

## PROPOSALS

### ARTICLE V: DURATION AND HOLDOVER

Section A: This Agreement shall be effective on July 1, 1998 and shall continue and remain in full force and effect to and including June 30, 2001.

Section B: Current language

### ARTICLE VIII: INDIVIDUAL SALARY AGREEMENTS

#### SECTION C: (NEW) Pay Dates

A regular paycheck, less deductions, shall be issued to teachers on the first Thursday of the normal work year pay schedule. Thereafter the regular pay day shall be on Thursday, as the regular payday, except that the last regular pay check for the normal work year, less deductions, will be issued on the last work day of the teachers' normal work year.

#### SECTION D: (NEW) Direct Deposit

The Board shall establish a program for the direct electronic deposit of teachers' regular paychecks, less deductions. All requests for direct deposit must be in writing on the approved form. The Association and Board shall develop a list of at least ten institutions for direct deposit.

### ARTICLE XIV: EMPLOYMENT OF SUBSTITUTE TEACHERS

SECTION A: Current language

SECTION B: The responsibility of the Teacher when a substitute is required is to notify the person or answering machine designated by the Administration to obtain substitutes for that school and to have appropriate lesson plans available for the substitute to use.

SECTION C: Current language

#### SECTION D: (NEW)

The Board will make reasonable effort to secure substitute, appropriately trained paraprofessionals whenever a paraprofessional is absent. The paraprofessional who works assigned to an individual student in the regular

classroom must be replaced in order for that student to remain in the program for that day. The Board will make reasonable effort to develop a cadre of substitute paraprofessionals to cover paraprofessional absences.

**ARTICLE XVI: TEACHER RESPONSIBILITY**

SECTION A.1.(a) All teachers shall have a duty free lunch period of at least thirty (30) consecutive minutes.

1.(b) Current language

SECTIONS A.2.(a), (b), B, C, D and E: Current language

**ARTICLE XVII: CLASS SIZE**

It is agreed that the following norms and standards shall apply in the processes of grouping, scheduling, and recruitment. Class sizes shall (show general adherence to) adhere to these standards (with allowance made for normal enrollment growth during the forthcoming school year). Allowance for normal enrollment growth shall be calculated into each class size at the beginning of the year. It is agreed that a class size of twenty-five (25) is the (desired) maximum in regular elementary and secondary classrooms.

SECTION A: (Reasonable effort shall be made) The class sizes of kindergarten, grade one, and grade two shall be established at twenty (20).

SECTION B: (Reasonable effort shall be made) Classes for slow learning students shall be established at fifteen (15).

SECTION C: Current language

SECTION D: Add computer laboratory to current language

SECTIONS E and F: Current language

SECTION G: (NEW)

Prior to the mainstreaming of a student from a special class into the regular class, the principal or his/her designee shall confer with both the teacher sending the mainstreamed child and the teacher receiving the mainstreamed child in order to review the child's specific needs and problems, and to instruct the receiving teacher on special techniques and/or methods to be performed with said child.



An "included student" is a student whose adaptive behaviors (e.g. academic, cognitive, social) are significantly different from his/her age peers. Any regular classroom teacher who has an included student placed full-time in his or her classroom shall be provided with the following conditions:

1. Consultation and training as far in advance of such placement as is reasonably possible and during the time the teacher is providing services to the included student.
2. All necessary training shall be at the Board's expense and the teacher shall be provided with either release time and/or compensation to obtain such training, including but not limited to, work with consultants, observation of the student in other educational settings, and consultation with other professionals.
3. Included students shall be "weighted" on a two-for-one ratio in determining class size ratios at all levels.

SECTION H: (NEW) The maximum number of students to be serviced by a guidance counselor shall be \_\_\_\_\_ at the high school and \_\_\_\_\_ at the elementary and middle schools.

SECTION I: (NEW) The maximum number of students to be serviced by speech pathologists, reading consultants, psychologists, and special education resource room teachers shall be negotiated. Schedules for these professionals shall include testing, report writing and PPT meeting times in addition to lunch and preparation periods.

#### ARTICLE XX: LEAVES

Current language plus:

##### SECTION G: (NEW) Family Care Leave

Teachers shall be granted up to ten (10) Family Care Leave days per year. Teachers shall receive their per diem salary minus the per diem sub pay for each Family Care Leave day. Family Care Leave days may be taken on an emergency basis. Reletter Sections G-H.

**ARTICLE XXI: SALARIES AND PAY PRACTICES**

**I SALARIES - TEACHERS' SCHEDULES**

- A. 1. 1998-1999
2. 1999-2000
3. 2000-2001

Current language on A.4 and A.5.

**SECTION G: WORK YEAR**

The work year for teachers is 183 days, of which 180 are school days. Non-instructional days are negotiated by the parties contiguous to or within the school year. The additional non-instructional days shall be designated for staff development as determined by the Superintendent with the Professional Development Committee. One non-instructional day shall be used for school opening activities.

SECTIONS C and D: Current language

SECTION E: Move to sideletter with salary increases equal to the increase on the maximum step, if the need for the position continues to exist.

SECTION F: Current language

**III MISCELLANEOUS**

SECTION A: Longevity: Increase amounts - same  
\$500 after 15 year or 5 at max.  
\$1000 after 20 years or 10 at max.  
\$1500 after 25 years or 15 at max.

SECTION B: Current language

**ARTICLE XXIII: GROUP INSURANCE**

**SECTION A: Current language**

**SECTION B: Life Insurance**

The Board will subscribe to a group life insurance and accidental death and dismemberment policy of two (2) times the annual salary for each eligible teacher [~~delete: up to a maximum face value of \$75,000~~] at no cost to the teacher.



**SECTION C: Long Term Disability**

Current language except:

1. A monthly benefit payment equal to 75% of the teacher's monthly salary (calculated by dividing by 12 the teacher's annual salary from the Salary Schedule in effect on his or her last day worked), up to a maximum benefit payment of \$4000 per month.

SECTION D.2: All teachers shall contribute, by payroll deduction, the following percentages of premium applicable to the specific insurance plans in which the teachers enroll:

- a) Health Insurance Plan A - Indemnity Option: 10%
- b) Health Insurance Plan B - Point of Service Option: 5%
- c) Dental Plan: 10%

Current language on remainder of article.

**APPENDIX A: TEACHER SALARY SCHEDULES**

- |           |   |
|-----------|---|
| 1998-1999 | Increase the 1997-98 schedule by 5% inclusive of increment. All teachers not on the maximum advance one step.   |
| 1999-2000 | Increase the 1998-99 schedule by 5% inclusive of increment. All teachers not on the maximum advance one step.   |
| 2000-2001 | Increase the 1999-2000 schedule by 5% inclusive of increment. All teachers not on the maximum advance one step. |

**APPENDIX B: COACHES**

1. Adjust coaching salaries to be equal to comparable towns in league.
2. Increase each salary by 5% in each year of the agreement.
3. Provide additional compensation for tournament play beyond regular season.

**APPENDIX C:**

Increase Dean, Chemical Hygiene Officer and Drug Free School Coordinator by 5% in each year of the agreement.

Student Activities Index Points

1998-1999	<u>25.00</u>
1999-2000	<u>26.00</u>
2000-2001	<u>27.00</u>

Middle School Clubs

Coordinator Student Activities:

1998-1999	<u>1500</u>
1999-2000	<u>1600</u>
2000-2001	<u>1700</u>

All other Middle School Positions:

1998-1999	<u>700</u>
1999-2000	<u>750</u>
2000-2001	<u>800</u>

Incorporate Joint Committee Report for category changes.

III. ~~Elementary School Activities and Chaperones:~~ } *Chaperones:*  
Equal to High School chaperone stipend.

IV. Elementary School Council Advisor  
Equal to High School Category E.

Sideletters continue.

**NEW ARTICLE: TEACHER-IN-CHARGE**

The teacher-in-charge in the elementary schools shall act in the place of the Administrator(s) when the Administrator(s) is temporarily absent during before or after the normal work day. The teacher-in-charge shall receive an annual stipend of \$2500 during the term of this Agreement. This position shall be posted annually in each elementary building.



**NEW ARTICLE: EARLY RETIREMENT INCENTIVE PROGRAM**

**I Eligibility**

To be eligible for participation in the plan, a teacher must:

- a) be in active employment as a teacher in the Ridgefield Public Schools during the 1998-99 school year;
- b) have a combined age and length of service as a teacher in the Ridgefield Public Schools of at least 70 years as of June 30, 1999;
- c) have completed at least 15 years of active professional employment in the Ridgefield Public Schools as of June 30, 1999;
- d) submit a written application, on a form prescribed by the Board, to the Director of Personnel prior to the close of business on January 15, 1999;
- e) submit a signed waiver statement prescribed by the Board to the Director of Personnel with the application for consideration. Such letter shall, as a condition of application, waive the individual's rights to any claim against the Board or the Association that in the establishment or implementation of this plan, the Board or the Association has discriminated against any teacher or retiree on the basis of his or her age in violation of State or Federal law, including constitutional provisions, statutes, regulations and case law. The individual also waives the right to file any grievances under the collective bargaining agreement in the matter of this early retirement incentive plan;
- f) submit an unequivocal statement in writing to the Director of Personnel no later than the close of the business day on January 15, 1999 to the effect that he or she is retiring as of June 30, 1999, provided his or her application has been granted by the Board.

**II Incentive**

- a) An applicant, who fulfills the eligibility requirements, shall be paid an incentive benefit of \$10,000 during the 1998-99 school year, \$10,000 during the 1999-2000 school year and \$10,000 during the 2000-2001 school year.
- b) Incentive payments will be made on the first regular pay day in September or on the first regular pay day in January, as elected by the participant.

- c) If the retired teacher receiving the incentive benefit dies before all payments have been made, the payments remaining will be made to the beneficiary designated by the teacher in writing at the time of retirement. Payments made to the beneficiary will be made according to the schedule and at the times set forth above.

III. Health Insurance

A teacher participating in the Early Retirement Incentive Plan may elect to continue membership in the Board's group health plan for teachers, provided he or she pays 100% of the applicable premiums. Retirees will not be permitted to participate in the group life or long term disability plans.

IV. Consideration

As part of consideration for the establishment of this plan, the Association agrees to waive, on behalf of itself, its right to take any grievances to arbitration, file any unfair labor practices, file any civil rights cases or take any civil action against the Board. This waiver on the part of the Association shall not extend to acts which are committed by the Board other than furtherance of this plan.