

BRANFORD BOARD OF EDUCATION

*****This meeting will be live streamed*****

WEDNESDAY

6:00 PM

October 25, 2023

Walsh Intermediate School Cafeteria

185 Damascus Road

Branford, CT 06405

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SPECIAL FULL BOARD OF EDUCATION MEETING AGENDA

Branford Public Schools Mission and Vision Statement: Nurturing students and citizens who develop a deep commitment to learning today and leading tomorrow is the central goal of Branford Public Schools.

AGENDA

I. Call to Order

II. Discussion/Action Item

A. To consider and if appropriate, vote to accept the Branford Education Association (BEA) contract.

III. Adjourn

SHIPMAN

MEMORANDUM

TO: Branford Board of Education
FROM: Rich Mills and Julie Reznik
DATE: October 20, 2023
RE: Summary of the 2024-27 Teachers' Contract Settlement

On October 16, 2023, the Branford Board of Education's Negotiating Committee reached a tentative agreement with the Negotiating Committee for the Branford Education Association (the "Association"). The proposed new contract includes the following key terms:

1) Duration

- The new contract is for three years: July 1, 2024 through June 30, 2027.

2) Salary and Stipend Schedules

a. The salary schedules for 2024-27 will be as follows:

- 2024-25: Bargaining unit employees at the maximum step will receive a general wage increase of 2.65%. All other bargaining unit employees will advance one step and receive a general wage increase of 1.65%.
- 2025-26: Bargaining unit employees at the maximum step will receive a general wage increase of 2.65%. All other bargaining unit employees will advance one step and receive a general wage increase of 1.65%.
- 2026-27: Bargaining unit employees at the maximum step will receive a general wage increase of 2.65%. All other bargaining unit employees will advance one step and receive a general wage increase of 1.65%. Effective June 30, 2027, a new step will be added between the maximum step and penultimate step to smooth the salary schedule and reduce the "bubble" in the salary schedule.

b. New Hire Incentives: The parties agreed to afford the Superintendent the discretion to place a new teacher hired into a shortage area up to one step above their normal salary schedule placement and/or to pay such teacher a one-time

signing bonus of up to \$5,000. The parties also agreed to expand the district's ability to give salary placement credit to incoming teachers who have worked as a substitute teacher in any school district, rather than only those who have worked as a substitute teacher in Branford.

c. The stipend schedule will be revised as follows:

- 2024-25: A 0.5% general wage increase will be applied to existing activity stipends. Coaching stipends will receive a general wage increase of 1.75%.
- 2025-26: A 1.5% general wage increase will be applied to existing activity stipends. Coaching stipends will receive a general wage increase of 1.75%.
- 2026-27: A 1.75% general wage increase will be applied to existing activity stipends. Coaching stipends will receive a general wage increase of 1.75%.

d. New Activity Stipends: Previously, any teacher overseeing a new activity was not compensated until the third year of the activity's existence (at a rate of \$500). Under the new contract, any new activity position established by the Board will be paid at 33% of the stipend rate mutually agreed upon by the Board and Association in the first year of the activity, 66% of the applicable stipend rate in the second year and 100% of the applicable stipend rate in the third year and thereafter.

e. Stipend Committee: A stipend committee will be established to address inequities in the activity stipend schedule utilizing \$30,000 in Board funding. The committee will be comprised of eight individuals (the Superintendent, three representatives designated by the Superintendent and four representatives designated by the Association President). The committee will begin its work on or about January 1, 2024. If the committee cannot reach mutual agreement on the allocation of those funds prior to July 1, 2024, the \$30,000 funding will not be applied to the activity stipend schedule.

3) Insurance

- Premium Cost Share: Employees' premium contributions will be 19.5% for 2024-2025, 20.0% for 2025-26 and 20.5% for 2026-27.

4) Other Changes

In addition to housekeeping changes, the parties agreed to the following key changes:

- Compensation for Coverage: Previously, teachers were not compensated for giving up their personal planning time to cover another teacher's class. The parties agreed that teachers who do so shall be compensated for their lost planning time at an hourly rate equal to the summer school rate.
- New Teacher Orientation: The number of orientation days for new teachers will increase from one day to two days. The parties agreed that both orientation days will not require any additional compensation over the contractual salaries for such teachers.
- Inter-School Travel: The Board agreed to reimburse teachers whose teaching assignments require them to travel regularly between schools in the district at the IRS mileage rate.
- Non-Discrimination: The non-discrimination provision has been updated to include protected classifications under state and federal law that were previously not reflected in the contract.
- Notice of Intent to Return from Leave: The 2021-24 contract does not require that teachers provide notice of their intention to return from leave by any specific date. The new contract requires teachers intending to return from leave at the beginning of a school year to provide notice of such intention on or before the preceding April 1.
- Meetings: The contract currently provides that teachers may be required to remain beyond the workday for one curriculum, department or other school-required meeting per month. This provision has been modified to provide that such meetings shall not exceed eight total hours per year.
- Vacancies: The parties agreed to streamline the procedure for notifying employees of internal teaching vacancies.
- School Calendar: The parties agreed to clarify and streamline the procedure for developing the school calendar.
- Duty-Free Lunch: This provision has been updated to reflect the recent statutory change requiring that all teachers have an uninterrupted 30-minute duty-free lunch period.