Wilton CSD Wilton EA 7/1/2006 6/30/2007

WILTON CSD/EA 06-07

AGREEMENT BETWEEN

WILTON COMMUNITY SCHOOL DISTRICT

AND

WILTON EDUCATION ASSOCIATION

JULY 1, 2006 - JUNE 30, 2007

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PRINT DATE: APRIL 2006

AGREEMENT

This Agreement is entered into by and between the Wilton Community School District, by its Board of Directors, and the Wilton Education Association, on behalf of the employees described in Article II below.

I. PREAMBLE

The Board of Education and the Wilton Education Association recognize their obligation and duty to provide an educational program available equally to all young people of the School District.

II. RECOGNITION

The Board of Education recognizes the Association as the sole and exclusive collective bargaining representative for employees in the following unit:

Included: All professional employees including but not limited to, classroom teachers, nurse, librarians, special education teachers, and counselors. Also to include all other professional employees on a regular part-time basis.
Excluded: Superintendent, principals, assistant principals, secretaries, educational associates, janitors, etc., that are not listed as professional employees.

III. EMPLOYEE RIGHTS

The parties recognize that employees have the right to join or assist the Association, to negotiate collectively through the Association, to engage in other lawful concerted activities for the purpose of collective bargaining or other mutual aid or protection, and to file and process grievances as defined in and as provided by Article VI of this Agreement, and to refuse to join the Association or participate in any such activities.

There shall be no interference with, restraint, coercion or harassment of, or discrimination against, any employees because of their exercise of such rights by the Employer, the Association or any employee.

IV. IMPASSE RESOLUTION PROCEDURES

The state guidelines and timeline shall be followed in initiating impasse procedures. The parties shall continue to negotiate until PERB appoints an impartial and disinterested person to act as mediator. It shall be the function of the mediator to bring the parties together to effectuate a settlement of the dispute, but the mediator may not compel the parties to agree. If both parties agree that mediation not be implemented, the impasse moves on to arbitration.

If an impasse persists after the mediation, the parties may continue to negotiate or, the PERB shall have the power, upon request of either party, to arrange for arbitration, which shall be binding. The request for arbitration shall be served upon the other party.

Each party shall submit to the PERB within four (4) days of the request a final offer on the impasse items with proof of service of a copy upon the other party. Each party shall also submit a copy of a draft of the proposed collective bargaining agreement to the extent to which agreement has been reached and the name of its designated Arbitrator.

As an alternative procedure, the two parties may agree to submit the dispute to a single Arbitrator. If the parties cannot agree on an Arbitrator within four (4) days, the selection shall be made pursuant to the procedures set forth two paragraphs immediately below. The full costs of arbitration under this provision shall be shared equally by the parties to the dispute.

The submission of the impasse items to the Arbitrator shall be limited to those issues that had been considered by the mediator and upon which the parties have not reached agreement. With respect to each such item, the Arbitration Board award shall be restricted to the final offers on each impasse item submitted by the parties to the Arbitration Board or to the recommendation of the mediator on each impasse item.

The parties shall attempt to agree upon a single arbitrator. If agreement on the arbitrator is not reached within five (5) days after the request for final offer arbitration, either party may request a list of three (3) arbitrators from the Public Employment Relations Board. The parties shall determine by lot which party shall have the right to remove the first name and shall do so within two (2) days and the other party shall have one additional day to remove one of the two remaining names. The person whose name remains shall be the Arbitrator.

The Board of Education and the Association shall share equally the fees and expenses incurred by the Arbitrator.

The Arbitrator shall at no time engage in an effort to mediate or otherwise settle the dispute in any manner other than that prescribed in this section.

From the time of appointment until such time as the Arbitrator makes a final determination, there shall be no discussion concerning recommendations for settlement of the dispute by the Arbitrator with parties other than those who are direct parties to the dispute. The arbitrator may conduct formal or informal hearings to discuss offers submitted by both parties.

The arbitrator shall consider, in addition to any relevant factors, the following factors:

a. Past collective bargaining contracts between the parties including the bargaining that led up to such contracts.
b. Comparison of wages, hours and conditions of employment of the involved public employees with those of other public employees doing comparable work, giving consideration to factors peculiar to the area and the classifications involved.
c. The interests and welfare of the public, the ability of the public employer to finance economic adjustments on the normal standard of services.
d. The power of the public employer to levy taxes and appropriate funds for the conduct of its operations.

The Arbitrator may hold hearings and administer oaths, examine witnesses and documents, take testimony and receive evidence, issue subpoenas to compel the attendance of witnesses and the production of records.

The Arbitrator may petition the district court at the seat of government or of the county in which any hearing is held to enforce the order of the arbitrator compelling the attendance of witnesses and the production of records.

The Arbitrator shall make a judgment within fifteen (15) days after the first meeting of the most reasonable offer, of the final offers on each impasse item submitted by the parties, or the recommendations of the mediator on each impasse item.

The selection by the Arbitrator and items agreed upon by the public employer and the employee organization, shall be deemed to be the collective bargaining agreement between the parties.

The determination of the Arbitrator shall be final and binding subject to the provisions of section seventeen (17), subsection six (6) of the Iowa Public Employment Relations Act. The Arbitrator shall give written explanation for the selection and inform the parties of the decision.

V. GRIEVANCE PROCEDURE

A "grievance" is defined as a complaint by an employee or group of employees that there has been a misinterpretation, misapplication or violation of a term of this Agreement.

LEVEL ONE: An employee or group of employees with a grievance shall first discuss it with the principal or immediate supervisor, with the objective of

resolving the matter informally, within ten (10) school days from its occurrence or knowledge of its occurrence.

LEVEL TWO: If, as a result of the informal discussion with the principal or immediate supervisor at the level one, a grievance still exists, the aggrieved person or persons may invoke the formal grievance procedure. A completed copy of the grievance form shall be delivered to the appropriate principal or immediate supervisor within ten (10) school days of such informal discussion. If the grievance involves more than one school building, it may be filed with the Superintendent.

The appropriate principal or immediate supervisor shall indicate the disposition of the grievance in writing within five (5) school days of the presentation of the formal grievance.

If the aggrieved person or persons are not satisfied with the disposition of the grievance, or if no disposition has been made within the five (5) school day period, the grievance shall be transmitted to level three.

LEVEL THREE: The Superintendent and, at his/her discretion, a third party, shall meet with the aggrieved person or persons and a representative of the Association within five (5) school days of receipt of the grievance. Within ten (10) school days of receipt of the grievance the Superintendent shall indicate his/her disposition of the grievance in writing.

LEVEL FOUR:

(a) If the aggrieved person or persons are not satisfied with the disposition of the grievance by the Superintendent, or if no disposition has been made within the time limits, the aggrieved person or persons and the Association may meet within five (5) school days of disposition of the grievance to discuss the merits of submitting the grievance to arbitration.

(b) If the Association determines that the grievance is meritorious, it may submit the grievance to arbitration within five (5) school days, only with the approval of the aggrieved person or persons.

(c) Within ten (10) school days after written notice to the Board of submission to arbitration, the Board and the Association shall attempt to agree upon a mutually acceptable Arbitrator and shall obtain a commitment from said Arbitrator to serve. If the parties are unable to agree upon an Arbitrator or to obtain such a commitment within the specified period, a written request for a list of Arbitrators shall be made to the Public Employment Relations Board (PERB) by either party. The list shall consist of five (5) Arbitrators. The parties shall alternatively strike from the list until one name remains. The party having the right to remove the first name shall do so within two (2) school days, and the other party shall have

one (1) additional school day to remove one of the remaining names. The person whose name remains shall be the Arbitrator.

(d) The Arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue a decision no later than fifteen (15) school days from the date of the close of the hearings or, if oral hearings have been waived, then from the date final statements and proof on the issues are submitted to the Arbitrator. The Arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The Arbitrator shall be without power of authority to make any decision which requires the commission of an act prohibited by law or which is in violation of the terms of this Agreement, and shall have no authority to add to, subtract from or otherwise change the terms of this Agreement. The decision of the Arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties.

(e) The costs for the services of the Arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

YEAR END GRIEVANCE

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, it shall be processed in the same manner, and within the same time limits, as if it was being processed during the school year.

VI. DUES DEDUCTIONS

Any employee who is a member of the Association, or who has applied for membership, may have professional dues deducted from their payroll check. The Association's membership officer shall deliver to the district's Business Manager a consolidated listing of all such employees requesting payroll deduction of dues.

This must be done by 12:00 noon on the second Tuesday in September each year. The form of the assignment shall be available through the Association Treasurer.

Pursuant to a deduction authorization, the Board shall deduct one-twelfth (1/12) of the employee's total dues from the regular salary check of the employee each month for twelve (12) months, beginning in September and ending in August for each year.

The Board shall transmit to the Association the total monthly deduction for professional dues within ten (10) school days following each regular pay period. A list of the employees for whom deduction was made shall be submitted to the Association Treasurer by October 1st.

The Association agrees to hold the District, the Board and its representatives harmless against any claims or liability arising out of the operation of this article.

VII. STAFF REDUCTION PROCEDURES

8.1 If the Board determines that employees must be terminated due to a reduction in staff, the following procedures will be followed:

a. Employees with less than three (3) full years of experience in the Wilton Community School District may be terminated at the sole discretion of the Board and without recourse to the grievance procedures of Article VI.
b. In the determination of which employees must be terminated, the Board shall consider employees' (1) certifications by the Iowa Department of Education, (2) qualifications and ability to perform the work required, and (3) their seniority, given equal consideration. Employees to be terminated will be notified as soon as possible, but not later than April 30th.
c. An employee who would otherwise be terminated under "b" may file a request with the Superintendent to be transferred to another position for which the employee believes he/she is qualified, and such transfer requests shall be based on the instructional and educational requirements of the District and applicants' certifications, academic preparation, qualifications and ability to perform the work required, and their seniority.

The above procedures shall not preclude the Board from realigning staff due to curriculum changes.

8.2 The term "seniority" shall mean an employee's length of continuous service in the Wilton Community School District from the most recent date of hire, excluding all time on leaves. If two (2) employees are equal in seniority, the dates such employees executed their initial employment contracts shall control.

8.3 Terminated employees shall have recall rights for two (2) years from date of termination, and shall be recalled to positions for which they are certified and qualified before new employees are hired to fill vacancies in such positions. If an employee on termination status fails to notify the Superintendent of a desire to return to work within five (5) days of receipt of recall notice, any recall rights shall terminate. Employees on termination status due to staff reduction will retain previously accrued seniority, but shall not be eligible for fringe benefits or credit for advancement on the salary schedule. Employees on termination status due to staff reductions, during the period of their recall rights, may continue to participate in the District's group health insurance plan provided they pay the premiums, and provided the carrier approves of their participation.

8.4 Any employee terminated as a result of staff reductions shall utilize the procedures of Chapter 279 of the Iowa Code.

VIII. TRANSFER PROCEDURES

9.1 A "transfer" is the movement of an employee to a different grade level, building or subject area due to a vacancy in the following school year.

9.2 Prior to May 1, the Superintendent shall post in all school buildings (and deliver to the Association President) a list of teaching vacancies for the following school year. Employees who desire transfers to such positions shall submit a transfer request to the Superintendent within ten (10) days of such posting. No later than June 1 the Superintendent shall post (and deliver to the Association President) a list of all transfers. Decisions on transfer requests shall be based on the instructional and educational requirements of the District and applicants' certifications, academic preparation, qualifications and ability to perform the work required, and their seniority.

9.3 Involuntary transfers shall be made as soon as practicable and the Superintendent shall explain the reasons therefore to any employee affected at a personal conference. The individual may appeal the Superintendent's decision to the school board whose decision is final. The Superintendent's or Board's decision does not preclude any grievance rights the employee may have under the terms of this contract.

9.4 Should any grievance be submitted to arbitration under this Article, the authority of the Arbitrator shall be limited to deciding only whether the District was arbitrary and capricious in transferring an employee, and the Arbitrator shall have no power to order any remedy unless such standard is met.

IX. EVALUATION PROCEDURES

10.1 Every employee will be given a copy of the evaluation instrument at the beginning of the school year.

10.2 Prior to any formal evaluation, the appropriate evaluator will review the evaluation instrument and procedures with the individual teacher or groups of teachers.

10.3 Completed evaluation instruments will become a part of the employee's official personnel record.

10.4 There shall be at least two (2) formal classroom evaluations of non-tenured employees annually. Each evaluation will be based on a series of observations to include at least one pre-announced, formal observation of at least twenty minutes. The evaluation process must include both a pre- and a post-conference. Tenured employees shall be evaluated every third year, unless the building principal determines otherwise. Tenured employees shall also have at least one formal classroom observation during the year of the evaluation. All formal classroom observations shall be conducted openly and with full knowledge of the employee. Additional evaluations must be based on a series of observations to include at least one formal observation conducted at least ten days after completion of the previous evaluation.

10.5 A written evaluation shall be returned to the observed instructor within ten (10) days of formal observations. A copy of the instrument shall be given to the employee, reviewed with the employee at such conference, and the instrument shall be signed by both the evaluator and the employee, and the employee's signature shall indicate awareness of, but not necessarily agreement with, the contents thereof. Nothing in this article shall be construed to preclude informal evaluation of an employee in the performance of their duties.

10.6 Employees shall have the right to review the contents of their personnel files, excluding confidential job recommendations. Employees shall be given copies of material placed in their personnel files which were initiated by administrators.

10.7 An employee, as provided in Article XX, D1, may be held on salary on the salary schedule and denied an increment thereon based on performance evaluation, and written notice of the same shall be given to the employee. If an employee is denied a salary increment based upon summary evaluations, the employee shall be given a written improvement plan and undergo the same evaluation program as non-tenured staff for the next two years.

10.8 Evaluations will be based on employees' professional competency.

X. WORK YEAR AND HOURS

Employees covered by this Agreement shall have a one hundred eighty-eight (188) work year, including one hundred eighty (180) teaching days and eight (8) inservice and teacher workdays.

When the school calendar is prepared for the school year, school will not be scheduled on the following days:

Labor Day	New Year's Eve
Thanksgiving	New Year's Day
Christmas Eve	Memorial Day
Christmas Day	President's Day

Mutual agreement with the staff will be necessary if any of the above eight (8) holidays are used to make up missed days.

The normal in-school work week shall be thirty-nine and one half (39 1/2) hours which shall consist of a starting time of 7:45 a.m. and an ending time of 3:45 p.m., except on Fridays the ending time shall be 3:15 p.m. Exceptions may be made with administrative approval. Because the staff who are represented by the Association are professional, the school district expects the staff to fulfill all responsibilities including attendance at meetings before and after school as necessary for meeting student's and parent's needs. Mutual respect and the highest possible professional conduct will be the mutual expectation for all administration and staff. On days preceding holidays and vacations employees may leave their building after the buses leave, provided they have no extra contractual or previously assigned duties on such days.

Within the working hours all employees shall receive a duty-free lunch period of at least twenty-five consecutive minutes each day unless unforeseen unusual circumstances should occur.

Elementary employees shall receive a minimum daily preparation time of forty (40) consecutive minutes, except for early-out schedule (occasionally recess duty or lunch duty at the elementary will be assigned). Junior/Senior High employees shall receive preparation time equal to a period and one-half during a two day block schedule cycle. All employees shall be at their assigned teaching stations at least fifteen (15) minutes prior to classes and within the specified working hours.

Employees' attendance is not required when student attendance is not required due to inclement weather.

Each professional employee shall have the responsibility to attend and participate in student and parent conferences and open houses scheduled during the course of the work year.

XI. SICK LEAVE

Each full-time employee shall be granted leave with pay for personal illness and injury as follows:

The first year of employment	10 days
The second year of employment	11 days
The third year of employment	12 days
The fourth year of employment	13 days
The fifth year of employment	14 days
The sixth and subsequent years of employment	15 days

Employees may use six (6) of their days of sick leave annually in case of illness of the employee's mother, step-mother, father, step-father, husband, wife, brother, sister, child, grandparent, grandchildren, mother-in-law, father-in-law, sister-in-law, or brother-in-law.

Unused sick leave shall be cumulative to a maximum of one hundred twenty (120) days. Reasonable evidence will be required confirming the necessity for sick leave.

At the conclusion of each school year, any employee with an accumulation of days greater than one hundred twenty (120), is granted a third personal day for the following year. (Refer to Personal Leave Article) Ten thousand dollars ($10,000) (including IPERS and FICA) will be designated to be divided by the extra days over 120 sick days at the end of each school year at a maximum rate of $50 per day for each unused sick day. Any unspent money from the annual $10,000 shall be divided evenly among all certified staff members.

If an employee is on an extended contract he/she shall be entitled to one (1) additional sick leave day for each month of twenty (20) working days beyond the normal contract.

If at the opening of the school year, certificated employees are unable to fulfill their contract on the date when the contract is designated to begin, they shall be entitled to draw compensation for any unused sick leave they may have accumulated from prior years of service with the District. All accumulated sick leave is forfeited upon termination of employment.

Any employee who shall sustain any injury due to an accident on school property, or in line of school duty, shall be required to use accumulated leave, and no further compensation shall be required of the District other than that covered by Worker's Compensation insurance, which shall be carried by the District.

Sick leave shall not be used for routine (preventative) medical or dental examinations. However, when medical or dental appointments must be made

during work hours, only the hours used shall be deducted from the leave time.

A pregnant employee may use accumulated sick leave for the period of her actual disability due to pregnancy or the complications thereof. An employee's leave due to pregnancy shall begin and shall end on the dates designated by the District, based on the medical recommendations of the employee's physician and the instructional and educational needs of the District. The normal period of compensable disability shall be thirty (30) days, and medical evidence of further disability shall be required for additional paid leave. Summer births shall immediately initiate the thirty-day disability period, and the teacher is expected to be at her teaching post upon completion of the thirty days, unless medical evidence of further disability is provided. i.e. a July 15 birth means that the teacher would be teaching regularly approximately September 1. The District reserves the right to verify such medical evidence of further disability, which shall be required for additional paid leave. The district reserves the right to verify such medical evidence by a physician of its choice (at District cost).

All benefits, including insurance, shall be continued during the time the employee's sick leave is used. The employee shall have the opportunity to continue insurance coverage as determined by the Consolidated Omnibus Budget Reconciliation Act (COBRA).

An employee shall be entitled to all raises and increments upon her return if the employee teaches at least eighty (80) teaching days in that school year. This 80-day period need not be continuous.

Leaves of absence will not be extended beyond one year.

In cases of adoption of a child, these provisions shall apply where appropriate.

XII. PROFESSIONAL LEAVE

An employee may be excused from his/her regular instructional duties for the purpose of attending a function closely related to the employee's contractual obligations. These absences from duty must have the approval of the Building Principal and Superintendent.

No pay deduction shall be made for such approved absences except when monetary compensation is received by the employee for participation.

If the District requests professional leave, the District will pay the cost of a substitute teacher, the registration fee, lodging, meals, and transportation (a District vehicle, if available, or cost-per-mile allowance as established by State if not). Reimbursement for incurred expenses must be supported by receipts. Lodging will be at the single room rate.

If the employee requests professional leave, the District will pay the cost of a substitute teacher, registration fee, and transportation (as above).

No employee shall be permitted to attend more than one (1) convention in a subject area per year.

A contractual employee must make a written request on a form, provided by the Principal, for such absence at least a month in advance, or if dates are not known that early, when notification is given of the meeting. The teacher shall receive a written response from the building principal within five (5) calendar days of the time the request is submitted. The employee's written request and the Principal's response shall be included in the employee's personnel file.

XIII. BEREAVEMENT LEAVE

In case of the death of a close relative (defined as a mother, step-mother, father, step-father, husband, wife, brother, sister, child, grandparent, grandchildren, mother-in-law, father-in-law, sister-in-law, or brother-in-law) bereavement leave, up to five (5) days will be allowed with full pay. Employees may be granted up to one (1) day in the event of death of a friend or relative outside the employee's immediate family as defined above. In the event of the death of an employee or student in the Wilton School District, the Principal or Superintendent of said employee or student may grant to an appropriate number of employees' sufficient time to attend the funeral.

XIV. JURY LEAVE

Any employee required to perform jury duty or required to appear and testify in a judicial proceeding (excluding proceedings in which the employee, Association or District is a party) shall be granted leave for such purpose and shall receive the difference between his/her normal compensation and the compensation received from such duty.

XV. PERSONAL LEAVE

At the beginning of each school year each employee shall be credited with two (2) days of paid personal leave, to be used for any purpose at the discretion of the employee. Employees may choose to accumulate personal days up to a maximum of three (3). The employee will notify the building principal of his/her intention to use personal leave at least three (3) days in advance, except in cases of emergency.

Those employees who have earned a third personal day as a result of meeting the sick leave incentive, (Refer to Sick Leave Article) qualify for reimbursement of unused personal days at the rate of $50 per unused personal day. Reimbursement will be included in the June paycheck.

Personal leave will not be allowed during the first or last ten (10) days of the school year, on any of the eight (8) teacher in-service or work days, or on the day before or day after holidays and vacations, except in cases of emergency. "Emergency" shall include the illness of an employee's mother, step-mother, father, step-father, husband, wife, brother, sister, child, grandparent, grandchildren, mother-in-law, father-in-law, sister-in-law, or brother-in-law, and/or a major family obligation. Denial of this leave provision is not grievable.

XVI. ASSOCIATION LEAVE

The employee designated to attend the Iowa State Education Association's delegate assembly shall be granted two (2) days leave with pay annually for such purpose and the Board will pay for the cost of substitutes.

XVII. MISCELLANEOUS LEAVE

Leave of absence with full or partial pay may be approved in writing by the Superintendent for good reason. Leave of absence without pay may be approved in writing by the Superintendent.

XIII. UNPAID LEAVE

In addition to the leaves provided elsewhere in this Agreement, an employee may be granted an unpaid leave by the Superintendent, in the sole and exclusive judgment of the Superintendent and upon such terms and conditions as the Superintendent shall specify.

Ten (10) days of parental leave may be granted by the Superintendent for the activities involving minor children.

Consistent with the Family Medical Leave Act, each employee who has been employed at least twelve (12) months and who has worked at least 1,250 hours during the preceding twelve (12) months will be granted a maximum of twelve (12) weeks unpaid leave of absence each year. For purposes of calculating the twelve (12) week period, the year will be defined as the contract year established by this Agreement, beginning on July 1, 2006 and ending on June 30, 2007.

Under this section, family and medical leave will only be granted for the following purposes:

*for the employee's serious health condition that makes the employee unable to perform the essential functions of the employee's position;
*to care for the employee's spouse, child or parent who has a serious health condition;
* the birth and care of an employee's child; or
* to care for a child placed with the employee through adoption or foster care.

Employees may utilize any existing paid leave provided by this Agreement which will be counted toward the twelve (12) week family and medical leave period in this section to the extent which the purpose for such leave is for a purpose provided above and which is for a purpose established under the existing paid leave provision from which the paid leave will be taken. Upon exhaustion of paid leaves counted toward the twelve (12) week family and medical leave period, any remaining family and medical leave taken will be unpaid.

The District shall continue the District's contributions towards health insurance on behalf of the employee for up to twelve (12) weeks. If the employee has more than twelve (12) weeks of paid leave available, the District shall remit the employee's contribution toward health insurance by the date the District makes payment to the insurance carrier or within thirty (30) days thereafter. The employee will be required to reimburse the District for any employee-owned benefit contributions made by the District on the employee's behalf while the employee was on unpaid leave under this section.

The District may require an employee to provide written certification from a health care provider when an employee requests leave under this section for employee's own serious health condition or to care for the employee's parent, spouse or child with a serious health condition. All other relevant terms and conditions of the Family Medical Leave Act not addressed herein will apply and supersede any conflicting provisions of this Agreement.

XIX. INSURANCE

Employees shall be covered by health and major medical, vision and dental programs as selected and paid for by the Board. New part-time employees shall receive insurance benefits in proportion to their number of hours worked.

The Board shall pay the entire cost of an employee's health and major medical coverage and sixty percent (60%) of dependent's coverage, the entire cost of the employee and dependents' dental coverage, and the cost of the employee only for vision coverage. Those employees may, in lieu of family medical insurance may elect to receive a tax-sheltered annuity, as selected by each employee, in the amount of $1,000 per year payable each June. Notification must be made to the Business Manager by April 1st. It is the responsibility of each eligible employee to arrange for the carrier to submit a billing to the Business Manager by June 1st.

Certified employees and all employees included in the master contract shall be covered by a long-term disability insurance policy as selected and paid for by the Board.

The Board-provided insurance programs shall be for twelve (12) consecutive

months (beginning September 1st and ending August 31st). Employees new to the District shall be covered by Board-provided insurance no later than one (1) month after initial employment.

XX. SALARY

A. The salary schedules for employees covered by this Agreement and effective for the 2006-2007 school year are set forth in Schedules A, B and C attached hereto.

B. Special Personnel and Extended Contracts
All present employees on extended contracts shall have their pay for such employment calculated as is presently done.

Any employee whose employment begins after the effective date of this Agreement shall receive scheduled pay for the regular school term plus per diem pay for extended employment.

Employees contracted for summer work not paid according to another agreed upon amount shall be paid One Hundred Dollars ($100) per day. Summer curriculum work shall be on a volunteer basis.

Because of the advantages for the student and the lack of availability of substitute teachers, staff members will be reimbursed for taking extra classes as substitutes during their work periods. The sub pay will be considered the amount for reimbursement. We have a four period day at the Jr/Sr High School - the sub pay would be divided into four periods and would allow the option of two staff members dividing the period up equally. The Board recognizes that the teacher can make the choice not be a substitute. Only teachers who have open periods at the time needed would be considered. It is the Board's desire that the prep time needs take a higher priority than the substitute teaching time.

C. Placement on Salary Schedule
1. Adjustment to salary schedule - Each employee shall be placed on his/her proper step of the salary schedule as of the effective date of this Agreement and in accordance with paragraph 2 below. Any employee teaching eighty (80) days of any school year shall be given full credit for one (1) year of service toward the next increment step for the following year.

2. The Board and the Association agree that newly hired employees shall be initially placed on the salary schedule at a step to be determined by the Board in its sole and exclusive discretion.

D. Advancement on Salary Schedule
1. Increments - Employees on the regular salary schedule shall be granted one increment or vertical step on the schedule for each year of successful service as determined by

performance evaluation until the maximum for their educational classification is reached. A year of service consists of employment in the Wilton Community School District for eighty (80) teaching days or more in one school year.

2. Educational Lanes - Employees on the regular schedule who move from one educational lane to a higher educational lane shall move to the corresponding eligible step on the higher lane. For an employee to advance from one educational lane to another he/she shall file suitable evidence of additional educational credit with the Superintendent no later than ten (10) days after the beginning of the school year and pay adjustments shall be retroactive to the beginning of the school year. Credit for additional education providing for lane change for employees is subject to approval by the Superintendent. Credit will be recognized for completed work directly in the teacher's area of instruction and for work completed including recertification credits, that can be construed as enhancing teacher skills. Recertification credits must be credits that could be granted for institutional credit. Many recertification courses currently offer the option of taking the course for recertification credits or for college credits. The college credits option normally is at a significant additional costs for the participants. A total of five (5) recertification credits would be recognized during a career for salary advancements. A recertified credit must be a class of at least 15 hours. All advancing credits must have the prior approval of the Superintendent.

No advancement on the salary schedule will be granted after the opening of the school year. The Superintendent must be given written notification by June 1st of a teacher's intention to attend summer school in order to receive schedule advancement.

E. Longevity

Employees who have a combination of twenty (20) years of educational experience as credited by the Wilton Community School District and BA+30 hours are eligible for the annual longevity payment of $750. Employees who have a combination of seventeen (17) years of educational experience as credited by the Wilton Community School District and an MA are eligible for the annual longevity payment of $900. Employees who have a combination of twenty (20) years of educational experience as credited by the Wilton Community School District and an MA are eligible for the annual longevity payment of $900.

F. Method of Payment

Employees shall be paid their salary in twelve (12) equal installments.
Employees shall receive their pay checks at their regular building on the 20th of each month or on the nearest regular school day before the 20th, should the 20th fall on a weekend or holiday. During the months when school is not in session, the employee may designate an alternate form of delivery.

G. Moving Expenses
Employees who move into the Wilton School District shall be allowed up to $200 actual cost of moving household goods per family. When another member of the family also receives a moving allowance, the total amount of the payment from all employer sources shall not exceed cost of the move. An employee shall only be eligible for this benefit one time during his/her employment.

H. Nurse Salary
Any nurse with a BS degree will be compensated according to Schedule A. If the nurse has no BS, then Schedule C will be used. (Schedule C is attached)

XXI. INSURANCE ADJUSTMENT OF SETTLED PACKAGE

Any corrected numbers due to insurance adjustments must still total the full amount of the dollars generated by the settled package. Positive corrections will result in an increased base salary reflecting all corrections. Any negative corrections will be absorbed by the school district and will not affect the remainder of the settled package or schedules A, B, and C.

XXII. DURATION

This Agreement shall constitute the entire Agreement between the parties and it shall be effective from July 1, 2006, and shall continue in effect through June 30, 2007.

IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their respective presidents on the 11th day of April 2006, 2006.

WILTON EDUCATION ASSOCIATION

BY Joseph W. Pott

WILTON COMMUNITY SCHOOL DISTRICT

BY Linda A. Duncan

WILTON COMMUNITY SCHOOL DISTRICT
2006 - 2007 SALARY SCHEDULE "A"

STEPS	INDEX	BA	INDEX	BA+10	INDEX	BA+20	INDEX	BA+30	INDEX	MA	INDEX	MA+10	INDEX	MA+20
ONE	1.00	$25,400	1.04	$26,416	1.08	$27,432	1.12	$28,448	1.16	$29,464	1.20	$30,480	1.24	$31,496
TWO	1.04	$26,416	1.08	$27,432	1.12	$28,448	1.16	$29,464	1.20	$30,480	1.24	$31,496	1.28	$32,512
THREE	1.08	$27,432	1.12	$28,448	1.16	$29,464	1.20	$30,480	1.24	$31,496	1.28	$32,512	1.32	$33,528
FOUR	1.12	$28,448	1.16	$29,464	1.20	$30,480	1.24	$31,496	1.28	$32,512	1.32	$33,528	1.36	$34,544
FIVE	1.16	$29,464	1.20	$30,480	1.24	$31,496	1.28	$32,512	1.32	$33,528	1.36	$34,544	1.40	$35,560
SIX	1.20	$30,480	1.24	$31,496	1.28	$32,512	1.32	$33,528	1.36	$34,544	1.40	$35,560	1.44	$36,576
SEVEN	1.24	$31,496	1.28	$32,512	1.32	$33,528	1.36	$34,544	1.40	$35,560	1.44	$36,576	1.48	$37,592
EIGHT	1.28	$32,512	1.32	$33,528	1.36	$34,544	1.40	$35,560	1.44	$36,576	1.48	$37,592	1.52	$38,608
NINE	1.32	$33,528	1.36	$34,544	1.40	$35,560	1.44	$36,576	1.48	$37,592	1.52	$38,608	1.56	$39,624
TEN	1.36	$34,544	1.40	$35,560	1.44	$36,576	1.48	$37,592	1.52	$38,608	1.56	$39,624	1.60	$40,640
ELEVEN	1.40	$35,560	1.44	$36,576	1.48	$37,592	1.52	$38,608	1.56	$39,624	1.60	$40,640	1.64	$41,656
TWELVE	1.44	$36,576	1.48	$37,592	1.52	$38,608	1.56	$39,624	1.60	$40,640	1.64	$41,656	1.68	$42,672
THIRTEEN	1.48	$37,592	1.52	$38,608	1.56	$39,624	1.60	$40,640	1.64	$41,656	1.68	$42,672	1.72	$43,688
FOURTEEN	1.52	$38,608	1.56	$39,624	1.60	$40,640	1.64	$41,656	1.68	$42,672	1.72	$43,688	1.76	$44,704
FIFTEEN					1.64	$41,656	1.68	$42,672	1.72	$43,688	1.76	$44,704	1.80	$45,720
SIXTEEN							1.68	$42,672	1.76	$44,704	1.80	$45,720	1.84	$46,736
SEVENTEEN							1.68	$42,672	(+)900	$45,604	(+)300	$46,020	(+)300	$47,036
EIGHTEEN							1.68	$42,672		$45,604	(+)300	$46,320	(+)300	$47,336
NINETEEN							1.68	$42,672		$45,604	(+)300	$46,620	(+)300	$47,636
TWENTY							(+)750	$43,422	(+)900	$46,504	(+)600	$47,220	(+)600	$48,236

WILTON COMMUNITY SCHOOL DISTRICT
2006-2007 SALARY SCHEDULE "B"

BASE: **$25,400**

STEPS	ONE	TWO	THREE	FOUR	FIVE
HEAD VARSITY includes: FB, VB, WR, GBB, BBB, BB, SB	$3,571 14.06%	$3,693 14.54%	$3,820 15.04%	$3,952 15.56%	$4,343 17.10%
HEAD VARSITY: includes GOLF, CROSS COUNTRY, BTR, GTR, HS INSTRUMENTAL MUSIC	$3,370 13.27%	$3,504 13.79%	$3,643 14.34%	$3,789 14.92%	$4,219 16.61%
HS VOCAL MUSIC HS SPEECH	$2,341 9.22%	$2,436 9.59%	$2,534 9.98%	$2,635 10.37%	$2,741 10.79%
ASST. VARSITY COACHES	$1,931 7.60%	$2,009 7.91%	$2,090 8.23%	$2,171 8.55%	$2,375 9.35%
JH HEAD COACHES HS ACADEMIC TEAM	$1,520 5.98%	$1,581 6.23%	$1,646 6.48%	$1,710 6.73%	$1,780 7.01%
ASST. JH COACHES HS CHEERLEADING STEPPERETTES, SCHOOL PLAY	$911 3.59%	$950 3.74%	$986 3.88%	$1,025 4.04%	$1,067 4.20%
FCCLA ELEM/JH BAND & MUSIC	$1,037 4.08%	$1,076 4.24%	$1,120 4.41%	$1,165 4.59%	$1,213 4.77%
HS STUDENT COUNCIL JH STUDENT COUNCIL JH CHEERLEADING NEWSPAPER & YEARBOOK	$542 2.13%	$564 2.22%	$587 2.31%	$609 2.40%	$634 2.50%
DRIVERS' EDUCATION	$19.30 0.076%	{Hourly rate}			

NOTE: SALARY AMOUNTS ARE ROUNDED.

JR CLASS SPONSORS: DIVIDE BASE BY NUMBER OF CONTRACT DAYS.
EACH SPONSOR RECEIVES THIS AMOUNT.

ACTIVITY DUTIES: $20.00 PER EVENT

PEP BUS CHAPERONE: $20.00 PER TRIP

THE BOARD AND THE ASSOCIATION AGREE THAT NEWLY HIRED EMPLOYEES SHALL BE INITIALLY PLACED ON THE SALARY SCHEDULE AT A STEP TO BE DETERMINED BY THE BOARD IN ITS SOLE AND EXCLUSIVE DISCRETION.

SALARIES OF THE ACTIVITIES DIRECTOR & ASST ACTIVITIES DIRECTOR SHALL BE NEGOTIATED WITH THOSE PERSONS.

WILTON COMMUNITY SCHOOL DISTRICT
2006-2007 SCHEDULE "C" - NURSE

STEP	INDEX	SALARY
ONE	1.00	$25,400
TWO	1.02	$25,908
THREE	1.04	$26,416
FOUR	1.06	$26,924
FIVE	1.08	$27,432
SIX	1.10	$27,940
SEVEN	1.12	$28,448
EIGHT	1.14	$28,956
NINE	1.16	$29,464
TEN	1.18	$29,972
ELEVEN	1.20	$30,480
TWELVE	1.22	$30,988
THIRTEEN	1.24	$31,496

Note: Schedule "C" is for nurses that do not qualify for Schedule "A."