ACES 2023-26
New Haven County

ARTICLE XI
PLACEMENT ON THE SALARY SCHEDULE

A. The Executive Director shall determine where to place newly hired teachers on the appropriate step and lane of the salary schedule after considering the following factors:

1. Degree Status as defined under Degree Definitions, Article X.

2. Prior teaching in positions requiring and under State certification. Intermittent and short-term substituting will not be credited as previous teaching experience.

3. Credit for experience outside of teaching and credit for teaching or teacher related experience in non-certified positions deemed appropriate to the position by the Executive Director.

4. Any teacher receiving a change in degree status (as recognized in Article X, Degree Definitions) documented by official transcripts, will be placed on the appropriate salary lane beginning with the next semester following the presentation of said transcripts to the ACES Central Office.

5. Teachers who have been continuously employed as a teacher at ACES for over fifteen (15) years and have completed ARC shall be eligible for a credit of thirty (30) credits for purposes of lane advancement on the salary schedule.
Teachers eligible for this benefit shall make a request to the Department of Human Resources and shall provide verification of the ARC program completion. Once the Department of Human Resources verifies that the teacher has completed the ARC program, they will be placed on the appropriate salary lane beginning with the next semester following the presentation of said verification.

AMITY 2024-27
New Haven County

ARTICLE VIII
SALARIES AND BENEFITS

E. 1. Teaching experience shall be recognized in placement and advancement on the salary schedule. Any teacher commencing employment on or before November 1 of a school year shall be considered to have completed a full year of employment in June of that year. In addition, the Board may, at its discretion, grant credit in initial placement on the salary schedule for non-teaching experience which it determines to be related or beneficial to the individuars teaching assignment.

2. At the time of initial employment, a maximum of two (2) years' credit on the salary schedule shall be granted for two (2) or more years of full-time, active-duty military service.
3. Individual salary increases and increments are based on successful and satisfactory performance in the classroom and total environment of the school(s) to which the teacher is assigned.
4. Board policies providing for a sound system of evaluation and supervision and for the withholding of increment have been developed cooperatively and shall be reviewed periodically by the Joint Personnel Policies Committee of the Association and Board.
F. The salary schedule listed in this Agreement shall be interpreted and applied in accordance with the following definitions:
1. Bachelor's Degree - a Baccalaureate Degree received from an accredited college or university.
2. Master's Degree - A Master's Degree received from an accredited college or university.
3. Sixth Year - A Sixth Year program is defined as thirty (30) semester credits of graduate work beyond the Master's Degree or a sixty (60) credit or more Master's Degree program from an accredited college or university in a program approved in advance by the Superintendent that either enhances the teacher's skills in the teacher's discipline or leads to certification in a discipline that serves secondary education.
4. Doctorate - A Doctorate's Degree is defined as a Ph.D. or Ed.D. Degree received from an accredited college or university.
G. Recognition of an advanced degree status, Master's Degree, Sixth Year, second Master's Degree or Doctorate after formal employment shall be granted only upon the presentation of satisfactory evidence in the form of original transcripts for permanent retention in the files of the Board. All increments granted for the above advanced degrees shall be effective at the beginning of the contract year. To become effective at the beginning of the new contract year, credentials shall be based on work completed prior to August 31st and presented on or before October 1st of that year. For change of degree status to become effective on February Pt, credentials shall be based on work completed by January 15^1 and presented before February 15^1. Credentials presented on or after February $l5^1$ shall be used in determining salary placement for the succeeding school year. Any anticipated change in degree status for compensation must be indicated by the teacher on the Annual Instructional Staff Survey Form issued the preceding school year.

APPENDIX B

2024-2025 Teacher Salaries
With respect to teachers hired during the period from July 1, 2024 through June 30, 2025, the following shall apply for purposes of placement on the salary schedule:
Step Previous Experience
1
2
3 - 0 years of previous experience
4 =- 1-2 years of previous experience
5 = 3 years of previous experience

6 = 4-5 years of previous experience
7 - 6 years of previous experience
8 = 7-8 years of previous experience
9 - 9 years of previous experience
10 = 10-11 years of previous experience
11 = 12-13 years of previous experience
12 - 14-15 years of previous experience
13 = 16-17 years of previous experience
14 -=- 18+ years of previous experience

2025-2026 Teacher Salaries

With respect to teachers hired during the period from July **1,** 2025 through June 30, 2026, the following shall apply for purposes of placement on the salary schedule:

Step Previous Experience
l =
2 -
3 =
4 = 0 years of previous experience
S = 1-2 years of previous experience
6 - 3 years of previous experience
7 - 4-5 years of previous experience
8 - 6 years of previous experience
9 = 7-8 years of previous experience
10 - 9 years of previous experience
11 = 10-11 years of previous experience
12 - 12-13 years of previous experience
13 = 14-15 years of previous experience
14 = 16-17 years of previous experience
15 =- 18+ years of previous experience

2026-2027 Teacher Salaries

With respect to teachers hired during the period from July 1, 2026 through June 30, 2027, the following shall apply for purposes of placement on the salary schedule:

Step Previous Experience
l =
2 =
3 =
4 = 0 years of previous experience
5 - 1 years of previous experience
6 = 2-3 years of previous experience
7 -- 4 years of previous experience

8 = 5-6 years of previous experience
9 = 7 years of previous experience
10 - 8-9 years of previous experience
11 - 10 years of previous experience
12 - 11-12 years of previous experience
13 = 13-14 years of previous experience
14 =- 15-16 years of previous experience
15 = 17+ years of previous experience

ADDENDUM TO APPENDIX B SALARY DIFFERENTIAL FOR SCHOOL COUNSELORS, MEDIA SPECIALISTS SCHOOL PSYCHOLOGISTS AND SCHOOL SOCIAL WORKERS

Counseling Personnel

The base salary for each school counselor shall be determined by his/her actual placement on the Salary Schedule for Teachers.

In addition to such base salary, each school counselor will be accorded $4,843.00 for the 2024- 2025 school year for working an extended forty-five (45) minutes as part of his/her workday. Effective in 2025-2026, this amount shall increase to $4,940.00 and in 2026-2027 it shall increase to $5,452.00.

For work beyond the school calendar year, each school counselor shall be paid on a per diem basis, computed at 1/185th of the individual total contracted salary (inclusive of the differential listed above) for the current school year. Summer work hours for the school counselors shall be the same as those established for the school calendar year.

All compensated work for school counseling personnel beyond the school calendar year shall be approved in advance by the Superintendent of Schools or his/her designee.

Media Specialists

The base salary for each media specialist shall be determined by his/her actual placement on the Salary Schedule for Teachers.

In addition to such base salary, each media specialist will be accorded $4,843.00 for the 2024-2025 school year for working an extended forty-five (45) minutes as part of his/her workday. Effective in 2025-2026, this amount shall increase to $4,940.00 and in 2026-2027 it shall increase to $5,452.00.

Flexibility in the scheduling of a media specialist's workday may be arranged by the Superintendent in consultation with the media specialist.

For work beyond the school calendar year, each media specialist shall be paid on a per diem basis, computed at 1/185th of the individual total contracted salary (inclusive of the differential listed above) for the current school year. Summer work hours for the media specialist shall be the same as those established for the school calendar year.

All compensated work for media specialists beyond the school calendar year shall be approved in advance by the Superintendent of Schools or his/her designee.

School Psychologists and School Social Workers
The base salary for each school psychologist and school social worker shall be determined by his/her actual placement on the Salary Schedule for Teachers.

In addition to such base salary, each school psychologist and school social worker will be accorded $5,241.00 for the 2024-2025 school year for working an extended forty-five (45) minutes as part of his/her workday. Effective in 2025-2026, this amount shall increase to $5,346.00 and in 2026-2027 it shall increase to $5,452.00.
For work beyond the school calendar year, each school psychologist and school social worker shall be paid on a per diem basis, computed at l /185th of the individual total contracted salary (inclusive of the differential listed above) for the current school year. Summer work hours for the school psychologist and school social worker shall be the same as those established for the school calendar year.
All compensated work for school psychologists and school social workers beyond the school calendar year shall be approved in advance by the Superintendent of Schools or his/her designee.

ANDOVER 2025-29
Tolland County

ARTICLE 5
Degree Definitions

A. The teacher salary schedules listed in this Agreement shall be interpreted and applied in accordance with the following:
4th Year – A baccalaureate degree earned at an accredited college or university.
5th Year – A master's degree from an accredited college or university. (Those teachers, if any, on the MA lane, holding a BA +30 shall not be reduced in pay if hired prior to July 1, 2021.)
6th Year – A "Sixth-Year Certificate," a second master's degree, the completion of 30 credits beyond a master's degree, or a master's degree that required 60 credits in any case from an accredited college or university.

B. Courses leading to the 5th- and/or 6th-year salary schedule placements must be approved by the Superintendent and must be in a program of studies approved in advance by the Superintendent. Credits to be recognized for placement at the 5th- or 6th-year level must be taken subsequent to the completion of the previous level.

C. Teachers must give satisfactory evidence of any degree change to the Superintendent prior to September 1 of the school year for movement from one salary level to another during that school year.

D. Upon completion of 15 credit hours toward an approved 5th-year or 6th-year program of study, the teacher will qualify for movement to the 4th-year + 15 or the 5th-year + 15 salary schedule.

E. Notification of a request for upgrading must be provided to the Superintendent in writing by December 15 of the school year preceding the school year for which the upgrading is requested. Forms that provide for such notification shall be distributed by the Superintendent's office no later than the first school day in December.

ARTICLE 6

Placement on the Salary Schedule

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

A. Degree status as defined in Article 5 above, "Degree Definitions."

B. Credit as approved by the Board for previous teaching experience in public, private (if certificated), and military dependency schools, and for active service in the Armed Forces of the United States or government service, such as the Peace Corps or Vista. Intermittent or short-term substitute service will not be credited as previous teaching experience.

ARTICLE 29

Long-Term Substitutes

A. Substitutes employed for an entire school year

Such individuals shall receive salary, benefits and all other conditions of employment contained within this Agreement between the Board and the Association. Individuals employed under this Agreement shall receive the benefits contained within this Agreement.

B. Substitutes employed for less than a full school year

Such individuals shall be paid in accordance with the current practice of the Board for the first 40 working days. Effective on the 41st working day of continuous employment, the individual shall be paid on the appropriate step of the salary schedule in accordance with the provisions of Article 6 (Placement on the Salary Schedule) of this Agreement between the Board and the Association. All other provisions of this Agreement shall apply to these individuals.

It is understood that this provision does not apply to substitutes who are assigned daily to a position and do not have responsibilities associated with long-term substitutes, i.e., planning, evaluating, parent conferences, professional development, etc.

C. Any employee hired to replace a member of the Association who is taking a leave of absence is not eligible to be placed on the recall list and shall have no seniority with respect to reduction in force.

ANSONIA 2022-26 (AFT)
New Haven County

ARTICLE VI
OTHER LEAVE

A. Maternity Leave

2. Childrearing Leave

d. A teacher returning from childrearing leave will be placed in the most appropriate assignment available~~,~~ and will retain the seniority held at the time leave became effective. Salary placement shall be at the same step as when leave became effective except that when the teacher has completed 90 days or more of a school year, it shall be counted as a full year.

C. Professional Leave

Any teacher elected to a state or national teacher organization office requiring full time duty, shall be granted leave for up to two (2) years, without pay or benefits, so that he/she may fulfill his/her responsibilities. Upon returning, the teacher shall be granted the first available position for which he/she is certified and qualified. Placement on the salary schedule shall resume from the placement of the teacher at the time such leave commenced. Upon return, seniority shall be treated as though the teacher had never left. In the event the teacher fails to accept employment upon return from professional leave in said offered available position(s), provided the teacher is certified for the position(s), obligations of the Board under this section shall terminate. Returning teachers shall be offered the available position(s) on the basis of system seniority.

ARTICLE XIV
SALARIES AND SEVERANCE PAY

A. Salary Level Definitions

1. Level One - Those holding a Bachelor's degree.
2. Level Two - Those who have earned a Master's Degree.
3. Level Three - Those who have:
   a. earned a CAGS, or
   b. earned two (2) Master's Degrees, or
   c. earned one Master's Degree and subsequently have completed a planned Graduate Program totaling at least thirty (30) credits which has been approved in advance by the Board; or

d. earned a sixty (60) credit Master's Degree required for specific job titles *(e.g.*, Social Workers, School Psychologists, *etc.)*

4. Level Four

a. Those who have earned a Doctorate Degree (other than a Juris Doctor Degree), or
   b. Those who have earned three (3) Master's Degrees.

B. No teacher employed by the Board as of June 30, 1998 shall be reduced in salary level as a result of the above definitions.

C. For purposes of this Article, a Master's Degree shall be defined to mean either an earned Master's Degree or a Sixth Year Educator's Certificate (CAGS) awarded by an accredited College or University.

D. Board approval is deemed to be granted, without the need for the teacher to make application for course work in a planned program in:
   1. Guidance
   2. Special Education
   3. Administration
   4. Education

5. Any subject area in which the teacher is certified at the time the program of study is commenced.

6. Any subject area in which the teacher has taught one full year in Ansonia, within three (3) years from commencement of the planned program.

E. All course work must be taken at schools for which accreditation is recognized by the Connecticut Department of Education.

F. The Board shall hear all requests for approval of planned programs at its next regular meeting and shall decide upon such approval no later than its next succeeding regular meeting.

G. Salary Level Advancement

1. Notification of qualification for placement on a higher level must be received in the office of the Superintendent prior to the opening of school if such placement is to be effective for the school year.

2. Staff members completing requirements for placement on a higher level before February 1st of any year will receive one-half of the differential between the levels only if notification is given, prior to September 15th, that such requirements will be completed during the first half of the school year.

ASHFORD 2023-26
Windham County

ARTICLE 4
DEFINITIONS

8. "Teacher's Annual Salary Notice" - the yearly salary notice issued each year at the conclusion of negotiations to each teacher denoting his/her **placement on the negotiated salary schedule** and the method of payment thereof.

ARTICLE 13
REDUCTION IN FORCE

2. Recall Procedure:

   b. Separation of a teacher under the staff reduction plan shall not, during the recall period of one (1) year, adversely affect accumulated sick leave, eligibility

for placement on the salary schedule, except the time of unemployment shall not be credited for salary schedule advancement on reappointment.

APPENDIX A-1
2023-2024

All teachers who are not at the top step shall advance one step for the 2023-2024 school year.

APPENDIX A-2
2025-2026

All teachers who are not at the top step shall **advance one step** for the 2025-2026 school year.

APPENDIX A-3
2026-2027

All teachers who are not at the top step shall **advance one step** for the 2026-2027 school year.

AVON 2025-28
Hartford County

ARTICLE 15 – LEAVES OF ABSENCE

B. Leaves

7. Sabbatical Leave

(d) Conditions and/or Arrangements:

(6) The applicant will attempt to secure financial aid as a possible means of reducing the cost of the program to the community. It shall be understood that the total amount of compensation to be received from all sources shall not exceed the recipient's placement on the Avon salary schedule for the year of the sabbatical leave. Any monies in excess of the recipient's Avon salary shall be deducted from the ¾ of full salary;

ARTICLE XVII – REMUNERATION

D. Salary Placement

1. Placement on the salary schedule for teachers entering the Avon School System shall be at the sole discretion of the Superintendent of Schools.

2. Salary increments may be withheld by the Superintendent of Schools with the approval of the Board if, in his judgment, the best interest of the Avon Public Schools shall be served by such action. Whenever possible, notification of such action will be given prior to school closing in June.

3. In years in which step advancement has been negotiated, at the beginning of each school year, all teachers shall advance to the next high numbered step, except those on maximum, who remain at maximum. Teachers receiving a degree change will

move horizontally across the scale plus one vertical step. Teachers are allowed only one vertical step per school year.

4. Teachers with an earned doctorate from an accredited college or university will receive an additional $2,000 above the Sixth Year schedule at the appropriate level of experience.

5. Certified staff members who are on, or above, the Masters Year Schedule may seek tuition reimbursement under this Section. In order to be eligible, a teacher shall obtain prior approval from the Superintendent for a course or course of study leading to a salary or lane change and/or an advanced degree or certificate. The course or course of study shall be discussed with the principal first, and then submitted for approval to the Superintendent of Schools or his/her designee. The teacher will receive reimbursement of one-third of the tuition cost per credit hour following the successful completion of no more than two courses in each term (fall, spring and summer). Teachers shall be eligible for tuition reimbursement as set forth in this Article, provided that they agree to remain employed by the Board for at least two (2) full school years following the payment of any such reimbursement, and provided further that they actually remain employed by the Board for at least two (2) school years following the payment of any such reimbursement. Such agreements shall be executed in writing on forms provided by the Board. In the event that such a teacher separates from employment by the Board prior to the expiration of such two (2) year period (other than involuntary separation initiated by the Board) the teacher shall be required to repay to the Board the full amount of any such reimbursement paid by the Board, at the time of such separation.

6. Any teacher who anticipates securing a degree change by the commencement of the next school year will give written notice to the Superintendent of Schools by October 15 to be able to receive the salary adjustment and change in salary lane in the first pay period in the following school year. The written notice to the Superintendent shall include the teacher's detailed plan of course work for the anticipated completion of the academic program before September 1st of the next school year. Proof of completion (unofficial transcript) shall be submitted no later than September 30th of the school year in which the change occurs.

7. Certificated personnel who are employed part-time shall be placed on the salary schedule within the discretion of the Superintendent of Schools. For the purposes of computing salary for part-time employees, the basis for a full day will be considered seven (7) hours and fifteen (15) minutes. Part-time teachers will be paid a prorated salary based on the ratio between the length of the daily assignment and 7 hours 15 minutes. The formula to compute salary is as follows: 20 hr. divided by 36.25/hr.=55.17% of full contract rate. The teacher schedule, including meetings as

defined in Article IV, B-C, and lunch and planning periods, shall be at the discretion of the building principal(s).

8. Teachers on unpaid leave in excess of ninety (90) days in a school year will not be credited with a year's experience for purposes of placement on the salary schedule.

10. If a tenured teacher does not meet the Avon Public Schools system expectations as found in the Teacher Evaluation and Development Model and after one (1) year on an Individual Teacher Improvement and Remediation Plan, the Board shall have the right to deny for one (1) year increment or general wage increase for said teacher on the salary schedule or maximum step of any scale or lane.

In either event, a maximum or incremental teacher, such withholding shall be determined only after written notice to the affected teacher that such action is under consideration by the Board, and the reasons therefore, and opportunity for a hearing, pursuant to Article III E. of the contract, before the Board or a committee of the Board. Such hearing may be invoked by initiation by the affected teacher or a grievance at level three of the grievance procedure. If the affected teacher does not initiate such a grievance within twenty (20) days of receipt of said written notice, the Board may withhold such increment or increase without affording further notice, or opportunity for hearing to the teacher.

BARKHAMSTED 2025-28
Litchfield County

ARTICLE VI - REDUCTION IN FORCE PROCEDURE

Section 6.02. - Procedure.

d. For the purpose of determining seniority, and /or the total years of teaching experience, one year's service will be credited for each year worked by a full-time teacher. Service for the purpose of determining seniority by a part-time teacher will be calculated on a prorated basis. Seniority will be determined on the basis of continuous years of service. Approved leaves of absence, although not credited for placement on the salary schedule, or for seniority, shall not be considered a break in service.

ARTICLE XI - SALARY AND OTHER COMPENSATION

Section 11.01. - Salary.

a. Teachers Salary Schedule. The salaries of all teachers covered by this Agreement are as set forth in Appendix A attached hereto and made a part of this Agreement.

b. Salary Schedule Placement. All teachers shall be placed on the appropriate step of the salary schedule based upon public and military dependency school teaching experience provided that such experience shall have been continuous service of at least one-half of any school year. Teachers must submit all official transcripts for a salary lane change to the Superintendent's office by August 15th of each year in order to be placed on the proper

salary lane. Failure to submit paperwork by this date will result in a delay in the disbursement of the total increase. Said increase shall be paid over the remaining pay periods based on the date of submission, except for teachers hired after August 15th in any school year. Credit for teaching experience shall be determined by the Superintendent, subject to approval by the Board.

c. Degree Definitions. For employees hired on or after July 1, 2019, salary schedules shall be applied in accordance with the following definitions:

BA - A baccalaureate degree earned at an accredited college or university.

MA - A master's degree earned at an accredited college or university.

MA + 15 - A master's degree plus fifteen (15) hours earned at an accredited college or university and approved by the Superintendent.

6th Year - A second master's degree or sixth year certificate earned at an accredited college or university and approved by the Superintendent.

For employees hired before July 1, 2019, salary schedules shall be applied in accordance with the following definitions:

BA - A baccalaureate degree earned at an accredited college or university.

MA - A master's degree or the completion of thirty (30) hours beyond the baccalaureate degree in a planned program earned at an accredited college or university and approved by the Superintendent.

MA + 15 - A master's degree plus fifteen (15) hours or the completion of forty-five (45) hours beyond the baccalaureate degree earned at an accredited college or university and approved by the Superintendent.

6th Year - A second master's degree, sixth year certificate, or the completion of thirty credits beyond the master's degree or sixty credits beyond the bachelor's degree in a program earned at an accredited college or university and approved by the Superintendent.

BERLIN 2025-28
Hartford County

ARTICLE IV
SALARIES AND FRINGE BENEFITS

4.2 Placement On The Salary Schedule

Full credit will be given for teaching experience in public, accredited 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 service will not be credited as previous teaching experience.

Any teacher expecting a change in degree status prior to February 1 of the following year, shall inform the Board in writing no later than May 1, of the expected change in status and the date of such change.

Any such teacher who completes all the requirements for degree status change shall, upon notification to the Superintendent by the college or university, be placed on the appropriate salary schedule on September 1 or February 1 next following the completion of such program.

The Superintendent may grant credit for placement on the salary schedule for business, professional or other experience that contributes to the teacher's ability to perform his or her position.

4.3 Degree Definitions

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

Bachelor A baccalaureate degree earned at an accredited college or university.

Master A Master's degree earned at an accredited college or university; or the completion of thirty (30) credits beyond the baccalaureate degree in a planned program approved by an accredited college or university and approved by the Superintendent in writing prior to the commencement of the program. Effective July 1, 2013, all new hires must earn a Master's degree from an accredited college or university in order to be placed on the Master's degree salary schedule.

Sixth Year

(a) The completion of thirty (30) credits beyond the Master's degree in a planned program approved by an accredited college or university and approved by the Superintendent in writing prior to commencement of the program (unless the employee commenced the program prior to the employee's date of hire by the Board, in which case the Superintendent will determine, at the time of hire, whether the program will be eligible for credit under this provision upon completion);

(b) A "Sixth Year" Certificate from an accredited college or university.

(c) A second Master's degree from an accredited college or university in a discipline other than the discipline in which the initial Master's degree was obtained, one of which is in the content area for which the teacher's certificate is endorsed.

(d) A Master's degree earned at an accredited college or university, requiring the completion of sixty (60) credits.

Doctorate A Ph.D. or Ed.D. earned in the teacher's field, the field of education, or other field approved by the Superintendent, at an accredited college or university.

BETHANY 2024-27
New Haven County

ARTICLE III
SALARY SCHEDULES AND INSURANCE BENEFITS

B. B. PLACEMENT ON THE SALARY SCHEDULE

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

2. Degree status as defined in Article X DEGREE DEFINITIONS.

3. Full credit may be given, at the discretion of the Superintendent, for previous teaching experience in elementary public 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 service will not be credited as previous teaching experience.

4. Credit for active service in the Armed Forces of the United States. Two years or more of military service will be recognized for a maximum credit or one salary step.

5. The Board or its designee shall review other professional, military, or nonmilitary experience in relation to the proposed teaching assignment and shall, at its discretion, grant credit for such experience.

C. SALARY INCREMENTS

1. Salary increments, when provided in the salary schedule, are not automatic. They are granted only where there is professional growth in service and a high standard of teaching, as attested to by an evaluation system implemented in accordance with Connecticut State guidelines.

2. When a teacher has completed work for an advance horizontal placement on the salary schedule, he/she will receive the appropriate increment on the first payroll cycle of the school year, if the Superintendent has been notified, in writing, by December 30 of the preceding school year. Notification forms will be sent out to the teachers on or before December 1.

3. In order to receive credit on the salary schedule for a year's experience, a teacher must have taught for at least ninety-one (91) days at an employment status of fifty percent (50%) salary or more.

ARTICLE X
DEGREE DEFINITIONS

The salary schedule listed in the appendices of this agreement shall be interpreted and applied in accordance with the following definitions. All programs referred to herein shall be limited to those accredited by a regional accrediting agency such as the New England Association of Schools and Colleges or other comparable accrediting agency.

A. BACHELOR'S DEGREE
1. A Baccalaureate Degree earned from an accredited college or university.

B. MASTER'S DEGREE
1. A Master's Degree in the field of education or other related field from an accredited college or university.
2. 30 credits or a Master's Degree not in the field of education or the related field, or an approved program, with the approval of the Board of Education.

C. MASTER'S DEGREE PLUS 15 CREDITS
1. 15 credits beyond the Master's Degree in the field of education or other related field from an accredited college or university.
2. 45 credits beyond the Bachelor's Degree not in the field of education or other related field, or an approved program, with the approval of the Board of Education.

D. SIXTH YEAR
1. A Second Master's Degree in the discipline other than the discipline in which the initial Master's Degree was attained in the field of education or related field from an accredited college or university.
2. The completion of 30 credits beyond the Master's Degree in an approved program in the field of education or related field from any accredited college or university.
3. A Sixth Year Certificate from an accredited college or university in the field of education.

BETHEL 2025-28
Fairfield County

ARTICLE 11 - SALARY

11.5 Placement

All teachers new to the Bethel school system or former teachers returning to the Bethel school system shall be placed on the appropriate step in the salary schedule, taking into consideration the following:

(a) Degree status as defined in Section 11.3 of this Article.

(b) Credit for previous teaching experience in public, private and military dependency schools and teaching experience in the armed forces in a subject area or areas directly related to the teacher's current teaching assignment in Bethel shall be granted under the following conditions:

(1) A full year shall be comprised of not less than the legally required number of teaching days. (In Connecticut, this would be 180 days and would require approximately ten months of service.) Experience transferred from other states might be something more or less, e.g. 175 days and/or nine months of service.

(2) The only criterion which shall be used to determine the number of full years of teaching experience is that of service under a Provisional, Standard or Initial Teacher Certificate and/or a Professional Educator Ce11ificate and/or a Durational Sh011age Area Permit of not less than half of any school year. That is to say, experience of less than half the number of teaching days in a Connecticut school year shall not be considered in the calculation of years of experience for salary purposes.

(3) No one shall be placed on a salary step higher than that commensurate with the number of full years of credit.

(c) For teachers hired on or after July 1, 2004, credit for previous non-teaching work experience shall be granted at the discretion of the Board so long as the work experience is relevant to the incoming teacher's teaching assignment and so long as the credit is limited to four years' experience with each year of credited experience representing no less than two (2) years of relevant work experience.

(d) Any teacher may apply for milita1y credit received in interrupted teaching service in achieving placement on the salary schedule. Teaching credit of one year shall be granted for twelve (12) months of military service. Teaching credit of two (2) years shall be granted for twenty-four (24) months or more of military service. The maximum credit applicable is two (2) years. No pai1ial credits are applicable.

APPENDIX A-1

TEACHERS SALARY SCHEDULE FOR 2025-2026

Teacher Placement on Salary Schedule: Added To The Above Schedule

BA+15	**$500**
MA+15	**$600**
6TH+15	**$600**
Doctorate	**$1,200**

Returning teachers who were paid below Step 17 (or Step 13 of BA) in 2024-2025 shall advance one step on the salary schedule in 2025-26, except that returning teachers who were paid below Step 17 (or Step 13 of the BA) in 2024-2025 and who were placed on a step in 2019-2020 numbered two steps lower than the step on which they were placed in 2018-2019 shall advance one additional step on the salary schedule in 2025-26 (two steps).

APPENDIX A-2

TEACHERS SALARY SCHEDULE FOR 2026-2027

Teacher Placement on Salary Schedule: Added To The Above Schedule

BA+15	**$500**
MA+l5	**$600**
6TH+l5	**$600**
Doctorate	**$1,200**

Returning teachers who were paid below Step 17 (or step 13 of BA) in 2025-2026 shall advance one step on the salary schedule in 2026-27, except that returning teachers who were paid below Step 17 (or Step 13 of the BA) in 2025-2026 and who were placed on a step in 2019-2020 numbered one step lower than the step on which they were placed in 2018-2019 shall advance one additional step on the salary schedule in 2026-27 (two steps).

APPENDIX A-3

TEACHERS SALARY SCHEDULE FOR 2027-2028

Teacher Placement on Salary Schedule Added To The Above Schedule

BA+IS	**$500**
MA+15	**$600**
6TH+l5	**$600**
Doctorate	**$1,200**

Returning teachers who were paid below Step 17 (or step 13 of BA) in 2026-2027 shall advance one step on the salary schedule in 2027-28, except that returning teachers who were paid below Step 17 (or Step 13 of the BA) in 2026-2027 and who were placed on a step in 2019-2020 numbered two steps lower than the step on which they were placed in 2018-2019 shall advance one additional step on the salary schedule in 2027-28 (two steps).

BLOOMFIELD 2025-28
Hartford County

ARTICLE 4
SALARIES

The salaries of all persons covered by this Agreement are set forth in the following definitions for teacher salary placement:

A. Definitions for Teacher Salary Placement

1. Level One - A Baccalaureate Degree earned at any accredited college or university.
2. Level Two - A Master's Degree earned at an accredited college or university; or the completion of thirty (30) credits beyond Level one in a program approved by accredited colleges or universities and approved by the Superintendent of Schools and the Association. All such credits earned for Level Two must be earned within a ten (10) year period.
3. Level Three - The completion of thirty (30) credits beyond Level Two at an accredited college or university in a program approved by the Board; or a "Sixth Year Certificate" from an accredited college or university in a program as approved in advance by the Board of Education; or the completion of thirty (30) credits beyond Level Two in an academic discipline which in the judgment of the Board enables the teacher to show greater proficiency in his/her field of work; or an MSW degree in Social Work; or the completion of a 60 credit Master's program in a field such as Speech/Language and School Psychology. All such credits earned for Level Three must be earned within a seven (7) year period.

4. Level Four - A Doctor's Degree earned at an accredited college or university in an academic discipline which in the judgment of the Board enables the teacher to show greater proficiency in his/her field of work.

5. Credits beyond the Bachelor's shall be interpreted to mean credits of graduate study. Exceptions to this may be allowed at the discretion of the Superintendent of Schools provided that:

   a. the course is initiated and completed by the teacher while an employee of the Bloomfield School System;
   b. a written request is submitted prior to taking the course;

   c. the course will improve the teacher's competence in the teacher's current teaching assignment.

6. Change of Degree Status - To be placed on Levels Two through Four, a teacher must file a "Degree Change Classification" Form with the office of Human Resources on or before the third Tuesday of November of the school year prior to the change taking effect, and file official transcripts, certificate, or completion of credits must be filed in the Office of the Superintendent prior to October 1st of the school year in which the change is to take effect. Once such proof is filed in the Office of Human Resources prior to October 1st, payments on the appropriate level will be made retroactive to the first day of the teacher work year. If a teacher files the evidence of such degree, certificate, or completion of credits after October 1st, the change shall take effect on the following February 1st.

B. Long Term Substitutes

1. Long Term Substitute teachers (certified teachers employed more than forty (40) days) will receive all contract benefits.

2. When the Board of Education knows the position will be for over forty (40) days, the Long Term Substitute shall receive contractual benefits beginning on the first day of employment.

3. Long Term Substitutes shall be placed on the lowest step of the BA lane.

4. In the event the Long Term Substitute continues to be employed by the Bloomfield Board of Education in subsequent years, he/she shall be placed on the appropriate lane and step of the salary schedule for subsequent employment, taking into account years of experience and degree status, per Article 4, Salaries, Section C.3, of this Agreement.

5. BFEP members who are selected to take a Long Term Substitute position will:

   a. Take a leave of absence from the BFEP in order for them to become a BEA member and keep their seniority as long as the position is not more than one year.
   b. They will keep their BFEP health benefits.

   c. Their BFEP sick time and personnel time will be frozen and they will be give BEA sick time and personnel time pro-rated to the length of their position.

C. Salary Schedule - All salary schedules are attached hereto as appendices:

Appendix A-1 Appendix A-2 Appendix A-2 Appendix A-2 Appendix A-3 Appendix A-4

Teachers' Salary Schedule Differential
Salary Schedule Special Project
Remuneration Coordinators Stipend
Schedule Coaches' Salary Schedule Extra-
Curricular Salary Schedule

D. Placement - All members of the unit shall be placed on the appropriate step in the salary schedule, taking into consideration the following:

1. Level status as defined above.

2. Number of years in the Bloomfield School System.

3. Credit for previous experience shall be evaluated by the Superintendent or his/her designee. Previous experience shall include experience as:

   a. a teacher in another public school district(s),
   b. a teacher in a parochial/private school(s),
   c. a teacher at an institution(s) of higher education, and/or
   d. a long-term substitute teacher for one or more school years.

4. No new teacher will be placed on a step higher than currently employed Bloomfield teachers having equal education and experience. When hiring in a shortage area, as defined by the Commissioner of Education, the district may match the previous salary of a new hire, to the best of its ability, for an educator, with prior notification to the Association President.

ARTICLE 7
LEAVE POLICIES

G. Long Term Leaves of Absence

3. b. Childrearing Leave, Adoption Leave and Paternity Leave

(e) **Salary placement** and insurance coverage shall be subject to the provisions of section C of this Article.

APPENDIX A-1
2025-2026 SALARY SCHEDULE

Doctor's Degree - $2,000 above Level III at each step.

All teachers not at maximum in the 2024-25 school year shall advance one step number in the 2025-26 school year.

*For hiring purposes. Not subject to previous placements.

2026-2027 SALARY SCHEDULE

Doctor's Degree - $2,000 above Level III at each step.
All teachers not at maximum in the 2025-26 school year shall advance one step number in the 2026-27 school year.
*For hiring purposes. Not subject to previous placements.

2027-2028 SALARY SCHEDULE

Doctor's Degree - $2,000 above Level III at each step.

All teachers not at maximum in the 2026-27 school year shall advance one step number in the 2027-28 school year.

*For hiring purposes. Not subject to previous placements.

BOLTON 2024-27
Tolland County

Article 2 - Salary Schedules and Additional Stipends

2.1 Definitions

A. The Board and the Association agree to the following definitions for determination of placement on the appropriate salary schedule:

1. Bachelor's Degree

A Baccalaureate Degree earned at an accredited college or university.

2. Master's Degree

A Master's Degree earned through matriculation at an accredited college or university in the field of education, or the completion of thirty credits beyond a Bachelor's Degree (in accordance with the provisions of Section 2.2).

3. Certificate of Advanced Graduate Study (Sixth Year)/Master's Degree plus Thirty Credits

A C.A.G.S. certificate earned at an accredited college or university, or the completion of thirty (30) credits beyond a Master's Degree at an accredited college or university (in accordance with the provisions of Section 2.2 below).

4. Doctoral Degree

A Ph.D. or Ed.D. Degree earned at an accredited college or university.

B. Additional Credits

College or university credits earned beyond the B.A., M.A., or C.A.G.S. salary schedule at an accredited college or university.

2.2 Degree Clarification

A. Degrees earned through matriculation at accredited colleges or universities are accepted for advancement on the salary schedule. Salary schedule advancement may occur upon successful completion of a Master's Degree/Bachelors plus thirty (30), or Master's Degree plus thirty (30) graduate level credits in the field of education. Successful completion of a C.A.G.S. program or Ph.D. program is also accepted for advancement on the salary schedule.

B. The Board of Education has delegated the Superintendent of Schools the responsibility for determining the acceptability of these additional credits for the purpose of advancement on the appropriate salary schedule. For this purpose, teachers should obtain prior approval of graduate course work and furnish satisfactory evidence of completion of such graduate course work prior to advancement on the salary schedule.
C. Teachers of Grades 7-12 who plan to enroll in a Master's Degree or C.A.G.S. program, and who have certification in only one (1) academic area will be encouraged to take course work toward a second certification.
D. Teachers who expect to become eligible to advance to a higher salary schedule must give preliminary notification on the appropriate form to the Superintendent by November 1 of the previous year or no schedule advancement will be made for one (I) school year.

Article 3 - **Initial Contracts**

3.1 All teachers shall be placed on the appropriate step of the salary schedule, taking into consideration the following:
A. Degree Status as defined in Section 2, Article 2.1.
B. Credit for previous teaching in public, private and military dependent schools, provided that such experience shall have been continuous service of at least six (6) months of any school year, shall be granted at the discretion of the Superintendent of Schools.

3.2 The Superintendent may grant credit on the salary schedule for other than teaching experience if such work experience is recent, related to area of certification and it has been continuous service experience of at least six (6) months of any work year.

3.3 Placement on the salary schedule for teachers hired in a shortage area as defined by the State Department of Education shall be at the sole discretion of the Superintendent of Schools.

Article 4 - Professional Obligations

4.1 The Association and the Superintendent shall work together to devise an annual salary agreement form which will serve to notify each teacher of his or her assignment(s), step placement and the like. Whenever there is a conflict between the terms of the salary agreement and the terms of this collective bargaining Agreement, the terms of the collective bargaining Agreement shall control.

BOZRAH 2024-27 (AFT)
New London County

ARTICLE20
PLACEMENT ON THE SALARY SCHEDULE

New hires may be given one year of credit for each year of teaching experience preceding the appointment to teach in Bozrah. Recalled teachers shall be reinstated at the equivalent step and benefit eligibility as held at the time of layoff, except that no teacher will retorn to a higher step than the one he/she would have returned to if no layoff occurred.

BRANFORD 2024-27
New Haven County

Article VII
Salaries

A. Teacher Salary Schedule

1. There shall be a single salary schedule for all teachers. The salary schedules shall be as included on the following pages of this Agreement.

2. The annual salary of the teacher shall be in accordance with the provisions of the prevailing salary schedule of the Board.

3. Increments on the schedule will be allowed except in instances in which service has been less than satisfactory. Such withholding of increments shall not be made, however, until voted by the Board.

4. Reimbursement shall be made for professional improvement as specified in the salary schedule and included in this Agreement under Section B of this Article.

5. The Board reserves its discretionary right to fill any vacancy at the salary that may be necessary.

6. One-half of the negotiated salary increase may be withheld by the Board of Education for any teacher who has reached the top step on the salary schedule, if such teacher's performance is less than satisfactory. Such withholding shall not be made, however, until voted by the Board.

7. The just cause standard defined in Article VIII shall apply to subsections 3 and 6 above.

8. Subject to subsections 3, 6 and 7 above, step increments during the contract years referenced in Article XIX (Duration) shall be as set forth in the chart which appears under Attachment A.

2024-2025 SALARY SCHEDULE
Effective July 1, 2024, teachers who are not on the maximum step shall advance one step on the salary schedule.

2025-2026 SALARY SCHEDULE
Effective July 1, 2025, teachers who are not on the maximum step shall advance one step on the salary schedule.

2026-2027 SALARY SCHEDULE
Effective July 1, 2026, teachers who are not on the maximum step shall advance one step on the salary schedule.
Effective June 30, 2027:
- The Board and the Association agree to split the bubble between the penultimate step and the maximum step by adding a step in between those steps (that is the average of the penultimate step and the maximum step).
- The new penultimate step shall be numbered Step 13A, as set forth in the schedule below.
- No step advancement will occur on June 30, 2027, and no teacher's actual salary will change on June 30, 2027. The parties agree that the salary schedule set forth below will be used as the basis for the parties' negotiations for a successor collective bargaining agreement.

Effective June 30, 2027 - **SALARY SCHEDULE**
B. Professional Improvement

1. Bachelor's Degree Schedule
Teachers holding a Bachelor's degree shall be paid on the Bachelor's degree salary schedule.

2. Master's Degree or Equivalent Schedule
In order to be placed on the Master's Degree or equivalent salary schedule, a teacher must have a Master's Degree from an accredited institution or have completed thirty (30) graduate credits within the subject field or in a related field of the teacher's present area of employment, or be in the field of educational administration. All other courses of study must be preapproved by the Superintendent of Schools. When a Master's Degree Program requires more than thirty (30) graduate credits, the additional hours shall not be counted toward movement on the salary schedule without prior approval of the Superintendent or without authorization by the Superintendent in the event that the course work was accomplished prior to coming to Branford.
The above language shall not adversely affect any teacher's present track, placement, or currently enrolled degree program prior to July 1, 1986.
Notwithstanding the provisions set forth above, teachers hired on or after July **1,** 2012 shall not be placed on the Master's Degree salary schedule or move to a higher salary schedule unless the teacher has earned a Master's Degree from an accredited institution. The preceding sentence shall not adversely affect any teacher hired on or before June 30, 2012.

3. Sixth Year or Equivalent Schedule
In order to be placed on the Sixth Year or equivalent salary schedule, a teacher must have a Sixth Year Certificate from an accredited institution or have completed a planned thirty credit graduate program beyond the Master's Degree or equivalent, at an accredited institution, provided that such Sixth Year Certificate from an accredited institution, or completed planned thirty credit graduate program beyond the Master's Degree or equivalent, at an accredited institution be within the subject field or in a related field of the teacher's present area of employment, or be in the field of educational administration. All other courses of study must be preapproved by the Superintendent of Schools.

The above language shall not adversely affect any teacher's present track, placement, or currently enrolled degree program prior to July 1, 1986.

The parties agree that, beginning July 1, 2015, social workers, school psychologists and speech language pathologists who have earned at least sixty graduate credits in their degree program from an accredited institution shall be placed on the Sixth Year lane.

The parties further agree that no social worker, school psychologist or speech language pathologist shall be entitled to any retroactive pay or retroactive placement on the Sixth Year Lane pursuant to this memorandum of agreement. The BEA agrees that it shall not file any grievance regarding retroactive pay or placement.

4. Sixth Year or Equivalent Plus Fifteen
In order to be placed on the Sixth Year or equivalent plus fifteen schedule, a teacher must have completed at least fifteen graduate credits beyond the Sixth Year or equivalent at an accredited institution, provided that such fifteen graduate credits beyond the Sixth Year or equivalent at an accredited institution be within the subject field or in a related field of the teacher's present area of employment, or be in the field of educational administration. All other courses of study must be preapproved by the Superintendent of Schools.

The above language shall not adversely affect any teacher's present track, placement, or currently enrolled degree program prior to July 1, 1986.

The Sixth Year or Equivalent Plus Fifteen Schedule shall not be available to teachers hired on or after July 1, 1997.

5. Sixth Year or Equivalent Plus Thirty
In order to be placed on the Sixth Year or equivalent plus thirty schedule, a teacher must have completed at least thirty graduate credits beyond the Sixth Year or equivalent at an accredited institution, provided that such Sixth Year or equivalent plus thirty be within the subject field or in a related field of the teacher's present area of employment, or be in the field of educational administration. All other courses of study must be preapproved by the Superintendent of Schools.

The above language shall not adversely affect any teacher's present track, placement, or currently enrolled degree program prior to July 1, 1986.

6. Elimination of Plus Fifteen Schedules
Effective July 1, 1997 the following provisions shall apply to the Bachelor's + 15 and Sixth Year + 15 schedules:

a. Said schedules shall not be available to teachers hired on or after July 1, 1997;

b. Any teacher currently on any of said schedules shall be entitled to continue on that schedule;

C. Placement on the Salary Schedule

1. No newly hired teacher shall be placed on a step higher than any teacher currently in the system with the same teaching experience, and all teachers shall be placed on the salary schedule which accords with the number of years of their prior public school experience, including teaching experience in nonpublic schools that includes teachers as members of the State Teachers' Retirement System, and professional training, except as follows:

a. A fractional part of a school year of public school experience under contract, of not less than five months in one school system, shall entitle the teacher to credit for one full year of experience. No teacher may receive credit for more than one year of experience based on service for a fractional part of a school year.

b. Experience as a substitute teacher shall be given no credit for salary schedule placement unless the teacher has continuously substituted for not less than five months in the same position in any school year and providing that the teacher was fully certified for that position.
c. Credit may be allowed toward placement on the salary schedule for continuous experience under contract in private and military dependency schools prior to the date of employment in Branford, at the discretion of the Superintendent. (This provision applies to teachers hired after July 1, 1994.)

d. Credit for prior service in cases where teaching has not been continuous to the date of appointment shall be at the discretion of the Superintendent. Each person who has not taught continuously, who has at least a Bachelor's degree, has met the study requirements in Section

VII-B, and is on tenure, may be granted one extra increment, at the discretion of the Superintendent, per year until that person is on schedule.

e. Credit will be allowed toward placement on the salary schedule for Peace Corps and Teacher Corps experience, provided that such experience is documented as successful formal teaching experience. Such credit will be granted under the same conditions as found in

paragraphs f, g, and h of this subsection. Credit may be allowed toward placement on the salary schedule for documented non-teaching Peace Corps experience upon approval of the Superintendent of Schools.

f. Teachers who served in the active armed forces shall be given credit for such service up to the maximum of three years on the basis of twelve months of such service being held equal to one school year, six months but less than twelve months of such service shall be given credit for one full school year. For example, eighteen months of such service would get credit for two school years for placement.

g. Authoritative certification of prior experience and military service and transcripts of records of professional preparation shall be filed with the Superintendent of Schools.
h. Credit may be given at the discretion of the Superintendent of Schools for a teacher's experience in another field prior to entering the teaching profession provided that such experience was related to their teaching field.

1. No rule governing placement of teachers on the various steps of this salary schedule shall be retroactive whether it affects a teacher beneficially or adversely.

J. Notwithstanding any provision to the contrary, the Superintendent of Schools shall have the sole discretion to place a new teacher hired into a shortage area as designated by the State Department of Education up to one (1) step above their normal placement on the salary schedule and/or to pay a new teacher hired into a shortage area as designated by the State Department of Education a one-time signing bonus of an amount up to $5,000. A newly hired shortage area teacher who does not remain employed by the Board for at least two (2) school years shall be required to repay the Board the amount of any signing bonus awarded upon separation from employment.

2. Teachers who qualify for transfer to a higher salary schedule by professional preparation shall be placed on the new schedule within sixty (60) days after providing the Superintendent with a copy of the transcript as described in Section c. below, providing:
a. The teacher has notified the Superintendent of Schools by December 30 of the previous fiscal year of the anticipated completion date of the program in the subsequent fiscal year. In the event the program or degree is not completed or will not be completed until a future fiscal year, the teacher must renotify the Board in each prior fiscal year for budget development purposes.
b. The teacher's notification to the Superintendent of the anticipated completion of the program was formal (i.e., on a separate and specific written letter or form with a copy of the approved program of study attached). An addendum or attachment to any other document is not considered formal notification.
c. The completed program was officially documented via transcript.
d. For any teacher hired after January 1, the Superintendent shall transfer the teacher to the higher salary schedule within sixty (60) days provided the teacher notified the Superintendent

at the time of hire of their anticipated completion of the degree program and they have fulfilled the requirements of paragraphs b. and c. above.

BRIDGEPORT 2024-28
Fairfield County

ARTICLE IV
SALARIES

4.1 The salaries of all persons covered by this Agreement are set forth in "Salary Schedules" which are attached hereto as Appendices and made a part of this Agreement.
4.2 The Board hereby adopts the Teacher's Initial Contract, and the Teachers Annual Salary Agreement forms attached hereto as Appendices "D" and "E." All said salary notifications and agreements must be transmitted to and completed by employees electronically.
4.3 Definitions
The terms used in the above Schedules shall be interpreted and applied in accordance with the following definitions:
4.3 .1 Bachelor - A baccalaureate degree e med at an accredited college or university.
4.3.2 Bachelor+ 30 - Credit on the M.A. Schedule will be given to those teachers who have a B.A. plus 30 credits, provided that at least six (6) credits of the 30 credits have been completed during the last five (5) years, before the request is made to move to the
M.A. Schedule.

Out of state candidates who present the B.A. plus thirty (30) credits will have their college records evaluated by the Board's Personnel Department for the M.A. schedule approval.
4.3.3 Master - A master's degree earned at an accredited college or university.

4.3.4 6TH Year - The completion of thirty (30) credits beyond the master's degree or sixty (60) credits beyond the bachelor's degree.
4.3:-5- -Doctorate - A doctor’s degree earned at an accredited college or university, except that a juris doctor shall not be recognized for purposes of placement or advancement. A Doctorate shall not be recognized for purposes of placement or advancement of any teacher hired on or after July 1, 2014.
4.4 Placement - All members of the unit shall at the commencement of the school year be placed on the appropriate step in the salary schedule, taking into consideration the following:
4.4.1 Degree status as defined in Section 4.3 above.
4.4.2 Annual service credit up to maximum of schedule for previous certified teaching experience in an accredited school upon approval of the Superintendent. This section applies to initial appointments only and is not retroactive.
4.4.3 In certification areas identified by the State Department of Education as teacher shortage areas and in those certification areas in which the Board has experienced difficulty in attracting and retaining teachers within the last academic year, the Superintendent of Schools shall also have discretion to grant annual service credit for work experience in related areas and up to but no more than (7) seven additional years of service credit. Prior to June 1 of each school year,

the Superintendent of Schools shall provide the Association with a list of those certification areas for which he/she requires such discretion. In the event a vacancy exists in an identified shortage area at anytime during the academic school year or one (1) week prior to the start of the academic school year, the Superintendent shall have further discretion so as to fill that position in an expeditious manner.

4.4.4 Annual service credit for up to two (2) years active service in the Armed Forces of the United States, Peace Corps or similar agencies upon approval of the Superintendent. This section applied to initial appointments only and is not retroactive.

4.4.5 The initial placement of a teacher on lane or step shall not be grievable so long as the placement is in accordance with all of the above.

4.5 Advancement

4.5.1 Teachers will only advance to the next highest lane on the salary schedule either in September or February provided the teachers first notified the Board, in writing, by February 1 of the preceding school year of the teacher's intention to complete such requirements. Written notification will be the electronic transmittal of the salary advancement form, as specified by the Office of Human Resources. In addition, official sealed transcripts (as provided by the college or university in a sealed, unopened envelope) that provides evidence of completed requirements for movement on the salary schedule must be hand delivered to the Office of Human Resources by December 1 for salary credit beginning September 1 of that year and April 1 for salary credit beginning February 1 of that year. If an unusual case should arise, in which the teacher cannot meet the above deadlines, the teacher will write to the Office of Human Resources, giving reasons for failing to meet the deadlines and asking for consideration of an extension. In such cases, the Director of Human Resources shall have the sole discretion to approve or deny such request.

4.5.2 All credits for horizontal advancements should be obtained at an accredited college or university and should be in the field of education and/or areas which will contribute to the teacher's overall improvement as it relates to the teacher's current assignment or potential professional advancement, provided that the Superintendent may deny such credits when they are unrelated to the above. When qualifying credits have been obtained, the teacher is to hand deliver official sealed transcripts (as provided by the accredited college or university in a sealed, unopened envelope) to the Office of Human Resources. Salary advancement will not be approved until the Office of Human Resources has received and validated the official sealed transcripts, as providing evidence of completed requirements for movement on the salary schedule. All such credits must be graduate credits unless appropriate undergraduate courses are approved in advance by the Director of Human Resources, in his/her sole discretion.

4.5.3 For purposes of credit for horizontal advancement, the course grade must be at least "C" or numerical equivalent.

4.5.4 Teachers hired prior to February pt of the school year shall qualify for step advancement in the subsequent school year, provided that the Salary Table for that school year specifies step advancement.

Teachers hired on or after February pt of the school year shall not qualify for step advancement in the subsequent school year, provided that the Salary Table for that school year specifies step advancement.

BRISTOL 2025-28 (AFT)
Hartford County

ARTICLE 24
SALARIES AND PAYCHECKS

24:2 Each bargaining unit member on continuing contract shall receive a copy of the salary schedule with their placement indicated thereon.

24:3 Bargaining unit members who have completed at least ninety-one (91) school days of service during the year and whose performance is satisfactory shall be advanced one step on the appropriate salary schedule.

24:4 Bargaining unit members who have completed less than ninety-one (91) school days of service during the school year and whose performance is satisfactory shall remain on the same step on the appropriate salary schedule for the following school year.

24:5 Failure of the Board to grant step advancement shall be subject to the grievance procedure, beginning at Level Three.

24:9 Step Placements for New Personnel

24:9.1 Step placement on the salary schedule for new personnel shall be in accordance with board policy, being Policy 4140(a) and (b) - Professional Personnel Compensation Guides and Contracts, as promulgated by the Bristol Board of Education, dated June 7, 1995.

24:9.2 Step placement does not affect seniority placement.

24:10 Salary placement for bargaining unit members converting from part-time to full-time shall be governed by guidelines developed by the Federation and the Central Office Administrator.

ARTICLE 36
GRADUATE STUDY--REGULATIONS

36:1 The following conditions must be met in order for a bargaining unit member to qualify for placement on the salary schedules above the Bachelor Degree schedule:

36:1.1 All requirements must be completed and reported officially from the college or university to the Superintendent of Schools.

36:1.2 In order to qualify for placement on a higher schedule effective September 1 or February 1 of a school year, such completion and reporting must take place prior to September 1 or February 1 respectively.

36:1.3 In the case of Sixth Year credit, the phrase “a field in which the teacher is certified and teaches” shall be construed for the purposes of this Article to include Reading and Special Education in addition to any other subject areas which may fit such definition. A teacher shall be considered to be in a field if the teacher teaches in that field the equivalent of at least five full periods per week throughout the school year, or has taught in that field during the preceding four (4) years or since the commencement of graduate study, whichever is later (provided the change in assignment was not initiated by the teacher).

36:2 Bachelor Degree + 30 Semester Hours

36:2.1 Credit shall be given for thirty (30) semester hours of study in a planned program at an accredited college or a university. This provision shall only apply to teachers who have completed such study and have been granted such credit prior to July 1, 1994.

36:3 Master's Degree

36:3.1 Credit shall be given for a Master’s Degree earned at an accredited college or a university.

36:4 Sixth Year

36:4.1 Before a Sixth-Year program is begun, approval must be sought from the Superintendent or the Chief of Talent Management. If approval is not granted, a member may appeal that decision to a committee composed of the Superintendent or the Chief of Talent Management, a Principal, and one member of the Federation. The thirty
(30) semester hour program must be approved by the Superintendent or the Chief of Talent Management or the Committee before the differential is granted to any applicant. The Principal is to be selected by the administration. The Superintendent, the Chief of Talent Management or the Committee should be informed of the general progress of the candidate and must be informed of any changes in the program. In cases when courses may already have been completed beyond the Master’s Degree, final approval for such credit rests with the committee. Credit for a course will be granted only once regardless of the fact that the course is repeated in another institution with a different instructor.

36:4.2 Total must be at least 30 semester hours beyond the Master's Degree or BA+30.

a. Those bargaining unit members who are currently on the BA+30 salary track shall be allowed to advance to the Sixth Year

salary track subject to all the conditions found in Paragraph 36:4 (Sixth Year) of this Article.

b. As of July 1, 1994 those teachers currently on the BA+30 salary track shall either remain on said track, or advance to the Master's track or Sixth Year track, as prescribed in Paragraph 36:4.2(a) above. As of the date first written above, the BA+30 salary track shall no longer be available to any teacher who is not currently on that salary track.

36:4.3 Primarily the hours offered should be in subjects or fields directly affecting the efficiency and better contribution by the member in their work (as a result of having taken the additional studies).

36:4.4 Twenty (20) hours must be directly related to a field in which the bargaining unit member is certified and teaches.

36:4.5 The remaining ten (10) hours should be in a definitely qualified related field and contribute to the general field of education.

36:4.6 Bargaining unit members may offer in lieu of regular college semester hours credit the equivalent semester hours of:

a. Instruction (either undergraduate or graduate courses) in an approved college and the class credit hours are recognized for certification by the Connecticut State Department of Education.

b. Attendance and/or presentation at workshops and non-credit untranscripted courses of study.

c. Participation in authorship of educational publications or books.

d. Travel.

e. Not more than a total of ten (10) hours may be offered for (c) and/or (d). Normally not more than six of these may be offered for (d), and requests for credit under (d) should be made within three months after conclusion of the travel.

36:4.7 The Superintendent, Chief of Talent Management or the Committee upon completing examination of each candidate's record will then make such recommendations as they deem fit to the Board of Education for final action.

36:4.8 It is recognized that a bargaining unit member in pursuing a Master's Degree may accumulate excess courses not required in the degree program of the college or university attended. Upon formal documentation, the Superintendent, Chief of Talent Management or the Committee will consider such excess courses for credit application toward the Sixth Year. It is recognized that a bargaining unit member in an unusual set of circumstances may accumulate sixty (60) semester hours of credit beyond the Bachelor's Degree without an intervening Master's Degree. While in general maintaining the requirement that a Sixth Year Program reflect courses beyond the Master's Degree, the Superintendent, Chief of Talent Management or the Committee may consider exceptions in unusual situations and may recommend approval of a Sixth Year without preceding Master's Degree. In such case the Board's decision to sustain or deny the Superintendent, Chief of Talent Management or the Committee recommendation shall be binding and not subject to the grievance procedure.

36:5 Seventh Year:

36:5.1 Seventh Year salary credit on Schedule A-1 shall be granted to bargaining unit members who are receiving such credit as of June 30, 2012, as well as teachers who obtained approval for a Seventh Year program on or before June 20, 2012 and who successfully complete such program on or before June 30, 2015.

36:6 Doctorate Degree

36:6.1 Credit for an earned Doctorate Degree may be recognized by the differentials specified in the Ph.D salary track, depending on the importance and use of this degree in the assignment of the bargaining unit member holding the degree, and under the following conditions:

36:6.2 Work on the Doctorate must be in a field in which the member is certified and teaches.

36:6.3 Final implementation of this salary factor will be made by the Board of Education on recommendation of the Superintendent.

BROOKFIELD 2023-26
Fairfield County

ARTICLE II
SALARIES

Section 2.

The Board will have the authority to determine unilaterally the starting salary for each teacher provided that the salary must be one which is set forth on one of the schedules currently in effect, and the teacher may not be paid at a salary which is less than minimum (step 1) for the schedule on which the teacher is placed. Notwithstanding any provision of this Agreement or past practice to the contrary, the Board, at its discretion, may grant service credit to new hires for non-teaching experience it deems relevant to the employee's position on the basis of two (2) years credit for every three (3) years of non-teaching experience (rounded up in the case of fractional credit).

Section 3.

Degree status will be defined under "Degree Definitions"article.

Section 4.

No teacher shall advance to the next highest column on the salary schedule either in August/September or February unless he/she has first notified the Superintendent in writing prior to October 1 in the contract year prior to the year of advancement of his/her intention to complete such requirements.

For payment to be effective from the start of the school year, official transcripts must be received by the Superintendent no later than November 30 for course work completed prior to the start of the school year. For payment to be effective in February, official transcripts must be received by the Superintendent no later than April 30 for course work completed by January 30.

Section 5.

(a) Military service prior to teaching in Brookfield will be recognized at the rate of Three Hundred ($300) Dollars per year of military service up to Six Hundred ($600) Dollars. This amount is added to the salary schedule, but the total shall not exceed the maximum salary as scheduled for the specific level of training.

(b) Present teachers who enter the Armed Forces shall, upon return, be placed on the salary
scale as if they had been teaching for that period of time but such credit shall not exceed (2) years, provided such teacher makes application for return of employment within ninety (90) days after receiving a certificate of honorable separation from the Armed Forces.

Section 6.

(a) Teachers in their **17th, 1**8th, and 19th years of teaching service will be paid at an annual salary rate of $840 higher than their respective annual salary rates set forth in Appendix A. Teachers in their 20th, 2151, and 22" years of teaching service will be paid at an annual salary rate of $1,680 higher than their respective **annual** salary rates set forth in Appendix A; and teachers in their 23rd and subsequent **years of teaching** service will be paid at an annual salary rate of $2,515 higher than their respective **rate set** forth in Appendix A. To qualify for the above additional payments, a teacher must have taught in the Brookfield School System for at least the four (4) years immediately preceding their 17th year of teaching experience and must have taught in the Brookfield School System for at least seven (7) years immediately preceding their 20th year of teaching service and must have taught in the Brookfield School System for at

least ten (10) years immediately preceding their 23r[d] year of teaching service. Teaching experience outside of Brookfield shall not count towards years of service for the above benefit for teachers who are hired after July 1**,** 2017. For the purpose of this Section, time spent on an approved leave of absence shall be considered as time taught for the purpose of meeting the requirement of teaching experience immediately preceding the 17[th], 20th, or 23rd year of teaching service. Time spent on an approved leave of absence shall not count towards years of service for the above benefit for teachers who are hired after July 1, 2017.

BROOKLYN 2025-28
Windham County

ARTICLE III: SALARY SCHEDULE

D. Placement on the Salary Schedule

1. The Board may grant up to full credit on the salary schedule for teaching experience approved by the Superintendent of Schools at the rate of one (1) school year for the equivalent of one hundred and eighty-two (182) full time student school days. No credit shall be granted for less than ninety (90) student school days in a single school year.

2. Credit may be granted for business or related experience when it is determined by the Superintendent that a particular position is difficult to fill and such experience will contribute to the performance of duties required in the position. Credit will not be allowed unless the individual in question can be certified by the State Department of Education.

3. The parties recognize the Board's rights under this paragraph. In the event that the Board provides salary credit to a newly hired teacher in accordance with the provisions of this paragraph, the Association will not file or pursue any grievance or other claim challenging the Board's action.

E. Degree Definitions

1. Bachelors: Shall mean a baccalaureate degree earned at an accredited college or university.

2. Masters: Shall mean a master's degree earned at an accredited college or university.

3. Sixth Year: Shall mean a second Master's degree in a discipline other than the discipline in which the initial Master's degree was attained; or a Sixth Year certification from an accredited college or university.

4. For the purposes of this Section, an accredited college or university shall be defined as one for which the State Department of Education recognizes for the certification purposes.

F. Credit for Military Service

Qualified teachers who are properly reinstated following qualified military service shall be provided salary and benefits in accordance with state and federal law.

CANAAN 2025-28
Litchfield County

ARTICLE 19
FORMS AND DEFINITIONS

19-l Prior to the end of the school year, each teacher shall receive notice of his/her placement on the salary schedule for the following year based upon information in the file at that time.

ARTICLE 20
PLACEMENT ON SALARY SCHEDULE

20-1 New teachers will be placed on the salary schedule in accordance with their training and prior experience as outlined below:

20-1.1 New teachers will be placed on the salary schedule per the negotiated agreement. Up to full salary credit for prior experience may be granted according to the current salary schedule after evaluation by the superintendent in conference with the candidate. No teacher will be placed higher on the salary schedule than previous experience would warrant.

20-1.2 Equivalency of prior relevant non-teaching experience may be worked out by a candidate and the superintendent subject to approval of the Board of Education.

20-1.3 Evaluation of previous experience and the granting of less than full service credit may be in order when there has been an absence from teaching service for more than five years; when prior service was under other than public school auspices; or when a retired teacher is returning for temporary service. Such evaluation will be done by the superintendent in conference with the candidate and will be embodied in the superintendent's recommendation to the Board.

20-1.4 In areas designated as shortage areas by the Commissioner of Education, the Superintendent or his/her designee may approve of starting people on the salary schedule up to three steps beyond that indicated by credited teaching experience and existing district employees. The Association shall be notified in writing in such cases.

20-2 Up to two years' salary credit will be granted for full time, active military service or for active Peace Corps service on a year for year basis.

20-3 The following definitions will apply to training status:

20-3.1 Bachelor - a baccalaureate degree earned at an accredited college or university.

20-3.2 Master - a master's degree earned at an accredited college or university.

(a) or a full year of study within an approved doctoral program (as the preparing institution defines the equivalent of a full year of study but not less than twenty-four (24) credit hours of study);

(b) or a planned program, in writing, and approved by the superintendent or the university advisor at accredited institutions, which shall consist of at least thirty (30) semester hours' credit beyond the bachelor's degree.

20-3.3 Sixth Year - the sixth year may be evidenced by a Professional Diploma or Certificate awarded by an approved institution within a two-year post master's program

(a) or a second one-year master's degree which is relevant to the teaching assignment;

(b) or the sixth year may be a year's study (as the preparing institution defines the equivalent of a full year of study) taken within an approved doctoral program in which an individual who has completed the master's degree is fully matriculated.

20-3.4 Teachers presently employed on the sixth year schedule will retain their position on such schedule. Teachers covered by this contract who have earned doctorate degrees shall be placed on the appropriate step of the Doctorate Schedule.

20-3.5 Changes is degree status will occur in September or February. Teachers who anticipate changes in degree status must notify the school administrator by February 1st. of the preceding year and must declare whether the change will take place in September or February. In order to obtain the degree change, such teachers must provide the school administrator with an official transcript or official department letter recognizing completion of degree requirements verifying the degree status before August 31 for a September change and before January 31 for a February change. Degree status change will not take place without the submission of such verification and the late submission of such verification will cause the degree change to take place at the next change time. That is, a late September submission would become effective the following February.

CANTERBURY 2025-28
Windham County

ARTICLE I
ASSOCIATION RECOGNITION

1.5 **New Teacher Orientation**

B. The Administration shall notify the Association in writing of all new teachers who are hired by the Board within ten (10) business days of hire. The notification shall include the new teacher's assignment and placement on the salary schedule and the criteria used to determine placement on the salary schedule.

ARTICLE IX
PLACEMENT ON SALARY SCHEDULE

9.1 Teachers new to the school system will, in the discretion of the Superintendent of Schools, normally be placed on the appropriate step of the current salary schedule taking into consideration the following:

A. Degree status as of September 1st of the current school year.

B. Previous teaching experience. Ninety (90) or more days of continuous service in a public or private school within the same school year will be counted as a year of full service provided there is a direct correlation with the assignment, and the experience was gained while the teacher was certified to teach in Connecticut.

C. Military experience: Teachers will be given credit for full-time service in the armed forces of the United States.

D. The Board reserves its discretionary right to fill any vacancy at the salary that may be necessary.

9.2 The salary schedule listed in this Agreement shall be interpreted and applied in accordance with the following definition:

A. Bachelor: A baccalaureate degree earned at an accredited college or university.

B. Master's: A master's degree earned at an accredited college or university.

C. Sixth Year: A second master's degree in a discipline other than the discipline in which the initial master's degree was attained; or the completion of thirty (30) credits beyond the master's degree in a program approved by an accredited college or university; or a sixth-year certificate from an accredited college or university.

D. Teachers under contract for less than full-time shall receive the salary that they would be entitled to as a full-time member of the faculty with an equivalent degree status and salary step placement (e.g. a teacher with a six-tenths [.6] assignment would receive sixty percent [60%] of the salary of an equivalent full-time teacher).

CANTON 2024-27
Hartford County

ARTICLE II
SALARIES

A. Salary Schedules

1. Salary schedules shall be those set forth in Tables I, II, and III for the term therein indicated.

2. Degree Definition

a. Bachelor Scale - A baccalaureate degree earned at an accredited college or University.

b. Master's Scale - A master's degree earned at an accredited college or university, or the completion of thirty (30) graduate level credits beyond the baccalaureate degree at an accredited college or university, or thirty (30) hours in a program approved by the Superintendent of Schools in Canton.

c. Sixth Year Scale - A "sixth year certificate" from an accredited college or university, or thirty (30) hours of graduate level courses beyond the qualifications for the master's status or a second master's degree in a discipline other than the discipline in which the initial master's degree was earned; provided, however, in each case, that the further study shall contribute to the performance of the teacher's assignment, as judged by the Superintendent of Schools.

d. Credits and courses shall mean graduate level hours, credits and courses as certified by the accredited college or university.

3. Degree Advancement

a. Any teacher anticipating to advance on the salary schedule due to a degree change or increase in credits earned must submit in writing to the Superintendent of Schools that he/she anticipates an advancement on the salary schedule by December 15th of the year prior in order for the change to become effective in the following contract year.

b. Any teacher seeking advancement to a higher salary schedule must submit an official transcript and degree, or photocopies of same to the Superintendent of Schools no later than September 1 (October 1 for summer school credits) of the year for which the advancement is required. These documents will become part of the teacher's file records.

c. If a teacher who receives, prior to September 1 (October 1 for summer school credits) of a given year, sufficient academic credit to warrant advancement to a higher salary schedule fails to submit an official transcript and degree or photocopies of same to the Superintendent as set forth above, such teacher may submit an official transcript and degree or photocopies of same to the Superintendent no later than February 1 of the following year. A teacher who submits the specified documents by February 1 will advance for the remainder of the year.

4. Initial Step Placement

2024-25	2025-26	2026-27			
Year	Step	Year	Step	Year	Step
0-1	3	0	3		
2	4	1-2	4	0-1	4
3-4	5	3	5	2-3	5
5-7	6	4-5	6	4	6
8	7	6-8	7	5-6	7
9-10	8	9	8	7-9	8
11-13	9	10-11	9	10	9
14	10	12-14	10	11-12	10
15	11	15	11	13-15	11
16-17	12	16	12	16	12
18-19	13	17-18	13	17	13
20+	14	19+	14	18-19	14
				20+	15

Notes: If years of full time classroom experience are in a position not covered by state certification laws (private school) - years of experience will be multiplied by a .75 factor.

If the last full time teaching experience was 5-10 years ago - years of experience will be multiplied by a .667 factor (if over 10 years - a .5 factor).

Realizing there will be situations in which exceptional placements will have to be made, the Superintendent has the prerogative to make said placement; however he/she will do so only after discussing the reasons with the President of the EAC or his/her designee.

CES 2025-28
Fairfield County

ARTICLE VII
TRANSFERS AND VACANCIES

2. Vacancies

2.4 The CESEA President shall receive a list of all newly hired professional staff members with a statement of their **salary placement**.

ARTICLE X
DEGREE DEFINITIONS

1. The salary schedules listed in the Appendices of this Agreement will be interpreted and applied in accordance with the following definitions. The Executive Director must

review in advance all planned programs of study listed below to determine proper placement:

Bachelor Lane A Baccalaureate Degree earned at an accredited college or university.

Master Lane A Master's Degree earned at an accredited college or university relevant to the teacher's job responsibilities as determined in advance by the Executive Director.

Sixth Year Lane/
Masters Lane & 30 A second Master's Degree in a discipline other than the discipline in which the initial Master's Degree was awarded, which has been approved in advance by the Executive Director; a Master's Degree program from an accredited college or university requiring a minimum of sixty (60) credits; the completion of a planned program of study consisting of thirty (30) credits beyond the Master's Degree with prior administrative approval; the completion of a program leading to a Certificate of Advanced Graduate Study.

Doctoral Lane A Doctorate Degree, defined as a Ph.D., Ed.D. or Psy.D. earned at an accredited college or university and in a relevant subject area.

2. C.E.S. shall maintain a tuition reimbursement account, with a maximum annual expenditure of $50,000. These funds shall be allocated so that $18,000 is available in the fall semester, $18,000 is available in the spring semester and $14,000 is available in the summer semester.

ARTICLE XI
SALARY PLACEMENT AND COMPUTATION

1. Initial Salary Placement

1.1. At the time of hiring, the Executive Director and the newly hired teacher shall agree on a salary step and lane placement for the initial salary agreement.

1.2. In preparing his/her salary offer to the newly hired teacher, the Executive Director shall take into account the prior experience of the teacher, including its recency and direct applicability to C.E.S. programs, the financial resources of the affected program, and the current salary positions of teachers of similar background.

1.3. Credit will not be given for intermittent and short-term (less than 5 continuous months) substitute teaching.

1.4. Credit for experience outside of teaching and credit for teaching related experience in non-certificated positions may be granted when deemed appropriately relevant to the C.E.S. assignment by the Executive Director.

2. Degree Changes

2.1. In order to advance to the next highest column on the salary schedule, a teacher must first provide written notice of the anticipated change to the Office of the Associate Executive Director by April 1 of the preceding fiscal year.

2.2 Official transcripts of the completed requirements for movement on the salary schedule must be submitted to the Office of the Associate Executive Director by October 15th for

salary credit beginning with the new fiscal year and February 15th for salary credit beginning February 1st of that year.

CHAPLIN 2023-26
Windham County

ARTICLE 24
REDUCTION IN STAFF AND RECALL

E. Recall Procedure

Any teacher on the reappointment list shall receive a written offer of reappointment at least thirty (30) days, if possible, prior to the date of reemployment. The teacher shall accept or reject the appointment in writing within seven (7) days. If he or she accepts the appointment, he or shall receive a written contract at least fifteen (15) days prior to the effective date of reemployment, where possible. In the event of acceptance of a recall, the teacher shall retain all rights accrued at the time of termination including placement on the salary schedule, benefits and remaining unused sick leave days.

ARTICLE 27
STEP PLACEMENT AND LONGEVITY

A. Step Placement on the Salary Schedule

1. The following factors will be taken into consideration in determining the teacher's proper place on the salary schedule:
   a. Academic advancement as defined in Article 26 (Definitions of Academic Achievement) and step placement defined in Appendix VII (Step Placement Chart).
   b. The Administration may, in its discretion, give credit for less than one (1) year continuous service in a teaching post or for intermittent or substitute teaching.
2. New teacher's salary will not exceed that of a current staff member with comparable experience and degree status. A salary schedule has been provided for this purpose. Notwithstanding the foregoing, the Board may offer a one (1) time signing bonus as a hiring incentive to new teachers.
3. Record of salary for a new teacher will be submitted to the Association President for verification of guideline application.
4. If a teacher expects a salary increase by reason of a change in his/her stage of academic advancement or professional growth he must inform the Administration before January 1st in order that allowance for the higher rate in pay may be made in the Board's budget.

APPENDIX VII
STEP PLACEMENT CHART

A. The Board and the Association agree that placement of incoming teachers is delineated in Article 27, (Step Placement and Longevity) of the parties' collective bargaining Agreement.
B. The Board and the Association include as part of this Agreement a chart that represents the step upon or below which new teachers will typically be placed after

the dictates of Article 27, (Step Placement and Longevity) are followed. This chart is found as Section C, below.

C. Teacher Placement Chart:

1. **Years of Experience**

~~2020-2021~~	~~2021-2022~~	~~2022-2023~~	2023-2024	2024-2025	2025-2026
Years of Experience	Years of Experience	Years of Experience	Years of Experience	Years of Experience	Years of Experience
~~1~~	~~1~~	~~1~~	1	1	1
~~2~~	~~2~~	~~2~~	2	2	2
~~3~~	~~3~~	~~3~~	3	3	3
~~4~~	~~4~~	~~4~~	4	4	4
~~5~~	~~5~~	~~5~~	5	5	5
~~6~~	~~6~~	~~6~~	6	6	6
~~7~~	~~7~~	~~7~~	7	7	7
~~8~~	~~8~~	~~8~~	8	8	8
~~9~~	~~9~~	~~9~~	9	9	9
~~10=11~~	~~10~~	~~10~~	10	10	10
~~12~~	~~11-12~~	~~11~~	**11**	**11**	**11**
~~13~~	~~13~~	~~12-13~~	**12**	**12**	**12**
~~14~~	~~14~~	~~14~~	13-14	13	13
~~15~~	~~15~~	~~15~~	15	14-15	14
~~16+~~	~~16+~~	~~16+~~	16+	16+	15+

1. The chart is for reference purposes only and has no evidentiary value or weight. It has no effect upon the Parties' rights and duties under their collective bargaining Agreement.

CHESHIRE 2025-29
New Haven County

ARTICLE XIII
PROMOTIONS AND NEW POSITIONS

13.0 As used herein, the term "promotion" means advancement to a position where one is required to exercise a greater degree of supervision, and/or a greater salary differential is given to one beyond his/her normal placement on the salary schedule. "New position" means a position added to previously existing positions.

ARTICLE XIV
PROFESSIONAL GROWTH

14.0 Types Of Advanced Graduate Programs

a. The Fifth Year program shall consist of thirty hours beyond the B.A. or B.S. degree. For salary purposes, placement will be on the Fifth Year Schedule. Teachers need to file an "intent to complete" form, after completing fifteen (15) credit hours toward their program of studies.

b. The M.A. or M.S. degree.

c. The Sixth Year program shall consist of thirty hours beyond the M.A. or M.S. degree. For salary purposes, placement will be on the Sixth Year schedule. Teachers need to file an "intent to complete" form, after completing fifteen (15) credit hours toward their program of studies.

d. The Sixth Year Certificate or Certificates of Advanced Graduate Study.

e. The Sixth Year plus thirty hours shall consist of thirty hours beyond the Sixth Year Program or beyond a second M.A. or M.S. degree. For salary purposes placement will be on the doctorate schedule. Teachers need to file an "intent to complete" form, after completing fifteen (15) credit hours toward their program of studies.

f. The Fifth Year, Sixth Year and Sixth Year Plus thirty hours (30) programs, when leading to an additional certification from the Connecticut Department of Education, may include undergraduate courses when prior approval has been received from the Assistant Superintendent for Instructional Services, and those courses and hours will be counted in order to advance the teacher, upon receipt of certification and retroactive to the completion of the thirty hours, to the next column on the salary schedule in Appendix A1, A2, A3 and A4. All other planned programs that include only graduate courses will advance the teacher to the next column(s) as set forth in Article 14. Any advanced graduate programs that include undergraduate courses must be approved by the Assistant Superintendent for Instructional Services before beginning such a program.

g. Doctorate.

h. To be eligible for advancement on the salary schedule as described in sections a - e, educational credit hours must be obtained through an accredited program at an accredited university or college and offered as part of a Master's degree

program or any other graduate-level degree/certificate program (unless undergraduate work has been authorized by the Superintendent as outlined in section f) within the field of education or relevant to the teacher's certification(s), professional responsibility, or assignment (including but not limited to: curricular content, elementary education, special education, curriculum and instruction, educational leadership, literacy, etc.). The credit hours must have the ability to count towards a degree or certificate at the granting institution. The teacher completing the credits may use them to complete the degree or certificate, but that is not required.

i. Prior to starting any program teacher shall submit a request to the Superintendent or designee for verification of accreditation before beginning study for salary advancement, as a program must meet the requirements in section 1. The Superintendent or designee shall respond to any request for approval within two (2) weeks. Once an individual's request is approved, approval shall not be rescinded.

j. The district shall make available online a list of programs that have been approved and a list of programs that have been deemed unacceptable due to lack of accreditation that teachers can reference prior to starting any program. The approved list will be added to as programs are newly approved. Any deletions from the list or rejections shall be reported to the Union with the reasons for the rejection.

ARTICLE XXI
SALARIES, DEATH BENEFIT

21.4 The Superintendent shall make available to the President of the Association, or his/her designee, information concerning the placement on the salary schedule of each newly hired or rehired teacher.

CLINTON 2025-28
Middlesex County

ARTICLE V - SALARY SCHEDULES AND PAYMENTS

Section 5.1 Salary Schedules

a. Bargaining Unit Members Salary Schedules are attached hereto as Appendix B.

1. Definitions - the terms used in the above schedules shall be interpreted and applied in accordance with the following definitions:

(a) Bachelor's - a baccalaureate degree earned at an accredited college or university.

(b) Bachelor's plus 30 credits - completion of thirty (30) credits beyond the Bachelor's degree, at an accredited college or university, and possession of a Connecticut Professional Certificate.

(c) Master's - a Master's degree earned at an accredited college or university.

(d) Bachelor's plus sixty (60) credits - thirty (30) credits beyond a Professional Certificate in a planned program, in an educationally related discipline, approved by the Superintendent. No bargaining unit member shall be permitted to move to the BA+60 lane unless in a planned program approved by the Superintendent prior to July 1, 2008.

(e) Master's plus 30 credits - a second Master's Degree in a discipline other than the discipline in which the initial Master's Degree was attained or the completion of thirty (30) credits beyond the Master's Degree in a planned program approved by the Superintendent or a Certificate of Advanced Study; or a Master's Degree which by state certification or state licensing requirements is 60 credits beyond the Bachelor's Degree. The degree credits or certificate must be in an educationally related discipline.

(f) The Superintendent of Schools shall be informed in writing of each bargaining unit member's plan of study and approve this plan before it is carried out. Such approval is to be signed by the Superintendent of Schools. This qualification will not apply to programs arranged by an approved university or college, however, the Superintendent must be informed of such a program.

(g) Any bargaining unit member seeking advancement to a higher salary schedule must submit an official transcript and degree to the Superintendent no later than July 1st of the year for which the advancement is sought. These documents will become part of the bargaining unit member's personnel file.

(h) If a bargaining unit member receives sufficient academic credit to warrant advancement to a higher salary schedule between July 1st and December 31st of a contract year, the bargaining unit member may submit an official transcript that indicates the degree to the Superintendent no later than January 15th of the contract year. Any bargaining unit member who submits such academic credential shall be moved to the applicable salary lane with the first payroll after February 1st of the contract year. A bargaining unit member who submits the specified documents after the established deadlines will advance to the higher salary schedule in the subsequent contract year.

2. Placement - all members of the unit shall be placed on the appropriate step in the salary schedule taking into consideration the following:

(a) Degree status as defined in section a.l. above.

(b) Full credit for previous teaching experience 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 up to the time of employment.

Such credit for previous non-teaching experience as the Superintendent, in the Superintendent's discretion, deems appropriate based on the relevance of such experience to a newly hired bargaining unit member's assignment, up to a maximum of three (3) years experience or up to five (5) years in a shortage area as determined by the Connecticut State Department of Education.

Intermittent or short-term substitute service will not be credited as teaching experience.

(c) Credit for service in the Peace Corps or Vista to a maximum of two (2) years.

(d) Full credit for active service in the Armed Forces of the United States when such service interrupts Clinton teaching experience, in accordance with the requirements of law.

(e) Credit on the salary schedule for active service in the Armed Forces of the United States whenever served shall be one year for twelve (12) through twenty-one (21) months, two (2) years for twenty-one (21) or more months. Two (2) years maximum credit.

(f) Based on written evaluations and conferences by administrators with the bargaining unit member(s), the Board reserves the right to withhold a salary raise from such bargaining unit member(s). Said decision to withhold a salary raise shall be grievable commencing at Level II of the grievance procedure.

(g) Substitute teachers are defined as individuals who either 1) do not possess teacher certification or 2) possess certification, are employed by the Board and work up to but not beyond forty (40) school days in the same assignment. Such individuals are not by law considered members of the bargaining unit, and the Board shall have full discretion to determine the salary and benefits provided to those individuals.

(h) A long-term substitute is defined as any certified teacher employed in the teacher's area of certification, has been granted a waiver by the State Department of Education (SDE), or has been granted a durational shortage area permit by SDE for forty-one (41) or more school days in the same assignment within the same school year and who replaces another bargaining unit member and is employed.

1. Long-term substitute teachers who are retained with the stated expectation that they shall work for the Board for the entire school year or for a known defined period of time of forty-one (41) school days or more, shall be entitled to all benefits, terms and conditions of employment described in and provided for in the collective bargaining agreement, except as outlined below.

2. Long-term substitutes who work forty-one (41) or more school days in the same assignment, but less than the entire school year shall be placed at the first (1) step of the B.A. degree lane of the salary schedule effective the forty-first (41) day and shall receive no other benefits (except as may be required by law). Commencing with the ninety-first (91) work day of continuous employment, any long term substitute shall be placed on the appropriate step of the salary schedule in accordance with Article V - 5.1.a.2 and shall be eligible for full insurance benefits subject to eligibility requirements and to carrier regulations.

(i) In any work year, a bargaining unit member on an unpaid leave of absence lasting a full work year shall not receive a year of experience for the period of the unpaid leave. A bargaining unit member working at least ninety-three (93) days in any work year, inclusive of paid leave time, shall be credited with a year of experience as if the bargaining unit member had worked the full year. A bargaining unit member working less than ninety-three (93) days in any work year, shall not receive a year of experience for that year, except as may be required by law.

COLCHESTER 2023-27 (AFT)
New London County

ARTICLE 7
Hiring Of Professional Staff

A. A Professional Staff Member, upon entering the Colchester School System, shall receive full teaching credit on the salary plan for any previous teaching experience in any state certified public, private, or federal military school system.

B. Substitutes

1. When an individual holding State of Connecticut teaching certification is hired as a substitute to fill a long-term vacancy that is anticipated to extend beyond forty (40) school days, the Superintendent shall place said long-term substitute teacher on the appropriate lane of the salary schedule and the appropriate step, all in accordance with Article 28 (Placement on the Salary Plan) of the contract. Said long-term substitute teacher shall receive all other contract benefits excluding those found in the following Articles: Article 10 (Promotions and Transfers), Article 14 (Personal Days), Article 15 (Professional Days), Article 16 (Sick Leave), Article 17 (Maternity Leave), Article 18 (Parental Leave), Article 19 (Authorized Leave), Article 20 (Sabbatical Leave), Article 21 (Jury Duty), Article 25 (Teacher Protection), Section B only, Article 26 (Severance Pay), Article 27 (Continuing Development), Article 30 (Insurance) and Article 34 (Layoff and Recall). During this period absences will not

count as a break in continuous employment toward the completion of forty (40) days. Coverage for such insurance benefits shall be instituted as soon as practicable in accordance with the terms of the carriers and administrators of the insurance plan.

2. "Days" for this Article and section only shall mean actual days that the long-term substitute is covering the class.

ARTICLE 28
Placement On The Salary Schedule

A. All teachers' contracts shall be in accord with the salary plan taking into consideration the following:

1. Degree status as defined in this Contract.
2. Full credit for previous teaching experience in public, private and military schools. Intermittent or short term substitute service will not be credited as previous teaching experience.
3. 3. Credit for teaching in the Peace Corps and Vista as long as such teaching service is comparable to teaching performed in the Colchester Public Schools as determined by the Superintendent. Credit may be given for other experience as determined by the Superintendent to be relevant to the teacher's assignment in accordance with Article 28 (Placement on the Salary Schedule) up to Step 6.
4. 4. Credited experience for placement on the salary plan means teaching experience in Colchester or approved experiences elsewhere. In the case of a partial year of teaching, one-half year or more is credited as one (1) year; less than one-half year will receive no credit.
5. B. Any eligible teacher who qualifies shall be placed on the appropriate step of the BA+ 15, MA+ 15, 6th Year+ 15 or Doctorate salary tracks, in accordance with Section A. Such placement shall occur on the July 1 after the teacher meets the standards set forth in Article 29 below, on the condition that on or before November 1 of the prior fiscal year the teacher notifies the Superintendent in writing of the intention to complete coursework that will advance the teacher on the salary schedule. Should such written notification be provided after November 1, the placement will occur on July 1 of the subsequent year (e.g., written notification in March 2007 shall result in change of status July 1, 2008).

ARTICLE 30
Degree Definitions

A. The salary plan listed in Appendix A of this contract shall be interpreted and applied in accordance with the following definitions:

1. Bachelor: A baccalaureate degree earned at an accredited college or university.
2. BA + 15 Fifteen (15) hours credit beyond the Bachelor's Degree in a program leading toward the Master's Degree as defined below.
3. Master: A master's degree earned at an accredited college or university or the completion of thirty (30) credits beyond the baccalaureate degree in a program

approved by an accredited college or university or the Connecticut State Department of Education. Teachers hired after July 1, 1998, must complete a master's degree within five (5) years of completion of the thirty (30) credits in order to maintain **placement at this salary step**.

4. MA + 15 Fifteen (15) hours credit beyond the Master's Degree in a program leading toward the Sixth Year as defined below.

5. Sixth Year:

a. A sixth year certificate earned in an accredited college or university or the completion of thirty (30) credits beyond the master's degree (as defined in paragraph 3 above) in a program approved by an accredited college or university, or a second master's degree earned in an accredited college or university as approved by the Superintendent in advance.

b. Credits other than those in a planned program must be approved by the Superintendent to qualify for a sixth year increment. Teachers hired after July 1, 1998 must complete the sixth year planned program within five (5) years of receipt of the thirty (30) credits in order to **maintain step placement at this level.**

c. A sixty (60) credit master's degree *(e.g.* social work) shall be defined as a sixth year.

6. Sixth Year+15: Fifteen (15) credits beyond the Sixth Year (as defined in paragraph 5 above) in a planned program approved by an accredited college or university or by the Superintendent of Schools.

7. Doctorate: A doctorate degree earned at an accredited college or university. Accreditation must be by a nationally recognized accreditation authority. The additional compensation noted in Appendix A of this contract shall only be granted as long as the teacher is already on the Sixth Year + 15 salary lane. The doctorate must be in a planned program and only Ph.D.s and Ed.D.s are acceptable for additional compensation.

B. Evidence of successful completion of graduate programs must be submitted prior to receiving advance placement on the salary schedule. Advance placement shall not be made retroactively. In order to be eligible for the BA + 15, MA+ 15 and the Sixth Year + 15 salary lanes, a teacher must commence work for the district prior to June 30, 2020.

COLEBROOK 2026-29
Litchfield County

ARTICLE X
PLACEMENT ON THE SALARY SCHEDULE

All teachers shall be placed on the appropriate step on the Salary schedule (Appendix A). By February 1, all teachers expecting to meet the requirements for lane advancement on the salary schedule prior to the next school year shall notify the Superintendent in writing. Upon submission of the proper transcripts, the teacher shall be advanced as of the first day of school.

COLUMBIA 2024-27
Tolland County

ARTICLE 6
PLACEMENT ON THE SALARY **SCHEDULE**

A. All certified professionals as defined by Connecticut General Statutes Section 10-153b "Teachers Unit" shall be placed on the appropriate step of the salary schedule, taking into consideration the following:

1. Degree status as defined under Article 7, "Degree Definitions".
2. Credit for previous teaching experience at public, private and military dependency schools shall be determined by the Board of Education, provided that no credit shall be given for service of less than one-half of any school year.

3. Teachers who render service of at least ninety (90) working days during the school year, in the Columbia School System, shall be entitled to a full year's credit for advancement of one (1) step on the salary schedule should the teacher not be at/on the last step of the salary schedule.

4. Teachers who have been employed part-time in Columbia, but not on a full work year basis, and are subsequently increased to full-time, are to receive credit for placement on the salary schedule according to the following formula:
   Percent of full-time multiplied by the number of years (rounded to the nearest full year)
5. Teachers expecting to increase degree status for the coming year must notify the Superintendent in writing by February 1 of the current year. Teachers failing to do this will remain in the same degree column the following year. Salary schedule column changes will be made on the following September 1 and on January 1 provided proper notification was given the preceding school year.

6. The Superintendent may grant one step on the salary schedule for every five years of previous relevant full-time employment directly related to the teaching assignment/subject matter.

B. The President of the Association shall receive notice of all new employees' salary placement prior to the new employees receiving their salary agreement to ensure proper salary placement.

CORNWALL 2024-28
Litchfield County

ARTICLE 20 FORMS AND DEFINITIONS

20-1 Prior to the end of the school year, each teacher shall receive notice of his/her placement on the salary schedule for the following year based upon information in the file at that time.

20-2 The term "per diem rate" as used in this Agreement shall mean the teacher's salary divided by the number of days in that teacher's contracted school year.

20-3 The term "teacher's salary" as used in this Agreement is specified as follows: 20-3.1 Basic salary refers to the salary specified in Appendix A.

20-3.2 Full salary refers to the "'basic salary" plus monies paid under Appendix B.

20-3.3 Earned salary refers to either "basic" or ''full" accrued salary, to depend upon whether the duties under Appendix B have been performed.

ARTICLE 21 PLACEMENT ON SALARY SCHEDULE

21-1 New teachers will be placed on the salary schedule in accordance with their training and prior experience as outlined below:

21-1.l New teachers will be placed on the salary schedule at or above BA step 1. Up to full salary credit for prior experience may be granted according to the current salary schedule after evaluation by the superintendent in conference with the candidate. No teacher will be placed higher on the salary schedule than previous experience would warrant.

2 1-1.2 Equivalency of prior relevant non-teaching experience may be worked out by a candidate and the superintendent subject to approval of the employing Board of Education.

21-1.3 Evaluation of previous experience and the granting of less than full service credit may be in order when there has been an absence from teaching service for more than five years; when prior service was under other than public school auspices; or when a retired teacher is returning for temporary service. Such evaluation will be done by the superintendent in conference with the candidate and will be embodied in the superintendent's recommendation to the Board.

21-1.4 In areas designated as shortage areas by the Commissioner of Education, the Superintendent or his/her designee may approve of starting people on the salary schedule up to three steps beyond that indicated by credited teaching experience and existing district employees. The Association shall be notified in writing in such cases.

21-2 Up to two years' salary credit will be granted for full time, active military service or for active Peace Corps service on a year-for-year basis.

21-3 The following definitions will apply to training status:

21-3.1 Bachelor - a baccalaureate degree earned at an accredited college or university.

21-3.2 Master - a master's degree earned at an accredited college or university; or a full year of study within an approved doctoral program (as the preparing institution defines the equivalent of a full year of study but not less than twenty-four (24) credit hours of study);

2 l-3.3 Sixth Year - the sixth year may be evidenced by a Professional Diploma or Certificate awarded by an approved institution within a two-year post master's program:

(a) or a second one-year master's degree which is relevant to the teaching assignment;

(b) or the sixth year may be a year's study (as the preparing institution defined the equivalent of a full year of study) taken within an approved doctoral program in which an individual who has completed the master's degree is fully matriculated.

21-3.4 Teachers presently employed on the sixth year schedule will retain their position on such schedule. Teachers covered by this contract who have earned doctorate degrees shall be placed on the appropriate step on the Doctorate Schedule.

21-3.5 Changes in degree status will occur in September or February. Teachers who anticipate changes in degree status must notify the school administrator in writing by February 1st of the preceding year and must declare whether the change will take place in September or February. In order to obtain the degree change, such teachers must provide the school administrator with an official transcript verifying the degree status before August 31 for a September change and before January 31 for a February change. Degree status change will not take place without the submission of such verification and the late submission of such verification will cause the degree change to take place at the next change time. That is, a late September submission would become effective the following February.

COVENTRY 2024-27
Tolland County

**note – language refers to Appendix E, but the information is in Appendix D*

ARTICLE X
TEACHER SALARIES

10-5 Degree Definitions and Step Placement

10-5.1 The Board and the EAC agree to the following definitions for determination of placement on the appropriate salary schedule:

A. Bachelor's Degree -- A Baccalaureate Degree earned at an accredited college or university.

B. Master's Degree -- A master's degree earned at an accredited college or university.

C. Master's Degree Plus Fifteen (15) Credits -- Fifteen (15) graduate credits earned at an accredited college or university in a planned program, as approved by the Superintendent. These credits are to be counted only if earned subsequent to the completion and awarding of the master's degree.

D. Sixth Year/Master's Degree Plus Thirty (30) Credits -- A second master's degree in a discipline other than the discipline in which the initial master's degree was attained; or the completion of thirty (30) credits beyond the master's degree earned at an accredited college or university in a planned program approved by the Superintendent; or a sixth year certificate earned from an accredited college or university.

E. Any speech/language pathologist, social worker, school counselor or school psychologist who earns a Master's Degree requiring the completion of at least sixty (60) credits or more shall be placed on the Sixth Year degree track of the salary schedule. This provision shall apply to the aforementioned positions held by teachers employed by the Board during the 2017-2018 school year and/or any subsequent year, regardless of the date that the Master's Degree was earned.

10-5.2 No new teacher entering the employ of the Coventry Board of Education shall receive more base salary than a teacher already in the Coventry system with the same preparation and experience. (Exception: See Article 10-6 and shortage areas as determined yearly by the SDE). In making decisions regarding the number of years to credit incoming teachers on the schedule set forth in Appendix E, the Superintendent may grant credit for years of professional non-teaching experience. The EAC shall receive electronic or written notice of the Superintendent's determination of granting credit within thirty (30) calendar days of notifying the new teacher of same.

10-5.3 Any teacher having been employed in a teaching position in a public school or a private school accredited by its State Department of Education for a minimum of ninety (90) consecutive days shall be given credit on the salary schedule. In cases where the teacher has taught less than ninety (90) days, credit may be given with the recommendation of the Superintendent and approval by the Board of Education.

10-5.4 Any teacher entering the Coventry school system shall receive credit on the salary scale, year for year, for prior teaching experience, be it any public school or private school accredited by its State Department of Education. Placement shall be in accordance with the Teacher Placement Chart, attached as Appendix E.

10-5.5 Teachers who achieve National Board Certification from the National Board for Professional Teaching Standards shall receive a stipend of one thousand dollars ($1,000) for each year that their certification remains active. This amount shall be added to their annual salary. To be eligible to receive this stipend, the teacher must present appropriate documentation to the Superintendent's office prior to January 30th of the previous school year.
10-5.6 Teachers possessing doctoral degrees in an area of certification earned at an accredited college or university shall receive an additional four thousand dollars ($4,000) above the scheduled step of the attached salary schedules.
10-5.7 Effective July 1, 2014, the Board and the EAC agree to the deletion of the Bachelor+30 title from the salary grid found in Appendices A, B, C and D. Any such changes referenced hereinabove shall apply to new hires only and not apply retroactively to any current teacher employed by the Board.
10-6 Upon receipt of a less than satisfactory annual evaluation, the Board may withhold from any teacher the granting of all monetary increases including increment from the following school year. Any increase that the teacher would have been entitled to as a result of negotiations with the E.A.C. and the Board shall not be recovered. Upon receipt of a satisfactory rating the next year, the teacher may advance one (1) step on the schedule the following school year and, if applicable, be placed on the proper schedule.
10-7 Teachers delegated by the Board of Education for special study programs shall be reimbursed for tuition costs and admission fees by the Board.
10-7.1 Teachers may request attendance in such programs through the Office of the Superintendent and, if approved by that office, such recommendations shall be referred to the Board of Education for acceptance or rejection.

APPENDIX D
COVENTRY PUBLIC SCHOOLS
TEACHER PLACEMENT CHART

In placing new and/or returning teachers on the salary schedule in accordance with the terms of this Agreement, the Superintendent of Schools shall grant no more than the following maximum amounts:

2024-2025	2025-2026	2026-2027			
Number of Years of Credited Teaching Experience	Step on the Salary Schedule	Number of Years of Credited Teaching Experience	Step on the Salary Schedule	Number of Years of Credited Teaching Experience	Step on the Salary Schedule
0	1	0	1	0	1
1	2	1	2	1	2
2-3	3	2	3	2	3
4-9	4	3-4	4	3	4
10-12	5	5-10	5	4-5	5
13-14	6	11-13	6	6-11	6
15	7	14-15	7	12-14	7
16	8	16	8	15-16	8
17	9	17	9	17	9
18	10	18	10	18	10
19	11	19	11	19	11
20	12	20	12	20	12
21	13	21	13	21	13
22+	14	22+	14	22+	14

CREC 2023-26
Hartford County

ARTICLE 9
PLACEMENT ON THE SALARY SCHEDULE

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

1. Degree status as defined under "Degree Definitions," Article 8.

2. Credit for full time teaching service of at least one-half of the school year in positions requiring and under State certification. Experience in excess of ten (10) years and/or more than ten (10) years ago shall be credited as determined by the Executive Director. Intermittent and short-term substituting will not be credited as previous teaching experience.

3. Credit for experience outside of teaching and credit for teaching or teacher related experience in non-certified positions deemed appropriate to the position by the Executive Director to a maximum of thirteen (13) years, if such experience has occurred within the last thirteen (13) years.

4. Any teacher receiving a change in degree status documented by official transcripts will be placed onto the appropriate salary schedule beginning with the next paycheck following presentation of said transcripts to the CREC Human Resources department.

5. Notwithstanding the above, the Executive Director may place any new employee in shortage areas as designated by the State Department of Education including shortage areas designated for Alliance districts or with Montessori certification up to three (3) steps higher than his or her experience in the B.A. or M.A. or Sixth Year lane as appropriate.

6. Notwithstanding the above, after consultation with the President of the Association, the Executive Director may offer financial incentives to prospective teachers.

7. New hires shall be placed on the salary schedule in accordance with the "Years of Experience" column on the Salary Schedule.

8. For an earned doctorate degree from an accredited university and related to the teacher's job responsibilities, a differential of $2,000 will be paid above the appropriate step of the 6th year schedule.

Placement of Teacher Returning From an Unpaid Leave of Absence

A teacher returning from an unpaid leave of absence shall advance one step on the salary schedule only if he/she worked more than ninety-four (94) work days in the previous year.

ARTICLE 46
RIF/RECALL

I. Procedures for Reduction of Staff:

B. Subject to the rights of teachers under the provisions of 10-151 of the Connecticut General Statutes, if a reduction in force is necessary due to the elimination of positions, CREC will use the following procedure in determining which teacher contracts will be terminated or non-renewed:

1. In the event that a program is required to reduce the number of certified teaching positions, the contracts of teachers shall be terminated or non-renewed on the basis of program seniority, least senior first.
2. In the event that program seniority is insufficient for determining the least senior teacher, CREC seniority shall be used to establish the least senior of teachers with equal program seniority.
   a. Total experience in any system as a certified teacher;
   b. Total non-certified experience deemed relevant and for which credit was granted at the time of employment with CREC for the purpose of placement on the salary schedule;
   c. The attainment of the Professional Educator Certificate, or credits towards the Professional Educator Certificate;
   d. The holding of a current CRECEA position;
   e. Additional relevant degrees;
   f. Additional course credit relevant to the position;
   g. In the event that the above criteria are insufficient to determine the least senior teacher, the resulting tie will be resolved by lottery.

CROMWELL 2023-26
Middlesex County

Article VI
Salaries

A. Salaries under this Agreement shall be paid according to the salary schedule set forth in Appendix "A," which is attached hereto and which is a part of this Agreement. The Superintendent may grant one step on the salary schedule for every two steps of previous relevant non-public school full-time employment to a maximum of seven steps.

Article XIII
Maternity and Childrearing Leave

B.

6. Such leave shall be without pay, but upon return, service credit and benefits accrued prior to the leave shall be reinstated. Upon return, any teacher whose leave exceeded ninety days shall be placed on the step of the salary schedule he or she occupied during the last school year worked by the teacher. Any returning teacher whose leave did not exceed ninety days shall be placed on the salary schedule one step higher than that he or she occupied during the last school year worked (unless said leave and said reinstatement occurs in the same school

year), provided the relevant salary schedule in Appendix A includes step movement. This leave shall apply to parents who expect the birth or adoption of a child within the period of such leave as well as foster parents and shall be available to both male and female teachers. Leaves of absence under this paragraph may be granted to non-tenured teachers and those holding a durational shortage area permit at the absolute discretion of the Board.

Article XXIII

Advanced Degree Definition

A. The sixth year equals:

1. A sixth year certificate earned in an accredited college or university in a program approved by the Superintendent.
2. Thirty (30) graduate credits beyond a Master's Degree earned in a planned program approved by an accredited college or university and the Superintendent.
3. State certification in the area of speech clinician.

B. The Ph.D. equals a Ph.D. or Ed.D. earned at an accredited college or university.

C. When a teacher reasonably believes he or she will have completed the necessary coursework to be eligible for an upgrade to a higher degree on the salary schedule, he or she shall notify the Human Resources Department, in writing, by December 15th to be eligible for an upgrade in the first payroll period for the following August, or by June 15th to be eligible for an upgrade in the first payroll period for the following December. Prior to advancing on the salary schedule, the teacher must provide to the Human Resources Department transcripts from the registrar's office or an official letter signed by the registrar confirming the claimed degree or course requirements have been completed.

DANBURY 2023-26
Fairfield County

ARTICLE XVIII

SALARIES

C. The Salary Program of this section applies to all Teachers.

D. The Board will have sole discretion in determining the starting salary (starting step) of a newly hired Teacher, provided that:

(1) no teacher will be paid at a starting salary less than that set for the beginning step on the Schedule to which the Teacher is assigned;

(2) newly hired Teachers must be given credit for military service as set forth in this Article; and

(3) no Teacher will be credited with more experience than he or she actually has, except that the Board may grant up to three additional steps credit for salary placement for teachers in shortage areas as defined by the State Teachers Retirement Board.

(4) a newly hired Teacher out of the Alternate Route to Certification (ARC) program may be granted one (1) step on the salary schedule for every two (2) years of work experience in the private/industry sector up to a limit of four (4) steps.

E. Credit for Military Service. Any Teacher may apply for military credit in achieving placement on the salary schedule. Military credit of one (1) year shall be granted for twelve (12) months military service, two (2) years for twenty-one (21) months or more military service. The maximum credit applicable is two (2) years. No partial credits are applicable. The military service may have occurred at any time prior to or during employment in the Danbury School System. No credit shall be allowed toward longevity benefits as covered in F. below.

F. A longevity benefit dependent on the total length of service as a Teacher in the City of Danbury School System shall be added to the annual salary of eligible Teachers. Longevity benefits shall commence in September of the year following attainment of the specified number of years of service.

(1) Approved leave (except Sabbatical Leave) shall not count as accrued time in obtaining longevity.

(2) Military leave granted to regularly employed Teachers shall count toward accrued time in obtaining longevity.

(3) Longevity benefits shall be granted as follows:

(a) After twenty (20) years' service, a salary adjustment of one (1) increment shall be added to the basic annual salary.

(b) After twenty-four (24) years' service, a salary adjustment of two (2) increments shall be added to the basic annual salary.

(c) After twenty-eight (28) years' service, a salary adjustment of three (3) increments shall be added to the basic annual salary.

(d) Each increment for longevity shall equal twenty-four hundred dollars ($2400). However, teachers shall keep longevity payments as previously earned.

(4) Teachers hired on or after July 1, 2014 shall not be eligible for longevity benefits.

G. For purposes of placement on and advancement to salary schedules contained in Appendices B-1, B-2 and B-3 attached hereto, the following will apply.

(1) For placement on Bachelor's Schedule. Bachelor's Degree earned at an accredited college or university and recognized by the State Board of Education for purposes of granting provisional certification.

(2) For placement on Bachelor's Plus 30 Schedule. Thirty (30) graduate credits;

(a) earned in a planned program at an accredited college or university, and

(b) recognized by the State Board of Education for purposes of granting standard certification, or

(c) approved by the Superintendent.

(3) For placement on the Masters Schedule: A Master's Degree;

(a) earned at an accredited college or university,

(b) recognized by the State Board of Education for purposes of granting standard certification, and

(c) approved by the Superintendent. The Superintendent will not

withhold approval unreasonably.

(4) For placement on the Masters Plus 30/Sixth Year Schedule:

(a) Thirty (30) graduate credits earned, after attainment of a Master's Degree, in a planned program at an accredited college or university, or a "Sixth-Year Certificate" after or in conjunction with attainment of a Master's Degree from an accredited college or university, and approved by the Superintendent. The Superintendent will not withhold approval unreasonably.

(b) A Teacher assigned to work as a school social worker, school psychologist, speech and language pathologist, or school counselor who holds a 60 credit Master's Degree shall be placed on the Masters Plus 30/Sixth Year schedule.

(5) For placement on the Ph.D. Schedule: A Doctorate (Ph.D., Ed.D., or J.D.) earned after attainment of a Master's Degree, in a planned program at an accredited college or university and approved by the Superintendent. The Superintendent will not withhold approval unreasonably.

(6) Column Movement: (a) Movement from one salary column to another due to attainment of educational requirements set forth above will be accorded no more than once annually and on the basis of requirements met prior to the first pay day in September and written notice to the Director of Human Resources of the proposed attainment of such educational requirements by the preceding January 1.

(b) Notification, including appropriate transcripts or other satisfactory evidence including a letter from the Teacher must be submitted to the Director of Human Resources on or before September 1. Official transcripts must be received no later than November 1 of the year in which change is to be effected. If all such requirements are met by that deadline, movement and attendant salary increases will become effective as of the first pay day in September, including step advancement for those Teachers who were at the maximum step in their column before moving to the new column.

H. Teachers newly hired to the system are effectively employed and entitled to salary after attendance at the first scheduled meeting or exercise of the current school year calendar.

I. Teachers who continue in the employ of the Board from the previous fiscal year are effectively employed as of July 1st of the new fiscal year and shall be credited with salary adjustments or movement for which they are eligible.

J. Any Teacher on a leave of absence with or without pay shall continue on the payroll at the salary step existent at the start of the leave. Adjustments in step and salary will be made as necessary when the leave is concluded.

P. In order to assure that the placement of personnel employed in new positions in the school system bears an appropriate relationship to the salaries and conditions of employment of other staff members, it is agreed that as a new Teacher position is established for the employment of certificated professional personnel, the Board and/or the Superintendent shall negotiate with the proper committee of the Association on the establishment of the salary and other conditions of employment for such position.

Q. In the event of any change or reclassification by the Board of an administrative position, or in the event of any transfer or reassignment, the Teachers affected thereby shall be paid the salary called for in the new position, so long as it does not result in a reduction in pay, provided that in the event of transfer or reassignment by reason of discontinuance of a position on any grounds under present Connecticut General Statutes 10-151(b), the Teachers affected thereby shall be paid the salary called for in the new position, whether or not a reduction. The issue of competence or proper qualifications as aforesaid shall be specifically subject to the grievance procedure provided herein.

R. In order to advance from one Step on the Salary Schedule to the next higher Step, the Teacher's performance in the immediate preceding year must have been evaluated as at least "Satisfactory" and the Teacher must have worked at least ninety (90) days during the immediate preceding year as scheduled unless specifically provided elsewhere in this Agreement.

APPENDIX B-1

SALARY SCHEDULE

2023-2024

All teachers not at maximum shall advance one step during 2023-2024.
Teachers new to Danbury will not be given experience credit greater than that given for experience in Danbury.
When a teacher's salary on a step on the salary schedule is less than the same step on a lower degree track, the Board shall pay the teacher the higher salary as provided for teachers on that step on a lower degree track.

APPENDIX B-2

SALARY SCHEDULE

2024-2025

All teachers not at maximum shall advance one step during 2024-2025.
Teachers new to Danbury will not be given experience credit greater than that given for experience in Danbury.
When a teacher's salary on a step on the salary schedule is less than the same step on a lower degree track, the Board shall pay the teacher the higher salary as provided for teachers on that step on a lower degree track.

APPENDIX B-3

SALARY SCHEDULE

2025-2026

All teachers not at maximum shall advance one step during 2025-2026.
Teachers new to Danbury will not be given experience credit greater than that given for experience in Danbury.
When a teacher's salary on a step on the salary schedule is less than the same step on a lower degree track, the Board shall pay the teacher the higher salary as provided for teachers on that step on a lower degree track.

DARIEN 2023-26
Fairfield County

ARTICLE III
TEACHERS' SALARIES

SECTION 2. New Teachers. New Teachers (hereby defined as any teacher hired by the Board to begin work as a Teacher on or after July 1, 2000) will be placed by the Superintendent on the Salary Schedule on the basis of the new Teacher's degree status and prior teaching experience credited as of the date of hire and determined in accordance with the guidelines set forth in subsection (a) and (b) as follows:

(a) Schedule. New Teachers will be accorded either B.A., M.A., M.A.+15, M.A.+30, M.A.+60, or Ph.D. status in accordance with their recognized degree status or number of recognized credits as of September 1 of the fiscal year in which they are scheduled to begin work, provided that the Superintendent is required only to recognize and give credit for degree status or credits which were earned in accredited schools and in the field in which the Teacher is being hired to teach or to perform his/her professional assignment in Darien. Teachers must have a Masters Degree to progress beyond the Bachelor's Degree track on the salary schedule, provided, however, that teachers hired before July 1, 2012 who meet the foregoing criteria and who have earned thirty (30) graduate credits beyond the Bachelors Degree will be treated in the same manner as teachers with a Masters degree if the thirty (30) graduate credits (1) were earned in a planned program at an accredited college or university and (2) are recognized by the State Board of Education for purposes of granting standard certification, or (3) are approved by the Superintendent For teachers hired commencing with the 2020-2021 school year and thereafter, when forty-five (45) to fifty-nine (59) graduate credits are required for a MA degree in a planned program in the area of the Teacher's professional assignment in Darien (e.g., school counselors), the teacher shall be placed on the MA+15 track. When sixty (60) graduate credits in a planned program are required for state teaching certification in the area of the Teacher's professional assignment in Darien (e.g., speech and language pathologist), the teacher shall be placed on the MA+30 track.

(b) Level. New Teachers will be placed on a Level within their particular schedule in accordance with their prior teaching experience as credited by the Superintendent in accordance with the following:

(1) credit will be given for prior teaching experience gained:

(i) after attainment of a teaching or other certificate from the State of Connecticut pursuant to Section 10- 145 and 10-145a and b of the Connecticut General Statutes, or the equivalent from another state; and

(ii) in the field in which the Teacher is hired to perform, or to teach in Darien; and

(iii) in an accredited school or school system recognized by the Board as commensurate with the Darien system, provided that the Superintendent will not be required to accord credit for such experience if it was attained prior to a break in service of five (5) consecutive years or more;

(2) credit will be given for prior teaching experience gained only in periods of full years;

(3) whether credit will be given for the prior experience other than that set forth in (1) above will be within the discretion of the Superintendent.

(4) after consultation with the President of the Association, the Superintendent may grant credit for up to five (5) additional steps to teachers employed in positions in shortage areas as designated by the Commissioner of Education or as identified for Alliance districts.

(5) Nothing in this Article will be construed to require the Superintendent to credit any teacher with more than five (5) years of prior experience.

SECTION 3. Advancement by returning Teachers (hereby defined as Teachers employed by the Board as Teachers for more than one-half of the immediately preceding work year and who return as Teachers during the current employment year) based on attainment of advanced degrees or additional credits earned will be limited to advancement to M.A., M.A.+15, M.A.+30, M.A.+60 and Ph.D. status and will be granted only in accordance with the following:

(a) attainment of an advanced degree or the required number of credits will result in movement to higher status only if earned in the area of the Teacher's professional assignment in Darien, or in a related area approved by the Superintendent (effective July 1, 2006, teachers holding a MA degree that requires sixty (60) credits for certification in the areas of the Teacher's professional assignment in Darien shall be placed on the MA+30 track);

(b) attainment of an advanced degree or the required number of credits will result in column movement either at the beginning of the first semester or at the beginning of the second semester in a work year provided that the Teachers anticipating such movement satisfy the following prerequisites:

(1) they notify the Superintendent by November 15, of the immediately preceding work year (or as soon as practicable thereafter) of the date on which they anticipate attainment of the credits or degrees necessary for such advancement;

(2) they actually receive such degree or attain such credits prior to the beginning of such advancement; and

(3) they deliver to the Superintendent a copy of the official transcript of such receipt or attainment by no later than the end of the semester of such advancement.

(c) Teachers hired before July 1, 2012 who meet the foregoing criteria and who have earned thirty (30) graduate credits beyond the Bachelors Degree will be treated in the same manner as teachers with a Masters degree if the thirty (30) graduate credits **(1)** were earned in a planned program at an accredited college or university and **(2)** are recognized by the State Board of Education for purposes of granting standard certification, or **(3)** are approved by the Superintendent.

SECTION 4. LEADERSHIP POSITIONS.

(a) Leadership Positions set forth on Appendix D attached hereto shall be posted on an annual basis, and a new decision shall be made on appointment to these Leadership Positions each year. Any Teacher assigned to and who serves in a such a position will, in addition to

his/her salary as a Teacher, be paid the appropriate stipend for such position as set forth on Appendix D in accordance with the following:

(1) Each such Teacher will have his/her performance in such position evaluated by the Superintendent and/or his/her designee, in accordance with the criteria which the Superintendent and/or his/her designee will establish after consultation with the Association.

(2) Teachers previously serving in such leadership positions who return to the same or comparable leadership positions will be paid for their services in such positions as follows:

(I) If the Teacher was below the maximum step for such position in a fiscal year and his/her performance in such position during that fiscal year was evaluated as at least "meets expectations," he/she will advance on the schedule as set forth on Appendix **D** for the ensuing fiscal year, if otherwise eligible for such advancement.

(II) If the Teacher was at the maximum step for such position in a fiscal year and his/her performance in such position during that fiscal year was evaluated as at least "meets expectations," he/she will continue to be paid at the maximum for the position in the ensuing fiscal year.

(b) The annual stipends set forth for the Leadership Positions listed on Appendix D are payable for services rendered by Teachers assigned to such positions as required to fulfill the duties of their respective positions prior to, during and subsequent to the normal work year of 187 normal work days for Teachers.

SECTION 5. The increments between levels are hereby established as the basis for financial progression for Teachers. For Teachers to receive the increments set forth in the relevant provisions of this Agreement, each Teacher must meet the evaluative criteria in a satisfactory fashion, which includes making progress toward certification if that is not held.

SECTION 6. A performance increment for any Teacher may be withheld upon the recommendation of the responsible administrator. Should such an increment be withheld for reasons of instruction or professional deficiencies, it will be incumbent upon the Teacher whose increment was withheld to incorporate into his or her subsequent performance objectives (or the equivalent), specific objectives aimed at eliminating the evaluation deficiencies. Satisfactory performance in the year following withholding of an increment will allow the Superintendent, with the approval of the Board, to grant an increase to the Teacher in an amount determined by the Superintendent, provided the Teacher occupies an established level on the appropriate schedule.

SECTION .8 Coaches. (a) The annual rates of pay for Teachers assigned to coaching positions in the interscholastic athletic program are set forth on Appendix B, which is attached hereto and made part hereof. Such positions shall be posted on an annual basis. Said positions are non-exclusive, so that the Board will continue to have the right to eliminate such positions and/or to add new positions at any time. The placement in the appropriate category of the positions established during the duration of this Agreement will be

determined by the Superintendent and/or his/her designee, by and with the consent of the Board after consultation with the Director of Athletics.

(b) Teachers assigned to coaching positions will have their performance as a coach evaluated annually by the Director of Athletics, under the supervision of the Superintendent and/or his/her designee, in accordance with the criteria which the Director and the Superintendent and/or his/her designee establish after consultation with the Association.

(c) Teachers newly appointed by the Superintendent to serve as coaches on or after July 1, 2003 will be placed on the Coaches' Salary Schedule (Appendix B) at no less than Step 1 of the Category which their coaching position occupies.

(d) Teachers assigned to coaching positions shall be compensated for such work in equal installments distributed with their regular paychecks issued over the course of their respective coaching seasons, provided the final check will not be issued until all work connected with their respective coaching assignments has been completed as required to fulfill the duties of their respective positions. Teachers performing less than the complete assignment will be paid proportionate to the portion of the assignment they completed. If the disability ends prior to the end of such coaching season, the Teacher will assume such coaching-related duties as are assigned by the Superintendent for the balance of the season.

DERBY 2022-26
New Haven County

ARTICLE XVII
DEGREE DEFINITIONS

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

Bachelor

a. A Baccalaureate degree earned at an accredited college or university.
b. 4th year plus fifteen (15) credits in a planned program: one-half the difference between the 4th and 5th year on the same step.*

Masters

a. A master's degree earned at any accredited college or university; or the completion of thirty (30) credits beyond the Baccalaureate degree in a program approved by an accredited college or university.
b. 5th year plus fifteen (15) or 4th year plus forty-five (45) in a planned program: one-half the difference between 5th and 6th year on the same step.*

Sixth Year

A second master's degree in a discipline other than the discipline in which the initial master's degree was attained; or the completion of thirty (30) credits beyond the master's degree; or a Sixth Year Certificate or equivalent from an accredited college or university or thirty (30) credits in a program approved by an accredited college or university or by the Superintendent.

a. 6th year placement plus fifteen (15) credits in a planned program.*

Doctorate

A doctor's degree (PhD or Ed.D) in the teacher's subject area earned at an accredited college or university. After July 1, 1986, all new staff hired and all veteran staff who wish a degree change to this level, must have an earned doctorate in the field of education or in a related area of education. Acceptable related areas shall be determined by the Superintendent of Schools and/or the Board and under regulations of the Department of Education for the State of Connecticut.

* A teacher who has commenced earning fifteen (15) credits in an unplanned program as of June 30, 2001, shall have five (5) years to complete fifteen (15) credits; thereafter all work must be in a planned program.

B. **Placement on the Salary Schedule**

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

1. Degree status as defined under "Degree Definitions" section, provided the teacher notifies the Superintendent of an anticipated degree change by February 1st prior to the contract year in which the change is to occur.
2. Full credit for previous teaching experience in public, private and military dependence schools, provided that such experience shall have been continuous service of at least one half of any school year or other non-teaching work experience deemed relevant by the Superintendent. Intermittent or short-term substitute service shall not be credited as previous teaching experience. Notwithstanding the foregoing, the Superintendent may exercise his/her discretion in granting credit, or refusing to grant credit, for prior teaching experience or work experience, after taking into account the quality and length of such experience.
3. Full credit for service in the Peace corps or Vista up to two (2) years.
4. Credit for active service in the Armed Forces of the United States up to two (2) years.
5. Teachers will be placed on the proper salary schedule as outlined in items 1 through 4 provided all necessary verifications and documentation have been received by the school system. Upon meeting all necessary requirements for proper placement, teachers shall receive the appropriate compensation. Errors of placement must be brought to the attention of the business office within the fiscal year of the error. Corrections of salary placement errors cannot be retroactive to past fiscal years.
6. Any salary increment and/or increase or part thereof may be withheld from any teacher for unsatisfactory service for just cause. A teacher shall receive a written statement of the reasons for the withholding of the increment and/or increase or part thereof and shall be entitled to have a meeting with the Superintendent and to have Association representation at that meeting.

7. In accordance with the criteria set forth in Sections B. 1-4 above, the Board shall place new hires on an appropriate step of the salary schedule (as determined by the Board), however, such new hires shall not be placed at a step higher than an incumbent teacher with the same or more years of the experience set forth in Sections B. 1-4 above.

EAST GRANBY 2023-26
Hartford County

ARTICLE 6 - PROCEDURE FOR SEPARATION AND RECALL

C. Recall

4. Any teacher who accepts an offer of reemployment under the provisions of this Article shall be placed upon the salary step next succeeding that which he/she occupied at the time of termination (provided step movement was agreed to for such contract year by the Board and the Union; if not, he/she shall remain on the same step he/she was on at the time of his/her layoff).

ARTICLE 7 - COMPENSATION

D. Newly hired teachers shall be placed on the salary schedule based on academic degree(s) and experience. Additional credit for military or non-teaching experience, which is relevant to the assignment to be performed by the teacher, will be granted in a consistent manner by the Superintendent or their designee. In shortage areas, as designated by the State Department of Education, the Superintendent is empowered to grant up to two (2) years of additional credit. No new teacher will be placed on a step higher than currently employed East Granby teachers with similar experience.

New Hire letters to EGEA President will include years of experience being credited to new teachers, degree/credit attainment, step and lane placement.

E. For teachers hired prior to January 1, 2023, degrees shall be defined and applied in accordance with the following:*

1. Bachelor's Degree:

A Baccalaureate Degree received from an accredited college or university in a course of study pertinent to the employee's teaching position.

2. BS + 30/Master's Degree:

(a) A Baccalaureate Degree plus thirty (30) credits beyond a Baccalaureate Degree at the Master's Degree level; or

(b) A Master's Degree received from an accredited college or university in a planned program pertinent to the employee's teaching position.

3. BS + 45/Master's Degree + 15:

(a) A Baccalaureate Degree plus forty-five (45) credits beyond a Baccalaureate Degree at the Master's Degree level; or

(b) A Master's Degree plus fifteen (15) credits beyond the required credits for the completed Master's Degree at the Master's Degree level received from an accredited college or university pre-approved by the Superintendent pertinent to the employee's teaching position count as the additional credits.

4. BS + 60/Master's Degree + 30:

(a) A Baccalaureate Degree plus sixty (60) credits beyond a Baccalaureate Degree at the Master's Degree level (such sixty (60) credits include a minimum of one (1) Masters' Degree; the credits beyond the required credits for the specific completed Master's Degree count as the additional credits);

(b) A Master's Degree plus thirty (30) credits beyond the required credits for the specific completed Master's Degree at the Master's Degree level received from an accredited college or university pre-approved by the Superintendent pertinent to the employee's teaching position count as the additional credits; or
(c) A Master's Degree plus a second Master's Degree in a discipline other than that which the initial degree was received from an accredited college or university pre-approved by the Superintendent pertinent to the employee's teaching position.

5. BS + 75/Master's Degree + 45:

(a) A Baccalaureate Degree plus seventy-five (75) credits beyond a Baccalaureate Degree at the Master's Degree level (such seventy-five (75) credits include a minimum of one (1) Master's Degree; the credits beyond the required credits for the specific completed Master's Degree count as the additional credits;

(b) A Master's Degree plus forty-five (45) credits beyond the required credits for the completed Master's Degree at the Master's Degree level from an accredited college or university pre-approved by the Superintendent pertinent to the employee's teaching position count as the additional credits;

(c) A Master's Degree plus a Certificate of Advanced Graduate Study beyond the Master's Degree level plus fifteen (15) credits beyond the required credits for the

completed Master's Degree and the Certificate of Advanced Graduate Study at the Master's Degree level count as the additional credits; or

(d) A Master's Degree plus a second Master's Degree in a discipline other than that which the initial degree was received from an accredited college or university pre-approved by the Superintendent pertinent to the employee's teaching position plus fifteen (15) credits beyond the required credits for the two (2) completed Master's Degrees at the Master's Degree level count as the additional credits.

6. BS + 90/Master's Degrees + 60/PHD:

(a) A Baccalaureate Degree plus ninety (90) credits beyond a Baccalaureate Degree at the Master's Degree level (such ninety (90) credits include the required credits for the two (2) completed Masters' Degrees; the credits beyond the required credits for the completed Master's Degrees count as the additional credits); from an accredited college or university pre-approved by the Superintendent pertinent to the employee's teaching position;
(b) A Master's Degree plus sixty (60) credits beyond a Master's Degree at the Master' Degree level (such sixty (60) credits include a minimum of one (1) Masters' Degree; the credits beyond the required credits for the completed Master's Degrees count as the additional credits) from an accredited college or university pre-approved by the Superintendent pertinent to the employee's teaching position;

(c) A Master's Degree plus a Certificate of Advanced Graduate Study beyond the Master's Degree level plus thirty (30) credits beyond the required credits for the completed Master's Degree and the Certificate of Advanced Graduate Study at the Master's Degree level count as the additional credits;

(d) three (3) Master's Degrees from an accredited college or university pre-approved by the Superintendent pertinent to the employee's teaching position; or

(e) A Doctorate's Degree (defined as a Ph.D. or Ed.D.) received from an accredited college or university in a planned program pertinent to the employee's teaching position.

*Credits required for the degree in question shall not count as additional credits under the degree lane for purposes of Appendix B since only the credits beyond the required credits for the degree attained by the teacher count for such purposes. By way example, a teacher who receives a Master's Degree in a course of study that requires forty-five (45) credits for the Master's Degree shall be in lane 2(b), not lane 3 since the Master's Degree required forty-five (45) credits.

A teacher shall remain in the same degree lane that he/she was in during the July 1, 2022 – June 30, 2023 contract year for the term of the July 1, 2023 through June 30, 2026 contract, provided, a teacher may be eligible for lateral movement on July 1, 2023, July 1, 2024, or July 1, 2025 (whichever is applicable) if he/she obtains the necessary degree (or additional credits), as set forth above, to be eligible for lateral movement between lanes in accordance with the applicable criteria herein (and submits the necessary supporting transcript).

A teacher who commenced a course of study that was preapproved by the Superintendent prior to June 30, 2023 shall be eligible for lateral movement between lanes on July 1, 2023, July 1, 2024, or July 1, 2025 (whichever is applicable) if he/she meets the criteria set forth herein (and submits the necessary supporting transcript).

Teachers hired prior to January 1, 2023 can move through the above degree lane definitions on the salary schedule. Lane changes under these definitions must be completed no later than June 30, 2026 to be effective July 1, 2026. Any lane changes initiated after June 30, 2026 will be subject to Sections F. and G. below.

F. For teachers hired on or after January 1, 2023, and as applicable to lane advancement for all other teachers after June 30, 2026, degrees for salary lane placement shall be defined and applied in accordance with this section. Where referenced herein, all degrees and credits beyond a Baccalaureate Degree, if obtained after original placement on the salary schedule, must be received from an accredited college or university pre-approved by the Superintendent in a planned program pertinent to the teacher's teaching position. Additionally, all credits must lead to an advanced degree (Master's Degree, Sixth Year Certificate, or Doctorate's Degree (Ph.D. or Ed.D.)) and be in addition to any credits required for any degree already completed. "Accredited college or university" means an institution of higher learning accredited by the New England Association of Schools and Colleges ("NEASC") or other equivalent regional accrediting authority. Courses taken by an individual over the internet or through other electronic distance learning programs must be accredited by NEASC or another equivalent accrediting authority and have received prior approval of the Superintendent.

1. **Bachelor's Degree:** A Baccalaureate Degree received from an accredited college or university in a course of study pertinent to the employee's teaching position.

2. **BS + 30/Master's Degree:** A Baccalaureate Degree plus thirty (30) credits beyond a Baccalaureate Degree at the Master's Degree level or a Master's Degree.

3. **Master's Degree + 15:** A Master's Degree requiring forty-five (45) credits pertinent to the employee's teaching position; or a Master's Degree plus fifteen (15) credits.

4. **Master's Degree + 30/Sixth Year:** A Master's Degree requiring sixty (60) credits pertinent to the employee's teaching position; or a Master's Degree plus thirty (30) credits; or a Sixth

Year Certificate or Certificate of Advanced Graduate Study requiring at least thirty (30) credits; or a Master's Degree plus a second Master's Degree in a discipline other than that in which the initial degree was received; or teachers employed in positions requiring State Department of Education certification as a school counselor, school psychologist, school social worker, or speech-language pathologist.

5. **Doctorate:** A Doctorate's Degree (defined as a Ph.D. or Ed.D.).

G. Changes in lane on the salary schedule, if qualified, are limited to one lane change per year (i.e., to the lane which immediately follows the current lane). A teacher anticipating a lane change must submit a request for a change to the Superintendent with initial supporting documentation by November 1st of the school year preceding the anticipated change. Credits must be completed before the first day of the next school year in order to receive a lane change. Unofficial documentation evidencing actual or anticipated completion of such credits before the first day of the next school year, including, but not limited to, unofficial transcript, enrollment verification, and progress reporting, must be provided before August 15th, and proof of completion no later than October 1st which shall minimally include an unofficial transcript of the completion of coursework or unofficial documentation from the University Registrar that the degree or coursework was completed. An official transcript of the completion of coursework or official documentation from the University Registrar that the degree or coursework was completed shall be furnished by the teacher upon request by the Superintendent. Failure to submit the required request and supporting documentation will preclude the lane change until such requirements have been met. Documentation received on or after the identified dates above shall result in a lane change for the next school year. Any lane change on the salary schedule shall be prospective (not retroactive).

H. New teachers eligible for step advancement according to Appendix B must have been employed as a certified teacher for at least ninety (90) work days that school year to receive step advancement.

APPENDIX A

A. **Professional Salary (Increments)**

Salary increments may be withheld by the Board upon recommendation of the Superintendent of Schools if the best interest of the East Granby Public Schools shall be served by such action. Withheld increments may be reinstated by the Board upon recommendation of the Superintendent. Whenever possible, notification of such action will be given prior to March 1st.

Salary increases for teachers at maximum may be withheld when a teacher is placed on Intensive Supervision as a part of the teacher evaluation plan. Such recommendation to withhold an increase shall be made to the Board by the Superintendent of Schools. Withheld increases may be reinstated by the Board upon recommendation of the

Superintendent. Whenever possible, notification of such action will be given prior to March 1st.

The Board reserves its prerogative to grant additional increments in recognition of outstanding performance as measured by criteria established mutually by the Board and the East Granby Education Association.

E. Sabbatical Leave Policy

3. Conditions and/or Agreements

k. The time of absence under a sabbatical leave shall be credited to the teacher for determining his/her **position on the salary schedule**.

APPENDIX B
SALARY SCHEDULES
Step Number Change for July 1, 2023

2022-2023 Step Number	2023-2024 Step Number After Step Advancement and Renumbering of Steps
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
10	10
11	11
12	12
13	
14	

2023-2024

Teachers employed during the 2022-2023 school year who are not on the maximum step will effectively receive a step increase in 2023-2024. However, as outlined above, due to

elimination of the 2022-2023 Step 1 and Step 2, and subsequent renumbering of all steps, each teacher's step number will not increase.

*As described in Article 7, only teachers employed prior to January 1, 2023 are eligible for this lane and no teachers may move into this lane after June 30, 2026.

2024-2025

Teachers employed during the 2023-2024 school year who are not on the maximum step will move up one (1) step with the commencement of the 2024-2025 contract year.

*As described in Article 7, only teachers employed prior to January 1, 2023 are eligible for this lane and no teachers may move into this lane after June 30, 2026.

2025-2026

Teachers employed during the 2024-2025 school year who are not on the maximum step will move up one (1) step with the commencement of the 2025-2026 contract year.
*As described in Article 7, only teachers employed prior to January 1, 2023 are eligible for this lane and no teachers may move into this lane after June 30, 2026.

EAST HADDAM 2023-26
Middlesex County

ARTICLE XI
PLACEMENT ON THE SALARY SCHEDULE

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

1. Degree status as defined under "Degree Definitions." If written notice of a change in degree status is given by a teacher to the Superintendent by the last workday in December, that teacher will be given credit for the change during the following school year in the pay period following receipt of documentation.

2. Full credit will be given for previous teaching experience in public schools, provided that such experience shall have been continuous service of at least one-half of any school year. Credit for prior teaching experience as a long-term substitute shall be at the discretion of the Superintendent. At the Superintendent's discretion, up to full credit will be given for previous teaching experience in private schools for all successfully completed years of teaching in position(s) that require certification by the State of Connecticut.

3. Credit for services in the Peace Corps as allowed for in "Leave" article.

4. Credit for active service when drafted or recalled into the Armed Forces of the United States as allowed for in "Leave" article; one increment shall be given on the current salary schedule for each year of active military service up to a maximum of four (4)

increments applicable only to those teachers who leave the East Haddam School System.

5. Credit for active service in the Armed Forces of the United States - one increment shall be given on the current salary schedule for each year of active military service up to a maximum of two (2) increments for those in or entering the East Haddam School System.

6. On recommendation of the Superintendent and approval of the Board, the increment may be withheld in the case of a particular teacher because of unsatisfactory performance. The teacher must be informed before March 1 and must receive notice of his or her weaknesses well before March 1.

B. The Superintendent may grant one step on the salary schedule for every two years of previous relevant experience to a maximum of seven steps.

ARTICLE XIX

LEAVE

D. Family and Medical Leave, Childbirth, Adoption, Paternity and Childrearing

3. A teacher on FMLA shall receive credit towards placement on the salary schedule and toward accumulated seniority for the period of such leave. Any teacher who takes leave under the FMLA because of a serious health condition must substitute any accumulated paid sick leave for unpaid FMLA leave and such paid leave shall run concurrent with the FMLA leave. Any leave that qualifies as FMLA leave, whether paid or unpaid, will count against the twelve (12) weeks of FMLA leave. If sick leave is used for a medical condition which is not a serious health condition under the FMLA, that leave does not count against the twelve (12) weeks of FMLA leave entitlement.

EAST HAMPTON 2025-28
Middlesex County

Article 9

Placement on the Salary Schedule

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

1. Degree status as defined under "Degree Definitions" Article.

2. Full credit is given for public school experience as a certified teacher recognized as such for purposes of reciprocal certification by the Connecticut State Department of Education or public school experience served under a durational shortage area permit. Such experience shall have been continuous service of at least one-half of any school year. Intermittent short term substitute service shall not be credited as previous teaching

experience. Credit for military service recognized by another public school system shall be recognized by the Board for purposes of placement on salary schedule. The Superintendent may grant credit on the salary schedule for teacher experience at an accredited college or university or any other educational institution accredited by the appropriate certifying agency or accrediting agency of a local, state, federal or foreign government. The Superintendent may grant credit on the salary schedule to a certified teacher for any other type of experience deemed relevant to teaching in the East Hampton School System. Before granting such credit, the Superintendent shall consult with a committee consisting of the Building Administrator and Department Head or teacher in the appropriate subject area or teacher at the elementary level, depending on the position the job applicant is seeking.

3. Any teacher receiving a change in degree status will be placed on the appropriate salary lane beginning with the first paycheck in September for degree changes occurring between January 1 and August 31; and January 1 for degree changes occurring between September 1 and December 31. In order to be eligible for such increase the teacher shall notify the Superintendent of the intended change for the next fiscal year prior to December 15. Proof of course completion, including transcripts, must be submitted before any increase is effected. For any increase to be effective of September 1, proof of course completion must be submitted no later than October 1, unless beyond the control of the teacher. For any increase to be effective January 1, proof of course completion must be submitted no later than February 1, unless beyond the control of the teacher.

4. Any teacher with 15 hours or more beyond any degree will receive $500 more than the salary at that step and level as long as he/she continues in a planned program, but in no event, shall such teacher receive this stipend for more than four years. This provision shall not apply beyond the Sixth Year.

5. Annual increments for teaching services may be withheld by the Board of Education because of unsatisfactory teaching performance on the part of any certified professional employee. Teachers shall be notified prior to May 15 if increments are to be withheld for the next year.

Article 46

Long-Term Substitutes

B. **Substitutes employed for less than a full school year**

Effective the forty-first (41st) working day of continuous employment in the same assignment, a substitute shall be paid on the appropriate step of the salary schedule in accordance with the provisions of Article 9 (Placement on the Salary Schedule) of the Agreement between the East Hampton Board of Education and the East Hampton Education Association. The individuals shall be eligible for the insurance benefits contained within Article 10. All other provisions of the Agreement shall apply to these individuals.

EAST HARTFORD 2025-28
Hartford County

ARTICLE V
REDUCTION IN FORCE

5.2 E. Personnel who are re-employed from a recall list shall be entitled to reinstatement of sick days, length of service credit and **placement on the salary schedule** at the level above the level held when laid off.

ARTICLE XIV
LEAVE PROVISIONS

MATERNITY/ADOPTIVE/CHILDREARING LEAVE

E. A certified staff member absent on child-rearing leave will be **placed**, upon his return, at the **next salary step appropriate** to his step placement at time of leave, provided teaching service exceeded ninety (90) school days in the school year.

ARTICLE XXII
SALARY PLACEMENT

22.1 Schedule credit shall be given for active military service, or Peace Corps service up to two (2) years.

22.2 In order to become effective for salary purposes, changes in degree status (together with transcripts or other satisfactory evidence of course completion) must be submitted to the Director of Human Resources in accordance with the following schedule:

Deadline for Submission	Date Changes Will Become Effective
August 15	First payroll occurring after 9/1
January 15	First payroll occurring after 2/1

22.3 (a) For salary placement the District will recognize all previous full-time pre-K through 12 teaching experience from East Hartford Public Schools, another public school district and/or parochial/private schools if a regular teacher (not substitute) with appropriate State certification is hired. No new teacher will be placed on a step higher than currently employed East Hartford teachers having equal education and experience.

(b) Under extenuating circumstances exceptions to 22.3(a) will be permitted after notification to EHEA of reasons.

EAST HAVEN 2023-26
New Haven County

ARTICLE I
CONTRACTS

B) Personal Contract

All teachers will receive written notice or electronic notice of salary and **placement on the salary schedule**, along with their attendance record, each year.

ARTICLE III
TEACHER WELFARE PROVISIONS

C) Military Benefits

1. Anyone who leaves the employ of the Board by reason of being inducted into the armed forces has the right to be restored to the position he/she left or to a position of similar seniority status. He/she must have received a certificate from the armed forces stating that he/she has satisfactorily completed his/her period of training and service.
2. If such a person is not qualified to fill the position by reason of disability sustained during service in the armed forces, he/she should be restored to a similar position which will provide him/her with like seniority status and pay or the nearest approximation. Application for a return to former employment must be made within ninety (90) days of discharge.
3. Anyone who enlisted or was called to active duty as a reservist has the same right to reinstatement. Any period of additional service imposed pursuant to law or resulting from inability to be released from active duty is not counted in this total.
4. As for placement on the salary schedule, individuals in any of these categories are entitled to placement on the schedule at the step they would be on had they continued without interruption in the employ of the Board.

ARTICLE VI
PLACEMENT ON THE SALARY SCHEDULE

A) Placement Factors

In accordance with the timetables set forth on the salary schedules hereinafter contained, the Superintendent or designee may take into consideration the following factors when placing all newly hired teachers on the appropriate step in the salary schedule:

1. Placement of current teachers.
2. Degree status as defined in paragraph four (4) of this section.
3. Credit will be given for previous teaching experiences in accredited public, private and military dependency schools, provided that such experience has been continuous service of at least one-half of any school year.

In order to receive credit for past teaching experience, the experience must have occurred after the teacher received a teaching certificate from the authorities, including any State, or the United States, or any foreign country, or any agency of any of the above.

After consultation with the President of the Association, the Superintendent may award a credit of up to three (3) steps for new teachers working in shortage areas as identified by the Commissioner of Education.

4. Except for teachers whose degree status has already been recognized by the East Haven Board of Education, and except for those teachers already on staff, the degree status shall, commencing on the effective date of this agreement, be defined as follows:

a) Bachelor - a Baccalaureate degree earned at an accredited college or university.

b) Master - A Master's degree earned at an accredited college or university.

c) Sixth Year - A second Master's degree in a discipline other than the initial Master's degree earned at an accredited college or university; or a sixth year certificate; or a Doctorate earned from an accredited college or university.

A teacher with a Master's degree requiring sixty (60) or more credits from an accredited college or university may be placed on the Sixth Year salary schedule, if his/her credentials have been approved by the Superintendent.

B) Change in Degree Status

Any teacher whose degree status changes during the school year shall be immediately placed on the appropriate salary schedule in accordance with the degree newly acquired, provided that such teacher notify the Superintendent of Schools, in writing, of the contemplated change on or before January 1, preceding the opening of school in September.

EAST LYME 2025-28
New London County

ARTICLE V
REDUCTION IN FORCE

5.2.

E. Personnel who are re-employed from a recall list shall be entitled to reinstatement of sick days, length of service credit and placement on the salary schedule at the level above the level held when laid off.

ARTICLE XXII
SALARY PLACEMENT

22.1 Schedule credit shall be given for active military service, or Peace Corps service up to two (2) years.

22.2 In order to be eligible for a degree status change on the salary schedule for a contract year, a teacher must provide written notification to the Superintendent/designee by August 31st of the prior contract year that the teacher is enrolled in a planned educational program and anticipates completing that program prior to the start of the following contract year, in order to enable the Board to budget for the degree status change. Failure to provide such notification shall delay the degree status change for salary purposes until the following contract year.

For example, if a teacher anticipates a degree status change that will become effective for the 2026-27 school year, the teacher must provide advance notification to the Superintendent/designee by August 31, 2025 that the teacher is enrolled in a planned educational program and anticipates completing that program prior the start of the 2026-27 school year. If the teacher fails to provide such advance notification, the degree status change for salary purposes will be delayed until the 2027-28 school year.

Additionally, in order to become effective for salary purposes, verification of changes in degree status (together with official transcripts or other satisfactory evidence of course completion) must be submitted to the Director of Human Resources in accordance with the following schedule:

Deadline for Submission	Date Changes Will Become Effective
August 15	First payroll occurring after 9/1
January 15	First payroll occurring after 2/1

22.3 (a) For salary placement the District will recognize all previous full-time pre-K through 12 teaching experience from East Hartford Public Schools, another public school district and/or parochial/private schools if a regular teacher (not substitute) with appropriate State certification is hired. No new teacher will be placed on a step higher than currently employed East Hartford teachers having equal education and experience.

(b) Under extenuating circumstances exceptions to 22.3(a) will be permitted after notification to EHEA of reasons.

22.4 Salary Guides

(a) Bachelor's Degree

Placement on the appropriate salary step will be granted for teachers who have earned a Bachelor's Degree from an accredited college or university in accordance with their acceptable teaching experience on the Bachelor's salary schedule.

(b) Bachelor's Degree + 30 Graduate Hours

Placement or movement on the appropriate salary step will be granted for teachers who have completed thirty (30) graduate credits beyond the Bachelor's degree in a planned program approved in advance by the Superintendent/designee, in their teaching field or an approved related area, from an accredited college or university, but where the Master's Degree has not been awarded.

(c) Master's Degree

Placement or movement on the appropriate salary step will be granted for teachers who have earned a Master's Degree at an accredited college or university in a related educational field (e.g. M.A., M.S., M.Ed., M.Music, etc.).

(d) Master's Degree +30

Placement or movement on the appropriate salary step will be granted for teachers who have completed graduate credits beyond the Master's Degree as follows:

1. Only those courses undertaken after completion of the Master's Degree shall be considered for M.A. + 30 or Sixth year salary level.

2. Teachers who have earned an additional Master's Degree, a certificate of advanced graduate study, a sixth year professional diploma, or who have completed thirty (30) graduate credits beyond the previously awarded Master's Degree in a planned program approved in advance by the Superintendent/designee, in their teaching field or an approved related area, from an accredited college or university, shall be placed on the appropriate salary step of the M.A. + 30 schedule.

(e) Doctoral Degree

Placement or movement on the appropriate salary step will be granted for teachers who have earned a Doctoral degree from an accredited college or university in a related educational field (e.g. Ph.D., Ed.D., J.D.).

22.5 The following provisions shall apply to teachers who complete an Alternative Route to Certification (ARC) program that has been approved by the Connecticut State Department of Education:

(a) The teacher must have been employed by the Board for at least one year prior to enrolling in the ARC program.

(b) The ARC program must be comparable to a 30-credit planned educational program, as determined by the Superintendent/designee.

(c) The teacher's participation in the ARC program must be approved in advance by the Superintendent/designee.

(d) The teacher must earn at least one additional certification endorsement as a result of the completion of the ARC program.

(e) The teacher must actually work in an assignment requiring such additional certification endorsement.

If the teacher meets all of the requirements set forth above, the teacher will be eligible for advancement from the BA degree track to the BA+30 degree track, or from the MA degree track to the MA +30 degree track, as applicable. In no event shall a teacher be eligible for advancement to the MA degree track or the Doctoral degree track based on the completion of an ARC program.

EAST WINDSOR 2023-26
Hartford County

ARTICLE 14 TEACHING PERIODS AND ASSIGNMENTS

14.2 Teachers initially employed by the Board shall receive a statement of their building, grade, subject assignments, and step placement from the Superintendent's office.

ARTICLE 19
TEACHER RECALL

19.1 Any teacher laid off pursuant to Article 18 shall have recall rights for a period of fifteen (15) months from June 30 of the year in which he/she was laid off, to any teacher position in the school system which becomes vacant, or open, for which he/she is certified.

C. In the event of recall, the teacher shall be **placed on the salary schedule** at the level he/she had attained when terminated unless the recalled teacher position filled specifically pays a lesser compensation.

ARTICLE 29
SABBATICAL LEAVE

H. The teacher returning from sabbatical leave shall be **placed on the appropriate step on the salary schedule** as though he/she had been in active service in the system for the year of the sabbatical leave. The sabbatical shall not affect continuity of service nor accrual of years of service toward longevity benefits.

ARTICLE 32
STAFF SALARIES

32.1 During the duration of this Agreement no newly hired teacher shall be placed at a salary level (step) higher than any teacher currently in the system with the same teaching and/or equivalent experience in the subject and/or related area. The Superintendent shall have the right to offer a signing bonus of $1,000 to any teacher new to the District who is certified in and hired into a position in a shortage area recognized by the State of Connecticut Department of Education.

32.9 Inasmuch as no future increment is offered beyond the last step of the salary schedule, the Board shall grant a longevity payment of $750 to teachers with twenty-five (25) years of experience in East Windsor, and $1,500 to teachers with thirty (30) years of experience in East Windsor. The longevity payments will be paid annually on or before the last scheduled payday. For the remainder of this contract, for those teachers hired before September 1, 2002, the Board shall grant a longevity payment of $750 to teachers with twenty-five (25) years of total teaching experience, and $1,500 to teachers with thirty (30) years of total teaching experience. For those hired after September 1, 2002, the longevity payments of $750 and $1,500 will be paid for in-district teaching only.

APPENDIX A
SALARY SCHEDULES
2023-24

Each teacher not on step 16 shall move one step at the start of the year. Step 1 is eliminated. Step 2 will be the first step.

SALARY SCHEDULES
2024-25

Each teacher not on step 16 shall move one step at the start of the year.

SALARY SCHEDULES
2025-26

Each teacher not on step 16 shall move one step at the start of the year. On June 30, 2026, a new step 15a is added for the 2026-2027 school year between steps 15 and 16.

APPENDIX A
SALARY GRID WITH STEP ADDED
AS OF JUNE 30, 2026

On June 30, 2026, a new step 15a is added for the 2026-2027 school year between steps 15 and 16.

EASTCONN 2023-26 (AFT)
Tolland County

ARTICLE 5
VACANCIES

C. The Executive Director or the Office of Human Resources may make a temporary substitute appointment to a vacancy while applications are pending.

1. A temporary substitute shall be placed on the salary schedule after the 40th consecutive day of teaching the same assignment. The Executive Director or his/her designee, shall have discretion to pay such substitutes in accordance with any step in effect for the applicable degree at the time of such placement on the salary schedule.

ARTICLE 6
ACCESS TO INFORMATION

E. Whenever a member of the bargaining unit is hired, EASTCONN shall forward the following information to the Federation: name of the new member, address, position, work location, number of years of teaching experience, and **salary step placement**.

ARTICLE 22
PLACEMENT ON THE SALARY SCHEDULE

A. Teachers shall be placed on the appropriate step on the salary schedule in accordance with the following criteria:

1. Degree status as defined under "Degree Definitions" Article.
2. Up to thirteen (13) years' credit for cumulative teaching service in positions requiring and under State certification appropriate to the position.
3. Any teacher expecting to change degree status shall notify the Human Resources Department at least six (6) months prior to the expected change. Any teacher receiving a change in degree status documented by official transcripts will be

placed on the appropriate salary schedule beginning with the first paycheck in September or beginning with the paycheck which starts the second half of the teachers' salary (e.g., 12th check or 14th check), as the case may be, following the presentation of said transcripts to the Human Resources Department.

4. Notwithstanding the above minimum placements, the Executive Director may, at his/her discretion, grant additional credit on the salary schedule to new hirees.
5. Placement of newly hired teachers on the salary schedule in accordance with sections A.2,3, and 4 above, shall not exceed the salary step placement of present members of the bargaining unit with the same number of years of prior comparable experience.
6. The Executive Director and/or the Office of Human Resources shall have the sole discretion to pay a newly hired teacher a one-time signing bonus of an amount up to $2,500 in the following circumstances: a) a teacher hired in a shortage area as designated by the State Department of Education; or b) a teacher who is hired following service as a temporary substitute under Article 5, Section CA of this Agreement.

ARTICLE 23

DEGREE DEFINITIONS

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

Bachelor A baccalaureate degree earned at an accredited college or university.

Master's A Master's degree earned at an accredited college or university relevant to the teacher's job responsibilities.

* Credits other than those in a planned program must be approved by the Executive Director to qualify for placement in the Master's lane.

Sixth Year A second Master's degree in a discipline other than the discipline in which the initial Master's degree was obtained or the completion of thirty (30) credits beyond the Master's degree in a program approved by an accredited college or university or a "Sixth Year Certificate" from an accredited college or university or a Master's degree from an accredited college or university requiring a minimum of sixty (60) credits. All of the above shall be relevant to EASTCONN's job responsibilities. Credits other than those in a planned program must be approved by the Executive Director to qualify toward the Sixth Year lane.

**Teachers who have been placed on the Master's lane on or before June 30, 2013 as a result of completing thirty credits beyond the baccalaureate degree in a program approved by an accredited college or university will be permitted to remain in the Master's lane.*

ARTICLE 38

ADULT EDUCATION PROGRAM

A. Preamble

It is recognized that the adult education program differs in unique ways from the non-adult education programs operated by EASTCONN. Consequently, the following

Articles in the non-adult education section of the contract shall not apply to adult education programs but have been modified herein to specifically address the staff of the EASTCONN adult education program:
Article 14 — Sabbatical Leave
Article 19 — Preparation Periods
Article 23 — Placement on the Salary Schedule
Article 31 — Separation and Recall
Article 36 — Salary Schedules
Article 39 — Work Year and Work Day

B. Adult Education teachers commencing work with EASTCONN, shall be placed on the following salary schedule, based on their education and experience:
Annual salaries are full time (1.00 FTE) =154 days x 7=1078 hours

EASTFORD 2024-27
Windham County

ARTICLE XIV
SALARY AND PLACEMENT ON THE SALARY SCHEDULE

A. Degree Definitions

Salary schedules listed in the Appendices of this Agreement shall be interpreted and applied according to the following definitions:

Bachelor
A Baccalaureate degree earned at an accredited college or university.

Master
A Master's degree, based upon State Department of Education regulations, earned at an accredited college or university relevant to the education profession. Thirty (30) credits beyond the baccalaureate will be considered equivalent to a Master's degree if they are in a planned program with documentation from the preparing institution, approved in advance by the Superintendent.

Sixth Year
A second Master's degree relevant to the education profession or completion of thirty (30) credits beyond the Master's degree in a program approved by an accredited college or university and relevant to the education profession, approved in advance by the Superintendent; or a "Sixth Year Certificate" from an accredited college or university relevant to the education profession. Approval by the Superintendent shall not be unreasonably denied.

Doctorate
A Doctor's degree earned at an accredited college or university relevant to the education profession.

B. Placement on the Salary Schedule

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

1. Full credit for previous teaching experience in a public, private, or military dependency school as a certified employee, provided that such experience shall have been continuous service of at least one-half of any school year as a full time teacher or a full year as at least a half-time teacher. Intermittent or short-term substitute service will not be credited as previous teaching experience.

2. The superintendent may also grant credit for placement on the salary schedule for prior relevant work experience. Notwithstanding the above, no newly hired teacher will be placed on a step higher in the salary schedule than that of any teacher currently employed in the school system with the same degree status and teaching and/or equivalent experience in the subject and/or related area.

EASTON 2024-27
Fairfield County

ARTICLE 4

COMPENSATION

4.2 Degree Status Change & Placement on Salary Schedule

4.2.1 Teachers who expect to achieve higher degree status must give the Board advance notice by December 1 of the preceding contract year to be eligible for such degree change. Each teacher shall be eligible for advanced salary recognition two times yearly. Changes in status, supported by an official transcript which takes place prior to October 15, shall be retroactive to the first teacher workday of the school year, and changes in status that take place prior to March 15 shall be retroactive to January 1 of the contract year in which the changes occur.

B.A. A baccalaureate degree earned at an accredited college or university.
M.A. A master's degree earned at an accredited college or university.

M.A. +15 Fifteen (15) credits of graduate work earned after the award of the master's degree at an accredited college or university. The MA +15 lane closes to new entrants as of July 1, 2017.

Sixth Year — A second master's degree in a relevant discipline or a Sixth Year Certificate from an accredited college or university. A MA degree plus thirty (30) credits or a MA degree requiring at least sixty (60) semester hours of graduate credit.

Doctorate — An earned doctorate degree in a relevant discipline awarded by an accredited college or university.

4.3 Evaluation of Prior Teaching Experience

4.3.1 At the time of hiring, the Superintendent shall evaluate the prior teaching experience of the teacher and shall establish a placement on the salary schedule, which shall not be subject to the grievance provisions of this contract.

4.3.2 In no event will a newly hired teacher be placed on a salary step higher than a teacher currently in the system who has the same level of experience.

4.4 Credit on the salary schedule for teaching experience in the Military, VISTA, the Peace Corps, or for previous non-teaching experience in related fields may be granted upon the recommendation of the Superintendent.

4.5 Increments - Withholding Salary Increase.

4.5.1 Except as may be otherwise provided in this contract, teachers will receive annual increments provided in the salary schedule.

4.5.2 A teacher who has not demonstrated satisfactory performance may be denied the increment based on the direction of the Superintendent.

4.5.3 A teacher who has not demonstrated satisfactory performance and who would not receive an annual increment either because the teacher has previously attained the maximum step on the salary schedule referred to in Section 4.1 or because this contract does not provide for step movement, may be denied up to half of the amount of any salary increase to which such teacher might otherwise be entitled based on the direction of the Superintendent.

4.5.4 Teachers who may be subject to an increment withholding must have been given the opportunity, through either Intensive Assistance or Structured Support, to improve their performance which in no event shall be less than 90 days. After the teacher has had the opportunity to make improvements, the Superintendent will give the teacher written notice. Written notice must be made by June 1st unless waived by mutual agreement of the parties.

4.5.5 No teacher shall be denied an annual increment or a portion of a salary increase under sections 4.5.2 or 4.5.3 without just cause.

ELLINGTON 2025-28
Tolland County

ARTICLE XXII
SALARIES

A. The placement of any new teacher on a particular step on the teacher salary schedule shall be determined by the Superintendent, taking into consideration the following:

1. Degree status.
2. Teaching experience in public, private, and military dependents' schools.
3. Up to four (4) years credit for military service.
4. Up to four (4) years credit for actual years of equivalent or related experience outside education at the discretion of the Superintendent.

B. For purposes of definition relative to degree status, the following shall apply:

1. Bachelor's: A baccalaureate degree earned at an accredited college or university.

2. Master's: A master's degree earned at an accredited college or university.

3. Bachelor's + 30: Thirty (30) graduate credits earned at an accredited college or university in a **planned** program, as approved by the Superintendent. These credits are to be counted only if earned subsequent to the completion and awarding of the bachelor's degree.

4. Master's + 30: Thirty (30) graduate credits earned at an accredited college or university in a **planned** program, as approved by the Superintendent. These credits are to be counted only if earned subsequent to the completion and awarding of the master's degree.

5. Sixth Year: The sixth year shall constitute a **planned** and approved (by the Superintendent) program at an accredited college or university resulting in the award of a Sixth Year Certificate or a Certificate of Advanced Graduate Study (CAGS), or a second master's degree.

6. Ph.D./Ed.D.: A doctor's degree earned at an accredited college or university and approved by the Superintendent for salary credit.

C. Salary credit for earning an additional recognized degree or planned program in an educational field allied with the individual teacher's present or potential teaching/administrative assignment within the district shall be granted effective in the school year following the completion of the degree or planned program providing:

1. Notification in writing of pending degree/planned program completion is made to the Superintendent's office **prior** to December 1 for salary adjustment in the following school year.
2. A certificate of successful completion or degree and all appropriate transcripts are received by the Superintendent from the institution at which the degree/planned program is earned or at which the credits are taken. In the event the supportive data is delayed, the adjustment will be retroactive to the effective date of the contract.

D. When a teacher has been placed on Intensive Assistance evaluation status fora second consecutive school year, the Board may, upon recommendation of the Superintendent, withhold a teacher's annual increment and/or salary increase.

ENFIELD 2023-26
Hartford County

ARTICLE 6.
PROFESSIONAL GROWTH POLICIES

A. Since continuous professional growth must be recognized and encouraged if the system is to remain viable and capable of meeting all its challenges, the present salary schedule has four sub-divisions, each with its own escalator of regular increment. These subdivisions are as follows:

Group A: Based on a Bachelor's Degree from an accredited college and an appropriate certification by the Connecticut State Board of Education.

Group B: Based on the attainment of a Master's Degree from an accredited college. Teachers who have attained salary schedule B by September 1, 1971 shall not be affected by the Master's requirement.

Group C: Based upon the attainment of a 6th Level Degree, Certificate of Advanced Graduate Studies (C.A.G.S.), or a second Master's Degree of at least thirty (30) credits. No credits obtained prior to the attainment of the

first Master's Degree shall be credited towards Group C status. Program must be approved by the Human Resources Director.

Group D: Based on the attainment of a Doctoral Degree acquired from an institution accredited by an affiliate of the Association of Colleges and Secondary Schools. Those not so accredited may be recognized at the discretion of the Superintendent of Schools. Such doctorates must be directly related to the field of education or subject area studies, i.e., Ph.D., or Ed. D.

Teachers on Group C shall be reimbursed by the Enfield Board of Education for 50% of tuition courses successfully completed up to a maximum of six (6) credit hours per year. All courses must specifically relate to the teacher's position and function and be approved by the Professional Growth Committee. The number of courses annually reimbursed may not exceed the number of teachers on Schedule C from the previous year. The total Board expenditure is not to exceed $10,000 in any one school year.

B. When regular increments and salary schedule adjustments are made, they shall be made for teachers whose work is judged satisfactory by the school administration. Failure to be adjudged satisfactory shall immobilize a teacher's salary at the dollar amount of his/her current salary in the year of the unsatisfactory evaluation for the ensuing school year.

C. Formal notification of a degree change must be received on or before January 1, to effect the change for the following school year or the changes will not be granted.

ARTICLE 10.
LEAVES OF ABSENCE

C. **Leave - Effect on Salary Schedule**

A teacher returning from leave of absence will be placed on the salary scale on the step held prior to withdrawal, and may be assigned to duty where a vacancy occurs. In the event that the teacher was on duty more than ninety-two (92) days of the school year in which the leave was granted, the teacher would, upon return, provided a new school year has commenced, advance to the next step on the salary schedule.

APPENDIX A
SALARY SCHEDULES

Effective July 1, 2023, teachers not on the maximum salary step shall advance one step on the salary schedule.

The Superintendent shall establish initial step placement of newly hired teachers by considering the teacher's prior public or private primary or secondary teaching experience, provided that such initial placement shall not be on a step higher than that which represents such teacher's total years of such prior teaching experience. The Superintendent shall also have the discretion to grant newly hired teachers credit on the salary schedule for up to three years of relevant private sector experience.

2024-25 SALARY SCHEDULE

Effective July 1, 2024, teachers not on the maximum salary step shall advance one step on the salary schedule.
The Superintendent shall establish initial step placement of newly hired teachers by considering the teacher's prior public or private primary or secondary teaching experience, provided that such initial placement shall not be on a step higher than that which represents such teacher's total years of such prior teaching experience. The Superintendent shall also have the discretion to grant newly hired teachers credit on the salary schedule for up to three years of relevant private sector experience.

2025-26 SALARY SCHEDULE

Effective July 1, 2025, teachers not on the maximum salary step shall advance one step on the salary schedule.
The Superintendent shall establish initial step placement of newly hired teachers by considering the teacher's prior public or private primary or secondary teaching experience, provided that such initial placement shall not be on a step higher than that which represents such teacher's total years of such prior teaching experience. The Superintendent shall also have the discretion to grant newly hired teachers credit on the salary schedule for up to three years of relevant private sector experience.

FAIRFIELD 2024-27
Fairfield County

ARTICLE X
SALARIES

10.1 SALARY UPON APPOINTMENT

a. No regular teacher shall be appointed at a salary lower than that of the first step on the Teachers Salary Schedule within the training level column in which such person belongs.

b. In the initial placement of new staff on the salary schedule, the Superintendent may place the staff member on the proper step of the salary schedule according to his/her previous record of teaching service or education, or give placement credit for non-teaching experience related to the area of the teacher's professional responsibility or assignment, or may place the teacher on the step the Superintendent feels is necessary to employ the teacher, in areas of teacher shortage as identified by the State Department of Education or by Fairfield's own staffing needs as reflected in current teacher vacancies which the Board is unable to fill.

c. The word "service" shall be interpreted as (i) any service recognized by the State Teachers' Retirement Board, or, (ii) teaching service in a private school.

10.5.1 Placement of Personnel on Schedule and Payment

a. If an individual has had experience in the extra class activities program and is appointed to the same assignment, he/she will be placed on the appropriate step of the schedule according to his years of experience in the assignment.

b. If an individual changes assignments outside of his/her category (e.g., from yearbook advisor to chess advisor), he will be placed on the first step on the new assignment.

c. If an individual changes assignments within the same category, then the following pattern will apply:

1. If the assignment is upgraded (e.g., from assistant football coach to Varsity football coach), then the individual will be placed on the nearest step to earning more dollars than he/she is currently receiving.

11 If the assignment is downgraded (e.g., from Varsity tennis coach to JV Tennis coach), then the individual will be placed on the appropriate step reflecting his/her years of experience in the category.

d. If an individual new to Fairfield is appointed to an activity he/she will be placed on the schedule reflecting previous comparable experience on the same level. It is the responsibility of the individual to submit adequate proof of the previous experience.

FARMINGTON 2023-26
Hartford County

ARTICLE IV
Salaries and Benefits

A. Salaries

3. Teachers with continuous experience will be granted credit for similar teaching and assignment as determined by the Superintendent or designee. No newly-hired teacher will be placed on the salary schedule with greater years of experience credited than is set forth on the step conversion chart for Farmington service.

4. After consultation with the Association, consideration can be given for related experience which, in the opinion of the Superintendent, will improve the quality of education.

APPENDIX B-1
TEACHERS' SALARY SCHEDULE
2034-2024

Teachers not yet at maximum shall advance one step in 2023-2024, subject to the following**.** In years when step advancement is granted, only teachers who were in active employment for at least one-half of the student school days in one year are eligible to advance a step in the following year.

APPENDIX B-2
TEACHERS' SALARY SCHEDULE
2024-2025

Teachers not yet at maximum shall advance one step in 2024-2025, subject to the following. In years when step advancement is granted, only teachers who were in active employment for at least one-half of the student school days in one year are eligible to advance a step in the following year.

APPENDIX B-3
TEACHERS' SALARY SCHEDULE
2025-26

Teachers not yet at maximum shall advance one step in 2025-2026, subject to the following. In years when step advancement is granted, only teachers who were in active employment for at least one-half of the student school days in one year are eligible to advance a step in the following year.

FRANKLIN 2023-26
New London County

ARTICLE VI
SALARY

A. PAYROLL SCHEDULE 2023-24

Those teachers on the MA+15 scale as of July 1, 2003 will be the only teachers permitted to be compensated on the MA+15 scale. No other teachers, current or prospective, will be placed on the MA+15 scale.

Step	BA	MA	MA +15	MA +30/6th	Ph.D.

All teachers not at the top step shall move one step for the 2023-2024 school year.

B. PAYROLL SCHEDULE 2024-2025

Those teachers on the MA+15 scale as of July 1, 2003 will be the only teachers permitted to be compensated on the MA+15 scale. No other teachers, current or prospective, will be placed on the MA+15 scale.

Step	BA	MA	MA +15	MA +30/6th	Ph.D.

All teachers not at the top step shall move one step for the 2024-2025 school year.

C. **PAYROLL SCHEDULE 2025-2026**

Those teachers on the MA+15 scale as of July 1, 2003 will be the only teachers permitted to be compensated on the MA+15 scale. No other teachers, current or prospective, will be placed on the MA+15 scale.

Step	BA	MA	MA +15	MA +30/6th	Ph.D.

All teachers not at the top step shall move one step for the 2025-2026 school year.

C. Initial placement of a newly hired teacher on the salary schedule shall be determined by the Superintendent after consultation with the teacher and subject to the approval of the Board with the following limitations. The teacher with teaching experience in a position in a school system requiring a teaching certificate shall be placed in the appropriate degree track of the salary schedule in accordance with the following scale:

Experience:

5-7 years No lower than the third step;
No higher than seventh step (Step for purposes of this section includes the counting of A, B, C, and D as four steps).

8-9 years No lower than the fourth step;
No higher than the ninth step Step for purposes of this section includes the counting of A, B, C, and D as four steps).

10 or more years No lower than the fifth step;
No higher than the tenth step or equivalent step after tenth step (Step for purposes of this section includes the counting of A, B, C, and D as four steps).

D. An annual longevity payment shall be made with the first salary payment following January 1st of each year in accordance with the schedule below:

15 years through 19 years $ 500.00
20 years or more $1,000.00

The Board will report longevity payments to the Teacher Retirement System so that said payments are counted as pensionable income in accordance with the law.

E. Longevity is interpreted to mean that a teacher moving off Step 14 is eligible for longevity. Only those teachers employed as of July 1, 2006 shall be eligible for longevity benefits.

GILBERT SCHOOL 2025-28
Litchfield County

Article 2
PERSONNEL PRACTICES

G. Salary Schedule Placement

1. The superintendent upon interviewing and accepting the recommended applicant for a teaching position provided by the principal will place the new staff member on an appropriate step aligned to years of teaching experience in public schools and degree status earned. If an applicant has teaching experience in a private school, the superintendent at his/her discretion can consider one-third of the experience for step placement. If the applicant has no teaching experience but has experience in a related field to the subject to be taught, the superintendent at his/her discretion can consider one-fourth of the years in field experience to determine step placement.
2. If a candidate is being hired for a position that requires certification in an area that has been identified as a durational shortage area by CSDE, the superintendent has the discretion to hire said candidate up to two (2) steps beyond the parameters outlined in section 1 above.

GLASTONBURY 2025-29
Hartford County

ARTICLE 7
TEACHERS' SALARY SCHEDULE

The teachers' salary schedules for 2025-2026, 2026-2027, 2027-2028, and 2028-2029 are attached as Appendix A to this Agreement.

7.1 All new hires will be informed of both initial step placement on the salary schedule as well as the number of credits toward placement on an adjacent salary column they have earned at the time of hire. It is the responsibility of the new hire to provide all relevant transcripts to the superintendent or his/her designee at the time of hire.

The parties agree that non-degree credits used to obtain initial teacher certification will not be counted toward advancement on the salary schedule.

7.2 All credits earned after July 1, 2017, to be used for advancement to the master's degree column or the master's plus column will require prior approval from the superintendent or his/her designee. Employees will be notified of approval before beginning each respective course.

The parties agree that non-degree credits used to obtain initial teacher certification will not be counted toward advancement on the salary schedule.

7.3 Employees hired before July 1, 2017 may use existing, earned semester hours toward placement on the master's degree column or master's plus column so long as:

i. For placement on the master's degree column these credits are in addition to those required for initial teacher certification and are approved by the superintendent of schools as being related to the individual teacher's assignment.

ii. For placement on the master's plus column any credits in a planned program leading to certification were at the graduate level.

7.4 For placement on the bachelor's degree column, a teacher must hold a bachelor's degree from an accredited institution, or the equivalent of the degree, as approved by the superintendent of schools and the State Department of Education.

7.5 For placement on the master's degree column, a teacher must hold a master's degree from an accredited institution in a field considered by the superintendent of schools to be related to the teacher's assignment, or a minimum of thirty (30) semester hours of courses, approved by the superintendent or his/her designee, beyond completion of the bachelor's degree requirement. In addition, a teacher holding a master's degree of more than thirty (30) credits and less than sixty (60) credits, may utilize the additional credits beyond thirty (30) towards placement on the master's plus column.

7.6 For placement on the master's plus column, a teacher must hold from accredited institutions in field(s) approved by the superintendent of schools either two (2) master's degrees, a certificate of advanced graduate study of thirty (30) or more credits, a sixth year professional diploma, thirty (30) semester hours beyond the master's degree, in courses approved by the superintendent or his/her designee, or a master's degree requiring sixty (60) credits.

7.7 For placement on the doctoral schedule, a teacher must hold a doctoral degree from an accredited institution in a field approved by the superintendent of schools.

7.8 Nothing within this Agreement prohibits the Board of Education from withholding a normal salary schedule increment, an adjusted raise to a new salary schedule, or both, for reason of less than satisfactory performance.

7.9 Nothing within this Agreement prohibits the Board of Education from publicly recognizing an employee for outstanding performance in whatever manner (monetary or other) the Board chooses.

7.10 Those persons having already been awarded continuous honorariums before the contract of July 1, 1988, shall continue to receive them.

7.11 Teachers shall advance one step a year on the salary schedule. This provision does not prohibit the Board from exercising its rights provided in Section 7.8.

GRANBY 2024-27
Hartford County

ARTICLE VII
STAFF REDUCTION AND RECALL

B. Recall

7. Any teacher who accepts an offer of re-employment under the provisions of this Article shall be **placed upon the salary step** next succeeding that which he/she occupied at the time of termination.

ARTICLE IX
SALARY SCHEDULES AND FRINGE BENEFITS

E. Definitions

Prior to July 1, 2015, a teacher's placement on the salary scale, based on non-graduate credits earned beyond the 4th year/Bachelor's Degree or 5th year/Master's Degree, will be honored through the teacher's tenure in the Granby Public Schools. The terms used in Appendix C, Salary Schedule, shall be interpreted and applied in accordance with the following definitions:

1. 4th Year/Bachelor's Degree: A baccalaureate degree earned at an accredited college or university.
2. 5th year/Master's Degree: A master's degree earned at an accredited college or university; or the completion of thirty (30) graduate credits beyond the baccalaureate degree in a program approved by an accredited college or university. All of the above must be earned at an accredited college or university, and must be approved by the Superintendent.
3. 6th year: A second master's degree or a "sixth-year certificate" or the completion of thirty (30) graduate credits beyond the master's degree or the completion of sixty (60) graduate credits beyond the baccalaureate degree. All of the above must be earned at an accredited college or university and must be approved by the

Superintendent.

4. Doctoral: A doctoral degree earned at an accredited college or university, approved by the Superintendent and in a field related to the teacher's educational area.

F. Placement

All members of the unit shall be placed on the appropriate step and lane in the schedule, taking into consideration the following:

5. Teachers who have had continuous teaching experience will be given full credit for this service.
6. Teachers who have had previous experience but not continuous may be placed on a level consistent with their years of experience.
7. The teacher who begins at half-year and satisfactorily completes the half-year's work may be given a full year's credit.
8. To qualify for placement on the Doctoral Schedule, a teacher must have an earned doctoral degree in a program approved by the Superintendent.
9. During military leave, year-for-year credit on the salary schedule shall be granted in accordance with P.A. 788, and retirement assessments paid by the Board provided the teacher returns to teach in the school system.

G. Other Factors in Salary Schedule

1. The Board shall allow regular annual increments except when an employee renders incompetent service or for any reason deemed sufficient by the Board.
2. Teachers will be given credit for courses taken during the academic year and summer prior to the September of the operating contract. Notice of the anticipated courses to be taken during the second semester and the summer session should be submitted to the Superintendent's office prior to February for budget preparation purposes.
3. Proper certification and continuing changes in certification requirements are the sole responsibility of the individual teacher.

GREENWICH 2026-29
Fairfield County

ARTICLE 9
SALARIES

B. Salary advancement shall not be automatic. If, however, a salary increment shall be withheld from more than ten percent (10%) of the teaching staff in any fiscal year, the evaluation process will be reviewed. By way of illustration and not by way of limitation, the Board contemplates withholding an increment for the succeeding school year for any teacher who was at any time during the current school year on an intensive assistance improvement plan for more than fifty percent (50%) of the current school year. The Board shall not exercise its right to withhold salary advancement in an arbitrary or capricious manner, but this requirement shall not expand the basis for grieving an evaluation as set forth in Article 4. A teacher must work or have been paid at least ninety (90) school days in one year to be advanced to the next step the following year. If a teacher at maximum step has not worked or been paid at least ninety (90) school days in one year, the teacher's salary will be frozen at the same level for the subsequent year.

F. Requests for recognition of approved graduate study for salary adjustments may be submitted twice a year, on or before October 1, and on or before March 1. Adjustments granted on or before October 1 shall be retroactive to the beginning of the school year and those granted on or before March 1 shall be retroactive to February 1. The responsibility for a complete and accurate salary advancement package (including requesting transcripts) shall rest with the teacher. Each teacher shall submit to the Administration as part of his/her salary advancement package such forms and additional information as the Administration may reasonably request (transcripts and a written explanation as to any courses which have changed or have unclear numerical or name designations). Each teacher will make his/her best efforts to verify the completeness and accuracy of the salary advancement package by reviewing the salary advancement package personally and by providing or obtaining such additional information as the Administration may reasonably request. Applications which contain complete and accurate salary advancement packages will be processed before those which do not. A forty-five (45) day extension of the submission date of October 1 and March l shall be granted, provided that the teacher can demonstrate the transmittal of the appropriate records is beyond the teacher's control.

G. Teachers will be placed on a level within a particular degree schedule in accordance with prior teaching experience using the following criteria:

1. Credit will be given for prior teaching experience gained as follows:

   a. After attainment of a teaching or special service certificate from the State of Connecticut pursuant to Section 10-145 and 10-145a and 10-145b of the Connecticut General Statutes or the equivalent from another State.

b. In the field which the teacher is hired to teach in Greenwich.

2. One step shall be allowed for each year of continuous teaching experience if the experience immediately precedes appointment. For service interrupted by two (2) consecutive years or more, one-half(½) credit shall be allowed.
3. At the discretion of the Superintendent, additional step credit may be allowed for trade and industrial experience, business experience, social work, clerical work, professional aide and/or assistant experience, and other experience that contributes directly to the professional competence and ability of the teacher.
4. The Superintendent may grant up to five (5) additional years credit for teachers hired in shortage areas as defined by the State Department of Education.

H. In the event the Board establishes a new bargaining unit position the Board shall notify the Association and bargaining for the salary shall begin. If the Board must set a salary prior to the conclusion of bargaining in order to meet budgetary deadlines or in order to be able to fill a new position, the Board may set a salary subject to subsequent bargaining between parties.

I. The abbreviations used in the salary schedule shall be interpreted and applied in accordance with the following definitions:
1. BA - a baccalaureate degree earned in an accredited college or university.
2. MA - a master's degree earned in an accredited college or university.
3. 6th year - a 6th year level of training refers to a planned program of graduate study subsequent to the completion of the master's degree which results in a professional diploma from an accredited university; a second master's degree in a discipline other than the discipline in which the first master's degree was attained; or, the completion of thirty (30) semester units, or their equivalent, beyond the master's degree. Except for up to fifteen (15) semester hours, or their equivalent, such programs shall be approved in advance by the Professional Program Review Committee. Those teachers with fewer than fifteen (15) hours to earn towards the thirty (30) hours as of July 1, 1990, need receive prior approval only to the extent of the remaining hours. In addition, teachers whose degree requires sixty (60) hours of credit for certification in Connecticut or another state in the field in which the teacher is working in Greenwich shall be placed on the appropriate steps of the 6th year schedule. Social workers whose degree requires sixty (60) hours of credit shall be placed on the appropriate steps of the 6th year schedule.
4. Doctorate: - a Ed.D degree, a Ph.D. degree or a MD degree earned in an accredited college or university.

Eligible employees shall advance a step from their 2025-26, 26-27, 27-29 step placements.

When a salary on a step on the salary schedule is less than the same step on a lower degree track, the Board shall pay the teacher the higher salary as provided for teachers on that step on a lower degree track.

APPENDIX B
EXPERIENCE FACTOR FOR COACHES

B -2

5. In the event that a coach moves from an assistant coach position to a head coach position within a sport, the coach's experience as an assistant will be acknowledged by placement on the experience grid so that there is no loss in compensation.
6. In the event of a new hire, assessment of prior coaching experience outside the district for placement on the coach's Experience Factor grid is within the Administration's discretion.

GRISWOLD 2023-26
New London County

ARTICLE XXVII
PLACEMENT ON THE SALARY SCHEDULE

a. Teachers shall be appropriately placed on the salary schedule based upon their experience and degree status, subject to paragraph d.
b. Teachers will receive annual increments according to the schedule unless withheld for unsatisfactory performance.
c. It will be the responsibility of the teacher who qualifies for a change in degree status to notify the office of the Superintendent prior to the beginning of the school year. Appropriate verification must accompany the notification.
d. The Superintendent will determine the amount of credit to be given for previous teaching experience in public, private and/or military dependency schools. Intermittent or short-term substitute service will not be credited as previous teaching experience. The Superintendent will determine the appropriate credit to be given for prior non-teaching employment experience.
e. Over ninety (90) days teaching experience in any one school in any one school year will count as a full year's experience.

GROTON 2022-26
New London County

ARTICLE I
SALARY

B. Placement of Teachers on Salary Schedule.

New teachers shall be assigned a step on the salary schedule (Appendix A) in accordance with their preparation and experience. Previous teaching experience outside of Groton may be counted as experience credit, up to the salary schedule maximum of 14 steps (Appendix A). No

new teacher shall be placed at a step higher than a Groton teacher with the same number of years of previous teaching experience.

ARTICLE VI
LEAVES OF ABSENCE. SICK LEAVE. OTHER LEAVE.

K. Long-Term Unpaid Leave.

…No teacher shall be denied **step advancement on the salary schedule** solely by reason of leave, except for an unpaid leave, which exceeds ninety (90) workdays of a school year.

APPENDIX A1
Salary Schedule
2022-2023

	BA	MA*	MA+30**	MA+60***

*Shall include those teachers who possess a Master's degree or who have completed a planned program at an approved institution, which shall consist of at least thirty (30) semester hours; credit beyond the Bachelor's Degree resulting in the issuance of a Professional Teaching Certificate, so- called, issued by the Connecticut State Board of Education.

**The semester hours must be in a planned program which results in an additional degree or endorsement, or a Master's degree earned in an area requiring, due to certification or licensing requirements, accumulation of at least 60 credits beyond the Bachelor's Degree.

*** The semester hours must be in a planned program which results in an additional degree or endorsement.

Step Movement

For 2022-23, teachers not already on the top step shall advance one step at the beginning of the school year.

APPENDIX A2
Salary Schedule
2023-2024

	BA	MA*	MA+30**	MA+60***

*Shall include those teachers who possess a Master's degree or who have completed a planned program at an approved institution, which shall consist of at least thirty (30) semester hours; credit beyond the Bachelor's Degree resulting in the issuance of a Professional Teaching Certificate, so- called, issued by the Connecticut State Board of Education.

**The semester hours must be in a planned program which results in an additional degree or endorsement, or a Master's degree earned in an area requiring, due to certification or licensing requirements, accumulation of at least 60 credits beyond the Bachelor's Degree.

*** The semester hours must be in a planned program which results in an additional degree or endorsement.

Step Movement

For 2023-24, teachers not already on the top step shall advance one step at the beginning of the school year.

APPENDIX A3
Salary Schedule
2024-2025

	BA	MA*	MA+30**	MA+60***

*Shall include those teachers who possess a Master's degree or who have completed a planned program at an approved institution, which shall consist of at least thirty (30) semester hours; credit beyond the Bachelor's Degree resulting in the issuance of a Professional Teaching Certificate, so- called, issued by the Connecticut State Board of Education.

**The semester hours must be in a planned program which results in an additional degree or endorsement, or a Master's degree earned in an area requiring, due to certification or licensing requirements, accumulation of at least 60 credits beyond the Bachelor's Degree.

*** The semester hours must be in a planned program which results in an additional degree or endorsement.

Step Movement

For 2024-25, teachers not already on the top step shall advance one step at the beginning of the school year.

APPENDIX A3
Salary Schedule
2025-2026

	BA	MA*	MA+30**	MA+60***

*Shall include those teachers who possess a Master's degree or who have completed a planned program at an approved institution, which shall consist of at least thirty (30) semester hours; credit beyond the Bachelor's Degree resulting in the issuance of a Professional Teaching Certificate, so- called, issued by the Connecticut State Board of Education.

**The semester hours must be in a planned program which results in an additional degree or endorsement, or a Master's degree earned in an area requiring, due to certification or licensing requirements, accumulation of at least 60 credits beyond the Bachelor's Degree.

*** The semester hours must be in a planned program which results in an additional degree or endorsement.

Step Movement
For 2025-26, teachers not already on the top step shall advance one step at the beginning of the school year.

GUILFORD 2023-26
New Haven County

Article 19
REDUCTION IN PERSONNEL

F. Personnel who are laid off because of elimination of their positions shall be given first opportunity (for the period of three years next following their elimination) to fill a position within their level, as defined in paragraph B. of this Article, for which they are qualified and certified in the reverse order of lay-off. The teacher will accept or reject in writing this offer of rehire within five (5) days of the receipt of written notification of position availability from the Board. In the event the teacher does not accept the Board's offer, the teacher shall forfeit all recall rights. Such recalled teachers shall have sick leave and longevity benefits restored. The lay-off period shall not be considered in determining a teacher's seniority rights, salary schedule placement or period of continuous employment.

Article 23
SABBATICAL LEAVE

G. Upon his/her return, the member of the unit shall be placed on the appropriate step on the salary schedule as though he/she had been in active service in the system for the time of the sabbatical leave, which time shall also be counted for determining continuity of service and seniority.

Article 30
OTHER LEAVE

C. Extended Leaves
2. A teacher returning from extended leave shall be placed on the next higher step on the salary schedule over that on which he/she was located at the period of last employment, provided the teacher has completed at least five (5) months or ninety (90) days service in the last teaching year prior to the leave.

Article 37
PLACEMENT ON SALARY SCHEDULE

A. All members of the unit shall, except as hereinafter provided, be placed on the appropriate step in the salary schedule in accordance with the following criteria.

Degree status as defined in Article 39:

1. (a) Full credit up to seven (7) years for previous teaching in public, private, and military dependency schools or colleges provided that such experience shall have been continuous for at least one-half of any school year and provided further that, if the teacher has not taught in the past three years prior to appointment, the total allowance for service will be restricted to the total experience of the past eight (8) years. Intermittent or short-term employment or substitute service which is less than one-half of a school year of continuous service, will not be credited as previous teaching experience.

(b) At the discretion of the Superintendent or his/her designee, additional credit may be given for teaching experiences in public, private and military dependency schools or colleges.

2. Credit for previous military service, Peace Corps, Vista or other experiences may, at the discretion of the Superintendent of Schools, be considered in determining placement on the salary schedule.

The step to which an individual is assigned at the time of hire will be equal to the experience as indicated in the table below.

Initial Employment
Guilford Teacher's Salary Schedule
2023-24 and beyond

EXP	Schedule A (bachelor)	Schedule B (master)	Schedule C (6^{th} year)
0-1	Step 3	Step 3	Step 3
2-3	Step 4	Step 4	Step 4
4	Step 5	Step 5	Step 5
5	Step 6	Step 6	Step 6
6-7	Step 7	Step 7	Step 7
8	Step 8	Step 8	Step 8
9	Step 9	Step 9	Step 9
10	Step 10	Step 10	Step 10
11-12	Step 11	Step 11	Step 11
13-14	Step 12	Step 12	Step 12
15	Step 13	Step 13	Step 13
16	Step 14	Step 14	Step 14
17+	Step 15	Step 15	Step 15

The step to which an individual is assigned at time of hire will be equal to experience as indicated in the above table. Credit for military service, Peace Corps, Vista or other experiences may be considered by the Superintendent or designee at time of placement. Additional credit

may be granted by the Superintendent or designee for teaching experiences in public, private, or military dependency schools and colleges.

B. Change in degree status shall be implemented according to the following procedure.

1. Graduate degrees completed in summer school or during the school year and meeting the criteria of Article 39 will be credited as of September 1 and February

2. Placement due to change in degree status will be contingent upon the teacher submitting authorized proof that a degree was granted and/or a program completed.

3. Such proof must be submitted by October 15 to take effect retroactively to September 1, and March 15 to take effect retroactively to February 1.

4. Mid-year change in status shall be computed on the teacher's pro rata daily salary rates.

5. In order to properly budget for such changes, placement due to change in degree status is contingent upon the teacher filing with the Superintendent a statement of expectation for earning of a degree and/or completion of a program no later than November 1 of the school year preceding the school year in which the change is to take place.

Article 39
SALARY SCHEDULE DEFINITIONS

A. The Salary Schedule listed in the Appendices of this Agreement shall be interpreted and applied in accordance with the following definitions:

Scale A

A Baccalaureate degree earned at an accredited college or university

Scale B

1. A Master's degree earned at an accredited college or university.

2. The completion of thirty (30) credits beyond the Baccalaureate degree in a planned program approved by an accredited college or university or in a planned program which has the prior approval of the Superintendent of Schools.

Scale C

1. A second Master's degree in a discipline other than the discipline in which the initial Master's degree was attained.

2. The completion of thirty (30) credits beyond the Master's degree in a planned program approved by an accredited college or university.

3. A Sixth Year certificate from an accredited college or university.

4. The completion of thirty (30) credits beyond a Master's degree in a planned program in technical courses which program has the prior written approval of the Superintendent of Schools.

Scale D - Earned Doctorate: An earned doctorate from an accredited college or university shall receive a stipend of $800 in addition to his/her placement on the Sixth-year schedule according to the provisions of this contract.

To qualify for advancement to Scales C or D, the degree, credits or certification must be in an educationally related discipline. Before commencing a program for advancement to Scales C or D, the teacher shall obtain the prior written approval of the Superintendent of Schools regarding the educational relatedness of the program.

Teachers who have begun course work toward a program which would qualify for advancement to Scales C or D as of September 1, 1991 shall not be affected by the 1991-93 contract amendments to Levels C and D.

B. No teacher who is presently employed in the Guilford Schools shall be moved to a lower schedule as a consequence of the redefinition of the salary schedules.

Appendix A-1
2023-24 Teacher Salary Scale

In constructing the salary schedule, a new step 15 was added, and step 2 was deleted

NOTES:

1. *Scale D Earned Doctorate:* An earned doctorate from an accredited college or university shall receive a stipend of $800 in addition to their placement on the sixth year schedule according to the provisions of the agreement.
2. *Withholding of Increase:* The Board shall have the option to withhold all increases in compensation from the salary of a returning teacher whose performance is in need of improvement. A teacher shall be notified in writing of intent to withhold prior to February 1. Upon request of the teacher, a special observation by the Superintendent will be made. Such request for an observation shall be made in writing prior to February 15. This provision shall be subject to the "Just Cause" article.

Appendix A-2
2024-25 Teacher Salary Scale

NOTES:

1. Scale D Earned Doctorate: An earned doctorate from an accredited college or university shall receive a stipend of $800 in addition to their placement on the sixth year schedule according to the provisions of the agreement.

2. Withholding of Increase: The Board shall have the option to withhold all increases in compensation from the salary of a returning teacher whose performance is in need of

improvement. A teacher shall be notified in writing of intent to withhold prior to February 1. Upon request of the teacher, a special observation by the Superintendent will be made. Such request for an observation shall be made in writing prior to February 15. This provision shall be subject to the "Just Cause" article.

Appendix A-3
2025-26 Teacher Salary Scale

NOTES:

1. Scale D Earned Doctorate: An earned doctorate from an accredited college or university shall receive a stipend of $800 in addition to their placement on the sixth year schedule according to the provisions of the agreement.

2. Withholding of Increase: The Board shall have the option to withhold all increases in compensation from the salary of a returning teacher whose performance is in need of improvement. A teacher shall be notified in writing of intent to withhold prior to February 1. Upon request of the teacher, a special observation by the Superintendent will be made. Such request for an observation shall be made in writing prior to February 15. This provision shall be subject to the "Just Cause" article.

All (A-G) towns have Placement on Salary Schedule language.