child Rearing Leave

31.6.1 Maternity Leave shall be treated as a temporary disability and shall be provided in accordance with state and federal laws.

31.6.2 Child Rearing Leave for a period of a full calendar year shall be granted to teachers, provided a request is submitted at least three (3) months prior to the start of the childrearing leave, and the leave begins not more than six months before and not more than 12 months after the birth or adoption of a child. Other requests for childrearing leave shall be subject to the approval of the Superintendent.

32. CONFERENCE LEAVE

The Superintendent, upon request from a teacher, may grant convention or conference leaves, or permission to observe an activity in another school building or school system, to teachers without loss of pay; and the Superintendent may also, on behalf of the Board, agree to the payment of all or part of the expenses of attendance.

33. EXCHANGE TEACHERS LEAVE

At the discretion of the Board, in any year teachers may be exchanged for teachers from some other school administration district in the United States or in a foreign country with the teacher's consent. All rights and privileges of the exchanged Newtown teacher shall continue in full force and effect during the exchanged period.

34. GENERAL LEAVE

34.1 Because the Board and the Federation firmly believe that they should work together to promote an ever greater degree of professional proficiency, upon recommendation of the Federation and/or Superintendent, a teacher may be granted leave by the Board; with loss of the amount of salary which is paid to such teacher's substitute, to attend programs of study which result from foundation or scholarship grants and which necessitate personal presence in advance of the close of the school year.

34.2 Military leave shall be granted in accordance with state and federal laws.

34.3 Leaves of absence will, under normal circumstances, be granted by the Board for compelling personal reasons, such leaves to be without pay and without experience credit on the salary schedule and for a duration to be agreed to by the Board.

34.4 A teacher who returns to work upon termination of any leave of absence shall be reinstated in the teacher's previous position, if available, or to an equivalent position for which the teacher is qualified, provided that such reinstatement does not require the Board to violate any other teacher's rights under law.

34.5 At the discretion of the Board, other extended leaves not covered by this Agreement, with or without salary, may be granted upon recommendation of the Federation and/or the Superintendent. No experience credit on the salary schedule shall be granted for the period of such leave.

34.6 A teacher on an extended leave of absence under the provisions of this Article or Article 31 shall give the Board reasonable advance notice, in writing, of intent to return, indicating the anticipated date when the leave will terminate. A teacher whose leave is scheduled to terminate at or after the beginning of the subsequent school year shall give such notice not later than February 15th of the preceding school year. The Board shall send the teacher a written reminder, addressed to the teacher's last address of record, notifying the teacher that such a notice is due, not later than ten (10) calendar days in advance of such February 15th date. In



the case of all other extended leaves of absence, at least sixty (60) days' notice shall be given. Failure to give notice as required herein shall, at the Board's option, be treated as a voluntary resignation of employment.

### 35. PERSONAL DAYS

35.1 All teachers shall be entitled to five (5) days leave of absence with pay each school year for legal, religious, business or family matters, i.e., birth of child, marriage, serious illness in the teacher's household or immediate family, which requires absence during school hours. Leaves of absence for these purposes shall be in addition to any sick leave accumulated. Except as provided in Section 35.4 below, it is expressly agreed that such leaves are not to be used for extension of vacation periods, or holidays.

35.2 Teachers shall be granted leave with full pay for a period of five (5) days following a death in the household or immediate family defined as spouse, children, siblings, stepchildren, grandchildren, parents, stepparents, foster parents, guardians, brother-in-law, sister-in-law, mother-in-law and father-in-law and grandparents. Additional leave may also be granted at the discretion of the Superintendent for special circumstances. The Superintendent's decision regarding any request for such additional leave shall not be subject to the grievance and arbitration procedure set forth in Article 8 of the Agreement

35.3 Requests for personal leave shall be made, in writing, to the immediate supervisor at least seven (7) calendar days before taking such leave (except in the case of emergency) and the teacher shall state the reason for taking such leave as set forth in Section 35.1. Such leave shall be granted except in cases of extreme hardship or disability to the school system.

35.4 An absence immediately before or after a vacation or between May 1 and the end of the school year shall not be compensated unless specific approval for such compensation is given before an absence by the Superintendent or Assistant Superintendent, after written application has been made by the teacher with a copy to the Principal. In no case shall a teacher request to use more than two (2) days in any school year under the portion of this paragraph pertaining to an absence immediately before or after a vacation. In no case shall a teacher request to use more than three (3) days in any school year under the portion of this paragraph pertaining to an absence between May 1 and the end of the school year.

35.5 For leaves of absence other than those covered by any portion of this Agreement, the rate of deduction from the teacher's salary shall be determined by subtracting from the teacher's salary for each day of absence the amount derived by multiplying the teacher's salary by a fraction, the numerator of which shall be the numeral one and the denominator of which shall be the number of teacher work days in the applicable employment year.

### 36. GENERAL

36.1 The Board agrees to continue its practice of paying teachers for selected committee and curriculum work which requires teacher involvement on weekends or in the evening or over school vacation periods, such as the summer break. When such work is done at the request of the Board, teachers shall be compensated at the rate of \$50.00 per hour. Group leaders will receive an hourly rate 20% higher than other teachers. Teachers who receive additional compensation for additional responsibilities (*i.e.*, Department Chairs, Curriculum Coordinators, Lead Teachers, Math Specialists, Math/Science Specialists, Reading/Language Arts Consultants, and the Director of School Counseling at Newtown High School) shall not be eligible for the compensation in this subsection for subject-specific committee meetings (*e.g.*, math committee meetings).

36.2 The Board agrees to continue its practice of paying teachers for certain student support work outside the teacher work day as such work day is described in Article 19 (*e.g.*, teacher monitoring of students, group tutoring at the K-4 level). When such work is done at the request of the Board, teachers shall be compensated at the rate of \$50.00 per hour.

36.3 When teachers are formally requested by either the Superintendent, the Assistant Superintendent or the building Principal to attend a workshop during the summer which is considered to be an integral part of the district's goals, they will receive \$200 per day, pro-rated for less than six (6) hours for their attendance. The school system may offer teachers the opportunity to attend another category of workshops entitled "Voluntary Attendance Workshops" for which there may be no remuneration other than the school system providing for the cost of the consultant.

### 37. TEACHER RESPONSIBILITIES

37.1 Individual parent-teacher conferences, instituted by either the parents or the teachers, are an integral part of a good educational system. The current practice of encouraging and holding such conferences between individual members of the staff and parents shall continue. Unless otherwise determined by the Board in accordance with Section 10-153d(b) of the Connecticut General Statutes, elementary schools will have early dismissals on four (4) consecutive days in the Fall and Spring to provide time for parent-teacher conferences in conjunction with submission of pupils' report cards. The four (4) days will be scheduled during a two-week period by the Principal after consultation with the teachers and the Federation representative in the school building. In addition, teachers will make reasonable efforts to accommodate those parents unable to visit the schools during the day. If experience demonstrates that as much as four (4) days is not essential to accomplish these goals then, the number of days may be lessened by the Superintendent.

37.2 The Board and the Federation agree that effective lesson planning is a necessary and important part of the educational process. Lesson planning will be carried out in accordance with guidelines to be established by the Administration, with input from teachers.

37.3 The Board and the Federation recognize the importance of timely and effective communication with students and parents regarding the academic progress of students, the curriculum, assignments, homework, assessments, grading and other aspects of the educational program. The Board and the Federation also recognize that such communication will occur by various means, including phone calls, emails, use of the school district's website and other elements of the district's technology program. Such communication will be carried out in accordance with guidelines to be established by the Administration, with input from teachers.

### 38. STAFF REDUCTION

In the event of layoff, the Parties agrees to following staff reduction procedure:

#### 1. General Statement

Under the provisions of Section 10-220 and 10-4a of the General Statutes, the Board has the responsibility to maintain good public elementary and secondary schools and to implement the educational interest of the State. However, recognizing also that it may become necessary to eliminate certified staff positions in certain circumstances, this policy seeks to provide a fair and orderly process should such reductions in staff become necessary.

#### 2. Reasons for Elimination of Certified Staff Positions

It is recognized that the Board has the sole and exclusive prerogative to eliminate certified staff positions consistent with the provisions of State statutes, providing such elimination does not result in a failure in its duty as a State agency to implement the educational interests of the State to provide a good public education in Newtown.

Elimination of certified staff positions may result from decreases in student enrollment, changes in curriculum, severe financial conditions, or other circumstances as determined by the Board.

#### 3. Definitions

A. As used herein the term days shall mean calendar days.

B. As used herein the term teacher shall be any employee of the Board who holds a certificate issued by the State Board of Education and is employed in a teaching or administrative position below the rank of Superintendent.

4. Procedure

A. Prior to commencing action to terminate teacher contracts under this procedure, the Board will give due consideration to its ability to effectuate position elimination and/or reduction in staff by:

1. Voluntary retirements
2. Voluntary resignation
3. Transfer of existing staff members
4. Voluntary leaves of absence

B. If a teacher has attained tenure status, the teacher's contract of employment may be terminated if the teacher's position is eliminated, but only if there is no other position for which that teacher is certified and qualified available in the Newtown Public Schools. This shall include first preference with regard to positions that are held by non-tenured teachers, in addition to positions that are open and available. When selecting teachers for termination under this procedure, the primary criterion to be applied will be successful teaching in the Newtown school system. Determination of those to be released within a certificate category shall be in the following order:

1. Non-tenured teacher
2. Tenured teachers holding provisional certificate
3. Tenured teachers holding professional certificate

C. The primary criterion to be used in selecting those employees who are to be considered for termination within the broad tenure categories established in Section 4.B above shall be the employee's qualifications and ability as a teacher as evidenced by teacher evaluations conducted in accordance with the district's teacher evaluation plan and other documentation regarding the teacher's conduct and performance contained in the teacher's personnel file. In addition, the following criteria will be considered in making a decision about termination of services:

1. Areas of certification
2. Teaching experience in other positions that may be available in the Newtown Public Schools
3. Degree status
4. Total years of teaching experience
5. Total years of teaching experience in the Newtown Public Schools

For the purposes of carrying out the reduction in force determination set forth above, in the event that the Superintendent determines that the qualifications and abilities of two teachers within a certification area are substantially equal, then the more senior teacher within the certification

area (based on the total years of teaching experience in the Newtown Public Schools) shall be retained.

- D. If the Board considers termination of the contract of a tenured teacher, it shall authorize the Superintendent to notify the teacher in writing that termination of the teacher's contract is under consideration. Such initial notice shall state "This is to notify you that termination of your contract of employment is under consideration."

5. Policy Provisions Not Applicable to Promotions

Nothing herein shall require the promotion of a teacher to a position of higher rank, authority, or compensation, although the teacher whose contract is to be terminated or nonrenewed because of elimination of position is qualified and/or certified for the promotional position.

6. Part-Time Teachers

For the purposes of this Article:

- a) A part-time teacher holding a position of .5 FTE status or less shall not have a right to a position having a higher FTE status than the position held by the part-time teacher;
- b) A part-time teacher holding a position of .6 FTE status or higher shall be eligible for positions having a higher FTE status than the position held by the part-time teacher in accordance with the provisions of this Article. Seniority for such part-time teachers shall be pro-rated based on their FTE status during each year of service.

7. Reappointment Procedure

If the contract of employment of a tenured teacher is terminated because of position elimination, the name of that teacher shall be placed on a reappointment list and remain on such list for a period of one (1) year. If a position within the area of that teacher's certification becomes open during such period and that person is considered most qualified to fill the vacancy, then that teacher will be notified by certified mail, sent to the last known address of the teacher, at least thirty (30) days prior to the anticipated date of reemployment where possible. In determining whether a teacher is qualified for reappointment, the criteria set forth in Section 4 above shall be considered.

The teacher shall accept or reject the appointment in writing within five (5) days after receipt of notification. If the appointment is accepted, the teacher shall receive a written contract within ten (10) days of the teacher's acceptance of the offer. If the teacher rejects the appointment offer or does not respond within

five (5) days after receipt of such notification, the name of the teacher shall be removed from the reappointment list.

39. DURATION

The duration of this contract shall be three (3) years beginning with the 2026-2027 school year, and shall continue and remain in full force and effect to the end of the 2028-2029 school year.

40. TUITION REIMBURSEMENT

The Board agrees to budget \$50,000 per year for tuition reimbursement. Teachers shall be reimbursed as follows:

- Each teacher shall be eligible for reimbursement of up to six credits per year.
- Per credit cost shall not exceed that charged by Western Connecticut State University during the applicable semester (Fall/Spring/Summer).
- The employee must receive and produce evidence of having received a grade of "B" or better in the course within one month after the conclusion of the course.
- Course work must satisfy the provisions of Article 26 of this Agreement.
- The \$50,000 shall be divided into halves - one for the period July 1 to December 31, and the other for January 1 to June 30.
- If requests for reimbursement exceed the amount allocated, the funds shall be divided on a pro-rata basis.
- Teachers must notify the Superintendent of enrollment in the course by August 31 for the Fall semester, January 15 for the Spring semester, and May 15 for the Summer semester, in order to be eligible for reimbursement.

IN WITNESS WHEREOF, the parties hereof have caused these presents to be executed by their proper officers, hereunto duly authorized.

NEWTOWN BOARD OF EDUCATION

NEWTOWN FEDERATION OF TEACHERS  
LOCAL 1727, CONNECTICUT  
FEDERATION OF TEACHERS, AFL-CIO

By Alison Planete

By 

Date 10/24/2025

Date 10-22-2025

APPENDIX A  
SALARY SCHEDULE FOR COACHES

1. For purposes of establishing appropriate remunerative levels within the date of sports coaching the following categories have been defined:

Category I	Football
Category II	Basketball High School Ice Hockey
Category III	Baseball High School Wrestling Softball High School Basketball Middle School Soccer Track Cross Country Swimming Lacrosse Field Hockey Volleyball Unified Sports
Category IV	Golf Tennis Weight Training Baseball Middle School Softball Middle School Cheerleading Dance Team Cross Country Middle School

2. Experience may be credited for coaching the same sport in any public or private school.
3. Whenever there is a vacancy or when a new position is created which will be paid under this schedule, the Board shall post notice of such position for ten (10) days in each of the schools before filling the position.
4. In the event that the Board decides not to reappoint a coach to a coaching position, the Board will give said coach a written statement of the reason(s) for its decision.

## Coaches' Salary Schedule

**2026-29**

	Category I	Category II	Category III	Category IV
<u>High School</u>				
<u>Head Coaches</u>				
Step 1	6,709	6,462	5,875	5,260
Step 2	7,101	6,814	6,239	5,653
Step 3	7,493	7,219	6,619	6,033
<u>High School</u>				
<u>Head Football Coach</u>				
Step 1	7,815			
Step 2	8,273			
Step 3	8,730			
<u>High School</u>				
<u>Assistant and J.V. Coaches</u>				
Step 1	4,439	4,267	3,836	3,460
Step 2	4,686	4,517	4,087	3,695
Step 3	4,949	4,739	4,346	3,931
<u>Middle School Head Coaches and High School Freshman Coaches</u>				
Step 1	3,447	3,303	2,976	2,637
Step 2	3,641	3,497	3,173	2,820
Step 3	3,826	3,695	3,342	3,016
<u>Middle School Assistant Coaches</u>				
Step 1	1,806			
Step 2	1,911			
Step 3	2,018			



APPENDIX B  
SALARY SCHEDULE FOR ACTIVITY POSITIONS

1. For purposes of establishing appropriate remunerative levels within the area of student activities, the following categories have been defined:

Category A	High School	Marching Band Director Spring Musical Director
	Middle School	Spring Musical Director
	Reed Intermediate School	Spring Musical Director
Category B	High School	Fall Drama Supervisor Ensemble (Jazz) Student Government Singers Marching Band Assistant Color Guard Director Advisor Senior Class National Honor Society Best Buddies Link Crew Gay Straight Alliance
Category C	High School	Advisor Junior Class Peer Leadership Spring Musical Producer Spring Musical Tech Director Technology Club International Club Orchestra Pit Director Ultimate Frisbee Esports World Language Honor Society Literary Magazine Debate Team
	Middle School	Drama Intramurals Student Council Yearbook Literary Magazine Jazz Band Director Dance Team Debate Team Spring Musical Producer
	Reed Intermediate School	Spring Musical Producer Yearbook

Category D	High School	Advisor Freshman Class Advisor Sophomore Class Math Team Environmental Club F.B.L.A. Quiz Bowl Guidance Honors Associates SADE Geography Team Peer Counseling Yearbook Newspaper Art Club Interact Club Advisor Chess Club Leo Club
	Middle School	Math Team STEAM Club Interact Robotics Club Pinata Club Gaming Club Labels are for Jars Art Club
	Elementary	Boys and Girls Athletic/Club Activities

2. Experience is credited for the sponsorship of the same activity in Newtown.
3. Teachers shall be released from performance of supervisory duties, such as bus duties, study hall, detention hall and corridor supervision, when such duties conflict with a specific performance of the activity for which they have responsibility.
4. In the event that the Board decides not to reappoint a teacher having the responsibility for the above activities, the Board will give said teacher a written statement of the reason(s) for its decision.
5. Whenever there is a vacancy or when a new position is created which will be paid under this schedule, the building Principal will provide electronic notification of such position at least ten (10) days before a teacher is appointed to the position.
6. Should either the Board or the Federation of Teachers wish to reexamine the placement of a position in a specific category, a meeting will be held to re-evaluate the position.

\*Each elementary school will have included in its budget provision for five (5) activity positions. These positions will be filled upon the recommendation of the building Principal after consulting with the teaching staff.

Activities Salary Schedule

2026-29

	Category A	Category B	Category C	Category D	Category E
Step 1	6,737	3,511	2,382	1,952	2,948
Step 2		3,969	2,624	2,142	3,296
Step 3		4,309	2,852	2,307	3,580

APPENDIX C  
SALARY SCHEDULES

Salary Schedule 2026-2027

For 2026-2027, based on the revised (i.e. smoothed out) salary schedule structure set forth in the parties' signed 2025 tentative agreement:

- Step 1 shall be removed from the schedule.
- There shall be a 1.20% general wage increase applied to: a) the steps below the maximum step (for all degree tracks); and b) the BA maximum step.
- There shall be a 2.75% general wage increase applied to the maximum step for the MA and 6<sup>th</sup> year degree tracks.
- Teachers not yet at the maximum step shall advance one step.

STEP	BA	MA	6th Yr
1			
2	53,871	58,235	62,015
3	56,965	61,076	64,909
4	59,296	63,402	67,237
5	62,447	65,766	69,599
6	65,597	69,458	72,097
7	68,748	70,937	74,769
8		73,742	77,576
9		76,891	80,726
10		80,658	84,492
11		84,629	88,464
12		88,097	91,930
13		94,245	98,220
14		100,393	104,509
15		106,541	110,799

**Longevity Payments**

Beginning of 20th Year                      \$1,962

Beginning of 25th Year                      \$3,036

Completion of 30<sup>th</sup> Year\*                      \$4,219

\*Note 30 years in Newtown

**Only those teachers hired prior to July 1, 2016 shall be eligible for longevity payments.**

## APPENDIX C SALARY SCHEDULES

### Salary Schedule 2027-2028

For 2027-2028:

- Step 2 shall be removed from the schedule.
- There shall be a 1.20% general wage increase applied to: a) the steps below the maximum step (for all degree tracks); and b) the BA maximum step.
- There shall be a 2.75% general wage increase applied to the maximum step for the MA and 6<sup>th</sup> year degree tracks.
- Teachers not yet at the maximum step shall advance one step.

STEP	BA	MA	6th Yr
1			
2			
3	57,649	61,809	65,688
4	60,008	64,163	68,044
5	63,196	66,555	70,434
6	66,385	70,291	72,962
7	69,573	71,788	75,666
8		74,627	78,507
9		77,814	81,695
10		81,626	85,506
11		85,645	89,526
12		89,154	93,033
13		95,376	99,398
14		101,598	105,763
15		109,471	113,846

#### **Longevity Payments**

Beginning of 20th Year	\$1,962
Beginning of 25th Year	\$3,036
Completion of 30 <sup>th</sup> Year*	\$4,219

\*Note 30 years in Newtown

**Only those teachers hired prior to July 1, 2016 shall be eligible for longevity payments.**

## APPENDIX C SALARY SCHEDULES

### Salary Schedule 2028-2029

For 2028-2029:

- Step 3 shall be removed from the schedule.
- There shall be a 1.15% general wage increase applied to: a) the steps below the maximum step (for all degree tracks); and b) the BA maximum step.
- There shall be a 2.50% general wage increase applied to the maximum step for the MA and 6<sup>th</sup> year degree tracks.
- Teachers not yet at the maximum step shall advance one step.

STEP	BA	MA	6th Yr
1			
2			
3			
4	60,698	64,901	68,827
5	63,923	67,320	71,244
6	67,148	71,099	73,801
7	70,373	72,614	76,536
8		75,485	79,410
9		78,709	82,634
10		82,565	86,489
11		86,630	90,556
12		90,179	94,103
13		96,473	100,541
14		102,766	106,979
15		112,208	116,692

#### Longevity Payments

Beginning of 20<sup>th</sup> Year                      \$1,962

Beginning of 25<sup>th</sup> Year                      \$3,036

Completion of 30<sup>th</sup> Year\*                      \$4,219

\*Note 30 years in Newtown

**Only those teachers hired prior to July 1, 2016 shall be eligible for longevity payments.**

## APPENDIX C

(continued)

Bachelors + 15 Credits: All teachers on the Bachelor's schedule who have acquired 15 credits beyond the Bachelor's degree (as defined in Section 26.1) in one of the programs described in Section 26.2 shall receive an additional \$700 in base salary.

Masters + 15 Credits: All teachers on the Master's schedule who have acquired an additional 15 credits beyond the Master's degree (as defined in Section 26.2.1) in one of the programs described in Section 26.3 shall receive an additional \$700 in base salary

Doctorate: All teachers teaching in Newtown holding either a Ph.D. or Ed.D. shall be placed at the appropriate step on the 6th year schedule and shall receive an additional \$3,000 in base salary. Those who wish consideration for the \$3,000 stipend in the future must apply in advance of completing their degree for the approval of the Superintendent of Schools to be eligible to receive the \$3,000 increase upon the completion of the Ph.D. or Ed.D.

School Psychologist: Teachers appointed to and performing the duties of a psychological examiner shall receive an additional five percent (5%) of their base salary for extra hours required by their job description.

Social Worker: Teachers appointed to and performing the duties of a social worker shall receive an additional five percent (5%) of their base salary for extra hours required by their job description.

Homebound Instruction: Teachers appointed to and performing the duties of a homebound instructor shall receive \$50.00 per hour for each hour of instruction. This provision shall not be construed as extending the recognition clause contained in this Agreement to any person who is not regularly employed by the Board.

Professional Development Facilitators: Teachers appointed to and performing the duties of professional development coordinators shall receive, in addition to their base salary, compensation of 8% of their base salary.

National Board for Professional Teaching Standards Certification: Teachers who attain National Board for Professional Teaching Standards Certification shall receive compensation of \$700.00 annually.

National Certification for School Psychologists: Psychologists who attain National Board Certification for Psychologists shall receive compensation of \$700.00 annually.

District TEAM Facilitator: The District TEAM Facilitator will be paid an annual stipend of \$2,500.

Building TEAM Facilitator: Building Team Facilitators will be paid an annual stipend of \$500.

New Teacher Orientation Coordinator: The New Teacher Orientation Coordinator will be paid an annual stipend of \$2,000.

The Afternoon Program (TAP) Director: The TAP Director will be paid an annual stipend of \$20,000.

Auditorium Manager: The Auditorium Manager will be paid an annual stipend of \$4,309.

Shared Positions: If any stipend position or any other position involving additional compensation under any provision of this Agreement is shared by more than one teacher, the applicable stipend and/or additional compensation for such position shall be divided among such teachers.

Speech and Language Pathologists: The Board will reimburse speech and language pathologists (SLPs) for the fees incurred in maintaining certification by the American Speech-Language-Hearing Association (ASHA), subject to a maximum reimbursement of \$250 per year per SLP. In order to be eligible for such reimbursement, an SLP shall submit written verification of the payment of such fees within thirty (30) days of incurring such fees.



# Your summary of benefits

## APPENDIX D HEALTH PLAN SUMMARIES – HSA



Anthem® Blue Cross and Blue Shield

Your Plan: TOWN OF NEWTOWN (Non Med Wrap): Anthem Century Preferred PPO

HSA PS CSV Your Network: Century Preferred

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
Overall Deductible	\$2,500 person / \$5,000 family	\$2,500 person / \$5,000 family
Overall Out-of-Pocket Limit	\$3,500 person / \$7,000 family	\$6,000 person / \$12,000 family
<p>The family deductible and out-of-pocket limit are non-embedded, meaning the cost shares of all family members apply to one family deductible and one family out-of-pocket limit. The per person deductible and per person out-of-pocket limit apply to individuals enrolled under single-only coverage.</p> <p>Your copays, coinsurance and deductible count toward your out of pocket limit(s).</p> <p>The In-Network and Non-Network deductibles are combined and accumulate toward each other. The In-Network and NonNetwork out-of-pocket limit amounts accumulate toward each other.</p>		
<p><b>Doctor Visits (virtual and office)</b> <i>You are encouraged to select a Primary Care Physician (PCP).</i></p>		
<p><b>Virtual Visits from online provider LiveHealth Online</b> <i>for urgent/acute medical and mental health and substance abuse care via <a href="http://www.livehealthonline.com">www.livehealthonline.com</a> are covered at 0% coinsurance after deductible is met; and 0% coinsurance after deductible is met for covered Specialist Care.</i></p>		
<p><b>Primary Care (PCP) and Mental Health and Substance Abuse Care</b> <i>virtual and office</i></p> <p><b>Specialist Care</b> <i>virtual and office</i></p>	<p>0% coinsurance after deductible is met</p> <p>0% coinsurance after deductible is met</p>	<p>20% coinsurance after deductible is met</p> <p>20% coinsurance after deductible is met</p>

<b>Other Practitioner Visits</b>		
<b>Routine Maternity Care</b> (Prenatal and Postnatal)	No charge	20% coinsurance after deductible is met
<b>Retail Health Clinic</b> for routine care and treatment of common illnesses; usually found in major pharmacies or retail stores.	0% coinsurance after deductible is met	20% coinsurance after deductible is met

Covered Medical Benefits	Cost if you use a	
	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
<b>Manipulation Therapy</b> Coverage for rehabilitative and habilitative physical therapy, occupational therapy, speech therapy, and manipulative treatment is limited to 50 visits combined per benefit period.	0% coinsurance after deductible is met	20% coinsurance after deductible is met
<b>Acupuncture</b>	0% coinsurance after deductible is met	20% coinsurance after deductible is met
<b>Other Services in an Office</b> <b>Allergy Testing</b>  <b>Prescription Drugs Dispensed in the office</b>  <b>Surgery</b>	0% coinsurance after deductible is met  0% coinsurance after deductible is met  0% coinsurance after deductible is met	20% coinsurance after deductible is met  20% coinsurance after deductible is met  20% coinsurance after deductible is met
<b>Preventive care / screenings / immunizations</b>	No charge	20% coinsurance after deductible is met
<b>Preventive Care for Chronic Conditions</b> per IRS guidelines	No charge	20% coinsurance after deductible is met

<b><u>Diagnostic Services</u></b>		
Lab	0% coinsurance after deductible is met	20% coinsurance after deductible is met
Office		
Freestanding/Site of Service Lab	0% coinsurance after deductible is met	20% coinsurance after deductible is met
Outpatient Hospital	0% coinsurance after deductible is met	20% coinsurance after deductible is met
<b>X-Ray</b>		
Office	0% coinsurance after deductible is met	20% coinsurance after deductible is met
Freestanding/Site of Service Radiology Center	0% coinsurance after deductible is met	20% coinsurance after deductible is met
Outpatient Hospital	0% coinsurance after deductible is met	20% coinsurance after deductible is met
<b>Advanced Diagnostic Imaging for example: MRI, PET and CAT scans</b>		
Office	0% coinsurance after deductible is met	20% coinsurance after deductible is met
Freestanding/Site of Service Radiology Center	0% coinsurance after	20% coinsurance after

Covered Medical Benefits	Cost if you use a	
	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
Outpatient Hospital	deductible is met 0% coinsurance after deductible is met	deductible is met 20% coinsurance after deductible is met

<b><u>Emergency and Urgent Care</u></b>		
<b>Urgent Care</b>	0% coinsurance after deductible is met	20% coinsurance after deductible is met
<b>Emergency Room Facility Services</b>	0% coinsurance after deductible is met	Covered as In-Network
<b>Emergency Room Doctor and Other Services</b>	0% coinsurance after deductible is met	Covered as In-Network
<b>Ambulance</b>	0% coinsurance after deductible is met	Covered as In-Network
<b><u>Outpatient Mental Health and Substance Abuse Care at a Facility</u></b>		
Facility Fees	0% coinsurance after deductible is met	20% coinsurance after deductible is met
Doctor Services	0% coinsurance after deductible is met	20% coinsurance after deductible is met
<b><u>Outpatient Surgery</u></b>		
<b>Facility Fees</b>		
Hospital	0% coinsurance after deductible is met	20% coinsurance after deductible is met
Ambulatory Surgical Center/Site of Service Provider	0% coinsurance after deductible is met	20% coinsurance after deductible is met
<b>Doctor and Other Services</b>		
Hospital	0% coinsurance after deductible is met	20% coinsurance after deductible is met
Ambulatory Surgical Center/Site of Service Provider	0% coinsurance after deductible is met	20% coinsurance after deductible is met

<b>Hospital (Including Maternity, Mental Health and Substance Abuse)</b>		
<b>Facility Fees</b>	0% coinsurance after deductible is met	20% coinsurance after deductible is met
<b>Physician and other services including surgeon fees</b>	0% coinsurance after deductible is met	20% coinsurance after deductible is met
<b>Home Health Care</b> <i>Coverage is limited to 200 visits per benefit period.</i>	0% coinsurance after deductible is met	20% coinsurance after deductible is met
<b>Covered Medical Benefits</b>	<b>Cost if you use an InNetwork Provider</b>	<b>Cost if you use a Non-Network Provider</b>
<b>Rehabilitation and Habilitation services including physical, occupational and speech therapies.</b> <i>Coverage for physical, occupational and speech therapies and manipulative treatment is limited to 50 visits combined per benefit period.</i>		
Office	0% coinsurance after deductible is met	20% coinsurance after deductible is met
Outpatient Hospital	0% coinsurance after deductible is met	20% coinsurance after deductible is met
<b>Pulmonary rehabilitation office and outpatient hospital</b>	0% coinsurance after deductible is met	20% coinsurance after deductible is met
<b>Cardiac rehabilitation office and outpatient hospital</b>	0% coinsurance after deductible is met	20% coinsurance after deductible is met
<b>Dialysis/Hemodialysis office and outpatient hospital</b>	0% coinsurance after deductible is met	20% coinsurance after deductible is met
<b>Chemo/Radiation Therapy office and outpatient hospital</b>	0% coinsurance after deductible is met	20% coinsurance after deductible is met
<b>Skilled Nursing Care (facility)</b> <i>Coverage is limited to 120 days per benefit period.</i>	0% coinsurance after deductible is met	20% coinsurance after deductible is met



<b>Inpatient Hospice</b>	0% coinsurance after deductible is met	20% coinsurance after deductible is met
<b>Durable Medical Equipment</b>	0% coinsurance after deductible is met	20% coinsurance after deductible is met
<b>Prosthetic Devices</b> <i>Coverage for wigs is limited to 1 item after cancer treatment per benefit period.</i>	0% coinsurance after deductible is met	20% coinsurance after deductible is met
<b>Hearing Aids</b> <i>Coverage is limited to 1 item per ear every 2 benefit periods.</i>	0% coinsurance after deductible is met	20% coinsurance after deductible is met

<b>Covered Prescription Drug Benefits</b>	<b>Cost if you use an In-Network Pharmacy</b>	<b>Cost if you use a Non-Network Pharmacy</b>
<b>Pharmacy Deductible</b>	Combined with InNetwork medical deductible	Combined with NonNetwork medical deductible
<b>Pharmacy Out-of-Pocket Limit</b>	Combined with InNetwork medical out of-pocket limit	Combined with NonNetwork medical out of-pocket limit
<b>Prescription Drug Coverage</b> <b>Network: <i>Base Network</i></b> <b>Drug List: <i>National</i></b> <i>If you select a brand name drug when a generic drug is available, additional cost sharing amounts may apply.</i>		
<b>Day Supply Limits:</b> <b>Retail Pharmacy</b> 30 day supply (cost shares noted below) <b>Home Delivery Pharmacy</b> 90 day supply (maximum cost shares noted below) <i>Maintenance medications are available through CarelonRx Mail (IngenioRx will become CarelonRx on January 1, 2023). You will need to call us on the number on your ID card to sign up when you first use the service.</i> <b>Specialty Pharmacy</b> 30 day supply (cost shares noted below for retail and home delivery apply). <i>We may require certain drugs with special handling, provider coordination or patient education be filled by our designated specialty pharmacy.</i>		
<b>Tier 1 - Typically Generic</b>	\$10 copay per prescription after deductible is met (retail and home delivery)	20% coinsurance after deductible is met (retail) and Not covered (home delivery)

<b>Tier 2 – Typically Preferred Brand</b>	\$30 copay per prescription after deductible is met (retail) and \$60 copay per prescription after deductible is met (home delivery)	20% coinsurance after deductible is met (retail) and Not covered (home delivery)
<b>Tier 3 - Typically Non-Preferred Brand/Specialty Drugs</b>	\$50 copay per prescription after deductible is met (retail) and \$100 copay per prescription after deductible is met (home delivery)	20% coinsurance after deductible is met (retail) and Not covered (home delivery)

<b>Covered Vision Benefits</b>	<b>Cost if you use an InNetwork Provider</b>	<b>Cost if you use a Non-Network Provider</b>
<i>This is a brief outline of your vision coverage. Only children's vision services count towards your out of pocket limit.</i>		
<b>Child Vision exam</b> <i>Limited to 1 exam per benefit period.</i>	No charge	20% coinsurance after deductible is met
<b>Adult Vision exam</b> <i>Limited to 1 exam per benefit period.</i>	No charge	20% coinsurance after deductible is met

**Notes:**

- If you have an office visit with your Primary Care Physician or Specialist at an Outpatient Facility (e.g., Hospital or Ambulatory Surgical Facility), benefits for Covered Services will be paid under "Outpatient Facility Services".
- Costs may vary by the site of service. Other cost shares may apply depending on services provided. Check your Certificate of Coverage for details.

*This summary of benefits is a brief outline of coverage, designed to help you with the selection process. This summary does not reflect each and every benefit, exclusion and limitation which may apply to the coverage. For more details, important limitations and exclusions, please review the formal Evidence of Coverage (EOC). If there is a difference between this summary and the Evidence of Coverage (EOC), the Evidence of Coverage (EOC), will prevail.*

## Language Access Services:

### Get help in your language

Curious to know what all this says? We would be too. Here's the English version:

If you have any questions about this document, you have the right to get help and information in your language at no cost. To talk to an interpreter, call (888) 224-4896

Separate from our language assistance program, we make documents available in alternate formats for members with visual impairments. If you need a copy of this document in an alternate format, please call the customer service telephone number on the back of your ID card.

(TTY/TDD: 711)

**Arabic (العربية):** إذا كان لديك أي استفسارات بشأن هذا المستند، فيحق لك الحصول على المساعدة والمعلومات بلغتك دون مقابل. للتحدث إلى مترجم، اتصل على (888) 224-4896.

**Armenian (հայերեն):** Եթե այս փաստաթղթի հետ կապված հարցեր ունեք, դուք իրավունք ունեք անվճար ստանալ օգնություն և տեղեկատվություն ձեր լեզվով: Թարգմանչի հետ խոսելու համար զանգահարեք հետևյալ հեռախոսահամարով՝ (888) 224-4896:

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**Farsi (فارسی):** در صورتی که متوالی پیرامون این سند دارید، این حق را دارید که اطلاعات و کمک را بدون هیچ هزینه ای به زبان مادریتان دریافت کنید. برای گفتگو با یک مترجم فarsi، با شماره (888) 224-4896 تماس بگیرید.

**French (Français):** Si vous avez des questions sur ce document, vous avez la possibilité d'accéder gratuitement à ces informations et à une aide dans votre langue. Pour parler à un interprète, appelez le (888) 224-4896.

**Haitian Creole (Kreyòl Ayisyen):** Si ou gen nenpòt kesyon sou dokiman sa a, ou gen dwa pou jwenn èd ak enfòmasyon nan lang ou gratis. Pou pale ak yon entèprèt, rele (888) 224-4896.

**Italian (Italiano):** In caso di eventuali domande sul presente documento, ha il diritto di ricevere assistenza e informazioni nella sua lingua senza alcun costo aggiuntivo. Per parlare con un interprete, chiami il numero (888) 2244896.

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## Language Access Services:

**Korean (한국어):** 본 문서에 대해 어떠한 문의사항이라도 있을 경우, 귀하에게는 귀하가 사용하는 언어로 무료 도움 및 정보를 얻을 권리가 있습니다. 통역사와 이야기하려면 (888) 224-4896로 문의하십시오.

**Navajo (Diné):** Dii naaltsoos biká'ígíí łahgo bina'ídiłkidgo ná bobónéedzá dóó bee ahóót'í' t'áá nì nizaad k'ehj bee nìi hodoonih t'áadoo bááh ilínígóó. Ata' halne'ígíí ła' bich'í' hadeesdzih nínizingo koǫ́' hodiłnìh (888) 224-4896.

**Polish (polski):** W przypadku jakichkolwiek pytań związanych z niniejszym dokumentem masz prawo do bezpłatnego uzyskania pomocy oraz informacji w swoim języku. Aby porozmawiać z tłumaczem, zadzwoń pod numer: (888) 2244896.

**Punjabi (ਪੰਜਾਬੀ):** ਜੇ ਤੁਹਾਡੇ ਇਸ ਦਸਤਾਵੇਜ਼ ਬਾਰੇ ਕੋਈ ਸਵਾਲ ਹੁੰਦੇ ਹਨ ਤਾਂ ਤੁਹਾਡੇ ਕੋਲ ਮੁਫਤ ਵਿੱਚ ਅਪਣੀ ਭਾਸ਼ਾ ਵਿੱਚ ਮਦਦ ਅਤੇ ਜਾਣਕਾਰੀ ਪ੍ਰਾਪਤ ਕਰਨ ਦਾ ਅਧਿਕਾਰ ਹੁੰਦਾ ਹੈ। ਇੱਕ ਦੁਭਾਸ਼ੀਏ ਨਾਲ ਗੱਲ ਕਰਨ ਲਈ, (888) 224-4896 ਤੇ ਕਾਲ ਕਰੋ।

**Russian (Русский):** если у вас есть какие-либо вопросы в отношении данного документа, вы имеете право на бесплатное получение помощи и информации на вашем языке. Чтобы связаться с устным переводчиком, позвоните по тел. (888) 224-4896.

**Spanish (Español):** Si tiene preguntas acerca de este documento, tiene derecho a recibir ayuda e información en su idioma, sin costos. Para hablar con un intérprete, llame al (888) 224-4896.

**Tagalog (Tagalog):** Kung mayroon kang anumang katanungan tungkol sa dokumentong ito, may karapatan kang humingi ng tulong at impormasyon sa iyong wika nang walang bayad. Makipag-usap sa isang tagapagpaliwanag, tawagan ang (888) 224-4896.

**Vietnamese (Tiếng Việt):** Nếu quý vị có bất kỳ thắc mắc nào về tài liệu này, quý vị có quyền nhận sự trợ giúp và thông tin bằng ngôn ngữ của quý vị hoàn toàn miễn phí. Để trao đổi với một thông dịch viên, hãy gọi (888) 224-4896.

### It's important we treat you fairly

That's why we follow federal civil rights laws in our health programs and activities. We don't discriminate, exclude people, or treat them differently on the basis of race, color, national origin, sex, age or disability. For people with disabilities, we offer free aids and services. For people whose primary language isn't English, we offer free language assistance services through interpreters and other written languages. Interested in these services? Call the Member Services number on your ID card for help (TTY/TDD: 711). If you think we failed to offer these services or discriminated based on race, color, national origin, age, disability, or sex, you can file a complaint, also known as a grievance. You can file a complaint with our Compliance Coordinator in writing to Compliance Coordinator, P.O. Box 27401, Mail Drop VA2002-N160, Richmond, VA 23279. Or you can file a complaint with the U.S. Department of Health and Human Services, Office for Civil Rights at 200 Independence Avenue, SW; Room 509F, HHH Building; Washington, D.C. 20201 or by calling 1-800-368-1019 (TDD: 1-800-537-7697) or online at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>. Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.

