

TENTATIVE AGREEMENTS*

*Subject to ratification

#	Content of TA
SVFT # 1	Article 1 Section Three The Board shall provide to the Union on a monthly basis the names, addresses, assignments and hiring date the signed hire letter of all new employees covered by this Agreement as soon as practicable and, further, the Board shall furnish monthly the names of all bargaining unit employees who terminate.
SVFT # 3	Article 1. Section Seventeen. A copy of all CTECS Board meeting agendas shall be provided to the Union President at least twenty-four (24) hours in advance of the meeting deadline for public speaking .

SVFT # 4	<p>Article 3. Section One.</p> <p><u>General Wage Increases</u></p> <p>The salary schedules for full-time employees are set forth in Appendix A and reflect the following general wage increases:</p> <ul style="list-style-type: none"> (a) Effective at the start of the pay period that includes September 1, 2025, all rates on the Salary Schedule for Full Time Teachers (Appendix A) shall be increased two and one-half percent (2.5%). (b) Effective at the start of the pay period that includes September 1, 2026, all rates on the Salary Schedule for Full Time Teachers (Appendix A) shall be increased two and one-half percent (2.5%). (c) Effective at the start of the pay period that includes September 1, 2027, all rates on the Salary Schedule for Full Time Teachers (Appendix A) shall be increased two and one-half percent (2.5%). (d) Effective at the start of the pay period that includes September 1, 2028, all rates on the Salary Schedule for Full Time Teachers (Appendix A) shall be subject to reopener. <p>In order to be eligible for retroactive payments, one must be an active employee in the bargaining unit on date of General Assembly ratification of this agreement, or a former employee who went directly into retirement after September 1, 2025.</p> <p><i>In addition, there will be a reopener on Annual Increments and top step in lieu of payments in the last year of the contract. For years 1-3, CTECS will agree to top step payments in lieu of the Annual Increments (“step”) The reopeners will only be on GWI, Annual Increment, and whether top step in lieu of payments are made.</i></p>
SVFT # 5	<p>Section 3.1</p> <p><u>B. Compensation for Degrees</u></p> <p>For the 2021-2022, 2022-2023 and 2023-2024 contract years; For the duration of this contract, there shall be funds equivalent to one percent (1.00%) of the base salary account for full-time teachers as of September 1st each year, to be used for the purpose of funding the Degree Scale payments as provided in Appendix F.</p>

<p>SVFT # 6 & SVFT # 7</p>	<p>Article 3. Section Three. The Department will provide payment for extracurricular duties, to be paid as follows:</p> <ul style="list-style-type: none"> (a) Fall sports in the last pay period November; (b) Winter sports in the last pay period March; (c) Spring sports in the last pay period June; (d) Seasonal activities as above; (e) Year-long activities in two (2) equal payments in the last pay period January the last pay period June. <p>(new) (f) In the event an employee’s pay as set forth in (a)-(e) is delayed and Central Office is aware of the delay, Central Office will notify the employee as soon as practicable.</p> <p>(g) Payments for ongoing positions such as full and partial curriculum writing, assessment writing, TEAM paper reviewer and master reviewer, proficiency scale writing, remediation plan writing, etc) will be paid per an agreed schedule for submission, review, and revision.</p> <p>(h) All summer work, outside of summer school and summer workdays, will be paid in the second pay period in September.</p>
<p>SVFT # 8</p>	<p>Article 3. Section 9(B) \$1500 top step payments in lieu of increment (“step”) for 2025-2026, 2026-2027, and 2027-2028. Reopener for 2028-2029.</p>
<p>CTECS # 20</p>	<p>Article 4. Section 4. (new) (i) In the event that employees are covered by Connecticut’s Paid Sick Leave Law, Conn. Gen. Stat. §§ 31-57r et seq. as it may be amended from time to time, CTECS shall permit teachers to use their first forty (40) hours of contractual paid sick leave in each fiscal year for the same purposes and under the same conditions as the conditions described in Connecticut’s Paid Sick Leave Law, notwithstanding any provisions in this section to the contrary (the “Statutory Sick Leave”). Any contractual paid sick leave accrued and used in excess of the Statutory Sick Leave shall be subject to the requirements of this Article and applicable CTECS policy requirements.</p>
<p>SVFT # 12</p>	<p>Article 4. Section Six. (b) An employee requesting longer term child-rearing leave should make the request in writing as soon as possible following the birth, adoption, placement of foster child, or taking custody of a child. Such leave shall not exceed the second September 1 following the commencement of such child-rearing leave.</p>

SVFT # 13	<p>Article 4. Section Six (c) Up to five (5) days of paid leave, deducted from sick leave will be provided to an employee in connection with the birth, adoption, placement of foster child, or taking custody of a child.</p>
SVFT # 16	<p>Article 5. Section 1(a) The Board CTECS shall allocate \$550,000 \$650,000 for the tuition reimbursement program for courses and other programs approved in accordance with this Article, outside of regular working hours, in the first year of this Agreement (2025-2026), (2021-2022). In the second year of this Agreement (2026-2027)-(2022-2023), this amount shall increase to \$675,000 \$600,000; in the third year of this Agreement (2027-2028) (2023-2024), this amount shall increase to \$700,000 \$650,000. In the fourth year, this shall be included in the reopener negotiations.</p>
SVFT # 21	<p>Article 6. Section 2(a)(1) Instructors who are assigned to report to work before the start of the regular school day will be permitted to leave after seven and one-half hours, but not earlier than the end of the student day. In no event may a faculty member miss parent appointments, extended faculty meetings, or PPT meetings.</p>
SVFT # 22	<p>Article 6. Section 2. (b) When there is an evening event (such as open house) at a school, teachers who participate in such event shall be granted an early dismissal day, which will be scheduled for the last scheduled workday of that week after the event. as follows: First evening event: The day before Washington’s Birthday / Presidents Day Second evening event: The Thursday before Good Friday Third evening event: The Friday before Memorial Day</p> <p>No Evening events can be scheduled for the 2nd Wednesday of November or 1st Wednesday of May.</p> <p>(1) If a school closure happens on the day of a give back day, the day will be rescheduled for the following Friday.</p>
SVFT # 25	<p>Article 6. Section 2. (c) In the event of inclement weather or other emergencies declared by the Principal requiring a late opening declared by the Principal and/or by the Superintendent or their designee, instructors will be required to report to work fifteen (15) minutes before the starting time for students.</p>
SVFT # 26	<p>Article 6. Section 2. (d) In the event of inclement weather or other emergencies declared by the Principal requiring an early dismissal declared by the Principal and/or by the Superintendent or their designee, instructors shall be permitted to leave anytime after 15 minutes from departure time for students.</p>

SVFT # 29	<p>Article 6. Section 3(c)</p> <p>Each employee shall have a continuous twenty thirty (2030) minute duty-free lunch period with no interruptions, except those employees on outside production jobs.</p> <p><i>*Note: 30 minute duty-free lunch shall be reflected throughout the contract where applicable</i></p>
CTECS # 2	<p>(b) The official school calendar shall provide a minimum of two (2) early dismissal days. One shall be the day before Thanksgiving. The other shall be the last day of school before winter break occurring in December Christmas if such day is December 22 or later.</p> <p>On these days, the workday shall ordinarily end at the conclusion of two hundred and forty (240) minutes of actual student instruction. However, in the event no transportation is available at this time, the day may extend until 1:00 p.m.</p> <p>On early dismissal days other than the two mandated by this section, Instructors may be required to stay until 3:00 p.m. for orientation, staff meetings, professional development, student assistance, parent appointments or other professional responsibilities. The present practice at each school shall continue with respect to evening events.</p> <p>When there is an evening event (such as open house) at a school, teachers who participate in such event shall be granted an early dismissal day, which will be scheduled for the last scheduled workday of that week after the event.</p> <p>In addition to staff meetings, employees may be required to attend up to three evening events designated by the school administration as part of their professional responsibilities. Three early dismissal days for all employees will be scheduled in the school calendar. Any employee who does not attend the designated evening event must receive preapproval from the school principal. Failure to attend a required evening event may be subject to discipline. the following meetings as part of their professional responsibilities: i) open house, ii) career night, and iii) one other event designated by the school administration, in collaboration with teaching staff. Attendance at additional evening events or activities is voluntary but is encouraged.</p>

<p>CTECS # 3</p>	<p style="text-align: center;">ARTICLE 6 – WORKING CONDITIONS</p> <p>Section 3. Preparation Time, Unassigned or Administrative Time.</p> <p>(c) Each employee shall have a continuous twenty (20) minute duty-free lunch period with no interruptions, except those employees on outside production jobs. Those employees on outside production jobs who are required to have lunch at the production site more than twenty (20) times per year shall be paid a stipend of \$250. An employee who is required to have lunch at the production site shall be granted permission to sign out twenty (20) minutes prior to the end of official workday on any day when he/she is required to have lunch at the production site, provided he/she has no other obligations.</p> <p>In situations where the specific time of lunch is not prescheduled (School Counselor, etc.), it is the responsibility of the individual instructor to take lunch, unless there is prior authorization from an administrator not to take lunch. If there is such prior authorization on more than twenty (20) occasions, the Board shall pay the employee shall be paid a stipend of \$250 stipend. If there is no prior authorization but the employee made reasonable efforts to obtain prior authorization and was unable to reach an administrator, the employee’s failure to take lunch will be counted towards the twenty occasions if the administration determines it was a reasonable and justified decision.</p>
<p>SVFT # 30 / CTECS # 22</p>	<p style="text-align: center;">ARTICLE 6 – WORKING CONDITIONS</p> <p>Section 3. Preparation Time, Unassigned or Administrative Time.</p> <p>(d) An instructor will not be required to teach more than two (2) subjects (subjects are: English, Social Studies, Science, Mathematics, Physical Education/Health, Art, World Language) or have more than three (3) preparations (a preparation is defined as a different subject or a different grade level within a subject or a different course within a subject; for example, General Science, Earth Science, Physics, and Biology) in any one (1) cycle week. In accordance with the present practice, this Article does not apply to Special Education Instructors. Notwithstanding the above, efforts shall be made to minimize the number of different preparations. No teacher will be scheduled to teach more than one course per period (courses are: Algebra I, Honors Algebra I, English, ECE, AP, etc)</p>

ARTICLE 6 – WORKING CONDITIONS

CTECS #3
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SVFT # 31

Section 3. Preparation Time, Unassigned or Administrative Time.

~~(e)-(1) ———~~ Blueprint Reading is deemed to be one subject.

- ~~a.—~~ The courses within the subject of Blueprint Reading are: Building Trades BPR, Service Trades BPR and 9th Grade BPR.
- ~~b.—~~ Each of the different grades levels – sophomore, junior and senior – is deemed to be a separate preparation.
- ~~c.—~~ An instructor whose assignment is limited to or primarily comprised of Blueprint Reading may be assigned not more than four (4) different preparations per day and not more than twenty- five (25) contact instructional periods per week.

ARTICLE 6 – WORKING CONDITIONS

CTECS #4

Section Five. Assignments.

- (a) The employer shall make a good faith effort to notify employees in writing of their assignments for the coming year will be changed by August 1, except in cases of an unanticipated change in circumstances. Changes after August 1 shall be provided by the school normally within the first two (2) weeks of the school year.
- (b) **A Teachers** shall be given written notice of a change in the school to which **they are** ~~he~~ is assigned. Other information concerning teaching assignments, schedules, grades and subjects shall be provided by the school, normally within the first two (2) weeks of the school year.
- (c) Administrators shall solicit input from teachers on their teaching assignments and schedules for the coming year. Teachers shall have input to the schedules for the coming school year through the Scheduling Team.

(NEW) Section Six. Professional Development

All members are required to attend scheduled professional development training designated by the school administration and/or district as a part of their professional responsibilities. Any employee who does not attend a professional development event is responsible for the content of the missed training.

CTECS may, in its sole discretion, host professional development training remotely.

<p>SVFT # 35, 37, 38, 71, 81</p>	<p>Article 7, Section 1.</p> <p>(new) The CTECS Assistant Superintendent of Pupil Services will convene a joint task force to assess the effectiveness and sustainability of CTECS’ special education and pupil services programming, including speech language pathologists. The task force will review current service delivery models, staffing patterns, caseload distributions, and best practices from research and comparable Connecticut districts, with the goal of ensuring an appropriate continuum of supports for students across the district. The task force will include the Assistant Superintendent or designee and an equal number of representatives from both AFSA and SVFT.</p> <p>At no time will these discussions be considered negotiations under the State Employee Relations Act (“SERA”) and they will not be subject to the impasse resolution procedures under SERA. In addition, this Section shall not be subject to the grievance procedure of this Agreement. Nothing in this Section prohibits either party from making any proposals related to this issue during negotiations of a successor this Agreement.</p>
<p>SVFT # 39</p>	<p>Article 7, Section 2(a)(3) If no employee on administrative time is available, an employee on preparation time to be paid at the rate of thirty-one dollars (\$31.00) until the daily substitute rate increases beyond \$155. At such time, lost preparation time shall be paid at the rate of 1/5th of the daily substitute rate set forth in Appendix F. Involuntary assignments of employees on preparation time will be rotated as equitably as practical. No employee will be required to give up more than one (1) preparation period in any week.</p>
<p>CTECS #5 & SVFT # 44</p>	<p style="text-align: center;">ARTICLE 7 – PUPIL LOAD, CLASS COVERAGE</p> <p>Section Two. Class Coverage</p> <p>(a) In the event an employee with classroom or shop responsibilities is absent, the Board School Principal will provide coverage for that classroom or shop in the following order of priority:</p> <p style="text-align: center;">...</p> <p>(f) The Board will use individuals maintained on the regular substitute list to provide clinical coverage whenever possible, before using LPN Department Heads employed by the CTHSS. Such substitutes shall be paid at the regular prevailing daily substitute and not the rate for clinical instructors set forth in Appendix F.</p> <p>If a regular substitute is not available and an LPN Department Head must provide clinical coverage, the rate of pay shall be \$200.00 for a full day. The payment shall be prorated for a partial day of coverage.</p>

SVFT # 40	ARTICLE 7 – PUPIL LOAD, CLASS COVERAGE
	<p>Section Two. Class Coverage</p> <p>(a)</p> <p>...</p> <p>(4) If coverage cannot be accomplished under (1), (2), or (3), employees in a multiple-person shop shall be required to cover for the absent employee. In a two-person shop, the covering employee will be paid at the rate per period set forth in (3) providing that the employee is instructing at least four (4) students more than he/she is normally responsible for and that there are a total of at least ten (10) students. In a multiple-person shop, the first full day of such coverage during a school year will be uncompensated. Thereafter during a school year, the covering employee (or covering employees pro-rata) will be paid at the rate per period set forth in (3). Instructors on preapproved outside production work shall not be assigned for coverage except in case of emergency.</p>
SVFT # 43	ARTICLE 7 – PUPIL LOAD, CLASS COVERAGE
	<p>Section Two. Class Coverage</p> <p>(b) School counselors/directors of school counseling, social workers, speech language pathologists, and psychologists shall not be assigned coverage.</p>
SVFT # 45	ARTICLE 7 – PUPIL LOAD, CLASS COVERAGE
	<p>Section Two. Class Coverage</p> <p>(f) Instructors who are approved to plan, grade, and input grades for vacancies within their certification(s) will be compensated at their hourly per diem rate.</p>
SVFT # 46	<p>Article 8. Section One.</p> <p style="text-align: center;">Instructors and Departments Heads shall be entitled to representation at all levels of the process.</p>
SVFT # 48	<p>Article 10. Section One. (c)</p> <p style="text-align: center;">Duplicating and typing planning facilities;</p>
SVFT # 55	<p>Article 10. Section Three</p> <p>Employees are not expected to work as custodians, secretaries, maintenance personnel or security personnel outside of learning situations except in case of an urgent, unforeseen situation requiring immediate action.</p>

CTECS # 9	ARTICLE 11
	Section Five. Probation for Promotion from Instructor to Department Head or From VS 02 to VS 03.
	<p>(a) An Instructor who is promoted shall serve a two (2) year probationary period. Failure to perform satisfactorily during the probationary period shall result in reassignment to an instructor position. This instructor employee will thus be allowed to a) fill a vacancy for which he/she is certified and has taught served within the last five (5) years; b) bump the least-senior instructor employee in a position for which this instructor employee is certified and has taught served within the last five (5) years; or c) accept a layoff and retain rights in accordance with Article 12 of this agreement.</p> <p>(b) Nothing in this article shall be construed as superseding the tenure requirements of this Agreement.</p> <p>(c) An employee who fails a promotional probationary period shall be precluded from applying for another promotional position for a period of three (3) years thereafter, and he/she must have achieved satisfactory or better evaluations during the three-year period.</p>
SVFT # 4	<p>Article 13. Section 4. When an investigation which leads to a disciplinary action for a teacher includes student statements, the SVFT will be provided copies of those all statements, videos, and investigatory reports, subject to restrictions, limitations, and/or provisions of applicable law.</p>
SVFT # 68	<p>Article 14, Section 1. Notice of administrative transfer shall be given to employees and the Union at least fifteen (15) days prior to the effective date of the transfer. For transfers to begin at the commencement of a new school year, notice will be given by May 15 where possible and practicable. An affected employee who makes a written request within seven (7) days of receipt of said notice shall be granted a meeting with the Superintendent or his/her designee to discuss the transfer, with Union representation, provided that the Superintendent's decision shall be final</p>
SVFT # 69	ARTICLE 14
	Section 2. CTECS shall maintain a Transfer List for SVFT members. A member desiring to transfer shall identify any locations to which they would like to transfer by no later than February 1. CTECS will consider the list when making an administrative transfer.

CTECS # 15	<p>Article 18 Section One. Library Media Specialists shall not be required to cover more than one (1) study period per day and shall not be assigned to cover a class for an absent teacher except in situations when no other teacher is available.</p> <p>Section Two In addition to their applicable salaries, Library Media Specialists shall receive an additional stipend for additional responsibilities with Chromebooks. The stipend shall be \$2,000 in year one of this Agreement, \$2,050 in year two of this agreement, \$2,101.25 in year three of the Agreement, with a reopener in year four with respect to said stipend.</p>
SVFT # 114	<p>Article 18 Section Two (new) One of the three professional days in August prior to the start of the academic school year, as designated by the Superintendent, shall be used to address Chromebooks</p>
SVFT # 75	<p>Article 21. Section One. (c) The term “days” where used in the Article shall mean calendar school days, including Saturdays, Sundays and holidays.</p>
CTECS # 10	<p>ARTICLE 23 Section 1 The parties herein agree that, as required by law, neither shall discriminate against any employee on the basis of race, color, religious creed, sex, age, national origin, ancestry, marital status, sexual orientation, lawful political activity or past/present history of mental disorder, learning disability and physical disability or any other membership in any protected class as provided by federal or state law</p>
CTECS # 11	<p>ARTICLE 23 (New) Section Two Any claim of discrimination may be grieved but shall not be filed to arbitration, as such claims are better resolved by the agencies charged with such duties, including the Commission on Human Rights and Opportunities or the State Board of Labor Relations.</p>
SVFT # 77	<p>Article 26. Section Three. The Executive Director and Superintendent shall meet with the President, Vice-President, and Executive Union Representative to discuss labor issues not less than once per month.</p>

SVFT # 81	<p style="text-align: center;">ARTICLE 37</p> <p style="text-align: center;">SPEECH AND LANGUAGE PATHOLOGISTS</p> <p>The Board may hire speech and language pathologists to serve in regional positions. Regions shall be agreed upon with the Union prior to posting positions. Speech and language pathologists shall only report to one school per day.</p> <p>Speech and language pathologists may attend meetings virtually when practicable.</p> <p>Speech and language pathologists shall be assigned to offices/classrooms that provide privacy and freedom from unnecessary interruptions to the extent practicable.</p>
SVFT # 84	<p>SA 3.2.d The Department will provide payment for extracurricular duties, to be paid as follows:</p> <ul style="list-style-type: none"> (a) Fall sports in the last pay period November; (b) Winter sports in the last pay period March; (c) Spring sports in the last pay period June; (d) Seasonal activities as above; (e) Year-long activities in two (2) equal payments in the last pay period January the last pay period June. <p style="padding-left: 40px;">(new) (f) In the event an employee’s pay as set forth in (a)-(e) is delayed and Central Office is aware of the delay, Central Office will notify the employee as soon as practicable.</p> <p>(g) Payments for ongoing positions such as full and partial curriculum writing, assessment writing, TEAM paper reviewer and master reviewer, proficiency scale writing, remediation plan writing, etc) will be paid per an agreed schedule for submission, review, and revision.</p> <p>(h) All summer work, outside of summer school and summer workdays, will be paid in the second pay period in September.</p>

<p>CTECS # 13</p>	<p style="text-align: center;">APPX A</p> <p>1. When an employee is entitled has received his/her professional certificate which would entitle him/her to move to a higher salary group, as shown in the SALARY SCHEDULE FOR FULL-TIME TEACHERS, step placement pursuant to said movement shall be calculated by adding the amount of the average annual increment of the higher salary group to the employee's current annual salary and placing him/her on that step in the higher salary group which is at least equal to that amount. The new salary rate will remain in effect through the end of the school year; there will be no decrease in the summer (pro-rata) pay to reflect the school days worked at the lower rate.</p>
<p>SVFT # 89</p>	<p>APPENDIX A Salary Placement on Change in Status</p> <p>The effective date of the increase shall be the start of the pay period on or after the date the professional certificate is effective provided the employee immediately provides an electronic copy of the professional certificate to Human Resources the School Principal within two weeks of receipt of the certification.</p> <p>For Aviation Program Instructors, the effective date of the increase shall be the date on which the employee completes the two required courses and provides proof of such successful completion to Human Resources.</p>

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SVFT # 90 ,
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APPENDIX A

SALARY SCHEDULE FOR FULL-TIME TEACHERS

GROUP VS 01: Instructors with Initial, ~~Provisional or~~ Temporary Certification (except as specified below); ~~School to Career~~; **Aviation Program Instructors with a mechanic certificate and airframe and powerplant ratings, who have not completed 113 and 116.**

GROUP VS 02: All Instructors with Professional Certification; School Counselor and Reading Instructors with Initial, Provisional or Temporary Certification; Library Media Specialists; School to Career; **Aviation Program Instructors who have completed 113 and 116.**

GROUP VS 03: Department Heads; Psychologist/Social Workers; Dean of Students; **Speech Language Pathologists.**

Effective September 1, 2026, Library Media Specialists shall be placed in Group VS 03 at the step as close to but not lower than their current salary on VS 02 consistent with Appendix A, Salary Placement on Change of Status.

CTECS # 16	APPENDIX B
	<p>During the term of this Agreement, CTECS the Board and the Union may mutually agree to add new coach or advisor stipends to this schedule. The rate for such new coach or advisor shall be set at the rate of a coach or advisor on the existing schedule who performs comparable work.</p> <p>For the 2021-2022 school year, all stipends identified in Appendix B will increase 2.5%. For the 2022-2023 school year, all stipends identified in Appendix B will increase 2.5%. For the 2023-2024 school year, all stipends identified in Appendix B will increase 2.5%.</p> <p>For the 2024-2025 school year, there shall be a reopener on the amount of the stipends identified in Appendix B.</p> <p>For the 2025-2026 and 2026-2027 school year shall stay flat. For the 2027-2028 school year, all stipends identified in Appendix B will increase 2.5%. For the 2028-2029 school year, there shall be a reopener on the amount of the stipends identified in Appendix B.</p>
CTECS # 16 (Partial) & SVFT # 106	APPENDIX B
	<p>*TEAM Mentor – Academic: This is a two-year position. The stipend shall be paid in four installments over those two years.</p> <p>**TEAM Mentor – Trade: This is a one-year position. The stipend will be paid in two installments during that year.</p>
SVFT # 102	APPENDIX B
	SkillsUSA chaperones shall be eligible for a stipend of \$1500 for attendance at SkillsUSA upon approval of the Superintendent or designee, not to exceed eighteen chaperones.
SVFT # 103	SVFT 103 Trade National Honor Society stipend @ \$1264.85

SVFT # 108	The hourly rate for summer school, special programs, night school and the apprentice program shall be as follows:		
	School Year	Instructor	Supervisor
	2021-2022	\$32.40	\$38.86
	2022-2023	\$33.21	\$39.83
	2023-2024	\$34.04	\$40.82
	<p style="color: red;">For the 2021-2022 school year, all stipends identified in Appendix D will increase 2.5%: For the 2022-2023 school year, all stipends identified in Appendix D will increase 2.5%: For the 2023-2024 school year, all stipends identified in Appendix D will increase 2.5%: For the 2024-2025 school year, there shall be a reopener on the amount of the stipends identified in Appendix D.</p> <p>CTECS The Board may shall unilaterally increase hourly rates as follows:</p> <ol style="list-style-type: none"> 1. The hourly rate for Instructors may shall be increased as deemed necessary by the Board, to a rate not to exceed the hourly rate for the first step of Group 1 equal to VS01-Step 3 on the applicable salary schedule in Appendix A. 2. The hourly rate for Supervisors may shall be increased as deemed necessary by the Board, to a rate not to exceed the hourly rate for the first step of Group 1 equal to VS03-Step 1 on the applicable salary schedule in Appendix A. 3. The Board CTECS may establish different hourly rates for different categories or programs. 4. Prior to effecting any change in hourly rates, the Board CTECS shall give the Union notice and, upon request, meet and confer with the Union to review its intended action. 		

<p>CTECS # 17</p>	<p>APPENDIX B</p> <p>All stipend positions must be approved by the Principal. These stipend amounts cover all work for the stated positions, including but not limited to work that may occur during the summer. Coaching stipends shall not be split among multiple members for athletics/coaching stipends, unless approved by the Superintendent or designee before the start of the athletic season. All other stipends may be split between members upon approval by the Principal or designee.</p>
<p>SVFT # ??</p>	<p>Appendix B.</p> <p>By May 1, 2026, the CTECS Executive Director will convene a working group to review current programming in athletics, the associated costs, and the roles and expectations of the Athletic Directors, coaches, and game day positions. The working group will analyze spending data being collected as part of the budgeting process, review state and federal laws and policies impacting athletic related roles, and conduct research on practices at comparable Connecticut districts. The working group will include representation from SVFT and executive leadership, as well as other relevant stakeholders as identified by the Executive Director.</p> <p>At no time will these discussions be considered negotiations under the State Employee Relations Act (“SERA”) and they will not be subject to the impasse resolution procedures under SERA. In addition, this Section shall not be subject to the grievance procedure of this Agreement. Nothing in this Section prohibits either party from making any proposals related to this issue during negotiations of a successor this Agreement.</p> <p>In addition, the Athletic Director stipend shall increase 2.5% in the second year of the contract (2026-2027), effective September 1, 2026, unless otherwise agreed to.</p>

CTECS #
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APPENDIX E
DAILY SUBSTITUTE RATE

The work day for substitutes is the same as the work day for full-time teachers in the school assigned. ~~The daily substitute rate for all substitutes shall be as follows:~~
\$155.

A. The per diem substitute rate for “daily substitutes” shall be \$200.

1. “Daily substitutes” is defined as substitutes who are called and are assigned on a daily basis.
2. The rate for daily substitutes may be increased as deemed necessary by CTECS. CTECS may establish different substitute rates for different categories or programs. Prior to effecting any change in substitute rates, the Superintendent shall give the Union notice and, upon request, meet and confer with the Union to review its intended action.
3. “Daily substitutes” will be entitled to the same duty-free lunch as full-time teachers.
4. “Daily substitutes” can be assigned to supervise a classroom or assigned to a duty.
5. “Daily substitutes” will be provided with and will implement substitute lesson plans left by the teacher.
6. “Daily substitutes” are expected to take attendance.
7. “Daily substitutes” can be paid the per diem substitute rate to attend professional development, when required by the school principal with prior approval of the superintendent.

B. The per diem substitute rate for “long-term substitutes” shall be the per diem rate of VS01 – Step 3.

1. “Long-term Substitutes” is defined as substitutes who are assigned to a specific teacher’s schedule for a period of time exceeding 10 days and will be responsible for the obligations of an instructor, including lesson planning, grading, and guardian contact for the assigned classes.
2. The daily rate for “Long-term substitutes” will begin on the first day of the long-term assignment.
3. “Long-term Substitutes” must possess a CT teacher certification in any area or meet the requirements for a CT State Department of Education “State Certified Substitute”.
4. “Long-term Substitutes” will have a schedule that includes the same duty-free lunch period as full-time teachers.
5. “Long-term Substitutes” will have a schedule that includes a prep period.

	<p style="text-align: center;">a. If assigned to cover a class during their prep period, the “Long-term Substitutes” will be compensated as the same rate as a full-time teacher.</p> <p>6. “Long-term Substitutes” shall attend professional development days at their per diem rate.</p> <p>7. “Long-term Substitutes” must request a “daily substitute” and leave lesson plans, if absent.</p>						
<p>SVFT # 111</p>	<p>Appendix F. 8. Shares used to determine the supplemental payments shall be assigned in accordance with the following schedule:</p> <table border="0" style="width: 100%;"> <thead> <tr> <th style="text-align: left;"><u>LEVEL</u></th> <th style="text-align: left;"><u>SHARES</u></th> </tr> </thead> <tbody> <tr> <td>Bachelor's (Trade Only)</td> <td>3 shares</td> </tr> <tr> <td>Master's (Trade and School Counselors Only)</td> <td>4 shares</td> </tr> </tbody> </table>	<u>LEVEL</u>	<u>SHARES</u>	Bachelor's (Trade Only)	3 shares	Master's (Trade and School Counselors Only)	4 shares
<u>LEVEL</u>	<u>SHARES</u>						
Bachelor's (Trade Only)	3 shares						
Master's (Trade and School Counselors Only)	4 shares						
<p>SVFT # 83</p>	<p>Supplemental Agreement Article 3. Section One. All regularly scheduled part-time employees who teach in the regular day program shall be paid a prorated portion of the full-time salary for VS 01 or VS02, based on certification, effective September 1, 2026.</p>						
<p>SVFT # 85</p>	<p>Supplemental Agreement Article 4. Section Two. (a) Effective September 1, 2026, such employees also shall receive be eligible for the same pro-rated allotment of sick leave and personal leave afforded to full time teachers pursuant to Article 4 of this Agreement.</p>						
<p>SVFT # 86</p>	<p>Supplemental Agreement Article 5, Section Four A durational or regularly scheduled part-time employee shall be required to attend the same staff meetings as are required of full-time employees. There shall be no additional compensation for such attendance for any employee who is full-time or who is paid a prorated annual salary of at least sixty percent (60%). Part-time employees shall only be required to attend the eight (8) meetings outlined in Article 6, Section Two (f) of this Agreement, parent appointments, and PPTs.</p>						