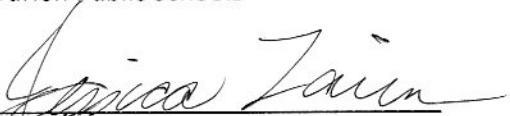


GROUND RULES FOR NEGOTIATIONS
Between the
DARIEN BOARD OF EDUCATION
And
DARIEN EDUCATION ASSOCIATION

- 1) Meetings will be scheduled by mutual consent
- 2) Negotiations shall be held confidential, and negotiations sessions shall be limited to the negotiations team of the parties, including a representative of the fiscal authority, and such consultants whose presence may be required by either party. During the negotiations process (up to and including arbitration, if any), neither party shall publically disclose the substance of the negotiations without the prior notice of the other party.
- 3) Tentative agreements shall be dated and initialed, and shall be binding pending ratification of the entire agreement. Should these negotiations be submitted to arbitration, signed tentative agreements shall be "off-the-table", and shall be included in the Agreed Language submitted to the arbitration panel.
- 4) At the end of each session, an agenda for the subsequent negotiations meetings will be established.
- 5) A caucus may be called at any time by a member of either group. A caucus shall be limited to thirty (30) minutes unless the parties mutually agreed to a longer period.
- 6) Both parties shall be prepared to start the session at the agreed upon time.
- 7) The parties agree to a mutual exchange of proposals at the meeting following agreement on these ground rules.
- 8) At the meeting following the proposal exchange, either party may submit new proposals. Thereafter, neither party shall submit any new proposals (except for counterproposals).
- 9) Any necessary changes of the agreed upon dates and times should be rescheduled ahead of time.



Mr. Garner Bass
Superintendent of Schools
Darien Public Schools



Mrs. Jessica Zarian
President
Darien Education Association

MEMORANDUM OF AGREEMENT


THIS AGREEMENT entered into as of the 5th day of May, 2012, by and between Darien Board of Education (hereinafter the "Board") and the Darien Education Association (hereinafter the "Association") does hereby amend the terms of the existing collective bargaining agreement ("CBA") that governs the employment relationship between Board and the Association, as described below.

Retirement Incentive

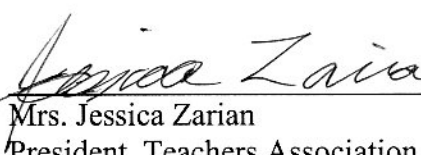
Effective May 5, 2012, the Board and its teachers agree to the following:

The employer shall implement an early retirement incentive as follows:

1. Retirees of the Darien Education Association will continue to be eligible for a PPO plan having standard provisions for the negotiated covered services in accordance with the carriers PPO plans and the same plan design as that in effect for the administrator's bargaining unit on May 5, 2012. An eligible retiree electing this option will be required to pay a premium share equal to 20% in 2012-2013, 20.5% in 2013-2014, and 21% in 2014-2015.
2. To be eligible for the benefit provided by this incentive, a teacher must be employed full-time in the district as of May 5, 2012.



Mr. Garner Bass
Superintendent of Schools
Darien Public Schools



Mrs. Jessica Zarian
President, Teachers Association
Darien Education Association

MEMORANDUM OF AGREEMENT
Between the
DARIEN BOARD OF EDUCATION
And
DARIEN EDUCATION ASSOCIATION

Memorandum of Agreement

Contract length: 3 years

ARTICLE III
TEACHERS' SALARIES

Salary:

Year 1- 3% and .5 step

Year 2- 3% and .5 step

Year 3- 2% full step

(b) The annual salaries set forth on the schedules referred to in subsection (a) hereof are payable for services rendered by Teachers, as assigned, for a normal work year of 187 normal work days as scheduled by the Board. At least five (5) of the normal work days shall be used for staff development.

(c) Teachers will be required to work an additional three (3) days, 187 normal work days plus three professional development days, for the purpose of professional development. These days will be compensated at per diem rate as per the contractual agreement rate of pay for the applicable school year. Based on the step and column each teacher is on. The days will be either immediately before the start of the school year, or immediately after the end of the school year.

ARTICLE IV
INSURANCE PROGRAM

SECTION 4. Long Term Disability Each tenured Teacher, upon successful completion of his or her fourth (4th) year of continuous service as a Teacher in the Darien School System, shall enrolling the Board's Long Term Disability Plan in accordance with the subject to the terms and conditions set forth in such Plan, **in addition, non-tenured teachers are afforded the opportunity to purchase Long Term Disability at the district rate in accordance with the subject and terms and conditions set forth in such Plan** and the following:

SECTION 5. Costs of Coverage.

(a) Medical Plan. The Board and each regular full-time Teacher will share the premium cost for the individual, two-person or family coverage that the Teacher selects from among the Medical Plan formats made available by the Board pursuant to Section 1 of this Article as follows: the Board will pay an amount equal to eighty percent [~~(83%)~~] **80** of the premium cost for coverage under the Medical Plan format the Board offers (whether in a Preferred Provider Option Plan ("PPOP"), Health Maintenance Organization ("HMO"), Managed Care Plan ("MCP"), Indemnity Plan or other type of format), regardless of which format the Teacher selects, provided that the Board contribution toward premium for the plan shall be reduced to seventy-nine and one-half percent (**79.5%**) effective July 1, 2014, and to seventy-nine percent (**79%**) effective July 1, 2015 The Teacher will pay the balance of the premium cost for coverage under the Medical Plan format he or she selects and will authorize the Board to make regular periodic payroll deductions, as determined by the Board, to pay his or her share of the premium cost.

ARTICLE IX
VACANCIES AND PROMOTIONS

SECTION 3. When, in the judgment of the Board, the qualifications, attainments and professional backgrounds of candidates for promotional vacancies are equal, first consideration in filling such promotional vacancies will be given to candidates then currently employed by the Darien School System, **in seniority order with the approval of the receiving principal.**

ARTICLE XIII
MISCELLANEOUS

SECTION 6. Tuition Reimbursement

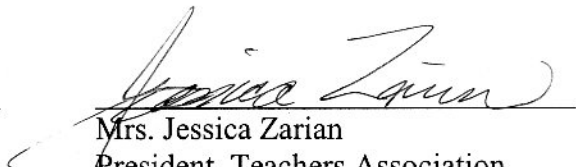
f) No more than [~~one (1)~~] **two (2)** courses up to [~~three (3)~~] **six (6)** credits per year per teacher can be submitted for reimbursement.

SECTION 8. Site-Based Management Team

Each school in the Darien School District will establish a Site Based Management Team with appointed staff, and parent representatives working together to make important decisions involving the instructional program, school-based policies, school-wide events and more. The Site Based Management Team will consist of a minimum of two (2) teachers, two (2) parents, a district level administrator and the building principal. Announcement of open positions will be posted and teachers, parents and administrators are encouraged to apply. The position will be for a two (2) year term. Appointments will be made by the building administrator. Appointments will be announced by September 15 for the current school year.



Mr. Garner Bass
Superintendent of Schools
Darien Public Schools



Mrs. Jessica Zarian
President, Teachers Association
Darien Education Association