

Changes to the 2025-2028 contract

Section 2.3

Length of day has been moved here from the appendix. No change in practice.

Section 2.5

Language was changed to codify the state-mandated thirty-minute duty free teacher lunch. This protects us from any amendment to the law that would decrease that time.

Section 2.6

1. Class sizes of no more than 12 and a limit of 3 grade-levels for IICs were added.
2. Career tech was added to the list of classes where student stations and class sizes must match.

Section 2.7

1. Preps at middle and high school are limited to 3 except for self-contained classes.
2. Elementary recess or lunch supervision is now a flat rate of \$30.
3. Class coverage pay increased from \$35 to \$37. At elementary, that rate applies for ANY missed LAMP class.
4. Draft scheduling team at elementary must include LAMP teachers, a special education teacher, a classroom teacher, and the principal.
5. Language change regarding equitable distribution of students with IEPs but no substantive change to practice.
6. Miscellaneous rates for coverages have been added. These rates were formerly a memorandum of agreement between the union and administration and have now been codified in the contract.

Section 2.8

Elementary math, literacy and SRBI specialist schedules will be drawn up with consultation of the building administrator.

Section 2.9

1. Language change from reading/language arts teacher to homeroom teacher for whom parents conference with. No change in practice.
2. Middle school teachers must hold 45 minute office hours once a week.
3. All teachers must attend Thursday meetings held on the first 2 Thursdays of the month. A schedule will be provided by the end of the first week of school. There will be no more than 7 90-minute meetings a year (down from 10). All others will be no more than 60 minutes.

Section 2.11

Language added regarding Worker's Comp pay that clarifies the process for teachers to receive full-time pay while out on approved Worker's Compensation leave.

Section 5.1

Increases the number of FMLA days from 13 (5 + 8) to 15 (5 + 10).

Section 5.3

1. Decreases required notice to administration of pregnancy from 4 months prior to due date to 30 days prior. Also explains paperwork needed for return to work after parental leave.
2. Clarifying language to add adoption to parental leave, and leave allowance clarification when both parents work for Hamden BOE.

Section 5.6

Adds the first day of Passover, Eid, and Three Kings Day to days for which personal leave is allowed.

Section 6.2

Anyone transferring only needs to interview with any given administrator once per calendar year.

Section 15.1

New salary schedules and clarification around movement to the 6th year column to include a second masters or 60-credit masters program. Programs must be approved by the superintendent.

Section 15.2

1. Teachers who supervise public presentations approved by administration receive \$42 hourly compensation unless they hold a stipended position that includes performances.
2. Increase middle school late bus pay from \$35 to \$37.

Section 16.1

Insurance cost share was 17.5% at the end of the last contract. It remains at 17.5% for the duration of the contract with no other changes to coverage.

Sections 17.1-17.5

Pay increases each year of the contract for stipend positions, coaches, intramurals, department chairs, team leaders, and curriculum leaders.

Article XVIII

Clarifies time frame and process for rehire in the event of a reduction in force.