

STATE OF CONNECTICUT
MUNICIPAL ACCOUNTABILITY REVIEW BOARD
SPRAGUE SUBCOMMITTEE
SPECIAL MEETING NOTICE AND AGENDA

Meeting Date and Time: Wednesday, November 18, 2020 3:00 PM – 4:30 PM

Meeting Location: This meeting will be telephonic only. Meeting materials can be found at <https://portal.ct.gov/OPM/Marb/Sprague-Committee-Meetings-and-Materials>

Telephonic Meeting: Telephone: (860) 840-2075
Access Code: 997 906 311

Agenda

- I. Call to Order
- II. Approval of Minutes:
 - a. June 5, 2020 Subcommittee Special Meeting
- III. Review, discussion and possible action: Sprague Teachers League Contract
- IV. Review, discussion and possible action: 5-Year Plan FY 2021-2025
- V. Update: Status of FY20 Audit
- VI. Update: Status of FY19 Audit Findings Corrective Action Plan
- VII. Adjourn

DRAFT

STATE OF CONNECTICUT
MUNICIPAL ACCOUNTABILITY REVIEW BOARD
SPRAGUE SUBCOMMITTEE
SPECIAL MEETING MINUTES

Meeting Date and Time: Friday, June 5, 2020 10:00 AM – 12:00 PM

Meeting Location: This meeting was held telephonically. Meeting materials can be found at <https://portal.ct.gov/OPM/Marb/Sprague-Committee-Meetings-and-Materials>

Telephonic Meeting: Telephone: (860) 840-2075
Access Code: 487 614 174

Members in Attendance: Kimberly Kennison (OPM Secretary designee), Christine Shaw (State Treasurer designee), Mark Waxenberg, Sal Luciano, Matthew Brokman

Town Officials in Attendance: First Selectman Cheryl Blanchard, Melissa Sevigny, Superintendent William Hull, Michele Demicco

OPM Staff in Attendance: Julian Freund

I. Call to Order

The meeting was called to order at 10:03 AM

II. Approval of Minutes:

a. January 30, 2020 Subcommittee Special Meeting

Ms. Shaw made a motion, with a second by Mr. Waxenberg, to approve the minutes. All voted in favor.

b. March 30, 2020 Subcommittee Special Meeting

Mr. Luciano made a motion, with a second by Mr. Waxenberg, to approve the minutes. All voted in favor.

III. Review, discussion and possible action: Recommended FY 2020 Budget

Mr. Freund provided a review of the proposed budget as released by the Board of Finance on May 28. The Board of Finance intends to take final action on the budget on June 11. There will be no referendum on the budget this year due to the Covid related executive order. An open comment period for public input is underway and the Town is soliciting feedback through

various channels. Overall revenues increase by 1.6%, attributable almost entirely to property taxes. A one mill increase is included in the budget, consistent with the previously approved 5-Year Plan. State Aid projections are consistent with the State budget. Expenditures increase by 1.7%, attributable to a 3% increase in the Education budget. First Selectman Cheryl Blanchard added that the Town has mailed a copy of the budget to all households and have set up a dedicated email account for feedback. Comments can also be provided by mail or at a drop box at Town Hall. Residents have until June 10 to provide comments to the Town. Ms. Kennison asked about the projected FY 2020 budget results. Mr. Hull indicated that the Board of Education expected to end the year with a balance of about \$125,000 to \$160,000. Members discussed the major cost drivers in the Education budget. Members discussed the Education increase and whether it provides sufficient stability to the Education budget to mitigate against similar increases in subsequent years. Subcommittee members opted not to take action on the proposed budget prior to the Board of Finance approving the budget.

IV. Review and discussion: Draft 5-Year Plan FY 2021-2025

An overview of the draft plan was provided. The plan's assumptions and the projected revenues, expenditures and impact on fund balance were discussed. One change in assumptions from the original plan is a more conservative projection for Education expenses. In the previous plan, Education expenditures were offset by projected increases in the ECS grant. The updated plan assumes no growth in ECS funding, but includes annual increases in Education expenditures. The current draft projects an ending fund balance that is still negative. Much of the change in fund balance projections is the result of the property lease payment that generated \$325,000 in cash at the signing of the lease, but which will be amortized over the life of the lease in the Town's financial statements. As a result, the Town's fund balance projections are significantly lower than included in the original 5-Year Plan. The Town and Board of Education will work on closing the deficits in the draft plan and bring a revised plan back to the Subcommittee for consideration.

V. Update: Corrective Action Plan

Ms. Blanchard reported that there have been no changes to the status of the items in the plan. The Board of Finance will be retaining the same auditor as the prior fiscal year. The Board of Finance may issue an RFP for audit services for the next fiscal year. The finding related to development of policies and procedures will not be closed in the FY 2020 audit. Some of the other findings will be closed.

VI. Adjourn

Mr. Luciano made a motion to adjourn with a second by Mr. Waxenberg. The meeting adjourned at 11:10 AM.

PROFESSIONAL AGREEMENT

between the

SPRAGUE BOARD OF EDUCATION

and the

SPRAGUE TEACHERS' LEAGUE

~~2018-2021~~

2021-2024

THIS AGREEMENT is made and entered into on the ___TBD___ day of ~~February~~,
~~2018~~ **2020** by and between the Sprague Board of Education (hereinafter referred to as the
"Board") and the Sprague Teachers' League (hereinafter referred to as the "League").

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ARTICLE I
PREAMBLE

- A. This Agreement is negotiated under Section 10-153a through 10-153r of the Connecticut General Statutes, as amended, in order (a) to fix for its term the salaries and all other conditions of employment provided herein, and (b) to encourage and abet effective and harmonious working relationships between the Sprague Board of Education (the “Board”) and the professional staff in order that the cause of public education may be best served.
- B. The Board and the Sprague Teachers’ League (the “League”) recognize the importance of responsible participation by the entire professional staff in the educational process, planning and development. To this end they agree to maintain communication to inform about programs, and at the request of the Board, to guide in development and to assist in planning and growth either by committee, individual consultation or designated representatives.
- C. This Agreement shall constitute the entire Agreement of the Board and the League in the subject areas covered by the Agreement for the duration of the Agreement unless changed by the mutual consent of both parties. Such mutually consented change shall be in writing and in accordance with the consultation procedure provided herein.
- D. No Memorandums of Understanding shall be included or considered as part of this Agreement.

ARTICLE II
RECOGNITION

- A. The Board recognizes the League as the exclusive representative as defined in Section 10-153b of the Connecticut General Statutes, as amended, for the entire group of certified professional employees who are employed in positions requiring a teaching, ~~or~~ special services certificate, or a durational shortage area permit. Specifically excluded from the above unit are those defined to be in an administrative unit, Section 10-153b (a) (1), and also Section 10-153b (b) of the Connecticut General Statutes, as amended; i.e., any and all below the rank of principal.
- B. Unless otherwise indicated, the term "teacher" when used hereinafter in this Agreement shall refer to all employees in the above unit.
- C.
 - 1. Employees holding a durational shortage area permit (“DSAP”) shall be covered by all terms and conditions of this agreement, except as follows:
 - a. Reduction in Force (Article XIII)
 - 2. A DSAP holder shall not accrue seniority or length of service for any purpose in the Sprague Public Schools. Notwithstanding the foregoing, if a DSAP holder becomes certified as a teacher and is retained by the Board as an employee after receiving such certification, with no break in service, then

the individual shall be credited with seniority and length of service for all purposes under this agreement, retroactive to the first date of hire by the Board.

3. The Board shall have the right, in its sole discretion, not to renew and/or to terminate the employment of a DSAP holder, and the DSAP holder shall have no right to file and/or pursue a grievance under this agreement with respect to such action.

ARTICLE III **PROFESSIONAL NEGOTIATIONS**

- A. In accordance with the timelines established by statute, the Board and the League agree to negotiate in good faith, pursuant to Section 10-153a through 10-153r of the Connecticut General Statutes, as amended, in accordance with the procedure set forth herein to secure a successor Agreement. The Agreement so negotiated shall bind and inure to the benefits of the Board and all members of the unit. It shall be reduced to writing and signed by the Board and by the League.
- B. During negotiations, the Board and the League shall exchange relevant data, points of view, and proposals and counterproposals with respect to salaries and any other conditions of employment about which either party wishes to negotiate. Either party may, if it so desires, utilize the services of outside consultants and may call upon professional and lay representatives to assist in the negotiations.

ARTICLE IV **GRIEVANCE PROCEDURE**

- A. Purpose
 1. The purpose of this procedure is to secure at the lowest possible administrative level, equitable solutions to problems which may arise affecting the welfare or working conditions of teachers. Both parties agree to use discretion in matters regarding sensitive issues such as medical or personal problems.
- B. Definitions
 1. "Grievance" shall mean a claim based upon an alleged violation, misapplication or misinterpretation of any of the specific provisions of this Agreement.
 2. "Teacher" shall mean any member of the group as set forth in Article II (A) and may include a group of certified employees similarly affected by the grievance.
 3. "Party in interest" shall mean the person or persons making the claim, including their designated representative as provided for herein, and any person or persons who might be required to take action or against whom action might be taken in order to resolve the problem.

4. "Days" shall mean days when school is in session, except that during the summer break or scheduled vacation periods, "days" shall mean business days.

C. Time Limits

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each step shall be considered as a maximum. The time limits specified may, however, be extended by written agreement of the parties in interest.
2. If a teacher does not file a grievance in writing within twenty (20) days after he/she knew, or should have known, of the act or conditions on which the grievance is based, then the grievance shall be considered to have been waived.
3. Failure by the aggrieved teacher 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.

D. Informal Procedures

1. If a teacher feels that he/she may have a grievance, he/she must first discuss the matter with the Principal in an effort to resolve the problem informally.
2. If the teacher is not satisfied with such disposition of the matter, he/she shall have the right to have the League assist in further efforts to resolve the problem informally with the Principal.

E. Formal Procedure

1. Level One - School Principal

- a. If an aggrieved teacher is not satisfied with the outcome of informal procedures, or if he/she has elected not to utilize such procedures, he/she may present the claim as a written grievance to the Principal.
- b. The Principal shall, within five (5) days after receipt of the written grievance, render a decision and the reasons therefore in writing to the aggrieved teacher.

2. Level Two - Superintendent of Schools

- a. If the aggrieved teacher is not satisfied with the disposition of the grievance at Level One, he/she may, within three (3) days after the decision, or within eight (8) days after the formal presentation, file a written grievance with the Superintendent, or file a written grievance with the League for referral to the Superintendent.

- b. The League shall, within five (5) days after receipt, refer the grievance to the Superintendent.
- c. The Superintendent shall, within ten (10) days after receipt of the referral, meet with the aggrieved teacher and with his/her representatives for the purpose of resolving the grievance. Either party, at its own expense, may record the proceedings in any manner.
- d. The Superintendent shall, within three (3) days after the hearing, render a decision and the reasons therefore in writing to the aggrieved teacher, with a copy to the League.

3. Level Three - Board of Education

- a. If the aggrieved teacher is not satisfied with the disposition of the grievance at Level Two, he/she may, within three (3) days after the decision, or within six (6) days after the hearing, file the grievance again with the League for appeal to the Board.
- b. The League shall, within three (3) days after receipt, refer the appeal to the Board.
- c. The Board shall, within ten (10) days after receipt of the appeal, meet with the aggrieved teacher and with his/her representatives for the purpose of resolving the grievance. Either party, at its own expense, may record the proceedings in any manner.
- d. The Board shall, within ten (10) days after such meeting, render its decision and the reasons therefore in writing to the aggrieved teacher, with a copy to the League.

4. Level Four- Arbitration

- a. If the aggrieved teacher is not satisfied with the disposition of the grievance at Level Three, he/she may, within three (3) days after the decision, or within twelve (12) days after the Board meeting, request in writing to the League that the grievance be submitted to arbitration.
- b. The League may, within five (5) days of receipt of such request, submit the grievance to arbitration by so notifying the Board in writing.
- c. The Board Chairperson and the League President shall, within five (5) days after such written notice, jointly attempt to select a single arbitrator who is an acknowledged expert as an arbitrator. The rules and procedures of the American Arbitration Association (AAA) shall be adhered to. Failure of the League to request such meeting within the time limits set forth above shall be deemed to be acceptance of the decision rendered at the Board level, unless the parties mutually agree to waive such time limits.

- d. If the parties are unable to agree on an arbitrator within five (5) days, the petitioning party shall submit the demand for arbitration to the AAA in accordance with the Voluntary Labor Arbitration Rules of the AAA.
- e. The Arbitrator shall, within thirty (30) days after the hearing, render a decision in writing setting forth the findings of fact, reasons and conclusions on the issues submitted. The decision of the Arbitrator shall be final and, subject to law, binding upon all parties in interest. In rendering its decision, the Arbitrator shall be limited to application of the terms of this Agreement, and shall not have the authority to modify, expand, or negate any portion of the contract language.
- f. Each party shall pay any fees of its own representatives. In addition, each party shall make all necessary arrangements for the calling of its own witnesses. Any employee of the Board who may be called as a witness and whose participation results in loss of pay, shall be reimbursed for such loss by the party calling such person.
- g. The costs for the services of the Arbitrator shall be borne equally by the Board and the League.

F. Rights of Teachers to Representation

- 1. No reprisals of any kind shall be taken by either party or by any member of the administration against any participant in the grievance procedure by reason of such participation.
- 2. Any party in interest may be represented at Levels Two and/or Three of the formal grievance procedure by a person of his/her own choosing.
- 3. The aggrieved teacher may, if he/she so desires, call upon professional services for consultation and assistance at any stage of the grievance procedure.

G. Miscellaneous

- 1. The Board shall require the Superintendent to keep an accurate record of all grievances and all grievance proceedings.
- 2. The time limits set forth above shall be considered a maximum. Failure of the Board to communicate a decision within the specified time limits shall permit the aggrieved teacher to appeal to the next step. Failure of the aggrieved teacher or the League to appeal a decision within the specified time limits shall be deemed acceptance of the last decision rendered.

ARTICLE V
SCHOOL YEAR

A. Work Year

1. The work year for teachers shall be 186 days. Any additional days shall be compensated for at a per diem rate based on each teacher's individual annual salary.

B. Work Day

1. The current work day is 8:15 A.M. to 3:30 P.M. Teachers are expected to be in their classrooms by 8:15 A.M., and may be required to supervise students or engage in meetings with school personnel or parents between 8:15 A.M. and 8:35 A.M. The student school day is 8:35 A.M. to 3:15 P.M. The current work year is 186 days, of which 182 are student school days. The Board agrees that it will negotiate with the League over the impact, if any, of changes in the student school day or student school year in accordance with C.G.S. 10-153f(e).

C. After School Activities

1. All teachers will be required to attend at least two (2) after school or evening activities or conferences that take place on school grounds in addition to open house and one (1) evening conference. One of the additional activities may be selected by the Administration, and the second may be selected by the teacher.
2. Teachers will be required to attend up to three (3) staff meetings per month. Two of these meetings, which shall be administratively directed, ~~shall~~ may be used for teacher collaboration or committee work. **At the start of each school year, the administration will post a tentative schedule of all staff meetings. When possible the administration will post an agenda to each meeting 24 hours in advance. Teachers may ask to have an item placed on the agenda.** The administration may also, in its discretion, schedule not more than one (1) additional staff meeting per year.

ARTICLE VI
ASSIGNMENTS AND TRANSFERS

A. New Teacher Assignments

1. Teachers initially employed by the Board shall receive their grade and subject assignments from the Superintendent.
2. The Board shall notify the League in writing of all new hires within seven (7) calendar days of their employment.

B. Current Teacher Assignments

Teachers already in the system shall receive initial notification of their teaching grade assignment for the ensuing school year prior to June 1, where practicable.

C. Assignment Changes

Teachers shall be notified in writing of any changes in their grade assignments for the ensuing school year, the grades and subjects they will teach, and any special or unusual classes or assignments that they will have. In the event of a change in circumstances or conditions during the months of July through August (resignations, death, promotion, leave of absence, change in student enrollment and/or fiscal limitations), changes in assignment may be made with prompt notice in writing to the teacher. In the case of an involuntary change in a teaching assignment, the Superintendent or designee will meet with the teacher and, upon the teacher's request, give reasons in writing for such change. A teacher who is involuntarily changed will be given consideration in any request for future vacancies.

D. Summer School, Tutoring and Teaching Outside the Contractual Year/Day

All Summer School, tutoring and other opportunities to teach outside the contractual year/day shall be voluntary and shall be posted seven (7) calendar days prior to being filled.

E. Vacancy Procedures

1. Vacancies of positions which are caused by death, retirement, discharge, resignation, or by the creation of a new position shall be filled pursuant to the following procedures:
 - a. The Superintendent shall post new positions or vacancies at the same time as or prior to these positions being posted externally. During the summer break, written notification shall be sent to those teachers who, prior to the end of the school year, notify the Superintendent in writing of their desire to receive such notification. Teachers must have a summer address on file.
 - b. Said notice of vacancy of position shall clearly set forth the qualifications for the position.
 - c. Teachers who desire to apply for such vacancies of positions shall file their applications in writing with the Superintendent within the time limit specified in the notice.
 - d. Such vacant positions shall be filled on the basis of qualification for the vacant position, provided, however, that where two or more applicants are substantially equal in qualifications, then the applicant with the greatest amount of seniority in the system shall be given the preference.

F. Request for Transfer

1. Teachers who desire a change in assignment shall make such request to the Principal and/or Superintendent. Requests should be made in writing on an annual basis on or before April 1 of each year.

G. Notice of Resignation

1. Teachers shall give at least thirty (30) days notice of intent to resign. They shall make all reasonable efforts to terminate their employment during June and July.

ARTICLE VII
TEACHING CONDITIONS

- A. All full-time teachers shall have a separate classroom teaching station to which they are permanently assigned, subject to space availability.
- B. The Board will continue to make every effort to maintain all rooms at a comfortable temperature as health conditions warrant for students and teachers.

ARTICLE VIII
DUTY FREE LUNCH

- A. All teachers shall have an uninterrupted duty-free lunch period daily of at least twenty (20) minutes.

ARTICLE IX
SALARY NOTIFICATIONS

- A. Each year, the Board shall provide an annual salary notification to each teacher. In the case of a conflict between such notification and the Professional Agreement, this Professional Agreement shall prevail.

ARTICLE X
PROTECTION OF TEACHERS

- A. Teachers shall report immediately in writing to the Principal and Superintendent all cases of assault suffered by them in connection with their employment.
- B. Teachers who are assaulted in the performance of their duties shall be protected in accordance with Conn. Gen. Stat. 10-236a. In case of any change in § 10-236a, the language of the amended statute shall prevail.

ARTICLE XI
PERSONAL INJURY BENEFITS

- A. Whenever a teacher is absent from school as a result of personal injury caused by an accident arising out of and in the course of his/her employment (which includes voluntary participation in school activities), he/she shall be paid his/her full salary (less the amount of any worker's compensation award made for temporary disability due to said injury) for a period of up to thirty (30) days of such absence, and no part of such absence shall be charged to his/her annual or accumulated sick leave during this thirty (30) day period.
- B. Personal Property
1. The Board agrees to assume financial responsibility for the loss or damage of any teacher's personal property being used as part of the educational process, providing that such personal equipment or material has been brought into the school with the prior knowledge and approval of the Principal. The value of said personal property is to be set mutually by the teacher and the Principal when it is brought into the school.

ARTICLE XII **LEAVES OF ABSENCE**

- A. Sick Leave
1. Teachers shall be entitled to sick leave with full pay for up to fifteen (15) working days in each year. Up to seven (7) of these days may be designated by the employee as family illness days for care of an ill family member that resides in the teacher's household. Unused sick leave shall be accumulated from year to year, so long as the teacher remains continuously in the service of the Board, up to one hundred eighty-five (185) days.
 2. Each teacher shall receive an accounting of the accumulated sick days credited to him/her with the first paycheck in September.
 3. The Superintendent may require a doctor's certificate of illness after five (5) consecutive days of illness, or in cases of suspected abuse.
 4. In case of catastrophic illness or injury, the Superintendent may grant extended additional sick leave days to a teacher who has exhausted accrued sick leave for a period of no more than up to sixty (60) days of which the cost for the substitute will be deducted from these days.
- B. Personal Leave
1. Teachers may request up to four (4) personal days annually for the following matters of pressing personal concern which cannot be conducted outside of working hours:
 - a. required attendance at a judicial or administrative hearing;
 - b. attendance at not more than one educational meeting/event of one's child;
 - c. graduation of a member of the immediate family;

- d. house closing;
- e. illness of a member of the immediate family or household;
- f. religious holidays;
- g. emergency leave absence will be used solely for circumstances in which absence from service is necessary and unavoidable.

The Superintendent may request, and a teacher must provide, a written explanation for the leave request. For up to one (1) of the four (4) personal days that may be requested, in lieu of a written explanation, a teacher may certify in writing that the reason for the personal leave request is a matter of pressing personal concern, that cannot be conducted outside of working hours, the nature of which is too personally sensitive to disclose to the Superintendent.

Personal leave will be prorated for part-time teachers.

- 2. Personal leave shall not be used to extend or start a vacation period or holiday.
- 3. Except in cases of emergency, application for personal leave shall be made at least three (3) days before the day is taken.

4. In the event that a teacher does not use his/her discretionary personal leave day during the previous contract year, s/he shall be credited with one additional discretionary personal leave day at the commencement of the then current contract year, provided, however, that at no time may a teacher have more than four (4) personal leave days, or more than two (2) discretionary personal leave days.

C. Bereavement

- 1. Three (3) days leave in the event of a death in the immediate family (father, mother, brother, sister, mother-in-law, father-in-law, grandchild or any member of the family residing in the teacher's home).
- 2. One (1) day leave in the event of a death of a grandparent, brother-in-law, sister-in-law, daughter-in-law or son-in-law.
- 3. Five (5) days leave in the event of a death of a spouse or child.
- 4. In the event of extreme misfortune and extended leave may be granted at the Superintendent's discretion, and deducted from the teacher's accumulated sick leave.

D. Professional Leave

- 1. In addition to professional days allowed in Article XXI, a teacher may be allowed leave to begin a program of study which arises from a foundation citation, scholarship program, or other grant providing professional improvement opportunity and which necessitates personal absence for a portion of the school year.

- a. Such leave may be granted upon recommendation of the Superintendent and approval by the Board.
- b. Requests for such leave will be considered individually and separately with due regard to the anticipated benefits to accrue to the participants and the school.
- c. Leave of six (6) weeks or less shall be without loss of salary.
- d. Leave in excess of six (6) weeks shall be at full salary, minus the foundation support or grant and prorated for the period of leave, so that the total amount received by the teacher does not exceed his/her normal salary for the period required to complete the course of study.
- e. Leave so taken shall be without salary if the teacher does not return upon completion of the leave and resume performance of interrupted duties.

E. Teachers' Leave

1. Leave may be taken up to one (1) year at the discretion of the Board upon recommendation of the Superintendent. The teacher concerned shall maintain standing on the current salary scale. Applications must be submitted prior to May 1 for the ensuing school year. Request for reinstatement must be received by the Superintendent not later than April 1 of the period of leave. Failure to submit a request for reinstatement by April 1 shall constitute a resignation of employment.
2. No more than two (2) teachers will be considered for this type of leave in any one year.
3. Any specific case not covered by these policies shall be subject to action by the Board.

F. Jury Duty Leave

1. Any teacher who is called for Jury Duty shall receive the leave necessary to fulfill this legal obligation, in addition to all other leave to which he/she is entitled.
2. Any teacher who serves jury duty, as requested by the appropriate authority, shall receive a rate of pay (salary) equal to the difference between that called for in his/her annual Salary Agreement and the jury fee rendered for his/her services.
3. Providing the Board with data to substantiate the difference between salary and jury fees received is the sole responsibility of the teacher on leave.

G. Pregnancy and Childbirth Leave

1. Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom, shall be treated as temporary disabilities for all job-related purposes.
2. Accumulated sick leave shall be available for use during period of such disability.
3. Disability leave beyond any accumulated sick leave shall be available without pay 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.
4. 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. Pregnancy or childbirth shall not be the basis for termination of employment or compulsory resignation.
6. Teachers may request, and the Board shall grant, an unpaid leave of absence of up to one year for childrearing of a newborn or newly adopted child. Upon the granting of such leave by the Board, the bargaining unit member shall have the option to continue his/her insurance benefits. This option shall be at no cost to the Board and paid by the teacher at the prevailing group rate. Teachers shall return from such leave at the beginning of a school year. The Board may permit, in its sole discretion, extension of childrearing leave.

H. General Leave

1. Other extended leaves with or without salary may be granted upon recommendation of the Superintendent and approval by the Board.
2. For leaves of absence without pay, the rate of salary deduction shall be prorated, based on the annual work year.

I. Sabbatical Leave

1. In its desire to reward and to encourage independent research and achievement, the Board hereby initiates the policy of sabbatical leave for teachers upon recommendation of the Superintendent for approved scholarly programs contributing to the Sprague School System which may include financial considerations.
2. No more than one (1) member of the teaching staff shall be absent on sabbatical leave at one time.

3. Requests for sabbatical leave for a school year must be given to the Superintendent in written form no later than December 31 of the preceding year.
4. The teacher must have completed at least five (5) consecutive full school years of service in the Sprague School System.
5. Teachers on sabbatical leave will be paid one-half of their annual salary rate, provided that such pay, when added to any program grant, shall not exceed the teacher's full annual salary rate. All contract benefits shall remain in full force and effect during the period of the leave.
6. The teacher shall agree to return to Sprague for one (1) full year's work immediately upon completion of such leave. Upon such return, the teacher shall be placed on the appropriate step in the salary schedule as though such teacher had not been on leave.
7. Any sick leave accumulated to the credit of the teacher when sabbatical leave becomes effective shall be credited as accumulated leave on the date sabbatical leave terminates. No accumulation shall be credited for the period of the leave.
8. Prior to commencement of sabbatical leave, the teacher will sign an agreement to return to the district for one (1) year of future service immediately following sabbatical leave, or in the alternative, will pay the Board the full amount of sabbatical payments received. In cases of exceptional hardship, the Board may release the teacher from the obligations to pay all or part of the sabbatical leave payments upon his/her failure to comply with the future service requirement.

J. Extended Leaves

1. All leaves in this article may be extended at the discretion of the Superintendent.

K. Perfect Attendance Bonus

1. Employees who have not used sick leave by the end of the school year shall be entitled to receive a perfect attendance bonus from the Board of Education. The bonus shall consist of one day's pay at the per diem rate for the Sixth Year maximum step. Prior to May 1st of the prior school year, the Board may notify the Association and the teaching staff that it is terminating this provision for the coming year.

ARTICLE XIII
REDUCTION IN FORCE

A. Purpose

1. Recognizing that it may become necessary to eliminate certified staff positions in certain circumstances, this article is adopted to provide a fair and orderly process should such eliminations become necessary.

B. Reasons for Elimination of Certified Staff Personnel

1. It is recognized that the Board has the sole and exclusive prerogative to eliminate certified staff positions consistent with the provisions of Connecticut General Statutes Section 10-151, as it may be amended from time to time.

C. Definitions

1. As used herein the term "days" shall mean calendar days.
2. As used herein the term "teacher" shall be as defined in Connecticut General Statutes Section 10-151, as it may be amended from time to time.

D. Procedure

1. Prior to commencing action to terminate teacher contracts under this procedure, the Board will give due consideration to its ability to effectuate position elimination and/or reduction in staff by:
 - a. Voluntary retirements
 - b. Voluntary resignations
 - c. Voluntary transfers of existing staff members
 - d. Voluntary leaves of absence
2. When there is a reduction in force, the determination of the contract of a non-tenure teacher to be terminated shall be made by the Board, acting through the Superintendent. If a teacher has attained tenure status, his/her contract of employment may be terminated if his/her position is eliminated, but only if there is no other position available in the school system for which that teacher is certified and qualified. This shall include first preference within certification with regard to positions that are held by non-tenured teachers, in addition to positions that are open and available. All appropriately certified non-tenured teachers shall be released before any tenured teacher is terminated. Within tenure category, the teacher with the fewest years of teaching experience in Sprague shall be released first. If two or more teachers with the same tenure status have the same number of years of teaching experience in Sprague, assessments of each such teacher under the Teacher Evaluation Plan will be used to determine which teacher shall be released.
3. It is understood that the layoff of a teacher is a termination of employment subject to administrative and/or judicial review in the manner set forth in Connecticut General Statutes Section 10-151, as it may be amended from time to time, and in no other manner. In the case of judicial review under that statutory provision, the parties agree that the provisions of this article can and should be submitted to the court. In the case of administrative review by a hearing panel, the parties agree that the provisions of this article can and should be submitted to the panel.

E. Policy Provisions not Applicable to Promotions

1. 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 position.

F. Recall Procedure

1. If the contract of employment of a teacher is terminated because of elimination of position, the name of that teacher shall be placed on a re-appointment list and remain on such list for a period of one year.
2. If a position becomes open during such period, the recall of teachers will be based on a reversal of the contract termination procedure. Such teachers will be notified in writing by registered mail, sent to their last known address at least thirty (30) days prior to the anticipated date of re-employment where possible. The teacher shall accept or reject the appointment in writing within seven (7) days after receipt of such notification. If the appointment is accepted by the teacher (tenured or non-tenured), he/she shall receive a written contract within twenty (20) days of receipt of the teacher's reply by the Board. If the non-tenured teacher rejects the appointment offer or does not respond according to this procedure within seven (7) days after receipt of such notification, the name of the teacher will be removed from the recall list. A teacher will remain on the recall list if the position which he/she is offered and rejected by the teacher is a .5 FTE position or less.

ARTICLE XIV
FACULTY SALARIES

- A. The salaries of all teachers covered by this Agreement are set forth in the Appendices which are attached hereto and made a part of this Agreement.
- B. The concept of instructional leaders is that tenured teachers with a Master's Degree or higher will be permitted to volunteer to take on additional leadership responsibilities in the classroom/school, the successful completion of which will result in payment of a stipend. The Principal and the Assistant Superintendent for Student Achievement will assess the teacher's performance of the additional classroom duties. Only upon successful completion of these duties, as determined through the assessment process, will the teacher be paid the stipend amount. Tenured teachers with a Master's Degree or higher will be permitted to participate in the program.

ARTICLE XV
DEGREE DEFINITIONS

- A. The salary schedules listed in Appendix A of this Agreement shall be interpreted and applied in accordance with the following definitions:

1. Bachelor's

A Baccalaureate Degree earned at an accredited college or university. Bachelor's shall be interpreted to include a Baccalaureate Degree plus, up to and including, twenty-nine (29) credit hours.

2. Master's

A Master's Degree earned at an accredited college or university, or a Baccalaureate Degree plus thirty (30) credit hours.

3. Master's + 30 Credits

A Master's Degree earned at an accredited college or university, plus thirty-credit hours which, in the discretion of the Superintendent, has been determined to be of educational benefit to the school district.

4. Sixth Year

A Sixth-Year Certificate earned at an accredited college or university. Also recognized is a second Master's Degree earned in the teacher's field, the field of education or other field, all subject to the Superintendent's prior approval.

ARTICLE XVI
PLACEMENT ON THE SALARY SCHEDULE

- A. All teachers shall be placed on the appropriate step in the salary schedule taking into consideration the following:
1. Degree status as defined in Article XV.
 2. In the Superintendent's discretion, full credit for previous and recent full years of teaching experience in public, private and military dependency schools, provided that no new hire be placed on the salary schedule at a higher level than a teacher originally employed in the Sprague school system with the same years of experience. The Board agrees that, prior to the placement of new employees, the Board shall inform the League of the placement of said new employees on the salary schedule.
 3. Credit for active service in the Armed Forces of the United States if discharged in good standing.
 4. Salary adjustments will be made in January if evidence of course or degree requirements is presented to the Board, in writing, on or before February 1 of the preceding year, in order to make budgetary provisions for funds.

5. An increment may be withheld by the Superintendent for just cause, which shall be defined as unsatisfactory service, provided that the staff member is notified by the Superintendent prior to June 1 of the year before payment is to be withheld. During the year increment is being withheld, the teacher may request, in writing, that his/her performance be reviewed. If the Superintendent and Principal feel that there has been satisfactory improvement in performance, the teacher shall be moved back to his/her experience step during that year.

ARTICLE XVII
INSURANCE BENEFITS

A. Medical and Dental Benefits

1. The Board shall provide medical and dental benefits through the Connecticut State Partnership Plan 2.0 (“Plan”). The terms of the Plan are summarized in Appendix D, attached, provided that the Connecticut State Partnership Plan 2.0 document shall control. The administration of the Plan, including open enrollment, beneficiary eligibility and changes, and other administration provisions shall be as established by the Connecticut State Partnership Plan 2.0.

~~Promptly upon ratification of this Agreement, the Board shall make application to the State to admit this bargaining unit to the Connecticut State Partnership Plan 2.0. Should the Board’s application be rejected and reconsideration denied, the Board shall maintain the existing Partnership Plan.~~

2. If Conn. Gen. Statute Section 3-123rrr et seq. is amended, or if there are any changes to the administration of the Connecticut State Partnership Plan 2.0, or if additional fees and/or charges for the Plan are imposed so as to affect the Board, any of which amendments, changes, fees or charges (individually or collectively) would significantly increase the costs of the medical insurance plan offered herein then, at the request of the Board or League, the parties will enter into reopener negotiations. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional or replacement health insurance plan.
3. The Board shall pay a portion of the premiums for each full-time participating teacher enrolled in the Connecticut State Partnership Plan 2.0 as follows:

2021-2022	2022-2023	2023-2024
78%	78%	78%

B. Life Insurance Benefits

1. The Board shall provide, at its expense, \$30,000 of benefit coverage for each full-time teacher subject to any limitations imposed by the carrier(s).

C. Medical benefits for Retirees

1. Teachers who retire from the Sprague School System may participate in the above plans in accordance with relevant statutes.

D. Survivorship Benefits

1. The immediate family members of teachers who die while employed by the Board will automatically be covered for a 60-day period. Family members have the option to continue coverage in accordance with law at the group rates.

E. Change of Carriers

1. The Board reserves the right to self-insure in whole or in part and/or to change carriers/administrators/plans for any of the above insurance provided that coverage, benefits and administration are substantially equivalent, when considered as a whole, to those currently offered. At least sixty (60) days prior to making such a change, the Board or its designee shall notify the President of the League in writing. Upon request, the parties shall meet to discuss the proposed change.
2. Should the League and the Board disagree that the changes proposed will provide substantially equivalent coverage, benefits and administration, when considered as a whole, the disagreement(s) shall be subject to impartial arbitration as set forth in Article IV of this Agreement, preferably before an arbitrator with experience and expertise in insurance matters.

- F. The Board shall have the right to offer additional insurance plans as alternatives to the plans described above. The Board shall have the right to establish the percentage employee premium contribution for any such plan.

ARTICLE XVIII
SALARY CHECKS AND DEDUCTIONS

A. Methods of Salary Payment

1. Each teacher shall have the option of one of the following methods of payment:
 - a. The salary shall be divided into twenty-one (21) payment periods equal to 1/26th of the teacher's pay, with the twenty-second (22nd) payment equal to 5/26th of the teacher's pay. Salary payments are to be made on Thursday of alternate weeks between August and June 30, with the initial salary payment to be made on the Thursday of the first full week of school, and continuing every two weeks. Such salary payments shall be made by direct deposit and electronic pay advice.

OR

- b. The salary shall be divided into twenty-two (22) equal pay periods, between August and June 30th. Such salary payments shall be made by direct deposit and electronic pay advice.

2. In case of termination of a contract or extended leave without pay during the school year, the basis of payment for the contract served shall be calculated by using the following formula:
 - a. Annual salary of teacher divided by the number of days in the work year multiplied by the number of days taught.
3. The established base salary of the replacement teacher, if said replacement teacher meets the requirements of a regular full-time teacher including appropriate certification, will be in accordance with the teachers' salary schedule in effect. Payment for replacement teachers will then be calculated by using the following formula:
 - a. Established base salary of replacement teacher divided by the number of school days scheduled for that year multiplied by the remaining days to be taught in current year.

B. Deductions

1. All teachers' salaries shall be subject to any required lawful deductions.

ARTICLE XIX
ADDITIONAL PAYROLL DEDUCTIONS

A. Approved Deductions

1. The Board's Section 125 Plan will be designated to permit exclusion from taxable income of the employees' share of health insurance premiums, allowable medical expenses, and dependent care expenses pursuant to IRS regulations for those employees who complete and sign the appropriate wage deduction form. The Board shall incur no obligation to engage in any form of impact bargaining in the event that a change in law reduces or eliminates the tax-exempt status of the employee insurance premium contributions, allowable medical expenses, and dependent care. Neither the League nor any employee covered by this Agreement shall make any claim or demands nor maintain any action against the school district or any of its members or agents for taxes, penalties, interests, or other costs or loss arising from the use of the wage deduction form or from a change in law that may reduce or eliminate the employee tax benefits to be derived from this plan. The Board shall pay the initial costs associated with expanding the Section 125 Plan to permit exclusion from taxable income of allowable medical expenses, and dependent care expenses, and teachers shall pay any monthly service fee associated with the exclusion of such expenses.
2. All requests for deductions must be in writing on approved authorization forms.

B. Association Deductions

1. Definition

- a. The singular reference to the "Association" in this article shall be interpreted as referring to the Sprague Teachers' League, the Connecticut Education Association and the National Education Association.

2. Agency Fee

- a. All teachers employed by the Board shall, as a condition of continued employment, join the Association or pay a service fee to the Association. Said service fee shall be equal to the proportion of Association dues uniformly required of members that are actually used to underwrite the cost of collective bargaining, contract administration and grievance adjustment.

3. Association Dues

- a. The Board agrees to deduct from each teacher an amount equal to the Association membership dues or service fee by means of payroll deductions. The amount of the deduction from each paycheck shall be equal to the total Association membership dues or service fee divided by the number of paychecks from and including the first paycheck in September through and including the last paycheck in June. The amount of Association membership dues and service fees will be certified by the Association to the Board by August 1.

4. Subsequent Employment

- a. Those teachers whose employment commences after the start of the school year shall pay a prorated amount equal to the percentage of the remaining school year.

5. Forwarding of Monies

- a. The Board agrees to forward to the Association bi-weekly a check for the amount of money deducted during that period. The Board shall include a list of teachers for whom such deductions were made.

6. Save Harmless

- a. The Association shall indemnify and save the Board harmless against all claims, demands, suits or other forms of liability which may arise out of any deduction or any other action taken by the Board pursuant to this article, including payment of reasonable attorneys' fee incurred by the Board related to this article of the contract

ARTICLE XX
FURTHER STUDY BENEFITS

- A. The Board agrees to reimburse all teachers for expenses incurred in an approved program or course of study which is designed to contribute to that teacher's competency as a staff member.
- B. Reimbursement will be based on the rate per credit hour charged by the state accredited institution of higher learning in which the teacher is enrolled, and shall not exceed eighty percent (80%) of such rate times the number of credits earned and approved. The eighty percent (80%) reimbursement, regardless of the educational institution attended by the teacher, will not exceed the lowest credit cost at the University of Connecticut or the Connecticut State Universities. The cost balance, if any, will be assumed by the teacher.
- C. In order to be eligible for reimbursement, a teacher must be enrolled in a preapproved planned program (a copy of which shall be filed in the Superintendent's office) or enrolled in a preapproved course of study within the teacher's specialty, or a related area as preapproved by the Superintendent. The Superintendent shall be notified of such plans on or before February 1, so that provisions for funds may be made in the budget of the next fiscal year.
- D. Reimbursement shall be made by the second pay period after submission of evidence of evidence of successful completion of the course work and not later than June 30 in a given year. A grade of "B" or equivalent unit (including pass in pass/fail courses) must be attained in order to receive reimbursement for tuition.
- E. A request for credit reimbursement, properly substantiated, will not be acceptable for payment if received later than June 30 and may not be applied for at a later date.
- F. A request for reimbursement, together with the substantiation of "anticipated" completion, will only be acceptable in the last week of June.
- G. Reimbursement shall be allowed for earned credits not in excess of twelve (12) in a fiscal year. Further, no more than one (1) three-semester-hour course may be taken during either or both of the periods, September-January and February-June, to count toward the allowable maximum for the year. The remaining six (6) credits for which reimbursement is sought may be taken during Summer sessions. For eligible teachers (as described in this Article), the Board will provide tuition reimbursement subject to the following total maximum reimbursement in the aggregate for the bargaining unit for each fiscal year, to be divided equally among eligible teachers: \$10,000.
- H. The individual teacher shall be responsible for submitting transcripts of completed courses to the Superintendent.
- I. Three years after an individual teacher has attained the level of Master's, Master's +30, or Sixth Year on the salary schedule (as defined in Article XV), if the teacher is still employed by the school district as a teacher, the district shall reimburse the teacher the remainder of his/her course reimbursement for courses previously reimbursed, subject to

the maximum tuition reimbursement set forth above, that were utilized for his/her placement on the salary schedule.

This reimbursement will be twenty percent (20%) of the rate per credit hour charged by the state accredited institution of higher learning times the number of credits earned and approved, for which the teacher was originally reimbursed pursuant to this article. This reimbursement provision is applicable for those teachers who have attained the level of Master's, Master's +30, and Sixth Year after July 1, 2009.

ARTICLE XXI
PROFESSIONAL DEVELOPMENT

- A. Teachers shall participate in the professional development programs established by the Board. At the request of the administration, part-time teachers also shall participate when professional development is scheduled on a full-day basis. The Professional Development Committee will be responsible to determine the immediate and long term needs of the Sprague School System, and in a cooperative effort with the Administration, develop a schedule for professional development workshops subject to Board approval.
- B. Teacher participation shall include both total staff and individual activities. Individual activities must be approved in advance by the Principal and Superintendent, and may include attendance at workshops and similar programs and visits to other school programs. Teachers shall receive leave with pay for approved individual activities.
- C. Teachers who have obtained approval from the Principal and Superintendent to attend any workshop or program not sponsored by the Board or planned and scheduled by the Professional Development Committee shall be reimbursed for out-of-pocket expenses, including travel at the IRS mileage rate.

ARTICLE XXII
CLASS SIZE

- A. The Board agrees with the following standards of class size and will seek to achieve those recommended sizes as conditions (funds and facilities) permit:

<u>Grade*</u>	<u>Recommended</u>
K	20
1 - 8	25

*(excluding physical education and team teaching arrangements)

- B. Whenever the number of students exceeds the recommended size by five (5), the Board will make best efforts to correct the situation.

ARTICLE XXIII
COPY OF AGREEMENT

- A. The Board shall make available for each teacher an electronic version of the newly completed Professional Agreement.

ARTICLE XXIV
BOARD RIGHTS

- A. It is recognized that the Board has and will continue to retain, whether exercised or not, the sole right, responsibility and prerogative to direct the operation of the public schools in the Town of Sprague in all its aspects, including but not limited to the following: to employ, assign and transfer teachers; to exercise those powers specified in Sections 10-220, 10-221, 10-222 of the Connecticut General Statutes; to suspend or dismiss the employees of the schools in the manner provided by statutes; to prepare and submit budgets to the financial authority of the Town, and in its sole discretion, expend monies appropriated by the Town; to make such transfers of funds within the appropriated budget as it shall deem desirable; to establish or continue policies, practices, and procedures for the conduct of school business; to discontinue processes or operations or discontinue their performance by employees; to select and determine the number and types of employees required to perform the school's operations; to establish contracts or subcontracts for school operations; and to determine the care, maintenance and operation of equipment and property used on behalf of the purposes of the school district. Any of the rights, powers, functions, and authority which the Board had prior to the signing of this Agreement, or any agreement with the League, are retained by the Board, except as those rights, powers functions or authority are specifically abridged and modified by the express provisions of this Agreement.

ARTICLE XXV
SEVERANCE PAY

- A. Each teacher who is eligible will receive severance pay according to the following schedule:

<u>Actual Years of Teaching in Sprague</u>	<u>Severance Pay for each sick leave day accumulated (up to a maximum of 170 days)</u>
6 - 10	14
11 - 15	17
16 and over	20

- B. Teachers are eligible upon retirement, death, disability (as defined by the current Social Security System), or if their position is eliminated due to reduction in staff.
- C. Payment will be made to the retiree or in the case of death, to the teacher's beneficiary.
- D. Each teacher will make available for their file the name of their designated beneficiary.
- E. Teachers must notify the Board in writing of their intent to retire by January 15 of the year of retirement. With such notification, the Board shall make such payment during the next July, or within thirty (30) days of approval of the budget of the Board of Education, whichever occurs later. Absent such written notification, the Board may elect to defer the payment until July of the following fiscal year or within thirty (30) days of approval of the Board's budget, whichever occurs later.
- F. Teachers employed after July 1, 2012, shall be ineligible for this benefit until they have sixteen (16) actual years of teaching in Sprague.

ARTICLE XXVI
AMENDMENT

- A. This Agreement shall not be altered, amended, or changed except in writing and signed by both the Board and the League. Such amendments shall be appended hereto and become a part hereof.

ARTICLE XXVII
PREPARATION TIME

- A. The Board will make every effort to provide teachers with one (1) preparation period per day. At the principal's discretion, s/he may use one of a teacher's five (5) weekly preparation periods or a portion thereof for the purpose of a team planning meeting, or other meetings deemed necessary by the administration.
- B. Teachers who are asked to provide class coverage during their scheduled preparation period will be compensated at a rate of thirty-two dollars (\$32.00) per class.
- C. Teachers who are required to stay for PPT meetings beyond the normal teacher workday shall be compensated at a rate of thirty-two dollars (\$32.00) per hour.
- D. The President/Co-Presidents of the Sprague Teachers' League shall not be assigned additional duties beyond his/her/their teaching assignment and preparation period, and be free to conduct Association business. This benefit shall be limited to League President/Co-Presidents, with no more than two (2) teachers entitled to this benefit at any

one time. **Notwithstanding the foregoing, if requested, the President/Co Presidents may volunteer to assist with duties.**

ARTICLE XXVIII
EXTRA-STIPEND POSITIONS

- A. Teachers who apply for and are selected will be appointed to extra-stipend positions on a yearly basis.
- B. Teachers holding extra-stipend positions will be notified by June 1 if they will not be re-appointed for the ensuing school year.
- C. Salaries for extra-stipend positions are set out in Appendix B.
- D. Non-tenured teachers are only eligible for extra-stipend positions on a voluntary basis.
- E. Open extra-stipend positions will be posted internally before any position is offered to non-teaching staff.

ARTICLE XXIX
PERSONNEL FILE

- A. No material originating after original employment shall be placed in a teacher's personnel file unless the teacher has been notified and has had the opportunity to review the material. The teacher may submit and attach a written notation regarding any material in question. If the teacher is asked to sign material placed in his/her file, such 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. In no case shall any anonymous complaint and/or a complaint without reasonable evidence of investigation be placed in a teacher's file.

ARTICLE XXX
TEACHER DISCIPLINE

- A. No teacher shall be disciplined, i.e. reprimanded in writing, reduced in rank, or suspended without just cause.

ARTICLE XXXI
DURATION

- A. The provisions of the Agreement shall be effective as of July 1, ~~2018~~ **2021** and shall continue and remain in force and effect to and including June 30, ~~2021~~ **2024**, or until a successor agreement is reached.

Should any Federal statute or regulation pertaining to IRC §4980I be mandated to take effect during the term of this contract triggering the imposition of an excise tax with

respect to any of the contractually agreed upon insurance plans offered herein, the parties agree to commence mid-term negotiations on the excise tax in accordance with the Teacher Negotiation Act, in which the parties agree to open negotiations over insurance plans that will reduce the cost of the plans to under the thresholds or reduces the amount of any applicable excise tax and/or to negotiate over the employee monetary contributions towards the costs of their insurance coverage

The parties agree to the following increases and distribution for Salary in the 2021-2024 Agreement:

2021-2022: Half Step Movement +1% GWI (2.8% total cost):

2022-2023: remainder Step Movement + 1.15 GWI (2.92% total); and

2023-2024: No step Movement, \$1,880 added to all steps/lanes (2.78% total cost).

Total Cost over 3 years: 8.5%

See Attached Salary Schedules

APPENDIX A
TEACHERS' SALARY SCHEDULE

2021-2022

Step	BA	MA	MA+30	6TH YR
1.0	43,712	45,954	47,171	49,266
1.5	44,517	46,766	47,981	50,073
2.0	45,322	47,578	48,791	50,881
2.5	46,126	48,390	49,601	51,689
3.0	46,931	49,202	50,410	52,498
3.5	47,736	50,014	51,220	53,305
4.0	48,541	50,826	52,030	54,112
4.5	49,340	51,638	52,839	54,919
5.0	50,139	52,449	53,648	55,727
5.5	50,950	53,261	54,458	56,534
6.0	51,761	54,072	55,268	57,342
6.5	53,203	55,533	56,732	58,811
7.0	54,644	56,994	58,196	60,281
7.5	56,168	58,535	59,739	61,824
8.0	57,691	60,076	61,282	63,367
8.5	59,299	61,700	62,907	64,994
9.0	60,906	63,324	64,532	66,620
9.5	62,603	65,035	66,242	68,330
10.0	64,301	66,746	67,952	70,039
10.5	66,094	68,549	69,753	71,838
11.0	67,887	70,353	71,554	73,637
11.5	69,822	72,252	73,451	75,525
12.0	71,756	74,152	75,348	77,412
12.5	73,801	76,155	77,344	79,399
13.0	75,846	78,158	79,341	81,385
13.5	78,008	80,268	81,443	83,472
14.0	80,170	82,378	83,545	85,559
14.5	82,473	84,620	85,778	87,773
15.0	84,776	86,863	88,011	89,987

Effective July 1, 2021, teachers who are not on the maximum step shall advance from their step one half step on the salary schedule. (For example, a teacher on Step 5 in the 2020-21 contract year will advance to Step 5.5 for the 2021-22 contract year). Teachers hired for the 2021-22 school year will be placed on the appropriate half step.

2022-2023

STEP	BA	MA	MA+30	6th YR
1	44,214	46,482	47,714	49,832
2	45,843	48,125	49,352	51,466
3	47,470	49,768	50,990	53,102
4	49,099	51,411	52,628	54,734
5	50,716	53,052	54,265	56,368
6	52,357	54,694	55,904	58,001
7	55,272	57,650	58,865	60,974
8	58,355	60,767	61,986	64,096
9	61,606	64,052	65,274	67,386
10	65,040	67,513	68,733	70,845
11	68,668	71,162	72,377	74,484
12	72,582	75,005	76,215	78,303
13	76,718	79,057	80,253	82,321
14	81,092	83,325	84,506	86,543
15	85,751	87,862	89,024	91,022

Effective July 1, 2022, teachers who are not on the maximum step shall advance from their step one half step on the salary schedule. (For example, a teacher on Step 5.5 in the 2021-22 contract year will advance to Step 6 for the 2022-23 contract year).

2023-2024

STEP	BA	MA	MA+30	6th YR
1	46,094	48,362	49,594	51,712
2	47,723	50,005	51,232	53,346
3	49,350	51,648	52,870	54,982
4	50,979	53,291	54,508	56,614
5	52,596	54,932	56,145	58,248
6	54,237	56,574	57,784	59,881
7	57,152	59,530	60,745	62,854
8	60,235	62,647	63,866	65,976
9	63,486	65,932	67,154	69,266
10	66,920	69,393	70,613	72,725
11	70,548	73,042	74,257	76,364
12	74,462	76,885	78,095	80,183
13	78,598	80,937	82,133	84,201
14	82,972	85,205	86,386	88,423
15	87,631	89,742	90,904	92,902

Effective July 1, 2023, teachers will remain on the same step on the salary schedule.

ARTICLE XXXII
SIGNATURE BLOCK

IN WITNESS HEREOF, the parties hereunto have caused those present to be executed by their proper officers, hereunto duly authorized, and their signatures affixed hereto as of the date and year first above written.

SPRAGUE BOARD OF EDUCATION

Date

By: /s/ _____
Chairperson

SPRAGUE TEACHERS' LEAGUE

Date:

By: /s/ _____
President

APPENDIX A
TEACHERS' SALARY SCHEDULE

2018-19

<u>STEP</u>	<u>BA</u>	<u>MA</u>	<u>MA+30</u>	<u>6th YR</u>
1	42,684	44,873	46,061	48,107
2	44,255	46,459	47,643	49,684
3	45,827	48,045	49,225	51,263
4	47,399	49,631	50,806	52,839
5	48,960	51,215	52,387	54,416
6	50,544	52,801	53,968	55,993
7	53,358	55,653	56,827	58,863
8	56,334	58,663	59,841	61,877
9	59,474	61,834	63,014	65,053
10	62,788	65,176	66,353	68,392
11	66,291	68,698	69,871	71,905
12	70,069	72,408	73,576	75,592
13	74,062	76,319	77,475	79,470
14	78,284	80,440	81,580	83,547
15	82,365	84,392	85,508	87,427

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Effective July 1, 2018, teachers will remain on the same step on the salary schedule.

2019-2020

Step	BA	MA	MA+30	6TH YR
1	42,961	45,165	46,360	48,420
1a	43,752	45,963	47,157	49,213
2	44,543	46,761	47,953	50,007
2a	45,334	47,559	48,749	50,802
3	46,125	48,357	49,545	51,597
3a	46,916	49,155	50,340	52,389
4	47,707	49,953	51,136	53,182
4a	48,493	50,751	51,932	53,976
5	49,278	51,548	52,727	54,770
5a	50,075	52,346	53,523	55,563
6	50,872	53,144	54,319	56,357
6a	52,289	54,580	55,758	57,801
7	53,705	56,015	57,196	59,245
7a	55,203	57,530	58,713	60,762
8	56,700	59,044	60,229	62,279
8a	58,280	60,640	61,827	63,877
9	59,860	62,236	63,424	65,475
9a	61,528	63,918	65,104	67,156
10	63,197	65,599	66,785	68,837
10a	64,959	67,372	68,555	70,604
11	66,722	69,144	70,325	72,372
11a	68,623	71,011	72,190	74,228
12	70,524	72,879	74,054	76,083
12a	72,534	74,847	76,016	78,035
13	74,544	76,816	77,978	79,987
13a	76,669	78,889	80,044	82,038
14	78,793	80,963	82,110	84,090
14a	80,847	82,952	84,387	86,043
15	83,106	85,152	86,277	88,214

Effective July 1, 2019, teachers who are not on the maximum step shall advance from their step to the “a” step number on the salary schedule. (For example, a teacher on Step 5 in the 2018-19 contract year will advance to Step 5a for the 2019-20 contract year). Teachers hired for the 2019-20 school year will be placed on the appropriate “a” step.

2020-2021

Step	BA	MA	MA+30	6TH YR
1	43,279	45,499	46,704	48,778
2	44,873	47,107	48,308	50,377
3	46,466	48,715	49,911	51,978
4	48,060	50,323	51,515	53,576
5	49,643	51,930	53,117	55,175
6	51,249	53,537	54,721	56,774
7	54,103	56,430	57,620	59,684
8	57,120	59,481	60,675	62,740
9	60,303	62,697	63,893	65,960
10	63,664	66,085	67,279	69,346
11	67,215	69,656	70,846	72,908
12	71,046	73,418	74,602	76,646
13	75,095	77,384	78,555	80,579
14	79,376	81,562	82,718	84,712
15	83,937	86,003	87,140	89,096

~~Effective July 1, 2020, teachers who are not on the maximum step shall advance from their “a” step to the next step number on the salary schedule. (For example, a teacher on Step 5a in the 2019-20 contract year will advance to Step 6 for the 2020-21 contract year).~~

STATE OF CALIFORNIA

LEGISLATURE

COMMITTEE ON GOVERNMENT

RECEIVED BY THE CLERK OF THE SENATE

SENATE BILL NO. 1000

ASSEMBLY BILL NO. 1000

DATE OF INTRODUCTION

STATE OF CALIFORNIA

LEGISLATURE

COMMITTEE ON GOVERNMENT

RECOMMENDATION OF THE SUBCOMMITTEE ON GOVERNMENT

ON THE BILL TO AMEND SECTION 1000 OF THE GOVERNMENT CODE, RELATIVE TO THE

REVISION OF THE

GOVERNMENT CODE.

**APPENDIX B
EXTRA-STIPEND POSITIONS**

	2018-19	2019-20	2020-21
After School Sports	\$560	\$565	\$571
Boys Basketball Head Coach	\$1,782	\$1,799	\$1,817
Girls Basketball Head Coach	\$1,782	\$1,799	\$1,817
Boys Basketball Assistant Coach	\$1,256	\$1,269	\$1,282
Girls Basketball Assistant Coach	\$1,256	\$1,269	\$1,282
Boys and Girls Track Head Coach	\$1,882	\$1,900	\$1,919
Intramural Girls Basketball	\$746	\$754	\$761
Intramural Boys Basketball	\$746	\$754	\$761
Bowling Advisor	\$746	\$754	\$761
Bowling Advisor	\$746	\$754	\$761
Boys Soccer Head Coach	\$1,693	\$1,710	\$1,727
Girls Soccer Head Coach	\$1,693	\$1,710	\$1,727
A.V. Coordinator	\$565	\$570	\$576
Seventh/Eighth Grade Advisor (including trip)	\$3,066	\$3,097	\$3,128
Homebound Instruction (per hour)	\$30	\$31	\$31
Yearbook	\$1,005	\$1,015	\$1,025
Project Oceanology Facilitator	\$592	\$598	\$604
Cheerleading Coach	\$1,134	\$1,146	\$1,157
Asst. Intramural Basketball (G)	\$652	\$659	\$666
Asst. Intramural Basketball (B)	\$652	\$659	\$666
Girls Asst. Soccer Coach	\$1,137	\$1,149	\$1,160
Boys Asst. Soccer Coach	\$1,137	\$1,149	\$1,160
Athletic Director	\$1,243	\$1,256	\$1,268
TEAM Mentor	\$729	\$737	\$744
High School Coordinator	\$1,483	\$1,498	\$1,512
Invention Convention Facilitator	\$1,040	\$1,051	\$1,061
Future Problem Solvers Coordinator	\$1,040	\$1,051	\$1,061
High School and Out Placement PPT Coordinator	\$2,602	\$2,628	\$2,654
Complimentary Observer	\$2,602	\$2,628	\$2,654

Appendix C

Mary Ellen Sullivan may elect not to participate in the health insurance benefits set forth in Article 17. Such election not to participate in the Board's health insurance program shall be made in writing during the first two (2) weeks of the school year and, except as provided herein, shall be irrevocable for the remainder of that school year. Should Ms. Sullivan make such a written election, she shall be paid a stipend of \$1410 on or before June 30 of the school year during which such election is in effect. Any election not to participate in the Board's health insurance program shall continue in effect unless revised within the first two weeks of any school year. Any payments under this paragraph shall be prorated on a monthly basis should Ms. Sullivan work less than a full school year. Ms. Sullivan may change her election during the school year, subject to the enrollment requirements of the insurance carriers, only upon showing that she is no longer covered by her spouse's health insurance program. This benefit shall continue as long as Ms. Sullivan continues to elect to not participate in the Board's health insurance plan. Should Ms. Sullivan elect to receive health insurance benefits from the Board, she will no longer be eligible to elect to receive a non-participation stipend, as set forth above.

APPENDIX D

MEDICAL BENEFIT SUMMARY

Administered by
UnitedHealthcare

Visit
www.osc.ct.gov/ctpartner
[click “provider networks”]
to search
the list of
network
providers.

IN NETWORK

CT Partnership Plan w/ Health Enhancement Program

Deductible	Not applicable*
Coinsurance	Not applicable
Max Out-of-Pocket Limit	Not applicable
Medical Office Visit	\$15 Co-pay
Specialist Office Visit	\$15 Co-pay
Vision Exams (one per calendar year)	\$15 Co-pay
Inpatient Hospital	\$0 Co-pay
Outpatient Surgical	\$0 Co-pay
Emergency Room	\$35 Co-pay (waived if admitted)
Urgent Care	\$15 Co-pay
Walk In	\$15 Co-pay
Lab/ X-Ray High Cost Radiological & Diagnostic Tests	\$0 Co-pay

* Waived for enrollees in Health Enhancement Program. Non-HEP Enrollees are subject to \$350 Ind./\$1,400 Family in-network deductible.

PREVENTATIVE SERVICES

CT Partnership Plan w/ Health Enhancement Program

Primary Care (Adult and Child Wellness Exams)	\$0 Co-pay
Gynecologist Wellness	\$0 Co-pay
Mammogram	\$0 Co-pay
Lifetime Maximum	Unlimited

PRESCRIPTION COVERAGE

MAINTENANCE DRUGS NON-MAINTENANCE DRUGS HEP CHRONIC CONDITION DRUGS

Generic	\$5	\$5	\$0
Preferred/Listed Brand Name	\$10	\$20	\$5
Non-Preferred/Non-Listed Brand Name	\$25	\$35	\$12.50
Annual Maximum	Unlimited		

OUT OF NETWORK

CT Partnership Plan w/ Health Enhancement Program

Annual Deductible	\$300 individual/\$900 family
Coinsurance	20% of allowable UCR charges
Max Out-of-Pocket Limit	\$2,300 individual/\$4,900 family
Lifetime Maximum	Unlimited

**ADDITIONAL
MEDICAL
BENEFIT
INFORMATION**

Visit
[www.osc.
ct.gov/
ctpartner](http://www.osc.ct.gov/ctpartner)
**[click “provider
networks”]**
 to search
 the list of
 network
 providers.

IN NETWORK

CT Partnership Plan
w/ Health Enhancement Program

Deductible	Not applicable*
Acupuncture (20 visits/year)	\$15 Co-pay
Chiropractic	\$0 Co-pay
Nutritional Counseling (3 visits/year)	\$0 Co-pay
Physical/Occupational Therapy	\$0 Co-pay
Durable Medical Equipment	\$0 Co-pay
Routine Hearing Screening (as part of an exam)	\$15 Co-pay

UnitedHealthcare/Oxford Contact Information

Live, knowledgeable customer service representatives are available for current State of Connecticut Partnership members toll-free at 800-385-9055 from 8am to 6pm EST, Monday through Friday.

If you prefer, you may also visit <http://partnershipstateofct.welcometouhc.com> to search for a participating physician or facility, to learn about your health plan, to find the status of claims, or obtain additional information about discount programs offered to State of Connecticut Partnership members.

DENTAL BENEFIT SUMMARY

Administered by Cigna

	Unlimited Maximum Plan	\$750 Annual Maximum Plan	\$1,000 Annual Maximum Plan	\$1,500 Annual Maximum Plan
	IN/OUT NETWORK	IN/OUT NETWORK	IN/OUT NETWORK	IN/OUT NETWORK
Annual Deductible	\$0	\$0	\$25 indiv/\$75 family	\$0
Annual Maximum	NONE	\$750	\$1,000	\$1,500
Lifetime Orthodontia Max	N/A	N/A	\$1,500	\$1,500
DEDUCTIBLE WAIVED				
Preventive	Yes	Yes	Yes	Yes
Basic	N/A	N/A	No	N/A
Major	N/A	N/A	No	N/A
PREVENTATIVE				
X-Ray	100%	100%	100%	100%
Cleanings	100%	100%	100%	100%
Oral Exam	100%	100%	100%	100%
Flouride	80%	100%	80%	100%
BASIC				
Fillings	80%	0%	80%	80%
Endodontics	80%	0%	80%	80%
Periodontics	80%/50%	0%	80%/50%	80%
Simple Extractions	80%	100%	80%	80%
Dentures (Repair Only)	80%	0%	80%	80%
Bridges (Repair Only)	80%	0%	80%	80%
MAJOR				
Crown	67%	0%	50%	67%
Inlays	67%	0%	50%	67%
Onlays	67%	0%	50%	67%
Dentures	0%	0%	0%	67%
Bridges	0%	0%	0%	67%
Space Maintainers	67%	100%	50%	100%
Oral Surgery	67%	0%	50%	67%
ORTHODONTIA				
Braces (Adult & Child)	N/A	N/A	50%	50% Child Only

2013 HEP PREVENTIVE CARE REQUIREMENTS

Preventive Service	Birth – age 5	Age 6 - 17	Age 18 – 24	Age 25 – 29	Age 30 – 39	Age 40 – 49	Age 50+
Preventive Visit SEBAC	Once per year	Once every other year	Every 3 years	Every 3 years	Every 3 years	Every 2 years	Every year
Vision Exam SEBAC	N/A	Every 2 years	Every 2 years	Every 2 years	Every 2 years	Every 2 years	Every 2 years
Dental Cleanings SEBAC	N/A	At Least 1 every year	At Least 1 every year	At Least 1 every year	At Least 1 every year	At Least 1 every year	At Least 1 every year
Cholesterol Screening SEBAC	N/A	N/A	Every 5 years starting at 20	Every 5 years	Every 3 years	Every 2 years	Every year
Breast Cancer Screening (Mammogram) SEBAC	N/A	N/A	N/A	N/A	One screening between the ages of 35 and 39. Otherwise as recommended by physician	As recommended by physician	As recommended by physician
Clinical Breast Exam SEBAC	N/A	N/A	Every 3 years	Every 3 years	Every 3 years	Every 3 years	Every 3 years
Cervical Cancer Screening (Pap Smear) SEBAC	N/A	N/A	Every 3 years starting at age 21	Every 3 years	Every 3 years	Every 3 years	Every 3 years
Colorectal Cancer Screening SEBAC	N/A	N/A	N/A	N/A	N/A	N/A	Annual FIT/FOBT or Colonoscopy every 10 years

These requirements meet compliance with the HEP Preventive Program as outlined in the SEBAC agreement and have not changed from 2012.

As is currently the case under the State Health plan, any medical decisions will continue to be made by you and your physician

IMPORTANT CONTACT INFORMATION

Oxford - Medical	
Customer Service for Members	800-385-9055
Website Member Portal	http://partnershipstateofct.welcometouhc.com
United Healthcare - Dental	
Customer Service for Members	800-896-4834
Website Member Portal	www.myuhcdental.com/stalect
CVS Caremark - Pharmacy	
Customer Service for Members	800-318-2572
Website Member Portal	www.cvscaremark.com

NEW LONDON COUNTY

Premium Share 2020-21 to 2022-23

TOWN	PLAN DESIGN		2020-21	2021-22	2022-23	
SPRAGUE	POS	<input checked="" type="checkbox"/> State Plan	22.00%			<input type="checkbox"/> Buy U
LEDYARD	POS	<input checked="" type="checkbox"/> State Plan	20.25%	21.25%		<input type="checkbox"/> Buy U
NEW LONDON	POS	<input checked="" type="checkbox"/> State Plan	20.00%	21.00%		<input type="checkbox"/> Buy U
VOLUNTOWN	POS	<input checked="" type="checkbox"/> State Plan	19.50%	20.50%		<input type="checkbox"/> Buy U
FRANKLIN	POS	<input checked="" type="checkbox"/> State Plan	18.00%	18.50%	19.50%	<input type="checkbox"/> Buy U
BOZRAH	POS	<input checked="" type="checkbox"/> State Plan	18.00%	18.00%	18.00%	<input type="checkbox"/> Buy U
PRESTON	POS	<input checked="" type="checkbox"/> State Plan	17.50%	18.50%		<input type="checkbox"/> Buy U
LEBANON	POS	<input checked="" type="checkbox"/> State Plan	17.00%	17.50%	18.50%	<input type="checkbox"/> Buy U
EAST LYME	POS	<input checked="" type="checkbox"/> State Plan	17.00%	17.00%		<input type="checkbox"/> Buy U
Averages:			18.81%	19.03%	18.67%	

Source: CEA Research
7/7/2020

INCRMT9495	1
INCRMT9596	1
INCRMT9697	0
INCRMT9798	0.5
INCRMT9899	0.5
INCRMT992000	1
INCRMT0001	1
INCRMT0203	1
INCRMT0304	1
INCRMT0405	1
INCRMT0506	1
INCRMT0607	1
INCRMT0708	1
INCRMT0809	1
INCRMT0910	0
INCRMT1011	0
INCRMT1112	0
INCRMT1213	0
INCRMT1314	0
INCRMT1415	0
INCRMT1516	0.5
INCRMT1617	0.5
INCRMT1718	1
INCRMT1819	0
INCRMT1920	0.5
INCRMT2021	0.5
	15

Step Movement History at Sprague

This Chart shows the contract year (i.e., 9495 covers the 1994-1995 school/contract year), and whether there was step (increment) movement for teachers that year.

The chart shows that it has taken a beginning teacher 25 years to move from Step 1 to Step 15, (the maximum step) on the salary schedule. This demonstrates a substantial salary deferment for Sprague Teachers. It does not take 15 years to become a proficient teacher, and it certainly does not take 25 years.

Even in the contract just-negotiated, teachers will move only a half step year 1 of the contract, and a half step year 2 of the contract, with no step in year 3.

**NEW LONDON COUNTY
BA Minimum 2020-21**

TOWN	2020-21	Rank
PRESTON	\$52,097	1
LISBON	\$51,436	2
NORWICH FREE ACD	\$49,901	3
FRANKLIN	\$49,342	4
GROTON	\$49,089	5
NORWICH	\$48,918	6
REGION 18	\$48,563	7
LEDYARD	\$48,532	8
INTEGRATED DAY	\$48,262	9
MONTVILLE	\$47,696	10
WATERFORD	\$47,390	11
GRISWOLD	\$47,150	12
BOZRAH	\$46,545	13
EAST LYME	\$46,526	14
LEARN	\$46,491	15
SALEM	\$46,234	16
LEBANON	\$45,196	17
COLCHESTER	\$44,807	18
NEW LONDON	\$44,102	19
ISAAC	\$43,850	20
VOLUNTOWN	\$43,818	21
SPRAGUE	\$43,279	22
NORTH STONINGTON	\$41,265	23
STONINGTON	\$40,731	24

Average: **\$46,718**

Source: CEA Research
7/7/2020

**NEW LONDON COUNTY
MA Maximum 2020-21**

TOWN	2020-21	Rank
FRANKLIN	\$92,850	1
WATERFORD	\$92,012	2
GROTON	\$91,890	3
LEDYARD	\$91,787	4
REGION 18	\$90,265	5
NORWICH	\$88,425	6
NORWICH FREE ACD	\$88,185	7
LEARN	\$87,412	8
SALEM	\$87,281	9
COLCHESTER	\$87,061	10
BOZRAH	\$86,456	11
PRESTON	\$86,302	12
SPRAGUE	\$86,003	13
LISBON	\$85,843	14
MONTVILLE	\$84,989	15
NEW LONDON	\$84,100	16
NORTH STONINGTO	\$83,573	17
ISAAC	\$83,359	18
LEBANON	\$83,130	19
STONINGTON	\$83,124	20
INTEGRATED DAY	\$82,766	21
EAST LYME	\$81,738	22
GRISWOLD	\$81,386	23
VOLUNTOWN	\$81,016	24

Average: **\$86,290**

Source: CEA Research
7/7/2020

NEW LONDON COUNTY
Sixth Year Maximum 2020-21

TOWN	2020-21	Rank
FRANKLIN	\$97,781	1
LEDYARD	\$96,248	2
REGION 18	\$95,992	3
PRESTON	\$95,332	4
GROTON	\$95,133	5
WATERFORD	\$94,560	6
LEARN	\$92,265	7
NORWICH FREE AC	\$91,475	8
NORWICH	\$91,206	9
LISBON	\$89,544	10
SALEM	\$89,445	11
NORTH STONINGT	\$89,176	12
SPRAGUE	\$89,096	13
COLCHESTER	\$88,648	14
BOZRAH	\$88,076	15
LEBANON	\$87,825	16
MONTVILLE	\$87,688	17
EAST LYME	\$87,522	18
NEW LONDON	\$86,976	19
STONINGTON	\$86,873	20
ISAAC	\$85,288	21
INTEGRATED DAY	\$85,249	22
GRISWOLD	\$83,597	23
VOLUNTOWN	\$82,580	24

Average: **\$89,899**

Source: CEA Research
7/7/2020

TEACHER SETTLEMENTS FOR THE 2020-21 SEASON

Sorted by Date Reported to State

Settlements as of 10/8/2020

Reported	Method	District	% INCLUDING INCREMENT					% GWI to SCHEDULE			
			2021-22	2022-23	2023-24	2024-25	TOTAL	2021-22	2022-23	2023-24	2024-25
5/26/20	Neg	Glastonbury (MA Max 2/31 H)	3.08%	3.22%	3.06%	2.80%	9.36%	2.00%	2.00%	2.00%	2.00%
4th year not included in total; PCS for PPO or HMO options incr by 0.5% each year (24.5% in yr 1 to 26% in yr 4); PCS for both HDHP options incr to 12% in yr 1, 14.5% in yr 2, 15.5% in yr 3 & 16.5% in yr 4, BOE funding of HSA from flat dollar to 75% in yr 1 & decreasing by 15% each yr to 50% in yr 4.											
7/27/20	Neg	West Haven (MA Max: 28/28 NH)	3.57%	3.27%	2.00%		8.84%			2.00%	
Yrs 1 & 2 step & 1% at max, Yr 3 no step; move to CT Partnership Plan at 20% PCS all 3 yrs.											
8/6/20	Neg	New Britain (MA Max 12/31 H)	1.00%					1.00%			
1 yr extension; No step; PCS incr by .50%.											
Hartford County											
1 yr extension; 1/2 step movement, cost data has been requested. No change in PCS.											
New Haven County											
Teachers will remain on step and salary of 2019-20 schedule for 2020-21, 2021-22: increase of \$2,000 at max steps plus step; 2022-23: increase of \$1000 to max steps only plus step. Cost data has been requested. PCS remains at same % but dollar contribution for teachers capped at 19-20 amounts through 2023. There will be no layoffs or furlough days during the 2020-2023 agreement.											
		Bolton (MA Max: 11/15 T)	2.97%	2.51%	2.97%		8.45%		2.51%		
Yr 1: 2% at max, drop step 1, insert new step between ultimate & penultimate step; Yr 2: no step; Yr 3: 0.9% below max, 1.41% at max plus step; PCS for HDHP plan incr from 19.5% to 20% in yr 1, 20.5% in yr 2 & 21% in yr 3; point values for stipends incr by 1% each yr.											
9/9/20	Neg	Westbrook (MA Max: 5/15 M)	2.86%	2.63%				1.25%	1.05%		
New step added to break bubble in year 1, 1/2 step each year; Eliminate PPO plan option; stipends will increase by 1% each yr.											
9/16/20	Neg	Andover (MA Max: 12/15 T)	2.98%	2.96%	2.86%	2.68%	8.80%	2.50%	2.50%	2.25%	1.50%
4th year not included in total; Added RX co-pay after deductible; PCS incr from 12% to 12.5% in yr 1, 13% in yr 2, 13.5% in yr 3 & 14% in yr 4.											
New London County											
1 year extension; step and 0.75% at max; no insurance changes.											
9/2/20	Neg	Vernon (MA Max: 2/15 T)	2.87%	3.00%	2.95%	2.94%	8.82%				
Total does not include 4th yr; Half step each year, 1.50% at max & 1.25% below; PCS for HDHP incr 17.5% to 18% in yr 1, 19% in yr 2 & 20% in yr 3.											
Windham County											
Step each year with increase to max only: year 1: 1.5%, year 2: 2.3%, year 3: 2.3%; no insurance changes; no incr to stipends.											
9/21/20	Neg	Mansfield (MA Max: 1/15 T)	2.77%	2.81%	2.86%		8.44%	1.75%	2.00%	2.00%	
No change in PCS.											
Windham County											
1 year extension; step and 1.75% at max. No insurance changes.											

TEACHER SETTLEMENTS FOR THE 2020-21 SEASON

Sorted by Date Reported to State

Settlements as of 10/8/2020

Reported Method District	% INCLUDING INCREMENT					% GWI to SCHEDULE			
	2021-22	2022-23	2023-24	2024-25	TOTAL	2021-22	2022-23	2023-24	2024-25
Litchfield County	2.61%								
1 year contract; no step and equal dollar distribution for GWI; no change in PCS.									
New Haven County	2.53%	3.08%	3.08%		8.63%				
1 Step in schedule dropped each year, step & \$500 at max each year; PCS for HDHP plan incr from 24% to 25% in yr 3, deduct incr \$2000/4000 to \$2500/5000, BOE funding of HSA change from 50% to \$1250/2500, RX co-pay incr \$5/20/30 to \$5/25/40.									
Hartford County	2.99%	2.98%	2.98%		8.95%	0.85%	1.07%	1.20%	
PCS for HDHP plan incr from 16.25% to 16.75% in yr 1, 17.25% in yr 2 & 17.75% in yr 3.									
New Haven County	1.75%	2.50%	2.74%	2.94%	6.99%	1.75%	1.23%	1.50%	1.75%
4th yr not included in total; PCS for HDHP Yr 1: 14.5% eff 1/1/22, Yr 2: 15.5% eff 1/1/23, Yr 3: 16.5% eff 1/1/24, Yr 4: 17.5% eff 1/1/25									
TEACHER AVERAGE:	2.69%	2.86%	2.88%	2.84%		1.54%	1.77%	1.83%	1.75%
COUNT:	15	11	10	4		8	7	6	3
Three Year Total:	8.43%					Three Year Total:	5.13%		

Note: MA Max refers to the 2020-21 salary rank within the county. F=Fairfield, H=Hartford, L=Litchfield, M=Middlesex, NH=New Haven, NL=New London, T=Tolland, W=Windham; "HDHP" refers to a High Deductible Health Plan, "PCS" refers to Premium Cost Sharing.

Total is the sum of the 3 year increases for districts with a 3 year settlement.

2019-20 SEASON SETTLEMENT SUMMARY, PROVIDED AS A REFERENCE:

	2020-21	2021-22	2022-23	2020-21	2021-22	2022-23
TEACHER AVERAGE:	3.06%	3.02%	3.12%	1.97%	1.48%	1.60%
COUNT:	65	65	63	22	18	15
Three Year Total:	9.20%			Three Year Total:	5.05%	

Summary of Fiscal Impact: Agreement Between _Sprague BOE and Sprague Teachers' League_

General Topic	Change	Fiscal Impact		
		FY 21-22	FY 22-23	FY 23-24
Wages	General Wage Increases %	1%	1.15%	\$1,880
	Cost of General Wage Increase in \$	\$ 15,786	\$ 18,649	\$ 47,564
	Cost of Step Yearly Increment Changes in \$	\$ 27,542	\$ 27,860	\$ -
	Combined Cost of GWI and Steps	\$ 43,328	\$ 46,509	\$ 47,564
Healthcare	Health Plan Design Change: Cost/(Savings)	\$ -	\$ -	\$ -
Health Premium Cost Share Figures a 10% increase in Premium each year	Projected cost at current employee share: 22%	\$ 354,309	\$ 389,740	\$ 428,714
	Projected cost at proposed employee share: 22% for term of contract	\$ 389,740	\$ 428,714	\$ 471,585
	Projected Savings/(Cost)	\$ 35,431	\$ 38,974	\$ 42,871
Pension	N/A			
Net Annual Impact		\$ 78,759	\$ 85,483	\$ 90,435
Sick Leave	Current provisions: _15 days_			
	New provisions: _15 days Cost/(Savings) No change	\$ -	\$ -	\$ -
Vacation Leave Personal Leave	Current provisions: __4 days			
	New provisions: _4 days Cost/(Savings) No change	\$ -	\$ -	\$ -
Other Measures to Offset Costs of Contract				
	Cost/(Savings)	\$ -	\$ -	\$ -
	Cost/(Savings)	\$ -	\$ -	\$ -
	Cost/(Savings)	\$ -	\$ -	\$ -
Total Impact (includes one-time and non-recurring)		\$ 78,759	\$ 85,483	\$ 90,435

Notes:

Insurance costs estimate a 10% increase in premium and employee share stays at 22% for entire term of contract.

Town of Sprague 5-Year Plan: FY 2021-2025 Summary Information

Status of 5-Year Plan

The Town's current budget (FY 2021) was approved by the MARB contingent upon approval of an updated 5-Year Plan for FY 2021-2025. The MARB Sprague Subcommittee suggested the Town revisit certain assumptions in the draft plan that was presented in June 2020 and to ensure local support for the plan. The updated Plan reflects several adjustments described below in the explanation of assumptions used in the plan, including higher mill rate increases in the out years and reductions in Education expenditures and in Town staff salary projections. The revised Plan also incorporates the Debt Service requirements resulting from the recently issued bonds.

A Joint Meeting of the Town's Board of Selectmen, Board of Finance and Board of Education was held in November for the purpose of reviewing the updated Plan. OPM was advised that a consensus was achieved in support of the Plan, and that the Board of Education voted in favor of a resolution of support for the Plan at its November 9 meeting. Pending support from the MARB Subcommittee, formal action may be taken by the Board of Selectmen and Board of Finance prior to review of the Plan by the full MARB.

Revenue and Expenditures Summary

5-Year Summary	Estimated FY 2020	Adopted FY 2021	Projected FY 2022	Projected FY 2023	Projected FY 2024	Projected FY 2025
Revenues:						
Property Taxes	5,940,794	6,110,523	6,189,821	6,269,119	6,388,065	6,507,011
State Aid	3,266,503	3,266,027	3,266,027	3,266,027	3,266,027	3,266,027
Local Licenses, Permits, Fees, Etc.	94,202	92,650	92,650	92,650	92,650	92,650
Miscellaneous	47,115	54,000	54,000	54,000	54,000	54,000
Intergovernmental Transfers	70,371	68,508	67,055	65,234	63,409	61,718
Other	-	73,720	152,900	5,029	-	-
Total Revenues	9,418,985	9,665,428	9,822,453	9,752,059	9,864,151	9,981,406
Expenditures:						
Town Operations	1,936,808	1,950,642	1,975,629	2,004,995	2,036,555	2,068,399
Debt Service	878,326	963,345	856,125	814,475	795,675	777,500
Transfer to Capital Reserve	8,000	22,000	22,000	25,000	22,000	22,000
Board of Education	<u>6,375,766</u>	<u>6,688,595</u>	<u>6,788,924</u>	<u>6,890,758</u>	<u>6,994,119</u>	<u>7,099,031</u>
Total Expenditures	9,198,900	9,624,582	9,642,678	9,735,228	9,848,349	9,966,930
Surplus/(Deficit)	220,085	40,846	179,775	16,831	15,802	14,476

Town of Sprague 5-Year Plan: FY 2021-2025 Summary Information

Fund Balance Projections

Fund Balance Projections	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Proposed (FY21-FY25) 5-Year Plan	(\$95,923)	(\$786)	\$182,272	\$202,386	\$221,471	\$239,230
Projected in original (FY20-FY24) 5-Year Plan	\$79,771	\$206,475	\$497,450	\$905,954	\$876,479	

Summary Comparison of Major Assumptions to Previous 5-Year Plan

Assumptions	FY20 – FY24 Plan	FY21 – FY25 Plan June 2020 Draft	FY21 – FY25 Plan Nov. 2020 Draft
Grand List Growth	FY20: 1.0% FY21 – FY24: 0%	FY21: 0.4% (Oct. '19 grand list) FY22 – FY25: 0%	No change from June draft
Mill Rates	FY20: 34.75 FY21: 35.75 FY22: 36.25 FY23: 36.75 FY24: 37.25	FY20: 34.75 FY21: 35.75 FY22: 36.25 FY23: 36.75 FY24: 37.25 FY25: 37.75	FY20: 34.75 FY21: 35.75 FY22: 36.25 FY23: 36.75 FY24: 37.50 FY25: 38.25
Tax Collection Rate	97.0%	97.0%	No change
State Aid	ECS: Increase \$50,000/year Other: Level funding	No increases assumed for any sources of State Aid	No change from June draft
Salaries	2% per year	2% per year	2% per year for Public Works; 1% all other
Resident Trooper Program	2% per year	2% per year	No change
Employee Health	FY20: 8.9% FY21-24: 5.0% per year	FY21: 6.3% (Partnership rate) FY22-25: 7% per year	No change from June draft
Other Insurances	5% per year	5% per year	No change
Education Expenditures	\$50,000 increase per year (corresponds to ECS projection)	FY21: 3.0% FY22-25: 1.3% per year	FY21: 2.5% (Adopted budget) FY22-25: 1.5% per year

Town of Sprague 5-Year Plan: FY 2021-2025 Summary Information

Explanation of Major Assumptions

Grand List Growth

Grand List growth assumptions have been modified in the updated 5-Year Plan to reflect actual growth on the October 2019 grand list. The out-years of the plan assume no new grand list growth, based on input from the Town Assessor. This is consistent with the assumption in the previously adopted 5-Year Plan. Historical Grand List data is provided in the following table.

Historical Grand List Growth

	FY 2016	FY 2017	FY 2018	FY 2019*	FY 2020	FY 2021
Net Grand List	Oct. 2014	Oct. 2015	Oct. 2016	Oct. 2017*	Oct. 2018	Oct. 2019
Real Estate	138,189,330	138,145,710	138,001,900	134,625,910	134,799,230	134,741,044
Motor Vehicle	18,788,180	18,650,290	19,141,150	19,333,870	19,688,670	20,245,920
Personal Property	13,781,220	12,427,132	12,442,410	8,346,150	8,335,020	8,513,100
Total Net Assessment	170,758,730	169,223,132	169,585,460	162,305,930	162,822,920	163,500,064
Change vs Prior Year		-0.90%	0.21%	-4.29%	0.32%	0.42%

* Revaluation

Although the 5-Year Plan assumes no grand list growth during the planning period, the above table suggests that the Town does tend to experience at least some growth. The following table illustrates the cumulative additional revenue that would be generated by grand list growth at 0.1% per year and 0.25% per year.

Additional Revenue Generated by Modest Grand List Growth	FY 2022	FY 2023	FY 2024	FY 2025
Additional revenue from 0.1% annual Grand List Growth	\$5,749	\$11,662	\$17,860	\$24,302
Additional revenue from 0.25% annual Grand List Growth	\$14,373	\$29,178	\$44,716	\$60,891

Mill Rates

The projected mill rates for FY 2021 through FY 2023 mirror the mill rates included in the previously adopted 5-Year Plan. The mill rates for FY 2024 and FY 2025 have been increased by one quarter of a mill over previous drafts of the Plan in order to help close projected deficits in those years.

Projected Mill Rates	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Mill Rate	35.75	36.25	36.75	37.50	38.25

Tax Collection Rate

The tax collection rate is assumed to be 97.0% throughout the five year period. Historical tax collection rates are shown in the table below. Fiscal years 2014-2017 reflect the impact of the Fusion Papermill foreclosure.

Town of Sprague 5-Year Plan: FY 2021-2025 Summary Information

Tax Collection Rate	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Collection Rate	96.6%	96.4%	96.8%	96.7%	97.5%	93.4%	90.7%	91.8%	97.7%	97.8%

State Aid

State Aid is assumed to be level funded throughout the five year period. The previous Plan assumed annual increases of \$50,000 in ECS funding, offset by equal increases in Education expenditures. The revised plan assumes the possibility of an economic downturn will limit the State’s ability to provide additional funding for the foreseeable future.

Salaries/Wages

Salary projections in FY 2021 represent the combined effect of a 1% wage increase and the freezing or elimination of several positions. The remaining years include 2% per year increases for Public Works, and 1% for other Town staff.

Resident Trooper

Resident Trooper expense in FY 2021 are based on guidance provided by State Police Troop E. Increases in subsequent years are projected at 2% per year.

Employee Health Insurance

The Town participates in the State Partnership program for employee health insurance. For FY 2021, rates are based on the Partnership published rates for July 2021 which include a 6.3% rate increase for New London County. Rates are assumed to increase by 7% per year in the out-years.

Other Insurances

Other Insurances include general liability, property insurance and Workers Compensation. These insurances are assumed to increase by 5% per year. In the aggregate, these insurance premiums have decreased modestly over the last several years as shown below.

	Actual FY 2016	Actual FY 2017	Actual FY 2018	Actual FY 2019	Projected FY 2020
Other Insurances					
Other Insurances	\$97,072	\$91,501	\$90,127	\$89,165	\$86,839

Education Expenditures

Education Expenditures for FY 2021 increase by 2.5% based on the Adopted Budget. For FY 2022 – FY 2025, Education expenditures are assumed to increase by 1.5% per year. A supplemental narrative prepared by the Board of Education (attached) describes the major expenditure drivers in the Education budget (Note: The narrative refers to 1.6% per year overall Education increases for FY 2022-2024. This rate of increase was subsequently revised to 1.5% per year in the proposed 5-Year Plan). The narrative

Town of Sprague 5-Year Plan: FY 2021-2025 Summary Information

notes that an ongoing effort will be needed to manage Education expenditures in order to achieve the target expenditures in the Plan.

The accompanying table depicts actual Education expenditures since FY 2015. With the exception of the budget overrun anomaly in FY 2018, year over year increases in Education expenditures have been under 2% per year. On an annualized basis, the increase from FY 2015 expenditures to the projected FY 2020 expenditures is 1.1% per year.

Fiscal Year	BOE Actual Expenditures	Change vs Prior Year
2015	\$6,009,968	
2016	\$6,118,467	1.8%
2017	\$6,231,500	1.8%
2018	\$7,008,180	12.5%
2019	\$6,248,091	-10.8%
2020	\$6,355,906	1.7%

Sources: FY 2015-2019: Town Financial Statements
FY 2020: Projected as of May 2020



**TOWN OF SPRAGUE
OPERATING BUDGET AND
CAPITAL & NON-RECURRING ITEMS BUDGET**

Draft
Board Buy-In Update
11.10.20

	B	N	P	R	T	V	X
	TOWN OF SPRAGUE	Projected	FY	FY	FY	FY	FY
		2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
4	EXPENDITURE TOTALS						
178	DETAIL BREAKDOWN OF GENERAL GOVERNMENT						
179	BOARD OF SELECTMEN	90,878	91,227	92,088	92,957	93,835	94,722
180	First Selectman	40,100	40,400	40,804	41,212	41,624	42,040
181	Selectman	1,200	1,200	1,200	1,200	1,200	1,200
182	Selectman	1,200	1,200	1,200	1,200	1,200	1,200
183	Office supplies, meetings, misc.	1,260	1,260	1,260	1,260	1,260	1,260
184	Mileage	1,509	1,500	1,500	1,500	1,500	1,500
185	Executive Assistant	45,209	45,667	46,124	46,585	47,051	47,521
186	Stipends for Additional Board Participation	400	-	-	-	-	-
187							
188	ELECTIONS	11,643	23,007	23,068	23,130	23,192	23,255
189	Elections - Salaries	3,643	6,100	6,161	6,223	6,285	6,348
190	Elections - Misc	8,000	16,907	16,907	16,907	16,907	16,907
191							
192	BOARD OF FINANCE	250	188	188	188	188	188
193	Town reports, supplies, brochures	250	188	188	188	188	188
194							
195	AUDITING	22,650	23,200	23,200	23,700	24,200	24,700
196							
197	BOOKKEEPER	28,802	29,392	29,677	29,965	30,255	30,549
198	Salary	27,902	28,492	28,777	29,065	29,355	29,649
199	Support	900	900	900	900	900	900
200							
201	TAX ASSESSOR	23,641	25,425	25,647	25,871	26,097	26,325
202	Salary	22,591	22,165	22,387	22,611	22,837	23,065
203	Travel expense	50	300	300	300	300	300
204	Education & Dues	-	280	280	280	280	280
205	Sup. post., pricing manuals, repair/maint	1,000	1,680	1,680	1,680	1,680	1,680
206	Mapping	-	1,000	1,000	1,000	1,000	1,000
207							
208	TAX COLLECTOR	30,262	28,907	29,175	29,446	29,719	29,995
209	Salary	26,532	26,797	27,065	27,336	27,609	27,885
210	DMV Charge Delinquent MV	-	-	-	-	-	-
211	Misc. supplies, school	700	700	700	700	700	700
212	Postage	3,030	1,410	1,410	1,410	1,410	1,410
213							
214	TOWN TREASURER	2,400	2,400	2,400	2,400	2,400	2,400
215							
216	TOWN COUNSEL & FINANCIAL ADVISOR	27,000	27,000	27,000	27,000	27,000	27,000
217	Town Counsel	20,000	20,000	20,000	20,000	20,000	20,000
218	Financial Advisor	7,000	7,000	7,000	7,000	7,000	7,000
219							
220	TOWN CLERK	52,745	53,170	53,671	54,176	54,687	55,203
221	Salary	49,562	50,057	50,558	51,063	51,574	52,090
222	Office supplies, misc.	1,463	1,463	1,463	1,463	1,463	1,463
223	Dog Licenses	350	350	350	350	350	350
224	School	970	900	900	900	900	900
225	Micro filming (security)	400	400	400	400	400	400
226							
227	TELEPHONE SERVICES/DSL/WEBSITE	11,700	11,500	11,500	11,500	11,500	11,500
228							
229	POOL SECRETARIES	57,744	58,781	59,369	59,962	60,562	61,168
230	Salary - Assistant Town Clerk	22,411	23,614	23,850	24,089	24,330	24,573
231	Salary - Land Use Clerk	35,333	35,167	35,519	35,874	36,233	36,595
232							
233	TOWN OFFICE BUILDING	35,097	37,322	39,018	39,219	39,423	39,632
234	Janitorial Services	9,897	9,822	10,018	10,219	10,423	10,632
235	Supplies, Maintenance	2,200	2,000	2,000	2,000	2,000	2,000
236	Heat Town Hall Facilities	9,000	11,500	11,500	11,500	11,500	11,500
237	Lights Town Hall Facilities	9,000	9,000	10,500	10,500	10,500	10,500
238	Repair & Renovation	5,000	5,000	5,000	5,000	5,000	5,000
239							
240	GRANTS/CONTRACTS MANAGER	15,542	-	-	-	-	-
241	Salary	15,006	-	-	-	-	-
242	Workshops, Seminars	150	-	-	-	-	-
243	Misc. Supplies, Subscription, Postage	278	-	-	-	-	-
244	Mileage	108	-	-	-	-	-
245							
246	PLANNING & ZONING COMMISSION	19,225	20,797	20,870	20,944	21,018	21,093
247	Zoning Enforcement Officer	7,225	7,297	7,370	7,444	7,518	7,593
248	Technical Assistant-Planner	12,000	13,500	13,500	13,500	13,500	13,500
249	Secretarial & Other Services	-	-	-	-	-	-
250							
251	LAND USE	800	800	800	800	800	800
252							
253	ECONOMIC DEVELOPMENT	-	900	900	900	900	900
254							



**TOWN OF SPRAGUE
OPERATING BUDGET AND
CAPITAL & NON-RECURRING ITEMS BUDGET**

Draft
Board Buy-In Update
11.10.20

	B	N	P	R	T	V	X
	TOWN OF SPRAGUE						
	Projected	FY	FY	FY	FY	FY	FY
	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	
255	CONSERVATION COMMISSION	1,000	1,100	1,100	1,100	1,100	1,100
256	Training Workshop	-	100	100	100	100	100
257	Miscellaneous, signage	1,000	1,000	1,000	1,000	1,000	1,000
258							
259	CONSERVATION/WETLANDS ENFORCEMENT OFFICER	6,500	6,500	6,500	6,500	6,500	6,500
260							
261	HIGHWAYS	381,475	360,335	364,396	368,538	372,762	377,072
262	General Maintenance	46,325	45,000	45,000	45,000	45,000	45,000
263	Public works salaries	227,950	203,035	207,096	211,238	215,462	219,772
264	Storm - Misc.o/t labor	26,200	26,200	26,200	26,200	26,200	26,200
265	Boots & Clothing	2,000	1,600	1,600	1,600	1,600	1,600
266	Storm - Materials	25,000	27,500	27,500	27,500	27,500	27,500
267	Roadway Pavement Management	40,000	40,000	40,000	40,000	40,000	40,000
268	Town Garage	5,000	8,000	8,000	8,000	8,000	8,000
269	Stormwater Fees/Testing (Phase II)	8,500	8,500	8,500	8,500	8,500	8,500
270	Drug & Alcohol Testing	500	500	500	500	500	500
271							
272	TREE MAINTENANCE	15,287	18,300	18,300	18,300	18,300	18,300
273	Tree Warden	2,250	2,250	2,250	2,250	2,250	2,250
274	Tree Warden - Training Seminars	200	350	350	350	350	350
275	Tree Pruning, Removal, replacement	12,437	15,300	15,300	15,300	15,300	15,300
276	Mileage	400	400	400	400	400	400
277							
278	STREET LIGHTING	15,231	17,000	17,000	17,000	17,000	17,000
279							
280	SOCIAL SECURITY	55,244	56,110	57,232	58,377	59,544	60,735
281							
282	DEFERRED COMPENSATION	15,647	16,471	16,471	16,471	16,471	16,471
283							
284	REGIONAL PLANNING AGENCIES	38,405	38,861	38,861	38,861	38,861	38,861
285	TVCCA	1,000	1,000	1,000	1,000	1,000	1,000
286	Council of Governments	1,641	1,641	1,641	1,641	1,641	1,641
287	Soil & Water Conservation	300	300	300	300	300	300
288	Womens Center	250	250	250	250	250	250
289	Uncas Health District	19,280	19,674	19,674	19,674	19,674	19,674
290	CT Conference of Municipalities	2,032	2,032	2,032	2,032	2,032	2,032
291	Norwich Probate Court	2,124	2,124	2,124	2,124	2,124	2,124
292	Council of Small Towns (COST)	725	725	725	725	725	725
293	Quinebaug Walking Weekends	175	175	175	175	175	175
294	SSAC of Eastern CT	300	300	300	300	300	300
295	Southeastern CT Enterprise Region (SECTER)	1,419	1,540	1,540	1,540	1,540	1,540
296	Regional Animal Control	9,179	9,100	9,100	9,100	9,100	9,100
297							
298	INSURANCE	199,518	236,445	250,857	266,184	282,487	299,827
299	General Town	28,448	29,133	30,590	32,119	33,725	35,411
300	Fire Department	16,537	16,690	17,525	18,401	19,321	20,287
301	Water & Sewer Plants	7,566	7,982	8,381	8,800	9,240	9,702
302	CIRMA (Workers Comp.)	33,848	39,343	41,310	43,376	45,544	47,822
303	Employee Medical Insurance	109,169	139,347	149,101	159,538	170,706	182,655
304	Employee Insurance Waiver	3,950	3,950	3,950	3,950	3,950	3,950
305							
306	POLICE DEPARTMENT	187,559	177,665	181,102	184,608	188,185	191,832
307	Resident Trooper Program	169,220	167,982	171,342	174,768	178,264	181,829
308	Overtime (See revenue account 5200-13)	15,020	5,000	5,000	5,000	5,000	5,000
309	Dare Program	300	300	300	300	300	300
310	Supplies & misc.	200	500	500	500	500	500
311	School Crossing Guards	2,819	3,883	3,961	4,040	4,121	4,203
312							
313	FIRE DEPARTMENT	118,269	120,290	120,290	120,290	120,290	120,290
314	Vehicle Maintenance	22,832	24,000	24,000	24,000	24,000	24,000
315	Fixed Expenses	36,700	36,300	36,300	36,300	36,300	36,300
316	Truck Supplies	7,400	7,550	7,550	7,550	7,550	7,550
317	Station Maintenance	9,325	11,200	11,200	11,200	11,200	11,200
318	Training	10,115	14,500	14,500	14,500	14,500	14,500
319	Business Expenses	13,417	14,140	14,140	14,140	14,140	14,140
320	Equipment Maintenance	18,480	12,600	12,600	12,600	12,600	12,600
321	Capital Expenses	-	-	-	-	-	-
322							
323	EMERGENCY MANAGEMENT/LEPC	4,030	4,030	4,030	4,030	4,030	4,030
324	Salary Director	2,200	2,200	2,200	2,200	2,200	2,200
325	Capital Expenses	-	-	-	-	-	-
326	Training Expense	500	500	500	500	500	500
327	Equipment Maintenance	830	830	830	830	830	830
328	Local Emergency Plan Chairperson (LEPC)	500	500	500	500	500	500
329							
330	FIRE MARSHAL/BURNING OFFICIAL	11,442	11,729	11,818	11,907	11,997	12,089
331	Salary	8,767	8,854	8,943	9,032	9,122	9,214
332	Office expenses, education, misc.	2,050	2,250	2,250	2,250	2,250	2,250
333	Burning Official	625	625	625	625	625	625
334							



**TOWN OF SPRAGUE
OPERATING BUDGET AND
CAPITAL & NON-RECURRING ITEMS BUDGET**

Draft
Board Buy-In Update
11.10.20

	B	N	P	R	T	V	X
	TOWN OF SPRAGUE						
	Projected	FY	FY	FY	FY	FY	FY
	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	
335	BUILDING OFFICIAL	21,141	21,466	21,663	21,861	22,062	22,265
336	Salary	19,471	19,666	19,863	20,061	20,262	20,465
337	Mileage	800	800	800	800	800	800
338	Membership fees	120	250	250	250	250	250
339	Education, Training, Misc.	250	250	250	250	250	250
340	Office Supplies, Code volumes	500	500	500	500	500	500
341							
342	BLIGHT ENFORCEMENT OFFICER	3,856	3,891	3,927	3,963	4,000	4,037
343	Salary	3,556	3,591	3,627	3,663	3,700	3,737
344	Mileage	150	150	150	150	150	150
345	Postage	150	150	150	150	150	150
346							
347	SANITATION & WASTE REMOVAL	79,175	70,000	70,000	70,000	70,000	70,000
348	Materials & Misc.	5,000	5,000	5,000	5,000	5,000	5,000
349	Recycling	74,175	65,000	65,000	65,000	65,000	65,000
350							
351	WASTE MANAGEMENT	55,000	63,000	63,000	63,000	63,000	63,000
352							
353	COMMISSION ON AGING	86,879	79,481	80,131	80,788	81,451	82,121
354	Salary - Coordinator	26,017	31,574	31,890	32,209	32,531	32,856
355	Municipal Agent	500	200	200	200	200	200
356	Office, supplies, misc.	4,450	1,740	1,740	1,740	1,740	1,740
357	Elevator contract	2,437	2,515	2,515	2,515	2,515	2,515
358	Programs	3,000	3,000	3,000	3,000	3,000	3,000
359	Van Driver/Bus Driver -1	13,826	14,000	14,140	14,281	14,424	14,568
360	Van Driver/Bus Driver-2	18,823	19,452	19,647	19,843	20,041	20,242
361	Senior Center Aide	7,651	-	-	-	-	-
362	Vehicle Expenses	10,175	7,000	7,000	7,000	7,000	7,000
363							
364	CAPITAL PROJECTS	14,013	14,700	14,700	14,700	14,700	14,700
365	Repairs to Central Plant	9,013	6,000	6,000	6,000	6,000	6,000
366	Engineering Fees	5,000	8,700	8,700	8,700	8,700	8,700
367							
368	PARKS & PLAYGROUND (BoS)	3,730	750	750	750	750	750
369							
370	RECREATION COMMISSION	13,578	-	-	-	-	-
371	Recreation Salaries	13,578	-	-	-	-	-
372	Recreation Supplies	-	-	-	-	-	-
373							
374	RECREATION FACILITIES	1,900	1,825	1,825	1,825	1,825	1,825
375	Electricity	1,900	1,825	1,825	1,825	1,825	1,825
376							
377	RECREATION EVENTS	5,627	5,150	5,150	5,150	5,150	5,150
378	Three Villages Fall Festival	3,293	3,500	3,500	3,500	3,500	3,500
379	Earth Day	-	400	400	400	400	400
380	Youth Year Long Activity	1,612	500	500	500	500	500
381	Shetucket River Festival	222	250	250	250	250	250
382	Other/Indoor Soccer	500	500	500	500	500	500
383							
384	OTHER RECREATION PROGRAMS (BoS)	-	1,250	1,250	1,250	1,250	1,250
385	Sprague/Franklin/Canterbury Little League	-	1,250	1,250	1,250	1,250	1,250
386							
387	GRIST MILL	16,851	23,163	17,938	17,938	17,938	17,938
388	Supplies, Maintenance	200	850	850	850	850	850
389	Elevator Maintenance	2,221	7,443	2,218	2,218	2,218	2,218
390	Heat & Lights	9,300	7,850	7,850	7,850	7,850	7,850
391	Grist Mill Cleaner	5,130	7,020	7,020	7,020	7,020	7,020
392							
393	HISTORICAL MUSEUM	3,041	2,130	2,130	2,130	2,130	2,130
394	Museum Clerk	2,991	1,930	1,930	1,930	1,930	1,930
395	Sprague Historical Society	50	200	200	200	200	200
396							
397	LIBRARY	57,139	82,076	82,796	83,523	84,257	84,998
398	Librarian Assistant - 1	6,970	12,996	13,126	13,257	13,390	13,524
399	Library Director	21,384	28,160	28,442	28,726	29,013	29,303
400	Programs	1,200	2,500	2,500	2,500	2,500	2,500
401	Staff Development	100	500	500	500	500	500
402	State Library/iConn Membership	350	550	550	550	550	550
403	Books & DVDs	5,500	4,500	4,500	4,500	4,500	4,500
404	Supplies, misc.	2,000	2,054	2,054	2,054	2,054	2,054
405	Librarian Assistant - 4	7,694	12,996	13,126	13,257	13,390	13,524
406	Librarian Assistant - 5	4,670	5,500	5,555	5,611	5,667	5,723
407	Librarian Assistant - 6	7,271	12,320	12,443	12,568	12,693	12,820
408							



**TOWN OF SPRAGUE
OPERATING BUDGET AND
CAPITAL & NON-RECURRING ITEMS BUDGET**

Draft
Board Buy-In Update
11.10.20

	B	N	C	P	C	R	S	T	U	V	W	X
	TOWN OF SPRAGUE	Projected		FY		FY		FY		FY		FY
		2019-2020		2020-2021		2021-2022		2022-2023		2023-2024		2024-2025
409	MISCELLANEOUS	35,167		20,975		20,981		20,987		20,993		20,999
410	Newsletter - Salaries	3,056		600		606		612		618		624
411	Bank Fees	5		-		-		-		-		-
412	Newsletter- Misc.	4,000		2,000		2,000		2,000		2,000		2,000
413	War Memorial/Lords Bridge Gazebo	600		675		675		675		675		675
414	Cemeteries, Vets Graves	700		700		700		700		700		700
415	Contingent Fund	3,000		3,000		3,000		3,000		3,000		3,000
416	Memorial Day Celebration	38		1,000		1,000		1,000		1,000		1,000
417	Legal Ads	15,000		13,000		13,000		13,000		13,000		13,000
418	Unemployment Compensation	8,768		-		-		-		-		-
419												
420	SPRAGUE WATER & SEWER AUTHORITY	8,200		8,500		8,500		8,500		8,500		8,500
421	Water & Sewer Public Services	8,200		8,500		8,500		8,500		8,500		8,500
422												
423	COMPUTER SERVICE/OFFICE MACHINES	51,525		53,433		54,362		54,308		55,246		55,200
424	Town Clerk	12,992		9,850		9,949		10,048		10,148		10,250
425	Tax Collector	7,100		9,031		9,121		9,213		9,305		9,398
426	Assessor/Building Inspector	12,317		12,317		12,440		12,565		12,690		12,817
427	Selectmen/Treasurer	1,494		1,000		1,494		1,000		1,494		1,000
428	Equipment Maintenance	5,000		7,000		7,070		7,141		7,212		7,284
429	Supplies - Server Support - Virus Renewal	5,000		5,000		5,000		5,000		5,000		5,000
430	Paychex Services	3,111		3,200		3,200		3,200		3,200		3,200
431	Library Support	2,600		4,124		4,165		4,207		4,249		4,291
432	Mail System	708		708		708		708		708		708
433	Fixed Asset Inventory	1,203		1,203		1,215		1,227		1,239		1,252
434												
435	SHARED SERVICES W/SCHOOL	-		-		-		-		-		-
436												
437	OPERATING BUDGET	1,936,808		1,950,642		1,975,629		2,004,995		2,036,555		2,068,399
438												
439	DEBT - INTEREST PAYMENT	178,326		233,345		296,125		264,475		245,675		227,500
440	2005 Bonds: Land Acquisition and Roads	24,750		24,750		24,750		12,000		12,000		12,000
441	2009 Bonds: Roads, Roof, Fire Truck; ADA; Truck; Pump	23,900		19,200		14,800		10,500		6,300		2,100
442	2013 Bonds-Various Purposes	129,676		115,675		103,675		93,675		83,675		74,300
443	2020 Bonds - Various Purposes	-		73,720		152,900		148,300		143,700		139,100
444												
445												
446	DEBT - PRINCIPAL PAYMENT	700,000		730,000		560,000		550,000		550,000		550,000
447	2005 Bonds: Land Acquisition and Roads	85,000		85,000		85,000		80,000		80,000		80,000
448	2009 Bonds: Roads, Roof, Fire Truck; ADA; Truck; Pump	125,000		110,000		110,000		105,000		105,000		105,000
449	2013 Bonds-Various Purposes	350,000		350,000		250,000		250,000		250,000		250,000
450	Note Payment/2020 Bond Principal	140,000		185,000		115,000		115,000		115,000		115,000
451												
452		878,326		963,345		856,125		814,475		795,675		777,500
453												
454	Operating Transfer CNR Fund	8,000		22,000		22,000		25,000		22,000		22,000
455	Non-Budgetary Expenditures											
456	GAAP Accrued Payroll & CWF	-		-		-		-		-		-
457	Total General Town Expenditures	2,823,134		2,935,987		2,853,754		2,844,470		2,854,230		2,867,899
458	Total Board of Education Expenditures	6,375,766		6,688,595		6,788,924		6,890,758		6,994,119		7,099,031
459	TOTAL SPRAGUE BUDGET	9,198,900		9,624,582		9,642,678		9,735,228		9,848,349		9,966,930



**TOWN OF SPRAGUE
OPERATING BUDGET AND
CAPITAL & NON-RECURRING ITEMS BUDGET**

Draft
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11.10.20

	B	N	P	R	T	V	X
	TOWN OF SPRAGUE	Projected	FY	FY	FY	FY	FY
		2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
460							
461	REVENUES						
462	TAXES	5,940,794	6,110,523	6,189,821	6,269,119	6,388,065	6,507,011
463	Current Taxes	5,499,884	5,669,773	5,749,071	5,828,369	5,947,315	6,066,261
464	Current Year Interest and Lien Fees	25,952	20,000	20,000	20,000	20,000	20,000
465	Prior Years Tax	105,671	125,000	125,000	125,000	125,000	125,000
466	Prior Years Interest & Lien Fees	31,967	35,000	35,000	35,000	35,000	35,000
467	Current Supplemental Motor Vehicle Tax	89,129	72,000	72,000	72,000	72,000	72,000
468	Firefighter Tax Abatement (contra)	(8,750)	(11,250)	(11,250)	(11,250)	(11,250)	(11,250)
469	PILOT Solar Farm	200,435	200,000	200,000	200,000	200,000	200,000
470	Tax & Applic. Refunds (contra)	(3,377)	-	-	-	-	-
471	Tax Overpayments Ret'd (contra)	(117)	-	-	-	-	-
472							
473	STATE GRANTS - SCHOOL	2,666,736	2,668,094	2,668,094	2,668,094	2,668,094	2,668,094
474	Education Block Grant (ECS)	2,666,736	2,668,094	2,668,094	2,668,094	2,668,094	2,668,094
475							
476	Pupil Transportation (non-public)	-	-	-	-	-	-
477	Pupil Transportation (public)	-	-	-	-	-	-
478	Adult Education	-	-	-	-	-	-
479	Special Education	-	-	-	-	-	-
480	Teacher's Retirement	-	-	-	-	-	-
481							
482	STATE GRANTS - LOCAL	599,767	597,933	597,933	597,933	597,933	597,933
483	Telecomm. Property Grant Tax	5,222	5,221	5,221	5,221	5,221	5,221
484	Munic. Rev. Sharing Account - Municipal Projects	386,528	386,528	386,528	386,528	386,528	386,528
485	Munic. Rev. Sharing [formerly Property Tax Relief Grant]	-	-	-	-	-	-
486	PILOT State Property	6,156	6,156	6,156	6,156	6,156	6,156
487	Mashantucket Pequot Grant	17,749	17,479	17,479	17,479	17,479	17,479
488	Veterans Tax Relief	2,576	2,574	2,574	2,574	2,574	2,574
489	Disability Exemption Reimbursement	581	894	894	894	894	894
490	Elderly Property Exemption/Freeze	-	-	-	-	-	-
491	Judicial 10th Circuit	2,500	1,000	1,000	1,000	1,000	1,000
492	SLA - Emergency Mgmt. Agency	2,764	2,800	2,800	2,800	2,800	2,800
493	State Police O/T Reimb (ref. 6600-2)	15,410	15,000	15,000	15,000	15,000	15,000
494	Town Aid Roads (TAR)	151,738	151,738	151,738	151,738	151,738	151,738
495	Elderly and Disabled Transportation Grant	8,543	8,543	8,543	8,543	8,543	8,543
496							
497	LOCAL REVENUES	94,202	92,650	92,650	92,650	92,650	92,650
498	Interest Income	3,213	3,000	3,000	3,000	3,000	3,000
499	License & Permit Fees	840	1,000	1,000	1,000	1,000	1,000
500	Building Permit Fees	19,260	25,000	25,000	25,000	25,000	25,000
501	Dog License Fees	983	1,500	1,500	1,500	1,500	1,500
502	Sundry Receipts	160	400	400	400	400	400
503	Recording Land Records, Maps, etc	14,941	10,000	10,000	10,000	10,000	10,000
504	Conveyance Tax	22,237	17,000	17,000	17,000	17,000	17,000
505	Copies-Fax Machine	6,951	5,000	5,000	5,000	5,000	5,000
506	Permit Fees, P&Z, Inland & Wetlands	3,465	3,500	3,500	3,500	3,500	3,500
507	Reimbursement of Legal Fees	-	-	-	-	-	-
508	Versailles Sewer Assessments	-	-	-	-	-	-
509	Landfill Receipts	19,318	23,000	23,000	23,000	23,000	23,000
510	Newsletter	1,532	2,000	2,000	2,000	2,000	2,000
511	Marriage Licenses	192	150	150	150	150	150
512	Sportsmans Licenses	84	150	150	150	150	150
513	Farmland Preservation	1,026	950	950	950	950	950
514							
515	MISC REVENUES	47,115	54,000	54,000	54,000	54,000	54,000
516	SCRRA Subsidy	2,000	2,000	2,000	2,000	2,000	2,000
517	Insurance Claims/Rebates	-	-	-	-	-	-
518	Sale of Assets	-	-	-	-	-	-
519	Other Revenues	4,176	-	-	-	-	-
520	Waste Management	40,939	52,000	52,000	52,000	52,000	52,000
521							
522	INTERGOVERNMENTAL TRANSFERS	70,371	68,508	67,055	65,234	63,409	61,718
523	Water Improvement - Principal S&W Dept.	-	-	-	-	-	-
524	Water Improvement - Interest S&W Dept.	-	-	-	-	-	-
525	Prin.Subsidy from S & W for Resv. Dam Proj.	45,000	45,000	45,000	45,000	45,000	45,000
526	Int. Subsidy from S & W for Resv. Dam Proj.	25,371	23,508	22,055	20,234	18,409	16,718
527	Other	-	-	-	-	-	-
528							
529	OTHER MISC REVENUES	-	73,720	152,900	5,029	-	-
530	Non-Budgetary Income	-	-	-	-	-	-
531	Appro. from Undesig. Fund Balance	-	-	-	-	-	-
532	Transfer in of Capitalized Interest for Bond Interest	-	73,720	152,900	5,029	-	-
533							
534	TOTAL REVENUE	9,418,985	9,665,428	9,822,453	9,752,059	9,864,151	9,981,406
535							
536	Total General Town Expenditures	2,823,134	2,935,987	2,853,754	2,844,470	2,854,230	2,867,899
537	Total Board of Education Expenditures	6,375,766	6,688,595	6,788,924	6,890,758	6,994,119	7,099,031
538	TOTAL EXPENDITURES	9,198,900	9,624,582	9,642,678	9,735,228	9,848,349	9,966,930
539							
540	SURPLUS / (SHORTFALL)	220,085	40,846	179,775	16,831	15,802	14,476
541							
542	MILL RATES	34.75	35.75	36.25	36.75	37.50	38.25
543							

TOWN OF SPRAGUE
 OPERATING BUDGET AND
 CAPITAL & NON-RECURRING ITEMS BUDGET

Draft
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	A	B	C	D	E	F	G	H
1	Town of Sprague 5-Year Plan: FY 2021-2025							
2					BOE Projected 1.5% increase per year			
3	Fund Balance Projections	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	
4	Beginning Fund Balance	(819,291)	(95,923)	(786)	182,272	202,386	221,471	
5	Projected Budget Surplus/(Deficit)	220,085	40,846	179,775	16,831	15,802	14,476	
6	Projected COVID related reimbursements	-	51,008	-	-	-	-	
7	Restructuring Funds	500,000	-	-	-	-	-	
8	Amortized revenue from lease agreement	3,283	3,283	3,283	3,283	3,283	3,283	
9	Ending Fund Balance	(95,923)	(786)	182,272	202,386	221,471	239,230	
10								
11	<i>Original 5-Yr Plan Ending Fund Balance</i>	79,771	206,475	497,450	905,954	876,479		
13								
18								
19								
20								
21								

Sprague Board of Education

Budget Projection

2020-2024

It is important to remember that this budget projection is only an estimate of the Sprague Board of Education budget through the 2023/24 school year. Like any estimate, it is based on a number of assumptions. Any of these assumptions can be incorrect. At best, this projection should be used to determine trends in spending.

Assumptions

Total budget: For the years 2021-2024, a 1.6 % increase for the education budget was assumed for each year. For the 2020/21 budget, the Board of Education received a 2.5% increase which provided a \$162,829 increase in funding.

The Big 5: Five areas of the budget account for the majority of the education budget. These areas are: high school tuition, special education cost, health insurance, wages and regular education student transportation. In the 2020/21 school year, these five areas account for about 66.5 % of the total Board of Education Budget. For each area, historical trend, projected enrollment and/or projected inflation were used to make a projection.

Tuition: The October 1, 2020 district enrollment and a New England School Development Council (NESDEC) enrollment projection were used to forecast future enrollment. Once again, these figures may prove to be incorrect due to the number of high school students who move in or move out of the district.

Special Education: The October 1, 2020 district special education census along with historical trends were used to project future special education costs.

Health Insurance: Current health care enrollment was used to establish the cost for the 2020-21 year; a 9 % increase was assumed for each of the following years. A 9% annual increase in healthcare cost is considered to be within the historic average range.

Wages: A 2.8 % annual increase for all salaries was assumed. This increase is based on the new tentative contract with the Sprague Teachers' League. Currently, a 2.8 % increase for teachers' wages is under the state average for future increases in teacher salaries.

Transportation: The projection was based on the 2020/21 contract with M + J transportation and an increase each year by 3%.

The Difference year/year of the Big 5 is the increase of tuition, special education, health insurance, wages and transportation year over year.

The Difference from 2020 is the increase of tuition, special education, health insurance, wages and transportation (Big 5) from expenses of the Big 5 in 2020.

Grants: A list of the district's grants are enclosed. It was assumed that most grant funding would be stable over the next three years. The decrease in funds totaling \$126,844 from the 2020/21 year to the 2021/22 school year is the result of the termination of two COVID- 19 grants.

Trends

Tuition, special education cost, health insurance, salaries and the cost of transportation will continue to be major drivers in the school district's budget. In the 2020/21 budget, these five areas account for 66.5 % of the budget. In the 2023/24 projected budget, these 5 areas will account for 72% of the budget. In the projected 2023/24 school year, if the Board of Education receives a series of 1.6 % annual increases in their budget and there is no change in grant funding, the Board of Education would have approximately \$418,257 less to spend in other budgetary areas.