

**AGREEMENT**  
**BETWEEN**  
**THE LEBANON BOARD OF EDUCATION**  
**AND**  
**THE LEBANON EDUCATION ASSOCIATION**

**July 1, 2020 to June 30, 2023**

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**PROFESSIONAL AGREEMENT  
BETWEEN  
THE LEBANON BOARD OF EDUCATION  
AND  
THE LEBANON EDUCATION ASSOCIATION**

**PREFACE**

THIS AGREEMENT IS MADE AND ENTERED INTO ON THIS \_\_\_\_ day of October, 2019, by the Lebanon Board of Education (hereinafter referred to as the “Board”) and the Lebanon Education Association (hereinafter referred to as the “Association”).

**ARTICLE I  
RECOGNITION**

The Board hereby recognizes the Lebanon Education Association as the exclusive representative of teachers. The term “teacher” is defined as a certified professional employee of the Board in a position requiring a teacher or other certification, including those teachers holding a Durational Shortage Area Permit (DSAP) and who is not included in the administrator’s unit or excluded from the preview of §§10-153a through 10-153g of the Connecticut General Statutes, as amended.

The Board agrees that it will not negotiate with any individual or organization of teachers other than the Lebanon Education Association on mandatory subjects of bargaining as long as said Association retains organizational recognition status.

The term “Board of Education” or “Board”, as used in this Agreement, shall mean the Board or its designee. The term “Superintendent of Schools” or “Superintendent”, as used herein, shall mean the Superintendent or his or her designee.

**ARTICLE II  
DUES DEDUCTIONS**

**1. Members**

All teachers who elect to join the Association shall sign and deliver to the Association, if they have not already done so, a voluntary authorization for the payroll deduction of membership dues of the Lebanon Education Association, the CEA and NEA.

**2. Partial Year Employment**

Those teachers whose employment commences after the start of the school year, or ends before the completion of the year, shall pay a prorated amount equal to the

percentage of the school year employed.

**3. Forwarding of Monies**

The Board agrees to forward to the Lebanon Education Association each month all monies deducted during that month for local dues deduction. The Board further agrees to send each month all monies deducted during that month for CEA and NEA dues deduction to the Connecticut Education Association, 21 Oak Street, Hartford, Connecticut.

**4. Lists**

No later than the first paycheck in October of each school year, the Board shall provide the Association with a list of all teachers of the Board of Education and the positions held by said teachers. The Board shall notify the Association monthly of any changes in said list.

**5. Hold Harmless Clause**

The Association shall protect and save harmless the Board of Education from financial loss or expense, including legal fees and costs, if any, arising out of any and all claims, demands, liabilities, suits or judgments by reason of the implementation of this Article, whether such financial loss or expense results from judicial, administrative, arbitral, settlement or other proceedings.

### **ARTICLE III UNDISRUPTED PERFORMANCE**

During the term of this Agreement, including any extension provided by the holdover section of this Agreement, there will be no strikes or refusals to render services. The Association agrees that it will not authorize, instigate, sanction or condone any such action or event. The Association, its officers and other agents shall promptly take such reasonable action to prevent the occurrence of or to stop the continuance of any actual or imminent strike or concerted refusal to render service. Such reasonable action shall include notification to all employees in the event of any concerted action or disturbance that such action or disturbance is unauthorized and in violation of the contract.

### **ARTICLE IV GRIEVANCE PROCEDURE**

**4.A Purposes and Definition**

4.A.1 The purpose of this procedure is to grant recognition to the mutual obligation of the Board and the Association to achieve amicable and expeditious solutions to problems which may arise regarding the interpretation or application of the express provisions of this contract. This procedure is intended to secure, at the

lowest possible level of the employee-employer relationship, equitable solutions to such problems.

Accordingly, the Board and the Association agree that during the life of this contract all grievances between them or between the Association and the administration shall be settled in accordance with the provisions of this grievance procedure. However, nothing herein shall be construed to prevent any individual employee from (a) informally discussing a complaint with his or her immediate superior or (b) processing a grievance in his/her own behalf in accordance with the grievance procedure hereinafter set forth, excluding arbitration.

4.A.1.a A "grievance" shall mean a claim upon an event or condition which affects the welfare or conditions of employment of a teacher or a group of teachers and/or a dispute arising from the interpretation or application of the language of this Agreement or an alleged breach thereof. All grievances may be processed through Level III (Board of Education). Grievances in which there has been a violation, misinterpretation, or misapplication of a specific and explicit provision of the contract may be processed through the grievance procedure to binding arbitration by the Association.

4.A.1.b "Days" shall mean days when school is in session, except after June 1st when days shall mean calendar days, so that the matter may be resolved before the end of the school term or as soon as possible thereafter.

4.A.1.c The procedure set forth under Conn. Gen. Stat. §10-151 is the exclusive remedy for any teacher aggrieved by the nonrenewal or termination of his or her employment contract. A complaint concerning such nonrenewal or termination shall not constitute a grievance under this Agreement. However, the Association may bring a claim that there has been a misinterpretation or misapplication of Article VII entitled Reduction in Force, to the Board of Education level as a non-arbitrable grievance under this procedure.

#### **4.B Time Limits**

4.B.1 Since it is important that the grievance be processed as rapidly as possible, the number of days indicated at each step shall be considered a maximum. The time limits specified may, however, be extended by written agreement of the parties in interest. If a teacher or the Association does not present a grievance for disposition set forth herein within 20 days after the teacher or the Association knew or should have known of the act or condition complained of, the grievance shall be considered to have been waived.

4.B.2 Failure by the teacher(s) at any level to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision

rendered at that level, and such decision shall there-after be binding upon the teacher(s) and the Association. If the Board's representative at any level fails to render a decision and the reasons thereof in writing within the specified time limits, the grievance shall be deemed denied and the teacher may appeal to the next level.

**4.C Informal Procedure**

If a teacher(s) feels that he/she may have a grievance, he/she may first discuss the matter with the principal or other appropriate administrator in an effort to resolve the problem informally. The teacher(s) shall have the right to request that a member of the Association be present as a party in interest.

**4.D Formal Procedure**

**4.D.1 Level One - School Principal**

4.D.1.a If a teacher is not satisfied with the outcome of informal procedures, he/she must submit a written statement of his/her grievance to the principal or immediate supervisor within twenty 20 days after the teacher or the Association knew or should have known of the act or condition complained of, otherwise the grievance shall be considered to have been waived. The written statement of the grievance shall include a statement of the facts, the contract provision claimed violated, and the remedy requested.

4.D.1.b The principal shall, with five (5) days after receipt of the written grievance, render his/her decision and the reasons therefor in writing to the teacher with a copy to the Association.

**4.D.2 Level Two - Superintendent of Schools**

4.D.2.a If a teacher is not satisfied with the disposition of his/her grievance at Level One, he/she may, within five (5) days after the decision (or within five days of the date the decision is due) submit his/her written grievance to the Superintendent or his/her designated representative. The written statement of grievance shall include a statement of the facts, the grounds of the appeal to Level Two, and the remedy requested. No change shall be made in the subject matter of the original grievance, with the understanding that procedural issues may be raised at any level.

4.D.2.b The Superintendent or his/her designated representative shall, within seven (7) days after receipt of the referral, meet with the teacher for the purpose of resolving the grievance.

4.D.2.c The Superintendent or his/her designated representative shall, within seven (7) days after the meeting, render his/her decision and the reasons thereof in writing to the teacher, with a copy to the Association.

**4.D.3            Level Three - Board of Education**

4.D.3.a        In the event a grievance is not resolved at Level Two, the teacher may, within seven (7) days after the Superintendent's decision (or within seven days of the date the decision is due), submit the grievance to the Board. The written statement of the grievance shall include a statement of the facts, a reference to the explicit provision of this contract or Board Policy which the teacher claims has been violated, the grounds of the appeal to Level Three, and the remedy requested. No change shall be made in the subject of the original grievance, with the understanding that procedural issues may be raised at any level.

4.D.3.b        The Board of Education or its designated committee shall meet with the teacher for the purpose of resolving the grievance, not later than fifteen (15) days after receipt of the grievance.

4.D.3.c        The Board shall, within ten (10) days after such meeting, render its decision and the reasons therefor in writing to the teacher, with a copy to the Association.

**4.D.4            Level Four - Arbitration**

4.D.4.a        In the event a grievance is not resolved at Level Three, the teacher may, within five (5) days after the decision, request in writing to the President of the Association or his/her designee that his/her grievance be submitted to arbitration.

4.D.4.b        The Association may, within five (5) days after receipt of such request, submit the grievance to arbitration by so notifying the Board in writing, and by filing a demand for the arbitration under the Voluntary Labor Arbitration Rule of the American Arbitration Association, which shall act as the administrator of the proceedings and conduct them in accordance with its administrative procedures, practices and rules.

In no event shall submission to the American Arbitration Association be made after the expiration of the time period set forth in the preceding paragraph. No employee may file for arbitration as an individual; only the Association may file an appeal for arbitration hereunder.

4.D.4.c        The arbitrator selected shall confer promptly with representatives of the Board and the Association, shall review the record of prior meetings, and shall hold such further meetings with the teacher and other parties in interest as he/she shall deem requisite.

4.D.4.d        The arbitrator shall render his/her findings of fact, reasoning, and conclusions on the issues submitted and shall make appropriate compensatory awards when necessary. The decision of the arbitrator shall be final and binding on all parties and shall be the exclusive remedy for breach of this Agreement, except that the

parties do not waive their legal right to appeal the arbitrator's award pertaining to such grievance as permitted by law. In any such appeal or in any action to determine the arbitrability of the claim in dispute, the issue of arbitrability shall be a question of law for the court to determine.

4.D.4.e The cost for the services of the arbitrator shall be borne equally by the Board and the Association.

4.D.4.f The arbitrator shall hear and decide only one grievance in each case. He/she shall be bound by and must comply with all the terms of this Agreement. He/she shall not have the power to add to, delete from, or modify in any way any of the provisions of this Agreement.

**4.E Rights of Teachers to Representation**

4.E.1 Any party in interest may be represented at any level of the procedure by an Association representative. When a teacher is not represented by the Association, the Association will be promptly notified and have the right to be present and to state its views at all stages of the procedure. The Association agrees to represent all teachers as required by law.

4.E.2 The Association may, if it so desires, call upon the professional services of the Connecticut Education Association for consultation and assistance at any stage of the procedure.

**4.F Miscellaneous**

4.F.1 All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personal files of the participants. Nothing herein shall be deemed to eliminate the Board's responsibility to maintain records consistent with law, including but not limited to the Freedom of Information Act.

4.F.2 If the grievance occurs as a result of an action of other than the teacher's immediate superior or affects a group or class of teachers, the grievance may be processed immediately at Level Two of the formal procedure, within the time limits set forth in Section 4.B.

4.F.3 For the purpose of this Article, the term "immediate superior" shall mean the teacher's immediate, non-bargaining unit superior.



**ARTICLE V  
SALARY AND BENEFITS**

**5.A Salary Schedule and Extra-Curricular Activity Pay**

**5.A.1 Base Pay**

5.A.1.a The base salary of the teacher will be determined by the schedule as provided in Appendix A.

5.A.1.b A teacher will be placed on a salary lane corresponding to his or degree status following the district's receipt of notice that the teacher has completed all requirements for such a degree. Changes to a teacher's degree status occurs once a year, on September 1. The Board shall post a notice, in the first week of January, alerting teachers of this deadline.

5.A.1.c For the purpose of placement on the salary schedule, degree tracks are defined as follows:

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

Masters: A master's degree earned in a planned program at an accredited college or university or thirty (30) graduate credits earned in a planned program at an accredited college or university after completion of the bachelor degree. Teachers hired after July 1, 2017 must have a master's degree and are not eligible for placement on this salary lane for thirty (30) graduate credits beyond a bachelor degree.

6th Year: A sixth year certificate earned in a planned program at an accredited college or university, or two masters degrees earned in planned programs at an accredited college or university, or a doctorate degree earned at an accredited college or university.

PHD: Those teachers holding a doctorate degree earned in a planned program from an accredited college or university shall receive a salary stipend of \$1,000.00.

5.A.1.d Teachers employed in Agricultural Science & Technology Education (ASTE) shall be paid a salary calculated by multiplying the number of teacher work days by the appropriate salary set forth in the teacher salary schedule divided by one hundred eighty-six (186). Such teachers shall work fifteen (15) additional days beyond the regular teacher work year on a per diem basis. The administration and ASTE teachers shall attempt to schedule these additional work days by mutual agreement. Involuntary schedule assignments shall only be made if they cannot be filled by agreement or volunteering. Notice of such assignment will

be given no less than thirty (30) calendar days prior to the end of the school year.

- 5.A.1.e Teachers who act as tutors, homebound instructors, develop curriculum or other duties outside of the teacher work day/year will be compensated at a rate of \$35/hour.

**5.A.2 Longevity Pay**

- 5.A.2.a A longevity payment of \$625 will be awarded to individuals hired prior to July 1, 2020 who have been on maximum for more than one year.

- 5.A.2.b Longevity awards are governed by the same criteria as step advancement.

**5.A.3 Department Head/Team Leader**

- 5.A.3.a The stipend for Department Head/Team Leader for a department or team with two or more members and stipends for other extra professional activities shall be found in Appendix B. The amount of the stipend shall be set by agreement between the Lebanon Board of Education and the Lebanon Education Association, provided that no stipend is payable for a department or team with less than two members.

- 5.A.3.b Department heads/team leaders shall be appointed for a period of one year by the Superintendent of Schools, who shall consider the recommendations of the members of the department and the principal.

- 5.A.3.c The Board will pay stipends for Department Heads/Team Leaders on a prorated basis throughout the academic year together with regular salary payments.

- 5.A.3.d The definition of duties, rights and responsibilities is provided by Board Policy.

- 5.A.3.e The assumption of department head/team or unit leader duties is voluntary on the part of any teacher.

- 5.A.3.f Department head/team or unit leader assignments may be reassigned for reasonable cause during the school year at the discretion of the Superintendent or his/her designee, who shall consider the recommendations of the department/team members and the principal.

**5.A.4 Extra-Curricular Activity Stipends**

- 5.A.4.a The stipends for extra-curricular activities as defined in 6.A.1 shall be found in Appendix C.

- 5.A.4.b The acceptance of extra-curricular duties in any activity is at the option of the teacher. Acceptance of the responsibility for an activity will be evidenced by

signing a separate contract as shown in Appendix E.

- 5.A.4.c The amount of the stipends for any activity shall be set by agreement between the Lebanon Board of Education and the Lebanon Education Association. However, the Board shall not in any way be restricted in the establishment of new positions.

If a new position, different in kind from existing positions, is established after the culmination of negotiations, the amount of the stipend shall be negotiated between the Board and the Association.

- 5.A.4.d The Lebanon Board of Education may add or delete an activity at any time. The Superintendent and/or his/her designee shall present the activity to the staff and choose an applicant for the position who is best qualified, in the discretion of the Superintendent and building principal, and may reassign an activity during the school year. If qualifications are equal, staff members shall be given preference. If an activity is deleted, the stipend will be pro-rated to compensate an employee for any time already contributed to the activity.

**5.A.5 Miscellaneous**

- 5.A.5.a Teachers will be paid every second Thursday via direct deposit.

- 5.A.5.b Each teacher shall have the option of choosing a payment plan of twenty-two (22) equal payments or twenty-two (22) payments with the last payment equivalent to 5/26 of annual salary. Teachers must inform the district which option they will utilize by July 1st and may not change the selected option during the school year. If a teacher does not select an option, he/she will be paid in twenty-two (22) equal payments.

- 5.A.5.c A teacher entering the system will be granted credit for years of previous teaching experience in an accredited school or college as provided in Appendix A, provided however that no new teacher will be placed at a step on the salary scale higher than a current Lebanon teacher with the same years of experience. This section shall apply to teachers rehired after a break of service in Lebanon. Teachers presently in the system shall advance one step annually, if the contract provides for step advancement for that year. In addition, a newly hired teacher with work experience deemed relevant to his or her position by the Superintendent shall be placed on Step 1 (or higher, based on previous teaching experience as set forth above) and may be credited with such work experience and be placed up to Step 10 on the new step schedule as determined by the Superintendent. For the purpose of salary placement, such work experience shall be deemed the equivalent of teaching experience, and the teacher shall not be placed higher than a current Lebanon teacher with the same years of teaching experience.

5.A.5.d Part-time service will be credited in a ratio according to the proportion of time assigned as related to the assigned working year of a full-time teacher, to determine the teacher's FTE (full-time equivalent).

Salary for part-time service shall be a teacher's FTE multiplied by the appropriate annual salary pursuant to the salary schedule.

If a part-time teacher teaches the equivalent of a full-time service year (defined as 100 days or 5/9 of the school year, whichever is greater) during the school year, the teacher will be eligible for step advancement the following July 1 if the contract provides for step advancement for that year.

5.A.5.e Each year a teacher may make a written request that the following deductions be made (any request to change the deduction will cause that item to be dropped for that year): professional association dues, annuities, credit union, Connecticut State 457 Plan and others approved by the LEA and the Lebanon Board of Education. All such requests shall be honored by the Board. Annuities shall be limited to ten for the total membership of the bargaining unit.

5.A.5.f The Board shall provide each teacher with the complete text of this Agreement and any amendments.

5.A.5.g Where teachers are required to return individual contracts (Appendices E and F) within thirty (30) days of receipt, the following constitutes receipt:

- (i) With respect to Appendix E, the Superintendent will mail such contracts to all new teachers.
- (ii) With respect to Appendices F and G, the Superintendent may notify the Association President by June 1<sup>st</sup> if possible that such contracts have been delivered to all active staff. In all other cases, such contracts will be mailed.

## 5.B **Fringe Benefits**

5.B.1a Subject to the conditions set forth below, the Board shall offer each bargaining unit member the opportunity to participate in the Connecticut State Partnership Plan 2.0 (SPP) for medical benefits. The medical benefits shall be as set forth in the SPP, including any subsequent amendments or modifications made to the SPP by the State and its employee representatives. The administration of the SPP, including open enrollment, beneficiary eligibility and changes, and other administration provisions shall be as established by the SPP.

5.B.1b The premium rates shall be set by the SPP. Based on such rates, the Board shall establish a blended rate to provide the same rate to active and retired teachers in accordance with statute.

5.B.1c The Board and the teachers shall pay the following percentages of the premium cost for such insurance:

	<b>Board</b>	<b>Teachers</b>
2020-21	83.0%	17.0%
2021-22	82.5%	17.5%
2022-23	81.5%	18.5%

5.B.1d The SPP contains a Health Enhancement Plan (HEP) component. All employees participating in the SPP are subject to the terms and provisions of the HEP. In the event SPP administrators impose the HEP non-participation or noncompliance \$100 per month premium cost increase or the \$350 per participant to a maximum of \$1400 family annual deductible, those sums shall be paid 100% in their entirety by the non-participating or non-compliant employee. No portion or percentage shall be paid by the Board. The \$100 per month premium cost increase shall be implemented through payroll deduction, and the \$350/\$1400 annual deductible shall be implemented through claims administration.

5.B.1e In the event any of the following occur, the Board or the Union may reopen negotiations in accordance with Conn. Gen. Stat. Section 10-153f(e) as to the sole issue of medical benefits, including plan design and plan funding, premium cost share and/or introduction of a replacement medical benefits plan in whole or in part.

i) If the SPP in its current form is no longer available; or if the benefit plan design of the SPP is modified as a result of a change in the State's collective bargaining agreement with SEBAC, if such modifications would substantially increase the cost of, or substantially decrease the coverage/benefits contained in, the medical benefits plan offered herein. Reopener negotiations shall be limited to medical benefits plan design and funding, premium cost share and/or introduction of an additional optional medical benefits plan; and/or

ii) If Conn. Gen. Stat. Section 3-123rrr et seq. is amended, or if there are any changes to the administration of the SPP, or if additional fees and/or charges for the SPP are imposed so as to affect the Board, any of which amendments, changes, fees or charges (individually or collectively) would substantially increase the cost of, or substantially decrease the coverage/benefits contained in, the medical benefits plan offered herein. Reopener negotiations shall be limited to medical benefits plan design and funding, premium cost share

and/or introduction of an additional optional medical benefits plan; and/optional medical benefits plan; and/or

iii) If the cost of medical benefits plan offered herein is expected to result in the triggering of an excise tax under The Patient Protection and Affordable Care Act ([ACA; P.L. 111-148], as amended, inter alia, by the Consolidated Appropriations Act of 2016 (P.L. 114-113)) and/or if there is any material amendment to the ACA that would substantially increase the cost of, or substantially decrease the coverage/benefits contained in, the medical benefits plan offered herein. Reopener negotiations shall be limited to medical benefits design and funding, premium cost share and/or introduction of an additional optional medical benefits plan.

5.B.1f In any negotiations triggered under subparagraph e above as well as negotiations for a successor to the current collective bargaining agreement, the parties shall consider the SPP and:

- Trends in medical insurance plan design outside of the SPP;
- The costs of different plan designs, including a high deductible health plan structure and a PPO plan structure.

Should such negotiations be submitted to arbitration for resolution, the arbitration panel shall consider the foregoing in applying the statutory criteria in making its ruling.

5.B.1g The teacher may exercise his or her option with regard to participating in the offered plan(s) annually on the date determined by the Board. A teacher who fails to make an enrollment change will continue in the plan until the next annual option date. A teacher and dependents participating in any such plans are subject to all the terms and conditions of the plan which may be reviewed in the office of the Superintendent of Schools.

5.B.1.h Blue Cross/Blue Shield Full Service Dental Care Plan with Rider A, or comparable dental coverage, with the Board and the teachers contributing the following percentages of the premium costs:

	<b>Board</b>	<b>Teachers</b>
2020-21	76.0%	24.0%
2021-22	75.5%	24.5%
2022-23	74.5%	25.5%

5.B.1.i Term life insurance for double the teacher's salary rounded to the next highest thousand.

- 5.B.1.j To be eligible to participate in the insurance plans set forth above, each teacher must submit a written wage deduction authorization authorizing the Board of Education to deduct from teacher's salary his or her share of the cost of benefits. An employee may withdraw from full coverage at his or her option. Reinstatement of discontinued benefits is subject to the Board's insurance plan.
- 5.B.1.k Subject to law, including the rules and regulations of the Internal Revenue Service, and independent of the requirement that teachers contribute to the cost of insurance benefits, the Board shall, not later than the effective date of this Agreement, implement and maintain a "Section 125" Salary Reduction Agreement which shall be designed to permit exclusion from taxable income of the employee's share of health insurance premiums and make an IRC Section 125/129 Plan available to all employees in connection with the premium co-payment, cost of additional medical care and dependent care.
- 5.B.1.l Failure to claim dependents or to properly update medical insurance coverage data negates the Board's responsibility to reimburse for any expense incurred. Teachers must be enrolled in the Lebanon Group Plan in order to participate.
- 5.B.1.m The Board reserves the right to provide the coverages above through alternative carriers, provided that the coverage and administration are substantially equivalent. The Association will be consulted regarding any proposed insurance carrier change. Any disagreement regarding "substantially equivalent" shall be resolved through the grievance procedure at the arbitration level, prior to the implementation of any such change.
- 5.B.2 The Lebanon Board of Education shall protect its teachers from personal liability in performance of their duties as specified in §10-235 of the Connecticut Statutes.
- 5.B.3 The Board of Education shall pay the full cost of any course that it may require of all (any) teachers but not those courses that are the personal responsibility of the teachers in order for them to be currently prepared in their professional obligation. Notwithstanding this provision, a teacher taking graduate courses to earn his or her first master's degree in a planned program shall receive a tuition reimbursement of up to 50% of the cost of tuition per course, not to exceed \$400. Reimbursement shall be made only for four courses per school year approved in advance by the Superintendent and when the teacher receives a grade of "B" or better. Each teacher must submit evidence of successful completion of a course between July 1 and June 30 of each contract year. The Board shall reimburse teachers by September 30 following the contract year in which the claim was submitted.
- 5.B.3.a The Board shall reimburse teachers for graduate course when course work is in

a planned program leading to a 6<sup>th</sup> year certificate, a second Master's Degree, or a Ph.D., from an accredited college or university. Employees shall be eligible to receive reimbursement of up to 50% of the cost of tuition per course not to exceed \$400. Reimbursement shall be made only for four (4) courses per school year approved in advance by the Superintendent and when the teacher receives a grade of "B" or better. Each teacher must submit evidence of successful completion of a course between July 1 and June 30 of each contract year. The Board shall reimburse teachers by September 30 following the contract year in which the claim was submitted.

- 5.B.4 The Board shall reimburse any teacher who is retiring from the Lebanon Public Schools and is immediately eligible to receive benefits under the Teacher Retirement Act, Section 10-183b, *et seq.*, of the General Statutes, for any accumulated unused sick days and for any unused sick leave for the current year, at a rate of \$25 per day, provided that no payment shall exceed Four Thousand Seven Hundred and Fifty (\$4,750) Dollars, and provided that teachers intending to retire shall notify the school administration in writing prior to January 15<sup>th</sup> that they are retiring effective June 30<sup>th</sup> of that school year. Any teacher failing to meet the January 15<sup>th</sup> deadline will be reduced by twenty-five percent (25%) the number of sick days available for reimbursement. Said notice will not be required in exigent circumstances. Teachers hired after June 30, 2014 will not be eligible for this benefit.

**5.C.1 Sick Leave**

- 5.C.1.a Sick leave shall be used for personal illness or for any appointment to see a physician. Up to five (5) days of sick leave may be used for an illness in the immediate family, defined as spouse, children, parents, or other family members domiciled in the teacher's home, which requires the presence of the teacher. In addition to such five (5) days of sick leave, if a teacher is eligible for leave under the federal Family and Medical Leave Act in order to provide necessary care for a spouse, parent or child with a serious health condition, the teacher may use up to ten (10) days of sick leave for that purpose.
- 5.C.1.b Each teacher shall be entitled to fifteen (15) days of sick leave per year, the unused portion of which may be allowed to accumulate to a total of 175 days.
- 5.C.1.c The teacher shall notify his principal or the agent of the principal prior to utilizing sick leave, if possible.
- 5.C.1.d By the end of September of each school year, the Board will inform each teacher of the total number of his/her accumulated sick leave days.
- 5.C.1.e In case of catastrophic physical illness or injury, the Board may in its discretion extend additional sick leave to a teacher who has exhausted accrued sick leave.



The Board may take into consideration factors including but not limited to relevant medical evidence and length of service in considering such request.

5.C.1.f In case of an emergency illness during school hours, a teacher shall be charged with 1/2 sick day if 1/2 teaching duties have been performed.

5.C.1.g The Superintendent may require a signed statement from a licensed physician at any time to verify the nature of an extended absence or when there is a pattern of sick leave usage that gives rise to a reasonable suspicion of misuse, or the fitness of the teacher to return to work. In addition, in such cases, the Superintendent may require the teacher to be examined by a Board appointed physician at Board expense.

**5.C.2 Personal Leave**

Personal leave of up to five (5) days per year, which five days shall include leave provided in §5.C.2.h, shall be granted by the Superintendent after approval of the Principal, for business which cannot be transacted outside of school hours. The teacher must request such leave in writing, and in such form as may be administratively required, with reasons stated, not later than 48 hours in advance, provided that the teachers may verbally notify the Principal or in his absence, the Superintendent, and complete the appropriate form upon returning to school under items c and e. Personal business which cannot be transacted outside of school hours includes, but is not limited to, the following:

5.C.2.a Any legal and/or financial situation that might arise wherein the teacher's attendance is required, provided that this clause shall not pertain to any situation that shall arise due to the demands of outside employment.

5.C.2.b Marriage of a family member;

5.C.2.c Any severe illness in the immediate family requiring the presence of the teacher;

5.C.2.d Attendance at graduation exercises of a family member;

5.C.2.e Birth of child or adoption by a family member;

5.C.2.f Observance of major religious holidays;

5.C.2.g Funeral or bereavement (one day per occasion) not included in Section 5.C.3 for friend or relative;

5.C.2.h Two (2) days for personal business of an urgent or sensitive nature.

5.C.2.i The Superintendent may grant additional leave to teachers who have exhausted

their personal leave in bona fide cases of emergency.

- 5.C.2.j Personal leave may not be used to extend vacations or holidays. Under ordinary circumstances, personal leave will not be granted for days immediately preceding or following a vacation or holiday.

**5.C.3 Funeral Leave**

The Superintendent, after approval from the Principal, shall grant up to three (3) days leave for the purpose of attending a funeral in cases of death in the immediate family. Immediate family is defined as spouse, father, mother, siblings, child, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandparents, grandchildren, step children, step sister, step brother, step parent, legal guardian or member of the immediate household.

Extension of such leave may be granted at the discretion of the Superintendent. Extended leave shall be deducted from the teacher's accumulated sick leave.

**5.C.4 Professional Leave**

The Superintendent, after approval of the Principal, may grant professional leave to be used for the purpose of visiting other schools, attending conferences, attending conventions and other activities related to professional development. The teacher must request such leave at least five (5) working days in advance, stating the purpose of the leave, duration, estimated expenses, and such other information as may be required by the Superintendent on an administrative professional leave request form.

**5.C.5 Leave of Absence**

- 5.C.5.a Leaves of absence may be granted for extended periods of time for medical, physical, professional enrichment, and unusual personal reasons. Such leaves shall be presented in writing to the Board of Education and Superintendent. The Board of Education may act upon the recommendation of the Superintendent.

- 5.C.5.b Teachers who are granted extended leave for a full school year, as stated above, will be reinstated in the step next higher than the step he/she held upon commencement of leave in a position for which he/she is certified and qualified, if the contract provides for step advancement for that year.

- 5.C.5.c Insurance benefits may be continued during such leave at the teacher's expense.

- 5.C.5.d It is understood that by granting any leave the Board in no way waives its right to deny similar leaves in the future for any reason.

**5.C.6      Maternity Leave**

5.C.6.a      Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom, shall be treated as temporary disabilities for all job-related purposes.

5.C.6.b      Accumulated sick leave shall be available for use during the period that a female employee is determined by her physician to be physically disabled from performing the duties of her job because of pregnancy or conditions attendant thereto, such period ordinarily not to exceed six weeks in duration. In the event that an employee is disabled for more than six weeks, the Board of Education reserves the right to have that employee examined by a licensed OB-GYN mutually agreed upon by the Superintendent and the employee at the expense of the Lebanon Board of Education.

5.C.6.c      Disability leave beyond any accumulated sick leave shall be available, for such reasonable further period of time as a female employee is determined by her physician to be disabled from performing the duties of her job because of pregnancy or conditions attendant thereto, subject to the provisions of Section 5.C.6.b. above.

5.C.6.d      Policies involving commencement and duration of leave, the availability of extensions, the accrual of seniority and other benefits and privileges, protection under health or temporary disability plans, and payment of sick leave shall be applied to disability due to pregnancy or childbirth on the same terms and conditions as they are applied to other temporary disabilities.

5.C.6.e      Pregnancy or childbirth shall not be the basis for termination of employment or compulsory resignation.

**5.C.7      Parental Leave**

5.C.7.a      A teacher may use up to ten (10) days of sick leave at the time of the birth or adoption of the teacher's child.

**5.C.8      Sabbatical Leave**

5.C.8.a      At the discretion of the Board of Education, a teacher in the system may be granted up to 1 year sabbatical leave after having taught a minimum of 7 years in this system.

5.C.8.b      His pay for this year will be up to that he would receive if he remained at his position, less any stipend received as the result of a grant, fellowship, etc.

5.C.8.c      The teacher shall execute a promissory agreement to return to the Lebanon School System for a minimum of two (2) years after completion of such leave.

If he/she fails to complete two years of work after completion of such leave, such agreement shall provide for repayment of salary and benefits paid during such leave on a prorated basis, and shall require the teacher to pay all costs of collection, including reasonable attorney's fees.

5.C.8.d The Board shall guarantee any teacher covered under this section the return to a position for which he/she is certified and qualified, subject to the reduction in force provisions of this Agreement.

5.C.8.e The leave year will be considered to be a year of service in the Lebanon School System.

**5.C.9 Childrearing Leave**

5.C.9.a Any certified professional employee shall be entitled, upon written request submitted to the Superintendent of Schools, to an extended leave of absence without pay for purposes of childrearing, apart from any period of maternity disability leave with pay (as may be applicable).

5.C.9.b The Superintendent must receive initial notification of intent to take childrearing leave in writing no less than sixty (60) school days prior to the time such leave is to commence, or in the case of adoption, as soon as possible. Failure to notify shall result in relinquishing the right to such leave.

5.C.9.c Childrearing leave will commence on the date that maternity disability leave (as may be applicable) ends, or on a date established by agreement with the Superintendent. A copy of the notice regarding such leave shall be forwarded to the President of the Association.

5.C.9.d A teacher shall be permitted to take child-rearing leave for the remainder of the school year (July 1 through June 30) in which it commences, or through the remainder of the subsequent school year. Unless otherwise agreed to by the Superintendent, the teacher shall return to work on the first teacher work day at the end of the leave period. The Superintendent may also grant, at his or her discretion, any shorter period of child-rearing leave as requested by the teacher.

5.C.9.e A teacher on childrearing leave must submit written notice to the Superintendent of Schools of intention to return to active employment upon termination of leave in accordance with Section 5.D.

5.C.9.f A teacher may submit a notice to take childrearing leave after March 1, and request leave only for the balance of that school year. In such a case, the teacher must notify the Superintendent of intention to return to active employment at the same time that the request for leave is submitted.

- 5.C.9.g Childrearing leave shall be without salary, insurance or sick leave, except that teachers may elect to continue group insurance coverage at group rates but at their own expense. A teacher returning from such leave shall retain the same length of service and salary step that he/she held prior to taking such leave.
- 5.C.9.h Upon returning from leave of absence, the teacher shall be reappointed to a position for which he/she is certified and qualified, subject to the reduction in force provisions of this Agreement.
- 5.D An employee intending to return from a paid or unpaid leave, granted under this Agreement, at the commencement of an academic year shall file a notice of such intention with the Superintendent on or by the March 1 preceding the scheduled date of return. An employee required to return from leave on a date other than at the commencement of an academic year shall file a notice of intent to return by or on the date established by the Board of Education or the Superintendent at the commencement of the leave. An employee who fails to file a notice of intent to return with the Superintendent by the required date shall be deemed to have resigned from the employ of the Board effective on the "notice of intent to return" date. The requirement that an employee file a "notice of intent to return" shall not apply to any leave granted for medical reasons. The Superintendent may, at his or her discretion, waive or extend the "notice of intent to return" date in cases of extreme hardship.

## **ARTICLE VI WORKING CONDITIONS**

- 6.A Teaching Assignments**
- 6.A.1 All extra-curricular activities shall be assumed by the teacher on a voluntary basis.
- 6.A.2 The Board shall attempt to reduce all non-teaching duties to a minimum.
- 6.A.3 Teachers shall be assigned morning and afternoon bus duties as found necessary, but the Board shall make every effort to reduce this to a minimum.
- 6.A.4 The salaries provided in Appendix A are based upon a teacher work year of 180 school sessions within the meaning of the Connecticut General Statutes and up to six (6) additional days beyond the statutory provisions, one of which shall be designated prior to the opening of school. New teachers may be required to attend school for up to three (3) additional days for the purposes of orientation. The Board will consult with the Association concerning the schedule for days other than student school sessions.

- 6.A.4.a Notwithstanding the above language, High School counselors may be required to work up to ten (10) days during the Summer recess on a per diem basis, up to five (5) of them scheduled immediately prior to the teacher work year. Middle School counselors may be required to work up to five (5) days during the Summer recess on a per diem basis, up to three (3) of them scheduled immediately prior to the teacher work year. The administration and school counselors shall attempt to schedule the remaining work days by mutual agreement. Involuntary schedule assignments shall only be made if they cannot be filled by agreement or volunteering. Notice of these additional days will be given no less than thirty (30) calendar days prior to the end of the school year.
- 6.A.5 Each teacher shall be provided two hundred twenty-five (225) minutes of preparation time, during each five day work week.
- 6.A.6 All staff members shall be notified of any professional or extra-curricular positions to be filled in the bargaining unit through postings in each building and also through written notification to the president of the Association. Such notice will be given at least ten (10) days prior to the filling of the position. Should a situation arise that a position needs to be filled within the ten (10) days, the announcement time may be reduced in the same amount as the time remaining to fill the position, less three (3) days. Reasons for the time reduction will accompany the notice. In the alternative, the Superintendent may fill the position on an interim or temporary basis until such time as a permanent appointment can be made without interfering with the educational interest of the students.
- 6.A.6.a When a part time position in an area is eliminated and replaced by a full time position, it will be deemed a new position for which a presently employed teacher may apply.
- 6.A.7 The Board of Education and the Association subscribe to the philosophy that a reasonable class size must be maintained to provide quality education.
- 6.A.8 A teacher initially employed by the Board shall receive their building grade and/or subject assignments from the Superintendent's office.
- 6.A.8.a The Board shall notify teachers already in the system of any tentative change in their programs for the ensuing school year five (5) school days prior to the close of the current school year, if possible. Teachers not so notified may assume that he or she will retain their current assignment.
- 6.A.8.b Teachers shall be notified in writing of any changes in their programs and schedules for the ensuing school year, including the school to which they will be assigned, the grades and/or subjects that they will teach, and any special or

unusual classes or assignments that they will have. If matters beyond the control of the Board such as, but not limited to, resignations, death, promotion, leave of absence, exceptional increase or decrease of student enrollment or inoperable facilities occur, such assignments may be changed only as required thereby, with prompt notice in writing to both the teacher and the Association. This section shall not be construed to prohibit involuntary interschool or intraschool transfers when necessary to avoid a layoff or a reduction in force. Teachers who have been involuntarily transferred will receive consideration for an open position in the form of an interview.

6.A.8.c In the determination of assignments, the convenience and wishes of the teacher shall be factors to the extent that these factors do not conflict with the instructional requirements and best interests of the school system and the pupils.

6.A.8.d In arranging schedules for teachers who are assigned to more than one school, every effort shall be made to limit the amount of inter-school travel. Such teachers shall be notified of any changes in their schedules five (5) school days prior to the close of the current school year, if possible. Teachers who are assigned to more than one school in any one school day shall receive the IRS rate per mile which is in effect at the time of travel for all inter-school travel.

6.A.9 The teacher work day shall be seven (7) hours and 5 minutes, which will include all assignments made by the administration before the opening of and following the close of school.

6.A.9.a Teachers may be required, at the discretion of the administration, to attend in each contract year four (4) evening meetings, including but not limited to Open House, parent-teacher conferences and other student or professional activities. Additionally, teachers may be required, at the discretion of the administration, to attend up to two meetings a month to be held outside of the regular teacher work day, with one of these two meetings a staff meeting. These meetings are to be scheduled in advance and will be up to one (1) hour in length.

## **6.B Incentives**

The Board explicitly retains the right to establish incentive standards to pay awards, above and beyond the salary grid, provided that such awards or bonuses shall be distributed according to an equitable standard and that all teachers are equally eligible for consideration under the incentive standards. Incentives may be paid for such purposes as curriculum revisions, grant proposal development, policy consultation and other activities representing endeavors over and above regularly assigned duties.

## **ARTICLE VII REDUCTION IN FORCE**

### **7.A General Statement of Policy**

Recognizing that it may become necessary to eliminate professional staff positions in certain circumstances, this policy is adopted to provide an orderly process for staff reduction as a result of position elimination should such reduction become necessary.

### **7.B Procedure**

**7.B.1** For the purposes of this policy, the term “teacher” shall include certified employees of the Board of Education who occupy a position requiring a teaching or intermediate administrator certificate issued by the State Department of Education.

**7.B.2** The Board of Education may, in the first instance, exercise its right and power to reduce the number of teaching staff positions without determining which teacher contracts will be terminated, if any, or what other staffing changes will be made to effectuate the purpose of position elimination.

**7.B.3** Prior to commencing action to terminate a teacher contract under this policy, the Board of Education will give due consideration to its ability to effectuate staff reduction through attrition.

**7.B.4** If the position of a teacher who has attained tenure status is eliminated, such teacher will have the right to be placed in an available position for which he or she is certified and qualified. Available positions shall include those held by nontenured teachers. In order to be placed in an available position, a tenured teacher must have taught in that area at least 20% of his or her teaching assignment for at least one year during the five year period preceding the school year in which the staff reduction occurs or must have taken at least one three credit graduate course in that area approved by the Superintendent during the five year period preceding the school year in which staff reduction occurs.

### **7.B.5 Identification of Position To Be Eliminated and Contracts to be Terminated**

If it becomes necessary to lay off a tenured teacher, the following provisions shall apply:

**7.B.5.a** When the Board of Education votes to eliminate a position in a department in a particular school, the position deemed eliminated will be that held by the least senior member of the department. When the Board votes to eliminate a grade level position in a particular school the position deemed eliminated will be that held by the least senior teacher on the grade levels affected. If the Board votes to eliminate a position serving two or more schools in a particular subject area



and more than one teacher holds such a position, the position deemed eliminated by the Board will be that held by the least senior teacher.

7.B.5.b Contract termination because of elimination of position will be based upon seniority as determined by the total number of continuous years of contractual service as a certified teacher or administrator in the Lebanon School System. In order to displace another teacher on the basis of seniority, a tenured teacher must have taught in that area at least 20% of his or her teaching assignment for at least one year during the five year period preceding the school year in which the staff reduction occurs or must have taken at least one three credit graduate course in that area approved by the Superintendent during the five year period preceding the school year in which staff reduction occurs.

7.B.5.c When it becomes necessary to choose between or among tenured teachers of equal seniority as defined in paragraph 7.B.5.b. above, the following criteria shall apply in the order listed:

1. Best evaluation of performance.
2. Highest degree status.
3. Highest total years of service as a teacher or administrator in the Lebanon School System.
4. Highest total years of continuous service as a teacher or administrator in the State of Connecticut under a professional or provisional teaching or administrative certificate.
5. Highest total number of years of service as a teacher or administrator in Connecticut under a professional or provisional teaching or administrative certificate.

7.B.5.d Notwithstanding any provisions of this Article to the contrary, the Board shall determine which non-tenured teacher may be terminated in the event of a reduction in force based on an assessment of such teacher's overall performance. It is understood teachers holding DSAPs will be non-renewed before that of non-tenured teaching staff.

**7.C Policy Provision Not Applicable to Promotions**

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

**7.D Recall Procedure**

7.D.1 The name of any teacher whose contract of employment has been terminated because of position elimination shall be placed upon a recall list and shall remain on such list for a period of two (2) years.

7.D.2 Any offer of re-employment under the provisions of this policy shall be made by notification in writing by registered mail sent to the teacher's last known address and to the President of the Association at least thirty (30) days prior to the anticipated date of re-employment. Any offer so made shall be accepted or rejected in writing within ten (10) days of written notification. If the appointment is accepted, the teacher shall, where possible, receive a written contract of employment within twenty (20) days of receipt of the teacher's reply by the Board of Education. If the teacher rejects the appointment or does not respond to the notice of appointment within ten (10) days of mailing, the name of the teacher will be removed from the recall list.

7.D.3 Offers of re-employment to teachers whose names appear on a recall list shall be in the inverse order of termination provided, however, that no teacher on the recall list will be offered re-employment in a teaching position unless he or she has taught within the area of certification applicable to such position during the five year period preceding the year of contract termination.

7.D.4 Any teacher who accepts an offer of re-employment under the provisions of this policy shall be placed upon the salary step next succeeding that which he or she occupied at the time of contract termination if the contract provided for salary movement during his/her time on the recall list, provided that any teacher who completes one or more statutory years of employment as a certified teacher in another public school system in Connecticut shall receive full credit on the salary schedule for such service.

7.D.5 A recall list shall be made available to LEA, and the LEA shall be notified as teachers are recalled.

7.E For the purpose of this Article, a teacher who is acting as a temporary substitute or who has been given a contract of limited duration or series of such contracts shall be deemed to have no seniority or recall rights.

**ARTICLE VIII  
MANAGEMENT RIGHTS**

It is understood and agreed that the Board has and will continue to retain, whether exercised or not, the sole and unquestioned right, responsibility and prerogative to direct the operation of the public schools of the Town of Lebanon in all its aspects. In this, it is recognized that the

Board has all the customary and usual rights, powers, functions and authority of management as provided under §10-220 of the Connecticut General Statutes.

Any of the rights, powers, functions and authority which the Board had prior to the signing of this Agreement, or any agreement with the Association, including those in respect to rates of pay, hours of employment, or conditions of work, are retained by the Board, except as those rights, powers, functions or authority are specifically abridged or modified by the express provisions of this agreement or by any supplement to this agreement arrived at through the process of collective bargaining. Such rights, powers, functions and authority include by way of illustration but are not limited to the following:

To maintain public elementary and secondary schools and such other educational activities as in its judgment will best serve the interests of the Town of Lebanon to give the children of Lebanon as nearly equal advantages as maybe practicable; to decide the need for school facilities; to determine the care, maintenance and operation of buildings, land, apparatus and other property used for school purposes; to determine the number, age, and qualifications of the pupils to be admitted into each school; to employ, assign and transfer employees; to suspend or dismiss the employees of the schools in the manner provided by statutes; to designate the schools which shall be attended by the various children within the Town, to make such provisions as will enable each child of school age residing in the Town to attend school for the period required by law and provide for the transportation of children wherever it is reasonable and desirable; to prescribe rules for management, studies, classification and discipline for the public schools; to decide the textbooks to be used; to make rules for the arrangement, use and safekeeping of the school libraries and to approve the books selected therefor and to approve plans for school buildings; to prepare and submit budgets to the Board of Finance and, in its sole discretion, expend monies appropriated by the town for the maintenance of the schools, and to make such transfers of funds within the appropriated budget as it shall deem desirable, and to continue to establish administrative regulations not inconsistent with this Agreement.

## **ARTICLE IX EMPLOYEE RIGHTS**

No negative or derogatory material shall be placed in a teacher's official personnel file unless the teacher has been notified and has the opportunity to review the material. The teacher may submit a written notation regarding any material in question. If the teacher is asked to sign the material placed in his/her file, signature shall be understood to indicate his/her awareness of the material, but in no instance shall said signature be interpreted to mean agreement with the content of the material.

No anonymous and/or unsubstantiated complaint shall be placed in a teacher's official personnel file without prior notice to the teacher and the right to provide written rebuttal.

No teacher shall be issued a written reprimand or be suspended without pay without just cause. Written reprimands may only be grieved through the Board of Education Level (Level Three).

## ARTICLE X COMPLETE AGREEMENT AND SEVERABILITY

If any provision of this contract is, or shall at any time be, contrary to law, then such provision shall be severed from this agreement, and shall not be applicable or performed or enforced, except to the extent permitted by law, and any substitute section shall be subject to appropriate consultation with the Association. In the event that any provision of this contract is, or shall at any time be, contrary to law, all other provisions of this contract shall continue in effect.

This contract contains the full and complete agreement between the Board and the Association on all bargainable issues, and neither party shall be required during the term hereof to negotiate or bargain upon any issue, whether it is covered or not covered by this Agreement.

## ARTICLE XI DURATION

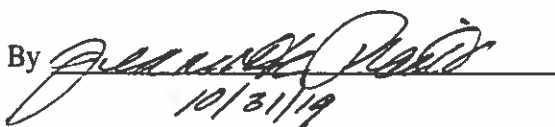
The provisions of this agreement shall take effect July 1, 2020, and shall remain in full force and effect up to and including June 30, 2023.

This Agreement shall not be altered, amended, or changed except in writing, signed by both the Board and the Association, which amendment shall be appended hereto and become a part hereof.

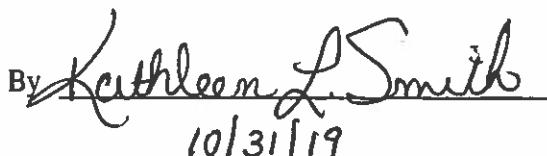
IN WITNESS WHEREOF, THE PARTIES HAVE HERETO SET THEIR HANDS THIS 31<sup>st</sup> DAY OF OCTOBER, 2019.

LEBANON EDUCATION ASSOCIATION

LEBANON BOARD OF EDUCATION

By   
10/31/19

By 

By   
10/31/19

APPENDIX A-1  
TEACHER SALARY SCHEDULE  
2020-2021

<u>Step</u>	<u>BA</u>	<u>MA</u>	<u>6th Year</u>
1			
2	45,196	50,329	53,048
3	46,805	52,600	55,843
4	48,488	54,987	58,800
5	50,232	57,494	61,927
6	52,048	60,123	65,239
7	53,933	62,888	68,740
8	56,097	65,566	70,929
9	60,653	68,244	73,957
10	62,743	71,019	75,647
11		74,675	79,410
12		78,852	83,647
13		83,130	87,825

Teachers shall advance one step unless they are on maximum.

APPENDIX A-2  
TEACHER SALARY SCHEDULE  
2021-2022

<u>Step</u>	<u>BA</u>	<u>MA</u>	<u>6th Year</u>
1			
2	45,874	51,084	53,844
3	47,507	53,389	56,681
4	49,215	55,812	59,682
5	50,985	58,356	62,856
6	52,829	61,025	66,218
7	54,742	63,831	69,771
8	56,938	66,549	71,993
9	61,563	69,268	75,066
10	63,684	72,084	76,782
11		75,795	80,601
12		80,035	84,902
13		84,377	89,142

Teachers shall advance one step unless they are on maximum.

APPENDIX A-3  
TEACHER SALARY SCHEDULE  
2022-2023

<u>Step</u>	<u>BA</u>	<u>MA</u>	<u>6th Year</u>
1			
2	46,562	51,850	54,652
3	48,220	54,190	57,531
4	49,953	56,649	60,577
5	51,750	59,231	63,799
6	53,621	61,940	67,211
7	55,563	64,788	70,818
8	57,792	67,547	73,073
9	62,486	70,307	76,192
10	64,639	73,165	77,934
11		76,932	81,810
12		81,236	86,176
13		85,643	90,479

Teachers shall advance one step unless they are on maximum.

## APPENDIX B EXTRA PROFESSIONAL ACTIVITIES

2020-2023

### **SPEC.ED:**

PK-4 Special Education (Speech)	\$2,100.00
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### **DEPT HEADS (9-12)**

English Grades 9-12	\$2,300.00
World Language Grades 9-12	\$1,500.00
Mathematics 9-12 (computers)	\$2,300.00
Science Grades 9-12	\$2,300.00
Social Studies Grades 9-12 (library)	\$2,300.00
Vocational Agriculture 9-12	\$1,500.00
Vocational Education Grades 9-12	\$1,500.00
HS Intervention Services (guidance)	\$1,500.00
HS Special Education (psychologist)	\$1,500.00
Arts, (music, art)	\$1,500.00
PE, (health)	\$1,500.00

### **TEAM LEADERS:**

Elementary	\$1,700.00 per team leader
Middle School	\$1,900.00 per team leader
MS Intervention Services (guidance, reading,)	\$1,500.00
MS Special Education (psychologist)	\$1,500.00
MS Related Arts (PE, music, art, computers, tech ed, library)	\$2,000.00
EL Intervention Services (psychologist, reading, math, title)	\$1,700.00
EL Related Arts (PE, art, music, library, science and tech enrichment)	\$2,100.00

**APPENDIX C-1**  
**EXTRA-CURRICULAR ACTIVITIES (COACHES)**

Position	2020-21			
	Year 1	Year 3	Year 5	
<b>Group A</b>				
LMS Track Assistant Coach	\$1,220	\$1,286	\$1,351	<i>LES = Lebanon Elementary School</i>
LMS Cross Country Assistant	\$1,220	\$1,286	\$1,351	
LMS Cheerleading	\$1,220	\$1,286	\$1,351	
LES Basketball Boys Coach	\$1,220	\$1,286	\$1,351	<i>LMS = Lebanon Middle School</i>
LES Basketball Girls Coach	\$1,220	\$1,286	\$1,351	
<b>Group B</b>				
LMS Baseball Coach	\$1,851	\$1,952	\$2,051	<i>LMHS = Lyman Memorial High School</i>
LMS Softball Coach	\$1,851	\$1,952	\$2,051	
LMS Soccer Boys Coach	\$1,851	\$1,952	\$2,051	
LMS Soccer Girls Coach	\$1,851	\$1,952	\$2,051	
LMS Wrestling Coach	\$1,851	\$1,952	\$2,051	
LMS Cross Country Coach	\$1,851	\$1,952	\$2,051	
LMS Track Coach	\$1,851	\$1,952	\$2,051	
<b>Group C</b>				
LMS Basketball 7-8 Boys Coach	\$2,118	\$2,232	\$2,346	
LMS Basketball 7-8 Girls Coach	\$2,118	\$2,232	\$2,346	
LMHS Freshman B-ball Boys Coach	\$2,118	\$2,232	\$2,346	
LMHS Freshman B-ball Girls Coach	\$2,118	\$2,232	\$2,346	
<b>Group D</b>				
LMHS JV Baseball Coach	\$2,630	\$2,775	\$2,923	
LMHS JV Softball Coach	\$2,630	\$2,775	\$2,923	
LMHS JV Soccer Boys Coach	\$2,630	\$2,775	\$2,923	
LMHS JV Soccer Girls Coach	\$2,630	\$2,775	\$2,923	
LMHS JV Wrestling Coach	\$2,630	\$2,775	\$2,923	
LMHS JV Volleyball Coach	\$2,630	\$2,775	\$2,923	
LMHS Swimming Assistant	\$2,630	\$2,775	\$2,923	
LMHS V Cheerleading Coach	\$2,630	\$2,775	\$2,923	
LMHS Track indoor Assistant	\$2,630	\$2,775	\$2,923	
LMHS Track outdoor Boys Assistant	\$2,630	\$2,775	\$2,923	
LMHS Track outdoor Girls Assistant	\$2,630	\$2,775	\$2,923	
LMHS Cross Country Assistant	\$2,630	\$2,775	\$2,923	
<b>Group E</b>				
LMHS V Golf CoEd Coach	\$3,367	\$3,554	\$3,740	
LMHS V Tennis Boys Coach	\$3,367	\$3,554	\$3,740	
LMHS V Tennis Girls Coach	\$3,367	\$3,554	\$3,740	
LMHS V Indoor Track Coach	\$3,367	\$3,554	\$3,740	
LMHS V Cross Country Coach	\$3,367	\$3,554	\$3,740	



Position	2020-21		
	Year 1	Year 3	Year 5
<b>Group F</b>			
LMHS JV Basketball Boys Coach	\$3,893	\$4,109	\$4,325
LMHS JV Basketball Girls Coach	\$3,893	\$4,109	\$4,325
LMHS V Softball Coach	\$3,893	\$4,109	\$4,325
LMHS V Soccer Boys Coach	\$3,893	\$4,109	\$4,325
LMHS V Soccer Girls Coach	\$3,893	\$4,109	\$4,325
LMHS V Volleyball Coach	\$3,893	\$4,109	\$4,325
LMHS V Track Boys Coach	\$3,893	\$4,109	\$4,325
LMHS V Track Girls Coach	\$3,893	\$4,109	\$4,325
LMHS V Baseball Coach	\$3,893	\$4,109	\$4,325
LMHS V Swimming Coach	\$3,893	\$4,109	\$4,325
<b>Group G</b>			
LMHS V Basketball Boys Coach	\$5,050	\$5,329	\$5,610
LMHS V Basketball Girls Coach	\$5,050	\$5,329	\$5,610
LMHS V Wrestling Coach	\$5,050	\$5,329	\$5,610

**APPENDIX C-2**  
**EXTRA-CURRICULAR ACTIVITIES (COACHES)**

<b>Position</b>	<b>Year 1</b>	<b>2021-22 Year 3</b>	<b>Year 5</b>	
<b>Group A</b>				
LMS Track Assistant Coach	\$1,232	\$1,299	\$1,365	
LMS Cross Country Assistant	\$1,232	\$1,299	\$1,365	<i>LES = Lebanon</i>
LMS Cheerleading	\$1,232	\$1,299	\$1,365	<i>Elementary School</i>
LES Basketball Boys Coach	\$1,232	\$1,299	\$1,365	
LES Basketball Girls Coach	\$1,232	\$1,299	\$1,365	<i>LMS = Lebanon</i>
<b>Group B</b>				
LMS Baseball Coach	\$1,870	\$1,972	\$2,072	
LMS Softball Coach	\$1,870	\$1,972	\$2,072	<i>LMHS = Lyman</i>
LMS Soccer Boys Coach	\$1,870	\$1,972	\$2,072	<i>Memorial High</i>
LMS Soccer Girls Coach	\$1,870	\$1,972	\$2,072	<i>School</i>
LMS Wrestling Coach	\$1,870	\$1,972	\$2,072	
LMS Cross Country Coach	\$1,870	\$1,972	\$2,072	
LMS Track Coach	\$1,870	\$1,972	\$2,072	
<b>Group C</b>				
LMS Basketball 7-8 Boys Coach	\$2,139	\$2,254	\$2,369	
LMS Basketball 7-8 Girls Coach	\$2,139	\$2,254	\$2,369	
LMHS Freshman B-ball Boys Coach	\$2,139	\$2,254	\$2,369	
LMHS Freshman B-ball Girls Coach	\$2,139	\$2,254	\$2,369	
<b>Group D</b>				
LMHS JV Baseball Coach	\$2,656	\$2,803	\$2,952	
LMHS JV Softball Coach	\$2,656	\$2,803	\$2,952	
LMHS JV Soccer Boys Coach	\$2,656	\$2,803	\$2,952	
LMHS JV Soccer Girls Coach	\$2,656	\$2,803	\$2,952	
LMHS JV Wrestling Coach	\$2,656	\$2,803	\$2,952	
LMHS JV Volleyball Coach	\$2,656	\$2,803	\$2,952	
LMHS Swimming Assistant	\$2,656	\$2,803	\$2,952	
LMHS V Cheerleading Coach	\$2,656	\$2,803	\$2,952	
LMHS Track indoor Assistant	\$2,656	\$2,803	\$2,952	
LMHS Track outdoor Boys Assistant	\$2,656	\$2,803	\$2,952	
LMHS Track outdoor Girls Assistant	\$2,656	\$2,803	\$2,952	
LMHS Cross Country Assistant	\$2,656	\$2,803	\$2,952	
<b>Group E</b>				
LMHS V Golf CoEd Coach	\$3,401	\$3,590	\$3,777	
LMHS V Tennis Boys Coach	\$3,401	\$3,590	\$3,777	
LMHS V Tennis Girls Coach	\$3,401	\$3,590	\$3,777	
LMHS V Indoor Track Coach	\$3,401	\$3,590	\$3,777	
LMHS V Cross Country Coach	\$3,401	\$3,590	\$3,777	

Position	2021-22		
	Year 1	Year 3	Year 5
<b>Group F</b>			
LMHS JV Basketball Boys Coach	\$3,932	\$4,150	\$4,368
LMHS JV Basketball Girls Coach	\$3,932	\$4,150	\$4,368
LMHS V Softball Coach	\$3,932	\$4,150	\$4,368
LMHS V Soccer Boys Coach	\$3,932	\$4,150	\$4,368
LMHS V Soccer Girls Coach	\$3,932	\$4,150	\$4,368
LMHS V Volleyball Coach	\$3,932	\$4,150	\$4,368
LMHS V Track Boys Coach	\$3,932	\$4,150	\$4,368
LMHS V Track Girls Coach	\$3,932	\$4,150	\$4,368
LMHS V Baseball Coach	\$3,932	\$4,150	\$4,368
LMHS V Swimming Coach	\$3,932	\$4,150	\$4,368
<b>Group G</b>			
LMHS V Basketball Boys Coach	\$5,101	\$5,382	\$5,666
LMHS V Basketball Girls Coach	\$5,101	\$5,382	\$5,666
LMHS V Wrestling Coach	\$5,101	\$5,382	\$5,666

**APPENDIX C-3**  
**EXTRA-CURRICULAR ACTIVITIES (COACHES)**

	2022-23			
Position	Year 1	Year 3	Year 5	
<b>Group A</b>				
LMS Track Assistant Coach	\$1,244	\$1,312	\$1,379	
LMS Cross Country Assistant	\$1,244	\$1,312	\$1,379	<i>LES = Lebanon Elementary School</i>
LMS Cheerleading	\$1,244	\$1,312	\$1,379	
LES Basketball Boys Coach	\$1,244	\$1,312	\$1,379	
LES Basketball Girls Coach	\$1,244	\$1,312	\$1,379	<i>LMS = Lebanon Middle School</i>
<b>Group B</b>				
LMS Baseball Coach	\$1,889	\$1,992	\$2,093	
LMS Softball Coach	\$1,889	\$1,992	\$2,093	<i>LMHS = Lyman Memorial High School</i>
LMS Soccer Boys Coach	\$1,889	\$1,992	\$2,093	
LMS Soccer Girls Coach	\$1,889	\$1,992	\$2,093	
LMS Wrestling Coach	\$1,889	\$1,992	\$2,093	
LMS Cross Country Coach	\$1,889	\$1,992	\$2,093	
LMS Track Coach	\$1,889	\$1,992	\$2,093	
<b>Group C</b>				
LMS Basketball 7-8 Boys Coach	\$2,160	\$2,277	\$2,393	
LMS Basketball 7-8 Girls Coach	\$2,160	\$2,277	\$2,393	
LMHS Freshman B-ball Boys Coach	\$2,160	\$2,277	\$2,393	
LMHS Freshman B-ball Girls Coach	\$2,160	\$2,277	\$2,393	
<b>Group D</b>				
LMHS JV Baseball Coach	\$2,683	\$2,831	\$2,982	
LMHS JV Softball Coach	\$2,683	\$2,831	\$2,982	
LMHS JV Soccer Boys Coach	\$2,683	\$2,831	\$2,982	
LMHS JV Soccer Girls Coach	\$2,683	\$2,831	\$2,982	
LMHS JV Wrestling Coach	\$2,683	\$2,831	\$2,982	
LMHS JV Volleyball Coach	\$2,683	\$2,831	\$2,982	
LMHS Swimming Assistant	\$2,683	\$2,831	\$2,982	
LMHS V Cheerleading Coach	\$2,683	\$2,831	\$2,982	
LMHS Track indoor Assistant	\$2,683	\$2,831	\$2,982	
LMHS Track outdoor Boys Assistant	\$2,683	\$2,831	\$2,982	
LMHS Track outdoor Girls Assistant	\$2,683	\$2,831	\$2,982	
LMHS Cross Country Assistant	\$2,683	\$2,831	\$2,982	
<b>Group E</b>				
LMHS V Golf CoEd Coach	\$3,435	\$3,626	\$3,815	
LMHS V Tennis Boys Coach	\$3,435	\$3,626	\$3,815	
LMHS V Tennis Girls Coach	\$3,435	\$3,626	\$3,815	
LMHS V Indoor Track Coach	\$3,435	\$3,626	\$3,815	
LMHS V Cross Country Coach	\$3,435	\$3,626	\$3,815	

Position	2022-23		
	Year 1	Year 3	Year 5
<b>Group F</b>			
LMHS JV Basketball Boys Coach	\$3,971	\$4,192	\$4,412
LMHS JV Basketball Girls Coach	\$3,971	\$4,192	\$4,412
LMHS V Softball Coach	\$3,971	\$4,192	\$4,412
LMHS V Soccer Boys Coach	\$3,971	\$4,192	\$4,412
LMHS V Soccer Girls Coach	\$3,971	\$4,192	\$4,412
LMHS V Volleyball Coach	\$3,971	\$4,192	\$4,412
LMHS V Track Boys Coach	\$3,971	\$4,192	\$4,412
LMHS V Track Girls Coach	\$3,971	\$4,192	\$4,412
LMHS V Baseball Coach	\$3,971	\$4,192	\$4,412
LMHS V Swimming Coach	\$3,971	\$4,192	\$4,412
<b>Group G</b>			
LMHS V Basketball Boys Coach	\$5,152	\$5,436	\$5,723
LMHS V Basketball Girls Coach	\$5,152	\$5,436	\$5,723
LMHS V Wrestling Coach	\$5,152	\$5,436	\$5,723

**APPENDIX D-1**  
**EXTRA-CURRICULAR ACTIVITIES (ADVISORS/DIRECTORS)**

		2020-21	
	1st year	3rd year	5th year
Sam team	\$354		
TEAM Mentor (per year)	\$253		
District Website Manager	\$2,175	\$2,281	\$2,386
<b>Group A</b>			
<b><u>High School</u></b>			
CT Youth Forum	\$810	\$865	\$918
French Club	\$810	\$865	\$918
Model U.N.	\$810	\$865	\$918
Quiz Bowl	\$810	\$865	\$918
Outing Club	\$810	\$865	\$918
Amnesty International	\$810	\$865	\$918
AP Coordinator	\$810	\$865	\$918
State Test Coordinator	\$810	\$865	\$918
Assistant Jazz Band	\$810	\$865	\$918
GSA	\$810	\$865	\$918
Literary Magazine	\$810	\$865	\$918
Ski Club	\$810	\$865	\$918
Spanish Club	\$810	\$865	\$918
<b><u>Middle School</u></b>			
Computer Club	\$810	\$865	\$918
Math Team	\$810	\$865	\$918
Ski Club	\$810	\$865	\$918
State Test Coordinator	\$810	\$865	\$918
<b><u>Elementary School</u></b>			
Art Night	\$810	\$865	\$918
Chorus	\$810	\$865	\$918
Drama	\$810	\$865	\$918
Band	\$810	\$865	\$918
Yearbook	\$810	\$865	\$918
Student Council	\$810	\$865	\$918
State Test Coordinator	\$810	\$865	\$918
PRE K-4 LA Coordinator	\$810	\$865	\$918

		2020-21	
	1st year	3rd year	5th year
<b>Group B</b>			
<b><u>High School</u></b>			
Advisor Freshman	\$1,134	\$1,188	\$1,242
Advisor Sophomore	\$1,134	\$1,188	\$1,242
Band, HS Jazz	\$1,134	\$1,188	\$1,242
Chamber Singers	\$1,134	\$1,188	\$1,242
Math League	\$1,134	\$1,188	\$1,242
National Honor Society	\$1,134	\$1,188	\$1,242
TRI M	\$1,134	\$1,188	\$1,242
Awards Coordinator	\$1,134	\$1,188	\$1,242
<b><u>Middle School</u></b>			
Panther News	\$1,134	\$1,188	\$1,242
NJHS	\$1,134	\$1,188	\$1,242
Peer Educators	\$1,134	\$1,188	\$1,242
Show Chorus	\$1,134	\$1,188	\$1,242
Jazz Band	\$1,134	\$1,188	\$1,242
<b><u>Elementary School</u></b>			
Big Brothers Big Sisters	\$1,134	\$1,188	\$1,242
<b>Group C</b>			
<b><u>High School</u></b>			
Newspaper	\$1,675	\$1,728	\$1,783
Student Council	\$1,675	\$1,728	\$1,783
Chorus	\$1,675	\$1,728	\$1,783
AAA Coordinator	\$1,675	\$1,728	\$1,783
Advisor, Junior	\$1,675	\$1,728	\$1,783
Advisor, Senior	\$1,675	\$1,728	\$1,783
Dance Team	\$1,675	\$1,728	\$1,783
Senior Project Director	\$1,675	\$1,728	\$1,783
FFA (per advisor)	\$1,675	\$1,728	\$1,783
Diversity Coordinator	\$1,675	\$1,728	\$1,783
Student Council	\$1,675	\$1,728	\$1,783
Yearbook	\$1,675	\$1,728	\$1,783
Chorus	\$1,675	\$1,728	\$1,783

		2020-21	
	1st year	3rd year	5th year
Group D			
<u>High School</u>			
Band	\$2,174	\$2,280	\$2,386
<u>Middle School</u>			
Band	\$2,174	\$2,280	\$2,386
Drama non-musical	\$2,174	\$2,280	\$2,386
Group E			
<u>High School</u>			
Year Book	\$2,922	\$3,068	\$3,215
Drama non-musical	\$2,922	\$3,068	\$3,215
<u>Middle School</u>			
Drama, Musical	\$2,922	\$3,068	\$3,215
Group F			
<u>High School</u>			
Assistant Athletic Director	\$4,092	\$4,296	\$4,500
Drama, Musical	\$4,092	\$4,296	\$4,500
<u>Middle School</u>			
Assistant Athletic Director	\$4,092	\$4,296	\$4,500
<u>High School</u>			
Student Activity Director	\$4,910	\$5,155	\$5,400
Group H			
<u>High School</u>			
Athletic Director	\$11,018		



**APPENDIX D-2**  
**EXTRA-CURRICULAR ACTIVITIES (ADVISORS/DIRECTORS)**

	<b>2021-2022</b>		
	<b>1st year</b>	<b>3rd year</b>	<b>5th year</b>
Sam team	\$358		
TEAM Mentor (per year)	\$256		
District Website Manager	\$2,197	\$2,304	\$2,410
<b>Group A</b>			
<b><u>High School</u></b>			
CT Youth Forum	\$818	\$874	\$927
French Club	\$818	\$874	\$927
Model U.N.	\$818	\$874	\$927
Quiz Bowl	\$818	\$874	\$927
Outing Club	\$818	\$874	\$927
Amnesty International	\$818	\$874	\$927
AP Coordinator	\$818	\$874	\$927
State Test Coordinator	\$818	\$874	\$927
Assistant Jazz Band	\$818	\$874	\$927
GSA	\$818	\$874	\$927
Literary Magazine	\$818	\$874	\$927
Ski Club	\$818	\$874	\$927
Spanish Club	\$818	\$874	\$927
<b><u>Middle School</u></b>			
Computer Club	\$818	\$874	\$927
Math Team	\$818	\$874	\$927
Ski Club	\$818	\$874	\$927
State Test Coordinator	\$818	\$874	\$927
<b><u>Elementary School</u></b>			
Art Night	\$818	\$874	\$927
Chorus	\$818	\$874	\$927
Drama	\$818	\$874	\$927
Band	\$818	\$874	\$927
Yearbook	\$818	\$874	\$927
Student Council	\$818	\$874	\$927
State Test Coordinator	\$818	\$874	\$927
PRE K-4 LA Coordinator	\$818	\$874	\$927

		2021-2022	
	1st year	3rd year	5th year
<b>Group B</b>			
<b><u>High School</u></b>			
Advisor Freshman	\$1,145	\$1,200	\$1,254
Advisor Sophomore	\$1,145	\$1,200	\$1,254
Band, HS Jazz	\$1,145	\$1,200	\$1,254
Chamber Singers	\$1,145	\$1,200	\$1,254
Math League	\$1,145	\$1,200	\$1,254
National Honor Society	\$1,145	\$1,200	\$1,254
TRI M	\$1,145	\$1,200	\$1,254
Awards Coordinator	\$1,145	\$1,200	\$1,254
<b><u>Middle School</u></b>			
Panther News	\$1,145	\$1,200	\$1,254
NJHS	\$1,145	\$1,200	\$1,254
Peer Educators	\$1,145	\$1,200	\$1,254
Show Chorus	\$1,145	\$1,200	\$1,254
Jazz Band	\$1,145	\$1,200	\$1,254
<b><u>Elementary School</u></b>			
Big Brothers Big Sisters	\$1,145	\$1,200	\$1,254
<b>Group C</b>			
<b><u>High School</u></b>			
Newspaper	\$1,692	\$1,745	\$1,801
Student Council	\$1,692	\$1,745	\$1,801
Chorus	\$1,692	\$1,745	\$1,801
AAA Coordinator	\$1,692	\$1,745	\$1,801
Advisor, Junior	\$1,692	\$1,745	\$1,801
Advisor, Senior	\$1,692	\$1,745	\$1,801
Dance Team	\$1,692	\$1,745	\$1,801
Senior Project Director	\$1,692	\$1,745	\$1,801
FFA (per advisor)	\$1,692	\$1,745	\$1,801
Diversity Coordinator	\$1,692	\$1,745	\$1,801
Student Council	\$1,692	\$1,745	\$1,801
Yearbook	\$1,692	\$1,745	\$1,801
Chorus	\$1,692	\$1,745	\$1,801

		2021-2022	
	1st year	3rd year	5th year
Group D			
<b><u>High School</u></b>			
Band	\$2,196	\$2,303	\$2,410
<b><u>Middle School</u></b>			
Band	\$2,196	\$2,303	\$2,410
Drama non-musical	\$2,196	\$2,303	\$2,410
Group E			
<b><u>High School</u></b>			
Year Book	\$2,951	\$3,099	\$3,247
Drama non-musical	\$2,951	\$3,099	\$3,247
<b><u>Middle School</u></b>			
Drama, Musical	\$2,951	\$3,099	\$3,247
Group F			
<b><u>High School</u></b>			
Assistant Athletic Director	\$4,133	\$4,339	\$4,545
Drama, Musical	\$4,133	\$4,339	\$4,545
<b><u>Middle School</u></b>			
Assistant Athletic Director	\$4,133	\$4,339	\$4,545
<b><u>High School</u></b>			
Student Activity Director	\$4,959	\$5,207	\$5,454
Group H			
<b><u>High School</u></b>			
Athletic Director	\$11,128		

**APPENDIX D-3**  
**EXTRA-CURRICULAR ACTIVITIES (ADVISORS/DIRECTORS)**

	<b>2022-2023</b>		
	<b>1st year</b>	<b>3rd year</b>	<b>5th year</b>
Sam team	\$362		
TEAM Mentor (per year)	\$259		
District Website Manager	\$2,219	\$2,327	\$2,434
<b>Group A</b>			
<b><u>High School</u></b>			
CT Youth Forum	\$826	\$883	\$936
French Club	\$826	\$883	\$936
Model U.N.	\$826	\$883	\$936
Quiz Bowl	\$826	\$883	\$936
Outing Club	\$826	\$883	\$936
Amnesty International	\$826	\$883	\$936
AP Coordinator	\$826	\$883	\$936
State Test Coordinator	\$826	\$883	\$936
Assistant Jazz Band	\$826	\$883	\$936
GSA	\$826	\$883	\$936
Literary Magazine	\$826	\$883	\$936
Ski Club	\$826	\$883	\$936
Spanish Club	\$826	\$883	\$936
<b><u>Middle School</u></b>			
Computer Club	\$826	\$883	\$936
Math Team	\$826	\$883	\$936
Ski Club	\$826	\$883	\$936
State Test Coordinator	\$826	\$883	\$936
<b><u>Elementary School</u></b>			
Art Night	\$826	\$883	\$936
Chorus	\$826	\$883	\$936
Drama	\$826	\$883	\$936
Band	\$826	\$883	\$936
Yearbook	\$826	\$883	\$936
Student Council	\$826	\$883	\$936
State Test Coordinator	\$826	\$883	\$936
PRE K-4 LA Coordinator	\$826	\$883	\$936

		2022-2023	
	1st year	3rd year	5th year
<b>Group B</b>			
<b><u>High School</u></b>			
Advisor Freshman	\$1,156	\$1,212	\$1,267
Advisor Sophomore	\$1,156	\$1,212	\$1,267
Band, HS Jazz	\$1,156	\$1,212	\$1,267
Chamber Singers	\$1,156	\$1,212	\$1,267
Math League	\$1,156	\$1,212	\$1,267
National Honor Society	\$1,156	\$1,212	\$1,267
TRI M	\$1,156	\$1,212	\$1,267
Awards Coordinator	\$1,156	\$1,212	\$1,267
<b><u>Middle School</u></b>			
Panther News	\$1,156	\$1,212	\$1,267
NJHS	\$1,156	\$1,212	\$1,267
Peer Educators	\$1,156	\$1,212	\$1,267
Show Chorus	\$1,156	\$1,212	\$1,267
Jazz Band	\$1,156	\$1,212	\$1,267
<b><u>Elementary School</u></b>			
Big Brothers Big Sisters	\$1,156	\$1,212	\$1,267
<b>Group C</b>			
<b><u>High School</u></b>			
Newspaper	\$1,709	\$1,762	\$1,819
Student Council	\$1,709	\$1,762	\$1,819
Chorus	\$1,709	\$1,762	\$1,819
AAA Coordinator	\$1,709	\$1,762	\$1,819
Advisor, Junior	\$1,709	\$1,762	\$1,819
Advisor, Senior	\$1,709	\$1,762	\$1,819
Dance Team	\$1,709	\$1,762	\$1,819
Senior Project Director	\$1,709	\$1,762	\$1,819
FFA (per advisor)	\$1,709	\$1,762	\$1,819
Diversity Coordinator	\$1,709	\$1,762	\$1,819
Student Council	\$1,709	\$1,762	\$1,819
Yearbook	\$1,709	\$1,762	\$1,819
Chorus	\$1,709	\$1,762	\$1,819

		2022-2023	
	1st year	3rd year	5th year
Group D			
<u>High School</u>			
Band	\$2,218	\$2,326	\$2,434
<u>Middle School</u>			
Band	\$2,218	\$2,326	\$2,434
Drama non-musical	\$2,218	\$2,326	\$2,434
Group E			
<u>High School</u>			
Year Book	\$2,981	\$3,130	\$3,279
Drama non-musical	\$2,981	\$3,130	\$3,279
<u>Middle School</u>			
Drama, Musical	\$2,981	\$3,130	\$3,279
Group F			
<u>High School</u>			
Assistant Athletic Director	\$4,174	\$4,382	\$4,590
Drama, Musical	\$4,174	\$4,382	\$4,590
<u>Middle School</u>			
Assistant Athletic Director	\$4,174	\$4,382	\$4,590
<u>High School</u>			
Student Activity Director	\$5,009	\$5,259	\$5,509
Group H			
<u>High School</u>			
Athletic Director	\$11,239		

## APPENDIX E

### TEACHER'S INITIAL CONTRACT

The Board of Education of the Town of Lebanon, Connecticut, hereby agrees to employ \_\_\_\_\_ and \_\_\_\_\_ (to whom the term "teacher" hereinafter refers) hereby agrees to serve under the direction of the Superintendent of Schools as a \_\_\_\_\_ in the public schools of said Town, for the school year beginning \_\_\_\_\_ and ending June 30, 20\_\_, subject to the conditions stated below.

In accordance with the provisions of the prevailing salary schedule and accompanying regulations of the Board of Education for said Town, the Board hereby agrees to pay said teacher, and said teacher hereby agrees to accept, for service during the above stated period, an annual salary rate of \$\_\_\_\_\_ in twenty-two or twenty-six periodic installments, and subject to required deductions for the State Teachers' Retirement Fund and the United States Withholding Tax, Lebanon Education Association agency service fee, and other agreed-to deductions which the teacher may in writing authorize.

This contract may be terminated by mutual consent at any time. It may be terminated or non-renewed by the Board as provided by statute. The teacher may resign for good reason by submitted at least thirty (30) days' written notice at any time except during the month of August, during which month, unless the contract has been terminated by mutual consent or Board action, the teacher will accept employment with no other Board of Education in Connecticut.

This contract is and shall be subject to the prevailing statutes of the State of Connecticut and the prevailing rules and regulations of the Board of Education.

#### SIGNED

Date \_\_\_\_\_

\_\_\_\_\_  
Teacher

#### BOARD OF EDUCATION, LEBANON, CT

Date \_\_\_\_\_

By \_\_\_\_\_  
Superintendent of Schools

## APPENDIX F

### LEBANON BOARD OF EDUCATION

#### EXTRA-CURRICULAR ACTIVITIES CONTRACT

The Board of Education for the Town of Lebanon, Connecticut hereby agrees to employ \_\_\_\_\_ and \_\_\_\_\_ hereby agrees to perform all of the regular duties as (advisor-coach) of \_\_\_\_\_ at Lyman Memorial High School - Lebanon Elementary School and spend such time as is necessary to complete those duties during the school year \_\_\_\_\_. It will be the responsibility of the (advisor-coach) to see that students have continuous supervision. The (advisor-coach) is also responsible for all equipment and facilities used in the activity.

For the above service, the Lebanon Board of Education will pay the sum of \$ \_\_\_\_\_ for the school year \_\_\_\_\_.

This contract may be terminated by mutual consent at any time.

This contract is void if not signed and returned to the Superintendent's office within thirty (30) days of receipt.

SIGNED

Date \_\_\_\_\_

\_\_\_\_\_  
(Advisor-Coach)

LEBANON BOARD OF EDUCATION

Date \_\_\_\_\_

By \_\_\_\_\_  
Superintendent of Schools



**APPENDIX G**

**LEBANON BOARD OF EDUCATION**

**DEPARTMENT HEAD/TEAM LEADER CONTRACT**

The Board of Education for the Town of Lebanon, Connecticut, hereby agrees to employ \_\_\_\_\_ as (Department Head/Team Leader) for \_\_\_\_\_ at (Lyman Memorial High School - Lebanon Elementary School) for the school year \_\_\_\_\_. The (Department Head/Team Leader) agrees to spend such time as is necessary to complete the duties of the position as described in such job description(s) of the position as the Board of Education may from time to time adopt. A copy of the existing job description is attached to and made a part of this Agreement.

For the above service, the Lebanon Board of Education will pay the sum of \$\_\_\_\_\_ for the school year \_\_\_\_\_.

This Agreement may be terminated by mutual consent at any time.

This contract is void if not signed and returned to the Superintendent's office within thirty (30) days of receipt.

IN WITNESS WHEREOF, the parties have hereto set their hands.

**SIGNED**

Date \_\_\_\_\_

\_\_\_\_\_  
(Department Head/Team Leader)

**LEBANON BOARD OF EDUCATION**

Date \_\_\_\_\_

By \_\_\_\_\_  
Superintendent of Schools

