

**Enfield Board of Education and Enfield Teachers' Association**

**Tentative Agreement (Subject to Ratification by Both Parties)**

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 ENFIELD BOARD OF EDUCATION  
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Issue/Contract Section	Agreement
Duration (Art. 1)	<ul style="list-style-type: none"> <li>• 3 year agreement: 7/1/17-6/30/20</li> </ul>
Salary (App. A)	<ul style="list-style-type: none"> <li>• 2017-18: 0% general wage increase. No step advancement.</li> <li>• 2018-19: 1.0% general wage increase on top step only. Effective July 1, 2018, teachers who are not on the maximum step shall advance one step on the salary schedule.</li> <li>• 2019-20: 1.0% general wage increase on top step only. Effective July 1, 2019, teachers who are not on the maximum step shall advance one step on the salary schedule.</li> <li>• Salary schedules attached.</li> </ul>
Insurance (Art. 8 and App. B)	<ul style="list-style-type: none"> <li>• For returning teachers, the full amount of the Board's contribution toward the deductible will be deposited into the HSA accounts on or before July 15<sup>th</sup> (for all three years).</li> <li>• In the first year of a teacher's employment, one-half of the Board's contribution toward the deductible will be deposited into the HSA account on or before September 15<sup>th</sup> and the remaining one-half will be deposited into the HSA account on or before January 15<sup>th</sup>.</li> </ul> <p><u>Premium contributions:</u></p> <ul style="list-style-type: none"> <li>• 2017-18: Board 82%, teachers 18%.</li> <li>• 2018-19: Board 81%, teachers 19%</li> <li>• 2019-20: Board 80%, teachers 20%</li> </ul> <ul style="list-style-type: none"> <li>• Excise Tax Language (to be added to Article 8): The Patient Protection and Affordable Care Act ("PPACA"; Public Law 111-148) has set forth and codified under the Internal Revenue Code (IRC) §4980I the imposition of an excise tax related to employer provided health insurance plans that exceed certain value thresholds. The impact of the excise tax is scheduled to take effect in 2020. Should any Federal statute or regulation pertaining to IRC §4980I be mandated to take effect during the term of this Agreement, 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 in accordance with the Teacher Negotiation Act. During such mid-term negotiations, the parties will reopen Article 8 and Appendix B (Health Insurance) for the purpose of addressing the impact of the excise tax. No other provision of the contract shall be reopened during such mid-term negotiations.</li> </ul>
Catastrophic Illness (Art. 10, Sec. A.2)	<ul style="list-style-type: none"> <li>• Delete 7/1/96 grandfathering provisions.</li> </ul>
Personal Leave	<ul style="list-style-type: none"> <li>• Modify personal leave provision as follows:</li> </ul>

Issue/Contract Section	Agreement
	<p>All members of the unit shall be entitled to a maximum of five (5) days leave with full pay each school year for personal reasons which shall include: medical appointment which cannot be scheduled outside the normal work hours, illness in the immediate family, <b>unanticipated unavailability of day care for the teacher's child</b>, death in the family or attendance at funerals, religious holidays, legal reasons, attendance at the teacher's child's PPT, SAT, or 504 meeting, or those same meetings regarding any child of whom the teacher is guardian, and any other reason considered reasonable and proper by the Superintendent of Schools. The decision of the Superintendent of Schools is final. Under no circumstances shall a member receive personal leave for the purpose of attending to any matter pertaining to the member's business concerns connected to a commercial or other paying concern unrelated to the business of the Enfield Public Schools. These five (5) days are allowable within each school year. They are not accumulative. Any personal days taken for recognized religious holidays shall be reinstated if/when additional personal days are needed for reasons stated above.</p>
Differentials for Added Responsibility and Extra Duties (Art. 15)	<ul style="list-style-type: none"> <li>• 2017-18: 0% increase</li> <li>• 2018-19: 1.0% increase</li> <li>• 2019-20: 1.0% increase</li> </ul>

No other contract changes.

FOR THE BOARD:

By:

*Jeff A. Schuman*

Date:

9/13/16

FOR THE ETA:

By:

*500 Couto*

Date:

09/12/2016

**2017-18 SALARY SCHEDULE**

<b>Step</b>	<b>GROUP A</b>	<b>GROUP B</b>	<b>GROUP C</b>	<b>GROUP D</b>
A	43,556	46,284	49,900	53,094
B	45,056	47,784	51,400	54,594
1	46,556	49,284	52,900	56,094
2	48,253	51,107	54,891	58,235
3	50,025	53,009	56,968	60,468
4	50,961	54,023	58,083	61,674
5	53,820	57,079	61,356	64,944
6	56,869	60,341	65,332	68,438
7	60,127	63,831	68,572	72,158
8	63,600	67,551	72,537	76,130
9	67,310	71,515	76,766	80,355
10	71,269	75,752	81,278	84,867
11	75,496	80,272	86,082	89,670
12	82,038	87,235	93,498	97,179

**2018-19 SALARY SCHEDULE**

<b>Step</b>	<b>GROUP A</b>	<b>GROUP B</b>	<b>GROUP C</b>	<b>GROUP D</b>
A	43,556	46,284	49,900	53,094
B	45,056	47,784	51,400	54,594
1	46,556	49,284	52,900	56,094
2	48,253	51,107	54,891	58,235
3	50,025	53,009	56,968	60,468
4	50,961	54,023	58,083	61,674
5	53,820	57,079	61,356	64,944
6	56,869	60,341	65,332	68,438
7	60,127	63,831	68,572	72,158
8	63,600	67,551	72,537	76,130
9	67,310	71,515	76,766	80,355
10	71,269	75,752	81,278	84,867
11	75,496	80,272	86,082	89,670
12	82,858	88,107	94,433	98,151

**2019-20 SALARY SCHEDULE**

<b>Step</b>	<b>GROUP A</b>	<b>GROUP B</b>	<b>GROUP C</b>	<b>GROUP D</b>
A	43,556	46,284	49,900	53,094
B	45,056	47,784	51,400	54,594
1	46,556	49,284	52,900	56,094
2	48,253	51,107	54,891	58,235
3	50,025	53,009	56,968	60,468
4	50,961	54,023	58,083	61,674
5	53,820	57,079	61,356	64,944
6	56,869	60,341	65,332	68,438
7	60,127	63,831	68,572	72,158
8	63,600	67,551	72,537	76,130
9	67,310	71,515	76,766	80,355
10	71,269	75,752	81,278	84,867
11	75,496	80,272	86,082	89,670
12	83,687	88,988	95,377	99,133