



Weston Board of Education Special Meeting  
Friday, October 3, 2025  
9:00 AM  
Zoom Webinar

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- I. CALL TO ORDER, VERIFICATION OF QUORUM
- II. PLEDGE OF ALLEGIANCE
  - A. I pledge allegiance to the flag of the United States of America, and to the republic for which it stands, one nation, under God, indivisible with liberty and justice for all.
- III. CONTRACT RATIFICATION: Possible action
  - A. Weston Administrators' Association (WAA)
  - B. Weston Teachers' Association (WTA)
- IV. NEXT SCHEDULED MEETINGS OF THE BOARD OF EDUCATION
  - A. Regular Board of Education Meeting: October 20, 2025; 7:00 pm; Via Zoom Webinar
- V. ADJOURNMENT

**TENTATIVE AGREEMENT**

**Subject to ratification by both parties**

(additions are shown in *bolded italicized text*; deletions are shown in ~~strikethrough text~~)

1. Amend Section D of Article VII, Salaries, as follows:

Administrators who *voluntarily* accompany students on overnight field trips during the school year shall receive ~~\$125~~ *\$225* per night total compensation. *Administrators who are required by the Superintendent or designee to accompany students on an overnight field trip during the school year shall receive \$400 per night total compensation.*

2. Amend Article XVII, Duration, as follows:

- A. This Agreement shall be in effect without reopening of any kind except as provided in Article VIII *and/or any applicable Memorandum of Agreement regarding medical benefits* from July 1, ~~2023~~ *2026* through June 30, ~~2026~~ *2027*.

- B. This contract contains the full and complete agreement between the Board and the Association for the ~~2023-2026~~ *2026-2027* contract years, and neither party shall be required during the duration of the contract to negotiate upon any issue (except as otherwise specified in Article VIII *and/or any applicable Memorandum of Agreement regarding medical benefits*), whether it is covered or not covered in this Agreement, except as mutually agreed upon by both parties, or required pursuant to § 10-153f(e) of the Connecticut General Statutes.

3. Amend Appendix A, WESTON ADMINISTRATORS' SALARY SCHEDULE, as follows:

- a. For the 2026-2027 salary schedule, increase the 2025-2026 salary of each administrative position by 3.5%. Any Administrator not on maximum step shall advance one step.

- b. Align the salary of the Assistant Director of Pupil Services with that of the Middle School Assistant Principal.

4. Update the Side Letter regarding Article X, Section C as set forth in Exhibit A, attached.

5. Enter into a Memorandum of Agreement providing for a one-time payment to each Administrator in the amount of \$750, as set forth in Exhibit B, attached.
6. Enter into a Memorandum of Agreement regarding insurance as set forth in Exhibit C, attached.
7. Add a description of benefits for the Connecticut State Partnership Plan 2.0 (attached as Exhibit D) as an appendix to this Memorandum of Agreement.
8. Update all dates in the agreement as necessary and mutually agreed by the parties.
9. All proposals not addressed herein are hereby withdrawn.

**EXHIBIT A**

**SIDE LETTER**

In the recently concluded negotiations regarding the collective bargaining agreement (the "Contract") between the Weston Board of Education (the "Board") and the Weston Administrators' Association (the "Association") (together, the "parties"), the Board and the Association reached the following additional agreement set forth below.

The parties agree as follows with respect to the period beginning ~~July 1, 2023 and ending June 30, 2026~~ **July 1, 2026 and ending June 30, 2027** in lieu of the provisions set forth in Article X, Section C of the Contract:

When the Superintendent closes schools for reasons related to inclement weather or other emergencies and the offices of the Weston Public Schools remain open ("School Closure Days"), ~~twelve-month administrators members of the bargaining unit are expected to report for work as soon as reasonably possible, with due regard for safety and travel conditions. Notwithstanding the foregoing, members of the bargaining unit may elect to work remotely on such School Closure Days provided they notify their supervisor and the Superintendent or designee by email or text prior to the start of the administrator workday. with prior approval of the Superintendent or designee without loss of pay or leave time.~~


*In addition, twelve-month administrators may elect to work remotely for up to five (5) non-student days per year with prior approval of the Superintendent or designee without loss of pay or leave time.* The Superintendent or designee shall have discretion to grant or deny a remote work request on School Closure Days *non-student days*, provided that such decision shall be based on the Superintendent's or designee's assessment of the Board's operational needs.

~~When the Superintendent closes schools as well as offices of the Weston Public Schools for reasons related to inclement weather or other emergencies ("Full Closure Days"), the Superintendent may require members of the bargaining unit to work remotely on such Full Closure Days.~~

WESTON BOARD OF EDUCATION

WESTON ADMINISTRATORS' ASSOCIATION

By \_\_\_\_\_  
Date

By   
Date 9/11/25

**EXHIBIT B**

**MEMORANDUM OF AGREEMENT**

This Agreement is entered into by and between the Weston Board of Education (the "Board") and the Weston Administrators' Association (the "Association") (together, the "parties").

WHEREAS, the Board and the Association are parties to a collective bargaining agreement covering the period July 1, 2026 through June 30, 2027 (the "Contract"); and

WHEREAS, the parties wish to memorialize their agreement regarding a one-time payment to each administrator for the 2026-2027 Contract year only.

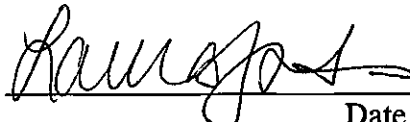
NOW, THEREFORE, the Board and the Association hereby agree as follows:

1. For the 2026-2027 Contract year, each administrator shall receive a one-time payment of Seven Hundred Fifty dollars (\$750.00) (the "One-Time Payment"), less all applicable deductions, including, but not limited to, federal and state deductions and income tax deductions as required by law. The One-Time Payment shall be paid in a lump sum in or around August 2026.
2. This Memorandum of Agreement shall not be used as precedent or cited as practice by either the Board or the Association in any proceeding whatsoever except to enforce the terms of this Agreement.
3. This MOA shall sunset on June 30, 2027 and thereafter shall have no further force or effect.

WESTON BOARD OF EDUCATION

WESTON ADMINISTRATORS' ASSOCIATION

By \_\_\_\_\_  
Date

By  \_\_\_\_\_  
Date 8/11/25

## EXHIBIT C

### MEMORANDUM OF AGREEMENT

WHEREAS, the Weston Board of Education (the "Board") and the Weston Administrators' Association (the "Association") are parties to a collective bargaining agreement covering the period July 1, 2026 through June 30, 2027 (the "Contract"); and

WHEREAS, the Board and the Association agree that, effective July 1, 2025, the Board shall provide medical benefits to bargaining unit members through the State Partnership Plan 2.0 (SPP) in lieu of the medical benefits set forth in Article VIII and Appendix B, as amended, of the Contract;

NOW, THEREFORE, the Board and the Association agree as follows:

Subject to the conditions set forth below, effective July 1, 2025, the Board shall offer each administrator the opportunity to participate in the Connecticut State Partnership Plan 2.0 (SPP) for medical benefits in lieu of the medical benefits described in Article VIII and Appendix B, as amended, of the Contract. Dental benefits shall continue as currently provided in the Contract, with the employee premium cost-sharing rate of twenty-two percent (22%) as set forth below. The medical benefits shall be as set forth in the SPP effective on July 1, 2025, including any subsequent amendments or modifications made to the SPP by the State and its employee representatives. The administration of the SPP, including open enrollment, beneficiary eligibility and changes, and other administration provisions, shall be as established by the SPP.

- a. The premium rates shall be set by the SPP. Based on such rates, the Board shall establish a blended rate to provide the same rate to active and retired certified staff members in accordance with statute.
- b. For the period July 1, 2026 through June 30, 2027, each administrator participating in the SPP shall contribute twenty-two percent (22%) toward the premium cost, and the Board shall contribute seventy-eight percent (78%) of such cost. The parties shall negotiate over their respective contributions toward the premium cost for the period commencing July 1, 2027, and over other mandatory (and/or permissive, as the parties may mutually agree) subjects of negotiations as raised by either party, in successor contract negotiations in accordance with statute.
- c. The SPP contains a Health Enhancement Plan (HEP) component. All employees participating in the SPP are subject to the terms and provisions of the HEP. In the event SPP administrators impose the HEP non-participation or non-compliance \$100 per month premium cost increase or the \$350 per participant to a maximum of \$1400 family annual deductible, those sums shall be paid 100% in their entirety by the non-participating or non-compliant employee. No portion or percentage shall be paid by the

Board. The \$100 per month premium cost increase shall be implemented through payroll deduction, and the \$350/\$1400 annual deductible shall be implemented through claims administration. In the event there are any changes to the terms and provisions of the HEP resulting in increased costs for non-participation and/or non-compliance, any non-participating and/or non-compliant employee shall remain responsible for paying 100% of such costs, and no portion or percentage shall be paid by the Board.

d. In the event any of the following occur, the Board or the Association may reopen negotiations in accordance with Conn. Gen. Stat. Section 10-153f(e) as to the sole issue of medical benefits, including plan design and plan funding, premium cost share and/or introduction of a replacement medical benefits plan in whole or in part.

i) If the SPP in its current form is no longer available; or if the benefit plan design of the SPP is modified as a result of a change in the State's collective bargaining agreement with SEBAC, if such modifications would substantially increase the cost of the medical benefits plan offered herein. Reopener negotiations shall be limited to medical benefits plan design and funding, premium cost share and/or introduction of an additional optional medical insurance plan; and/or

ii) If Conn. Gen. Stat. Section 3-123rrr et seq. is amended, or if there are any changes to the administration of the SPP, or if additional fees and/or charges for the SPP are imposed so as to affect the Board, any of which amendments, changes, fees, or charges (individually or collectively) would substantially increase the cost of the medical benefits plan offered herein. Reopener negotiations shall be limited to medical benefits plan design and funding, premium cost share and/or introduction of an additional optional medical benefits plan; and/or

iii) If there is any material amendment to The Patient Protection and Affordable Care Act that would substantially increase the cost of the medical benefits plan offered herein. Reopener negotiations shall be limited to medical benefits design and funding, premium cost share and/or introduction of an additional optional medical benefits plan.

e. In any negotiations triggered under subparagraph d above as well as negotiations for a successor to this Agreement, the parties shall consider the High Deductible Health Plan with Health Savings Account set forth in Article VIII, Section A and Appendix B of the Contract to be the baseline for such negotiations, and the parties shall consider the following additional factors:


- Trends in medical insurance plan design outside of the SPP;
- The costs of different plan designs, including a high deductible health plan structure and a PPO plan structure.

Should such negotiations be submitted to arbitration for resolution, the arbitration panel shall consider the foregoing in applying the statutory criteria in making its ruling.

WESTON BOARD OF EDUCATION

WESTON ADMINISTRATORS' ASSOCIATION

By \_\_\_\_\_  
Date

By   
Date 9/14/25

**EXHIBIT D**

**Connecticut Partnership Plan 2.0 Summary of Benefits**

# CONNECTICUT PARTNERSHIP PLAN



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## *A Great Opportunity for Very Valuable Healthcare Coverage*

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Welcome to the Connecticut (CT) Partnership Plan—a low-/no-deductible Point of Service (POS) plan now available to you (and your eligible dependents up to age 26) and other non-state public employees who work for municipalities, boards of education, quasi-public agencies, and public libraries.

*The CT Partnership Plan is the same Expanded Access plan currently offered to State of Connecticut employees. You get the same great healthcare benefits that state employees get, including \$15 in-network office visits (average actual cost in CT: \$150\*), free preventive care, and \$5 or \$10 generic drug copays for your maintenance drugs. You can see any provider (e.g., doctors, hospitals, other medical facilities) you want—in- or out-of network. But, when you see in-network providers, you pay less. That's because they contract with Anthem Blue Cross and Blue Shield (Anthem)—the plan's administrator—to charge lower rates for their services. You have access to Anthem's State Bluecare POS network in Connecticut, and access to doctors and hospitals across the country through the BlueCard® program.*

When you join the CT Partnership Plan, the state's Health Enhancement Program (HEP) is included. HEP encourages you to get preventive care screenings, routine wellness visits, and chronic disease education and counseling. When you remain compliant with the specific HEP requirements on page 6, you get to keep the financial incentives of the HEP program!

Look inside for a summary of medical benefits, and or visit [carecompass.ct.gov/ctpartner](http://carecompass.ct.gov/ctpartner).

<b>BENEFIT FEATURE</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
Preventive Care (including adult and well-child exams and immunizations, routine gynecologist visits, mammograms, colonoscopy)	\$0	20% of allowable UCR* charges
Annual Deductible (amount you pay before the Plan starts paying benefits)	Individual: \$350 Family: \$350 per member (\$1,400 maximum)  <b>Waived for HEP-compliant members</b>	Individual: \$300 Family: \$900
Coinsurance (the percentage of a covered expense you pay <b>after</b> you meet the Plan's annual deductible)	Not applicable	20% of allowable UCR* charges
Annual Out-of-Pocket Maximum (amount you pay before the Plan pays 100% of allowable/UCR* charges)	Individual: \$2,000 Family: 4,000	Individual: \$2,300 (includes deductible) Family: \$4,900 (includes deductible)
Primary Care Office Visits	\$15 copay (\$0 copay for Preferred Providers)	20% of allowable UCR* charges
Specialist Office Visits	\$15 copay (\$0 copay for Preferred Providers)	20% of allowable UCR* charges
Urgent Care & Walk-In Center Visits	\$15 copay	20% of allowable UCR* charges
Acupuncture (20 visits per year)	\$15 copay	20% of allowable UCR* charges
Chiropractic Care	\$0 copay	20% of allowable UCR* charges
Diagnostic Labs	\$0 copay (your doctor will need to get prior authorization for high-cost testing)	20% of allowable UCR* charges (you will need to get prior authorization for high-cost testing)
Durable Medical Equipment	\$0 (your doctor may need to get prior authorization)	20% of allowable UCR* charges (you may need to get prior authorization)

<sup>1</sup> IN NETWORK: Within your carrier's immediate service area, no co-pay for preferred facility. 20% cost share at non-preferred facility. Outside your carrier's immediate service area: no co-pay.

<sup>1</sup> OUT OF NETWORK: Within your carrier's immediate service area, deductible plus 40% coinsurance. Outside of carrier's immediate service area: deductible plus 20% coinsurance.

BENEFIT FEATURE	IN-NETWORK	OUT-OF-NETWORK
Emergency Room Care	\$250 copay (waived if admitted)	\$250 copay (waived if admitted)
Eye Exam (one per year)	\$15 copay	50% of allowable UCR* charges
**Infertility (based on medical necessity)		
Office Visit	\$15 copay	20% of allowable UCR* charges
Outpatient or Inpatient Hospital Care	\$0	20% of allowable UCR* charges
**Inpatient Hospital Stay	\$0	20% of allowable UCR* charges
Mental Healthcare/Substance Abuse Treatment		
**Inpatient	\$0	20% of allowable UCR* charges (you may need to get prior authorization)
Outpatient	\$15 copay	20% of allowable UCR* charges
Nutritional Counseling (Maximum of 3 visits per Covered Person per Calendar Year)	\$0	20% of allowable UCR* charges
**Outpatient Surgery	\$0	20% of allowable UCR* charges
**Physical/Occupational Therapy	\$0	20% of allowable UCR* charges, up to 60 inpatient days and 30 outpatient days per condition per year
Foot Orthotics	\$0 (your doctor may need to get prior authorization)	20% of allowable UCR* charges (you may need to get prior authorization)
Speech therapy: Covered for treatment resulting from autism, stroke, tumor removal, injury or congenital anomalies of the oropharynx	\$0	Deductible plus Coinsurance (30 visits per Calendar Year)
Medically necessary treatment resulting from other causes is subject to Prior Authorization	\$0 (30 visits per Covered Person per Calendar Year)	Deductible plus Coinsurance (30 visits per Calendar Year)

\*Usual, Customary and Reasonable. You pay 20% coinsurance based on UCR, plus you pay 100% of amount provider bills you over UCR.

\*\* Prior authorization required: If you use in-network providers, your provider is responsible for obtaining prior authorization from Anthem. If you use out-of-network providers, you are responsible for obtaining prior authorization from Anthem.

## *When you need information about your benefits...*

**CareCompass.CT.gov** is your one-stop shop for benefits and general information on your coverage. Click Partnership to view medical, dental, pharmacy and vision benefit information.

- Access your personalized benefits portal at **carecompass.quantum-health.com**, or by clicking Sign In on the Care Compass home page
- To view forms, visit **CareCompass.CT.gov/forms**, or click the Forms button at the bottom of the Care Compass home page.

## *When you need benefits support...*

You and any enrolled dependents can speak with a personal Care Coordinator (833-740-3258) for help understanding your benefits, finding a doctor, and dealing with the complexities of health care. Quantum Health makes it easier for you to navigate your benefits and access the right care for you by coordinating with your medical, pharmacy, and dental member service teams. Chat with a Care Coordinator 8:30 a.m. – 10 p.m., Monday – Friday, at 833-740-3258, or send a message through your secure portal.

## *Earn incentives*

The state has identified providers in Connecticut that meet the highest patient care standards for specific procedures and conditions as "Providers of Distinction". By completing your care with a designated "Provider of Distinction", you will receive a cash incentive in the mail.

To view a full list of procedures and incentives, visit **CareCompass.CT.gov/providersofdistinction**. Note: The amount of the reward varies by procedure or condition.

## *When you need to find the best provider or to find a location for a routine lab test...*

Visit your Quantum Health benefits portal, select My Plan, and then Find Provider to locate a covered provider.

You pay nothing—\$0 copay—for lab tests, if you visit a preferred Site of Service provider. To find a Site of Service provider, visit your personalized benefits portal at **carecompass.quantum-health.com**.

## *When you're injured...*

Your health plan has resources to help you through orthopedic injuries, from diagnosis to minor aches and pains, to surgery and recovery.

Get help diagnosing minor or lingering injuries through a virtual visit. Your provider will help create a rehab program you can do at home.

For surgical procedures, find the best providers for the care you need. Learn more at **CareCompass.CT.gov/orthopedics**.

## *Help Managing and Reversing Diabetes*

Get help managing Type 1 or Type 2 Diabetes with Virta Health. Members are connected and supported with access to a diabetes health coach and receive free testing supplies and tips to manage their A1c. In the diabetes reversal program, where members with Type 2 Diabetes can learn to eat their way to better health with personalized nutrition plans and support from medical providers, professional coaches, and digital health tools.

## *Help Preventing Diabetes*

If you have prediabetes, the digital Diabetes Prevention Program offered by Wellspark can help you prevent diabetes by focusing on lifestyle changes.

To learn more about these programs, visit **CareCompass.CT.gov/diabetes**.

## *Well-being Seminars*

30-minute health seminars led by Wellspark health professionals include ways to manage stress, quit smoking, boost immunity, choose healthy foods, practice meditation, chair exercises, and more. You can also meet your HEP Chronic Condition education requirement by attending the corresponding "Basics" seminar.

To see the upcoming schedule, visit **CareCompass.CT.gov/healthy-living**, and click "Wellbeing Seminars"

<b>Prescription Drugs</b>	<b>Maintenance<sup>+</sup> (31-to-90-day supply)</b>	<b>Non-Maintenance (up to 30-day supply)</b>	<b>HEP Chronic Conditions</b>
Generic (preferred/non-preferred)**	\$5/\$10	\$5/\$10	\$0
Preferred/Listed Brand Name Drugs	\$25	\$25	\$5
Non-Preferred/Non-Listed Brand Name Drugs	\$40	\$40	\$12.50
Annual Out-of-Pocket Maximum	\$4,600 Individual/\$9,200 Family		

+ Initial 30-day supply at retail pharmacy is permitted. Thereafter, 90-day supply is required—through mail-order or at a retail pharmacy participating in the State of Connecticut Maintenance Drug Network.

\*\* Prescriptions are filled automatically with a generic drug if one is available, unless the prescribing physician submits a Coverage Exception Request attesting that the brand name drug is medically necessary.

***Preferred and Non-Preferred Brand-Name Drugs***

A drug’s tier placement is determined by Caremark’s Pharmacy and Therapeutics Committee, which reviews tier placement each quarter. If new generics have become available, new clinical studies have been released, new brand-name drugs have become available, etc., the Pharmacy and Therapeutics Committee may change the tier placement of a drug.

If your doctor believes a non-preferred brand-name drug is medically necessary for you, they will need to complete the Coverage Exception Request form (available at [www.osc.ct.gov/ctpartner](http://www.osc.ct.gov/ctpartner)) and fax it to Caremark. If approved, you will pay the preferred brand co-pay amount.

***If You Choose a Brand Name When a Generic Is Available***

Prescriptions will be automatically filled with a generic drug if one is available, unless your doctor completes Caremark’s Coverage Exception Request form and it is approved. (It

is not enough for your doctor to note “dispense as written” on your prescription; a separate form is required.) If you request a brand-name drug over a generic alternative without obtaining a coverage exception, you will pay the generic drug co-pay PLUS the difference in cost between the brand and generic drug.

***Mandatory 90-day Supply for Maintenance Medications***

If you or your family member takes a maintenance medication, you are required to get your maintenance prescriptions as 90-day fills. You will be able to get your first 30-day fill of that medication at any participating pharmacy. After that your two choices are:

- Receive your medication through the Caremark mail-order pharmacy, or
- Fill your medication at a pharmacy that participates in the State’s Maintenance Drug Network (see the list of participating pharmacies on [www.osc.ct.gov/ctpartner](http://www.osc.ct.gov/ctpartner)) and scroll down to Pharmacy under Benefit Summaries.)

The Health Enhancement Program (HEP) is a component of the medical plan and has several important benefits. First, it helps you and your family work with your medical providers to get and stay healthy. Second, it saves you money on your healthcare. Third, it will save money for the Partnership Plan long term by focusing healthcare dollars on prevention.

*Health Enhancement Program Requirements*

You and your enrolled family members must get age-appropriate wellness exams, early diagnosis screenings (such as colorectal cancer screenings, Pap tests, and mammograms). **Here are the 2025 HEP Requirements:**

PREVENTIVE SCREENINGS	Dependent Requirements	Employee and Spouse Requirements				
	6-25 years	18-29 years	30-39 years	40-49 years	50-64 years	65+ years
Preventive Visit		Every 2 years				
Dental Cleaning	At least 1 per year	At least 1 per year				
Cholesterol Screening		Every 5 years (age 20+)				
Breast Cancer Screening (for women)		N/A		Mammogram every 2 years to age 75		
Cervical Cancer Screening (for women)		Pap every 3 years (age 21+)	Pap only every 3 years or Pap/HPV combo every 5 years		N/A	
Colorectal Cancer Screening		N/A		Colonoscopy every 10 years (45+), Cologuard screening every 3 years, or Annual FIT/FOBT to age 75		

To check your Health Enhancement Program compliance status, visit [CareCompass.CT.gov](https://CareCompass.CT.gov), then sign in or register for your Quantum Health benefits portal. To view your status, click the My Health tab in your portal.

You can also download the MyQHealth app on the App Store or Google Play.

### *Additional Requirements for Those With Certain Conditions*

If you or any enrolled family member has 1) Diabetes (Type 1 or 2), 2) asthma or COPD, 3) heart disease/heart failure, 4) hyperlipidemia (high cholesterol), or 5) hypertension (high blood pressure), you and/or that family member will be required to participate in a disease education and counseling program for that particular condition. You will receive free office visits and reduced pharmacy copays for treatments related to your condition.

These particular conditions are targeted because they account for a large part of our total healthcare costs and have been shown to respond particularly well to education and counseling programs. By participating in these programs, affected employees and family members will be given additional resources to improve their health.

### *If You Do Not Comply with the requirements of HEP*

*If you or any enrolled dependent becomes non-compliant in HEP, your premiums will be \$100 per month higher and you will have an annual \$350 per individual (\$1,400 per family) in-network medical deductible.*

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Quantum Health is the administrator for the Health Enhancement Program (HEP) and gives you access to your personalized health benefits portal. The HEP participant portal features tips and tools to help you manage your health and your HEP requirements. Login to your personal benefit portal at [carecompass.quantum-health.com](http://carecompass.quantum-health.com) to:

- View HEP preventive and chronic requirements and download HEP forms
- Check your HEP preventive and chronic compliance status
- Complete your chronic condition education and counseling compliance requirement
- Send a secure message to a Care Coordinator for benefits assistance
- Connect you to your medical, pharmacy, dental and other healthcare services covered in your plan- with just one login.

Quantum Health: (833)740-3258, 8:30 a.m.-10 p.m. ET, Mon.-Fri.

Care Compass is your hub for your health benefits: [CareCompass.CT.gov/ctpartner](http://CareCompass.CT.gov/ctpartner)

*General benefit questions, Medical, and Health Enhancement Program (HEP)*

Quantum Health- Care Coordinators  
[CareCompass.CT.gov/ctpartner](http://CareCompass.CT.gov/ctpartner) or login to your benefits portal from Care Compass  
833-740-3258

*Prescription drug benefits*

CVS Caremark  
[CareCompass.CT.gov/ctpartner/pharmacy](http://CareCompass.CT.gov/ctpartner/pharmacy) or login to your benefits portal from Care Compass  
1-800-318-2572

*Dental and Vision Rider benefits (if applicable)*

Cigna  
[CareCompass.CT.gov/ctpartner/dental](http://CareCompass.CT.gov/ctpartner/dental)  
[CareCompass.CT.gov/ctpartner/vision](http://CareCompass.CT.gov/ctpartner/vision)  
or login to your benefits portal from Care Compass  
1-800-244-6224

*Office of the State Comptroller, Healthcare Policy & Benefit Services Division*

[www.osc.ct.gov/ctpartner](http://www.osc.ct.gov/ctpartner)  
860-702-3560

For details about specific plan benefits and network providers, contact the insurance carrier. If you have questions about eligibility, enrolling in the plans or payroll deductions, contact your Payroll/Human Resources office.

**TENTATIVE AGREEMENT**

**(*bold italics* signify additions; ~~strikethrough text~~ signifies deletions)**

**Subject to ratification by both parties**

1. Amend Article II, Term of Agreement, to read:

This Agreement shall become effective in accordance with the Connecticut General Statutes and the Charter of the Town of Weston on July 1, ~~2023~~ **2026**. Thereafter, except as provided herein, the terms and conditions of this Agreement, including the structure of the salary schedule and increments, shall remain in full force and effect through June 30, ~~2026~~ **2029**.

2. Delete Section E.2 of Article IV, Grievance Procedures, and renumber successive sections, as follows:

~~Forms for the filing and processing of grievances and other necessary documents shall be prepared jointly by the Association and by the Superintendent and made available through the Association so as to facilitate operation of the grievance procedure.~~

3. The stipends set forth in Article X, Substitutes, shall increase by 1% in each of 2026-2027, 2027-2028, and 2028-2029.

4. Article XIII, Insurance, to read:

- A. The insurance provided by the Board for each teacher and his/her dependents shall consist of:

1. Life insurance in an amount of \$150,000.
2. Medical and health insurance benefits available to teachers are set forth in Schedule C, attached hereto and made a part of this Agreement and the benefits therein shall remain in place throughout the term of this Agreement.

- a. Medical and health insurance plans:

HD-HSA plan. Each employee, who has at least a .5 schedule in their position, and his or her eligible dependents will participate in a High Deductible Health Insurance Plan with Health Savings Account (HD-HSA) with a combined in-network and out-of-network deductible of \$2,000/\$4,000 of which the

Board will contribute fifty percent (50%), as more fully described in Schedule C. Notwithstanding the foregoing, the Board will contribute the following amounts to the deductible for the 2023-2024 and 2024-2025 contract years for active employees participating in the HD-HSA, provided the employee has previously established an HSA account:

July 1, 2023 – June 30, 2024: 60%  
July 1, 2024 – June 30, 2025: 55%

The HDHP will follow all Connecticut mandates applicable to fully-insured plans and will provide for unlimited in-network outpatient physical/occupational therapy, subject to a medical necessity review.

In order to be eligible for the HD-HSA, each employee must make a premium cost contribution through payroll deductions. The employee premium cost contribution shall be as follows:

July 1, 2023 through June 30, 2024: Eighteen and one-half percent (18.5%).

July 1, 2024 through June 30, 2026: Nineteen percent (19%).

The dental insurance contribution shall be equal to the HD-HSA percentage of contribution.

HRA. Teachers who are not eligible for the HSA can participate in an HRA with the same terms as the HD-HSA. Employer funding to the HRA shall include a rollover feature allowing any unused HD-HSA deductible funds to be rolled over up to the amount of the deductible.

As used in this section, "premium cost" shall mean the "allocation cost" for self-funded plans and the premium cost for fully funded plans.

- b. To be eligible to receive these benefits, each employee must submit a written wage deduction authorization permitting the Board to deduct from the employee's salary his or her share of the cost of benefits set forth above. Each employee will be informed of the amount of the increase in writing prior to the first or any revised deduction. An employee may forego or withdraw from full coverage rather than pay his or her share of

the cost of benefits. An employee who forgoes or withdraws from full coverage rather than pay his or her share of the cost of benefits must satisfy any existing reentry conditions or limitations of the plan.

3. The Board reserves the right to change insurance carriers or administrators in whole or in part, provided that such change results in employees retaining coverage that is substantially equivalent to or better than the coverage available under the plan(s) in effect at the time of the change of carrier (the "existing plan"). In addition, when the Board selects a new insurance carrier or administrator, the Board shall adopt such carrier's or administrator's preventive care formulary of drugs that will be covered at 100%.

If the Board intends to change carriers or administrators, the Board will provide the plan offered by the new carrier or administrator (the "new plan") to the Association for review. The Association will have thirty (30) calendar days following receipt of the new plan to review its terms and to notify the Board in writing of any elements of the new plan which it believes render the new plan not substantially equivalent to or better than the existing plan and the explanation therefor. Network equivalence shall not be a factor in considering substantial equivalence in coverage, provided that there is no disruption of physicians of greater than fifteen percent. At the conclusion of the thirty (30) calendar day review period, if any issues raised in the Association's written notice are not resolved to the satisfaction of the Association and the Board, the Association may submit such issues to the expedited arbitration process utilizing a single arbitrator approved by the American Arbitration Association for the sole purpose of determining whether any unresolved issues raised by the Association cause the new plan to not be substantially equivalent to or better than the existing plan. Submission to arbitration must occur within forty (40) calendar days from the date the Association initially received the new plan for review. If the matter is submitted to arbitration, the Board will not implement any elements of the new plan which the Association alleges are not substantially equivalent to or better than the existing plan until arbitration has concluded. The Board may implement any changes not so identified.

***4. Subject to the conditions set forth below, effective July 1, 2025, the Board shall offer each employee the opportunity to participate in the Connecticut State Partnership Plan 2.0 (SPP) for medical benefits in lieu of the medical benefits described in Section 2 above and in Schedule C. Dental benefits shall continue as currently provided in this Agreement, with the same employee premium cost-sharing rates***

**as set forth in subsection 4.b below. The medical benefits shall be as set forth in the SPP effective on July 1, 2025, including any subsequent amendments or modifications made to the SPP by the State and its employee representatives. The administration of the SPP, including open enrollment, beneficiary eligibility and changes, and other administration provisions, shall be as established by the SPP.**

- a. The premium rates shall be set by the SPP. Based on such rates, the Board shall establish a blended rate to provide the same rate to active and retired teachers in accordance with statute.**
- b. The employee percentage share of such premium cost shall be as follows:**

**July 1, 2026 through June 30, 2027: Nineteen and one-half percent (19.5%)**

**July 1, 2027 through June 30, 2028: Twenty percent (20%)**

**July 1, 2028 through June 30, 2029: Twenty-one percent (21%)**

- c. The SPP contains a Health Enhancement Plan (HEP) component. All employees participating in the SPP are subject to the terms and provisions of the HEP. In the event SPP administrators impose the HEP non-participation or non-compliance \$100 per month premium cost increase or the \$350 per participant to a maximum of \$1400 family annual deductible, those sums shall be paid 100% in their entirety by the non-participating or non-compliant employee. No portion or percentage shall be paid by the Board. The \$100 per month premium cost increase shall be implemented through payroll deduction, and the \$350/\$1400 annual deductible shall be implemented through claims administration. In the event there are any changes to the terms and provisions of the HEP resulting in increased costs for non-participation and/or non-compliance, any non-participating and/or non-compliant employee shall remain responsible for paying 100% of such costs, and no portion or percentage shall be paid by the Board.**
- d. In the event any of the following occur, the Board or the Association may reopen negotiations in accordance with Conn. Gen. Stat. Section 10-153f(e) as to the sole issue of medical benefits, including plan design and plan funding,**

**premium cost share and/or introduction of a replacement medical benefits plan in whole or in part.**

**i) If the SPP in its current form is no longer available; or if the benefit plan design of the SPP is modified as a result of a change in the State's collective bargaining agreement with SEBAC, if such modifications would substantially increase the cost of the medical benefits plan offered herein. Reopener negotiations shall be limited to medical benefits plan design and funding, premium cost share and/or introduction of an additional optional medical insurance plan; and/or**

**ii) If Conn. Gen. Stat. Section 3-123rrr et seq. is amended, or if there are any changes to the administration of the SPP, or if additional fees and/or charges for the SPP are imposed so as to affect the Board, any of which amendments, changes, fees, or charges (individually or collectively) would substantially increase the cost of the medical benefits plan offered herein. Reopener negotiations shall be limited to medical benefits plan design and funding, premium cost share and/or introduction of an additional optional medical benefits plan; and/or**

**iii) If there is any material amendment to The Patient Protection and Affordable Care Act that would substantially increase the cost of the medical benefits plan offered herein. Reopener negotiations shall be limited to medical benefits design and funding, premium cost share and/or introduction of an additional optional medical benefits plan.**

**e. In any negotiations triggered under subparagraph d above as well as negotiations for a successor to this Agreement, the parties shall consider the High Deductible Health Plan with Health Savings Account set forth in Section 2.a above and in Schedule C to be the baseline for such negotiations, and the parties shall consider the following additional factors:**

- Trends in medical insurance plan design outside of the SPP;**
- The costs of different plan designs, including a high deductible health plan structure and a PPO plan structure.**

**Should such negotiations be submitted to arbitration for resolution, the arbitration panel shall consider the foregoing in applying the statutory criteria in making its ruling.**

- B. Part-time teachers who have less than a .5 schedule as compared to a full-time employee in the same position shall have the same fractional portion of their insurance premium for the coverage described above paid by the Board of Education. To this end, the Board shall pay that portion of the cost for medical and health benefits set forth in this Article equal to the cost of the benefits, as established under the plan, multiplied by the teacher's full-time teaching equivalent, provided a teacher's contribution shall not be less than the applicable employee contribution set forth in Section A(2), above. The exception to the above language is that a teacher whose FTE is reduced shall continue to pay the premium share of the original FTE from which s/he was reduced for one (1) year.
- C. Upon retirement from the Weston Public Schools, teachers who are eligible shall participate in Medicare.
- ~~D. The Board or the Association may reopen negotiations in accordance with Conn. Gen. Stat. Section 10-153f(e) during the term of this Agreement if the Board is unable to satisfy the conditions necessary to exit the Connecticut State Partnership Plan 2.0 as of July 1, 2023. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share, and/or introduction of an additional optional health insurance plan.~~
5. The stipends set forth in Article XVII, Extra Pay for Extra Duties/Responsibilities, shall increase by 1% in each of 2026-2027, 2027-2028, and 2028-2029. The stipend positions and corresponding stipend amounts in Article XVII, Extra Pay for Extra Duties/Responsibilities, shall be updated in accordance with **Exhibit E**.
6. Amend Article XX, Payroll Deductions, to read:

Salary payment shall be by direct deposit and electronic pay advice. The Board agrees that an Authorization for Payroll Deductions will be submitted to each teacher for completion and submission to the payroll office prior to that teacher's first paycheck of the school year and shall include the option for a ten (10) or twelve (12) month payroll and provisions for the following deductions, **as well as other deductions to which the Board and the Association may mutually agree in writing:**

1. Unified Association Dues

- 2. ~~Tri-Town Teachers' Employees Federal Credit Union~~ **Employee Credit Union**
  - 3. Disability Insurance
  - 4. Tax Sheltered Annuity. The Board shall make available to staff opportunities for depositing funds in tax sheltered annuities as the Board may approve. Professional staff may participate in such tax sheltered annuities by signing up during an open enrollment period designated by the Board in September. Any changes in such participation may be made only in September, January or April of each year. Participation in such tax sheltered annuities shall be subject to the requirements the Board may impose in light of IRC Section 403(b).
  - 5. Health and Life Insurance
  - 6. Retirement
  - 7. Direct Deposits
  - 8. ~~Section 457 plan (based on the CASBO model, with an annual election and additional vendors in the future only by mutual agreement).~~ **Eligible deferred compensation plan ("457 Plan") in accordance with Section 457 of the Internal Revenue Code, up to the applicable dollar limit in effect for Section 457(b) of the Internal Revenue Code**
7. Teachers opting for a ten month payroll will receive their June "balloon" payment in or before the last pay cycle of the fiscal year, notwithstanding any past practice to the contrary.
8. Amend Section A of Article XXIV, Sick Leave, as follows:
- A. Professional staff will be granted fifteen (15) days sick leave per year of employment, which may be taken in increments of no less than .25 day if administratively feasible and otherwise of no less than .5 day. Each tenured member of the bargaining unit shall be required to donate two (2) of these fifteen (15) days to the Sick Leave Bank each year. In the event that a professional staff member is hired to begin his/her employment after the commencement of a school year, then the number of sick days available to such professional staff member in his/her first year of service shall be prorated to reflect his/her actual start date. The total amount of sick leave at any point shall not exceed 187 days (i.e. accumulated carryover days plus new allotment (15) less sick bank (-2) shall not exceed 187 days total).

***In the event that teachers are covered by Connecticut's Paid Sick Leave Law, Connecticut General Statutes §§31-57r et seq. as it may be amended from time to time, the Board shall permit teachers to use their first forty (40) hours of contractual paid sick leave in each fiscal year for***

***the same purposes and under the same conditions as the conditions described in Connecticut's Paid Sick Leave Law, notwithstanding any provisions in this section to the contrary (the "Statutory Sick Leave"). Any contractual paid sick leave accrued and used in excess of the Statutory Sick Leave shall be subject to the requirements of this section above and applicable Board policy requirements.***

9. Amend Section F of Article XXIV, Sick Leave, as follows:

F. All absences of unit members for any reason shall be ~~called into the System-wide Attendance Clerk~~ **reported through the Board's electronic absence management system.** Staff absences shall be recorded as full-day or half-day only.

10. Amend Article XXVI, Facilities, to read:

Prior to the scheduled opening of school, the Board of Education shall take the necessary steps to ensure that each school building shall have the following facilities:

- A. A teacher work area supplied with ~~a computerized word processor and/or typewriter~~, duplicating equipment and supplies to aid in the preparation of instructional materials.
- B. A clean, furnished room, which shall include a ~~telephone and a refrigerator~~ **and a microwave**, and shall be designated for faculty use. ~~The Board shall designate a private phone at each school level for teacher use.~~

It is recognized that the Board of Education may be faced with budget constraints, in which case the Board will make reasonable effort to ensure compliance with this Article.

11. Amend Section 4.d of Article XXIX, Works Hours/Work Year, to read:

At the Elementary and Intermediate schools, teachers shall not be assigned more than an average of thirty (30) minutes of supervisory duty per week calculated over a school year. These supervisory duties include, but are not limited to, homeroom, a.m. and p.m. bus duty, recess and cafeteria duty. In addition, teachers may be assigned to perform duties, beyond the above referenced thirty (30) minutes, during the fifteen (15) minutes before the starting time of students and twenty (20) minutes after the dismissal time of students. Except for World Language classes in grades K-2 where the duration of the class is fifteen (15) minutes or fewer, Elementary and

Intermediate School teachers shall not be required to remain with their classes while students are with special subject teachers in health, physical education, art, music, library, world language and computer education. This time shall be used as preparation time, except that kindergarten teachers may be requested to remain with their students during computer education. Teachers shall be guaranteed preparation time of at least three hundred (300) minutes weekly during the student day, which will be free from administrative assignment. With the remaining non-instructional/non-duty time, staff will be available to attend professional meetings which include, but are not limited to, PPTs, CSTs, SSTs, 504 meetings, staffings, student team meetings, grade level meetings and EIP meetings. Specialists' preparation time blocks shall be a minimum of twenty (20) minutes to be counted toward the minimum three hundred (300) minutes weekly.

***It is understood that the Board can increase instructional time at the Elementary and Intermediate schools up to 1500 minutes per week without needing to engage in additional bargaining. The baseline instructional time will be a maximum of 1500 minutes per week. K-5 teachers will be considered full-time so long as they are assigned a minimum of 1440 instructional minutes per week. Teachers assigned between 1440 and 1500 minutes of instructional time per week will not receive additional compensation. Teachers assigned fewer than 1440 instructional minutes will be assigned a full time equivalent (FTE) proportional to the percentage of instructional time as a percentage of 1440 minutes and their non-instructional time will likewise be reduced.***

12. Amend Section 3 of Article XXX, Tuition Reimbursement, as follows:

The Board shall budget \$70,000 annually for tuition reimbursement commencing for course work approved for the contract year(s) of this Agreement. This amount shall increase to \$75,000 in 2019-2020 **and \$80,000 in 2026-2027**. No teacher shall receive more than 75% of the cost per credit hour for up to a maximum of fifteen (15) credits per year. The method and timing of reimbursement of these funds shall be determined annually by the parties.

13. Delete Article XXXIII, Early Retirement Incentive Plan, as follows, and renumber successive articles:

**ARTICLE XXXIII**  
**EARLY RETIREMENT INCENTIVE PLAN**

- ~~1. Any professional staff member whose age and years of teaching total 75, who is at the top step of the Weston Teachers' Salary Schedule, and who will be at least 55 years old as of the date of retirement is eligible to retire early. "Years of teaching" shall be that service recognized by the~~

~~Connecticut Retirement System. The maximum number of professional staff who may elect to retire early for any school year shall be 7% of the professional staff employed for the preceding school year, rounded down to the next lower whole number. For computation, the number of professional staff shall be deemed to be the total number of such staff positions regardless of the number of actual persons employed to fill such positions.~~

~~2. Notice of election to retire must be filed with the Superintendent's office by the December 15th preceding the date of retirement; the priority of applications for early retirement shall be based upon the date received at the office of the Superintendent. Each notice of election to retire early shall be accompanied by a letter of resignation, effective at the end of the school year in which written. The letter of resignation shall be irrevocable unless the teacher's resignation is filed after the maximum number of teachers (7% of the staff) have submitted their notice of election to retire. An employee who has submitted a notice of election to retire and who experiences a personal or medical emergency may request that the Board rescind his or her election to retire by appealing to the Board by April 1 prior to the date of retirement, and any such rescission shall be at the Board's discretion.~~

~~3. The retiring professional staff member shall receive the same medical insurance coverage that is applicable to the professional staff, so long as the insurance carriers permit such coverage, provided however, that such insurance shall terminate six (6) calendar years after the effective date of retirement, and provided further that the retiree shall pay to the Board monthly in advance, 25% of the cost of such applicable insurance.~~

~~4. The benefits under this Article shall be available only to members of the bargaining unit who are employed and actually commenced work on or before June 30, 1991.~~

14. The stipends set forth in Article XXXV, Compensation for Additional Professional Responsibilities, shall be carried over in the successor contract without change from the 2025-2026 amounts, except as follows:

Amend Section A.1 of Article XXXV, Compensation for Additional Professional Responsibilities, as follows:

A mentor teacher in the TEAM Program assigned a mentee shall receive an annual stipend of ~~\$309~~ **\$500**, or the amount received from the State, whichever is greater, per mentee in the first year of the TEAM Program and \$618 per mentee in the second year of the TEAM Program.

15. The stipend amounts set forth in Schedule A, Co-Curricular Assignments, Theater Arts, Athletic Salary Schedules, shall increase by 1% in each of 2026-2027, 2027-2028, and 2028-2029. The stipend positions and corresponding stipend amounts in Schedule A, Co-Curricular Assignments, Theater Arts, Athletic Salary Schedules, shall be updated in accordance with **Exhibit E**.

16. Amend Schedules B-1, B-2, and B-3 (salary schedules) to provide for the following:

**2026-2027:**

Teachers not yet at the maximum step shall advance one step. 3.25% general wage increase on all steps.

**2027-2028:**

Teachers not yet at the maximum step shall advance one step. 3.25% general wage increase on all steps.

**2028-2029:**

Teachers not yet at the maximum step shall advance one step. 3.5% general wage increase on all steps.

Effective July 1, 2028, restructure the salary schedule to reflect the structure set forth in **Exhibit D** attached hereto (reflecting dropping the first step and adding one step between the penultimate step and the last step).

17. Add a new Section D to Article XXXV, Compensation for Additional Professional Responsibilities, as follows:

*Teachers who are selected by the administration to deliver professional development within the Weston Public Schools in connection with a specific event (e.g., during a professional development day, during a faculty meeting) and who deliver such professional development shall be compensated \$225 for each such event in recognition of the planning associated with the event. This provision shall not apply to teachers who serve as **Curriculum and Instruction Leaders**.*

18. Change all references to "Director of Pupil Personnel Services" to "Assistant Superintendent of Pupil Personnel Services".

19. Change typographically inaccurate references to "EIP" to "IEP".

20. Update all dates as necessary and agreed to by the parties.

21. The Memorandum of Agreement (MOA) appended to the contract regarding instructional time at HES and WIS shall sunset on June 30, 2026 and

thereafter shall have no further force or effect. The language in this MOA shall be incorporated into the contract per the agreement above.

- 22. The Side Letter appended to the contract regarding donations to the Sick Leave Bank shall continue through June 30, 2029.
- 23. The Side Letter appended to the contract regarding changing insurance carriers in 2022 shall sunset on June 30, 2026 and thereafter shall have no further force or effect.
- 24. The parties agree to a Side Letter regarding CILs attached hereto as Exhibit A.
- 25. The Board shall utilize the Teacher's Initial Contract attached hereto as Exhibit B.
- 26. The parties agree to an MOA regarding an Early Retirement Incentive Plan for the 2025-2026 school year attached hereto as Exhibit C.
- 27. Regarding Section 2 of Article XXIX, Work Hours/Work Year, and specifically the "fifteen (15) minutes before the starting time of students" referenced therein, the parties agree that it is a high priority for the teachers to have the administration consider an alternative to having students enter classrooms during this time. The administration will continue to study this issue with the goal of identifying an alternative that is feasible and appropriate, understanding that this statement is not a commitment to make any changes to the current practice.
- 28. All proposals not addressed herein are hereby withdrawn.

FOR THE BOARD

By: \_\_\_\_\_

Date: 9/4/25

FOR THE ASSOCIATION

By: DUTZ

Date: 9/4/25

## EXHIBIT A

### MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (the "Agreement") is entered into by and between the Weston Board of Education (the "Board"), acting by and through its Superintendent of Schools, and the Weston Teachers' Association (the "Association") (together, the "parties").

WHEREAS, the Board and the Association are parties to a collective bargaining agreement covering the period July 1, 2023 through June 30, 2026 (the "Contract") and a successor collective bargaining agreement covering the period July 1, 2026 through June 30, 2029 (the "Successor Contract"); and

WHEREAS, the Association filed a grievance on May 20, 2025, alleging that the Board alleging that the administration "unilaterally repudiate[ed] the MOA the parties entered into on 3/24/25 [regarding Article XXXVI] and stating that prior contractual language that the parties agreed to remove would go into effect for the 2025-2026 school year" (the "Grievance"); and

WHEREAS, the Grievance was processed initially, and denied, at Step 2 of the contractual grievance procedure and was submitted to the Board at Step 3 of the contractual grievance procedure; and

WHEREAS, the parties wish to memorialize (a) the resolution of the Grievance and (b) their agreement regarding Article XXXVI (Curriculum Instructional Leaders) for the 2025-2026 and 2026-2027 contract years.

NOW, THEREFORE, the Board and the Association hereby agree as follows:

1. The Association hereby withdraws the Grievance in full and final settlement of all claims therein.
2. For the 2025-2026 and 2026-2027 contract years, the parties agree that the provisions described Exhibit 1, attached to this Agreement, shall apply in lieu of current contract language. The parties understand and agree that the current contract language for both the Contract and the Successor Contract is set forth in Exhibit 2.
3. The parties understand and agree that the Board, at all times, has the management right to create, eliminate, and change positions, and the Association has the right to bargain the impact, if any, of any such changes. Notwithstanding the foregoing, and without setting a precedent or establishing a past practice through its agreement to do

so, the Board agrees to maintain the following positions set forth in Exhibit 1 for the 2025-2026 and 2026-2027 contract years unless the parties agree in writing to any changes to such positions:

K-12 Visual Arts (0.4 FTE)  
K-12 Music (0.4 FTE)

4. On or before February 1, 2027, the Board or the Association may reopen negotiations in accordance with Connecticut General Statutes Section 10-153f(e) as to the sole issue of Article XXXVI (Curriculum Instructional Leaders) of the Successor Contract.
5. Nothing in this Agreement shall preclude the parties from engaging in informal negotiations at any time regarding Article XXXVI (Curriculum Instructional Leaders) and/or any changes to, or extension of, this Agreement.
6. This Agreement shall sunset on June 30, 2027 and thereafter shall have no further force or effect, unless the parties agree in writing to mutually extend the term of this Agreement.

FOR THE BOARD

FOR THE ASSOCIATION

By: \_\_\_\_\_

By: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

-  
EXHIBIT 1

ARTICLE XXXVI  
CURRICULUM AND INSTRUCTION LEADERS

1. The parties recognize that the Board may modify the structure of the Curriculum and Instruction Leader (“CIL”) position and the Association may negotiate the impact of any structural change on mandatory subjects of bargaining. The “mentoring” component may vary annually depending on the number of teachers in the department, state mandates, curriculum issues and other needs of the department. The Association will receive notice of any changes.
2. CIL positions may range from part time to full time. The full time equivalent (FTE) assigned to any particular CIL position shall account for the amount of time necessary to perform the CIL’s In-School Duties referenced in Section C.1 below. Any 1.0 FTE teacher assigned to a less-than-1.0 FTE CIL position may, in the Superintendent’s discretion, have the remainder of the teacher’s 1.0 FTE filled with a teaching assignment (e.g., a 0.8 CIL will have a 0.2 teaching assignment).

For the 2025-2026 and 2026-2027 school years, the Board has created the following CIL positions with the following FTEs:

- K-2 Language Arts & Social Studies (0.8 FTE)
- 3-5 Language Arts & Social Studies (0.8 FTE)
- K-2 Math & Science (0.8 FTE)
- 3-5 Math & Science (0.8 FTE)
- 6-12 English Language Arts (0.8 FTE)
- 6-12 Math (0.8 FTE)
- 6-12 Science & Technology (0.8 FTE)
- 6-12 Social Studies (0.6 FTE)
- K-12 World Languages & MLL (0.6 FTE)
- K-12 Visual Arts (0.4 FTE)
- K-12 Music (0.4 FTE)
- K-12 Physical Education & Health (0.4 FTE)

3. CILs shall have the following responsibilities:
  - a. Perform additional duties during the contractual work day (e.g., mentoring teachers), as assigned by the Assistant Superintendent or designee (the “In-School Duties”). The volume and scope of the In-School Duties will vary across CIL positions, with the understanding that the FTE assigned to any particular CIL position shall account for the amount of time necessary to perform the In-

School Duties.

- b. Perform additional duties outside the contractual work day, as assigned by the Assistant Superintendent or designee ("After-School Duties"). The volume and scope of the After-School Duties generally will not vary across CIL positions.
  - c. Work four (4) additional non-instructional days in each work year beyond the contractual work year of one hundred eighty-seven (187) days as defined in Article XXIX (Work Hours/Work Year) of the collective bargaining agreement, for a total of one hundred ninety-one (191) days, at the per diem rate of \$534 for the 2025-26 school year (the "Additional Days" and each an "Additional Day"). The annual amount for the Additional Days shall be \$2,136 for the 2025-26 school year, which amount is included in the stipend set forth in Section D below. The Additional Days shall be scheduled at a mutually agreeable time between the CILs and the Assistant Superintendent. In any work year, CILs may, but shall not be required to, accept an assignment of additional non-instructional days beyond the four (4) Additional Days described in this subsection (the "Voluntary Additional Days"). If the Voluntary Additional Days are used for curriculum development work, such days shall be paid at the Curriculum Development rate (item G) set forth in Article XVII of the collective bargaining agreement; if the Voluntary Additional Days are used for CIL work, such days shall be paid at the per diem rate of \$534 for the 2025-26 school year.
- D. CILs shall be receive a stipend of \$13,808 for the 2025-2026 and 2026-2027 school years, which amount includes the annual amount of \$2,136 for the Additional Days set forth in Section C.1 above.
- E. CIL positions shall be posted when there are vacancies in any such positions (e.g., at the conclusion of a term or in the event a teacher resigns from the position mid-term), and candidates shall be selected by the administration based on an application process. The terms for CIL positions shall be as set forth below, except that a teacher who is selected to fulfill the remainder of an unfulfilled term shall serve only for the remainder of that term.
- 1. The following positions shall have four-year terms:
    - K-12 World Languages & MLL
    - K-12 Visual Arts (0.4 FTE)
    - K-12 Music (0.4 FTE)
    - K-12 Physical Education & Health
  - 2. The following positions shall have three-year terms:

K-2 Language Arts & Social Studies  
3-5 Language Arts & Social Studies  
K-2 Math & Science  
3-5 Math & Science  
6-12 English Language Arts  
6-12 Math  
6-12 Science & Technology  
6-12 Social Studies

F. In the event a CIL voluntarily resigns from their position as CIL during the term for which they were appointed to such position or at the conclusion of such term (whichever is earlier), such CIL shall have the right to return to a teaching position in the Weston Public Schools in accordance with Article VIII (Reduction in Force) of the collective bargaining agreement.

EXHIBIT 2

ARTICLE XXXVI  
CURRICULUM AND INSTRUCTION LEADERS

A. The parties recognize that the Board may modify the structure of curriculum and instruction leaders and the Association may negotiate the impact of any structural change on mandatory subjects of bargaining. The "mentoring" component may vary annually depending on the number of teachers in the department, state mandates, curriculum issues and other needs of the department. The Association will receive notice of any changes.

1. The Board created the following Curriculum and Instruction Leader positions with release time:

K-2	Language Arts/Social Studies	1.0	
3-5	Language Arts/Social Studies	1.0	
K-2	Math/Science		1.0
3-5	Math/Science		1.0
6-12	Language Arts/English	1.0	
6-12	Math	1.0	
6-12	Science	0.5	
6-12	Social Studies		0.5
K-12	World Languages	0.4	
K-12	Visual Arts	0.4	
K-12	Music	0.4	
K-12	Physical Education/Health	0.4	

2. All Curriculum and Instruction Leaders shall be required to work four (4) additional non-instructional days in each work year, for a total of one hundred ninety-one (191) days at the per diem rate of \$524 for the 2023-24 school year, \$529 for the 2024-25 school year and \$534 for the 2025-26 school year. The annual amount shall be \$2,096 for the 2023-24 school year, \$2,116 for the 2024-25 school year and \$2,136 for the 2025-26 school year. These days shall be scheduled at a mutually agreeable time between the Curriculum and Instruction Leaders and the Assistant Superintendent of Curriculum and Instruction.

3. A Duties and Responsibilities Index shall be based on a formula of release periods and shall be used for compensation. This Index, plus the compensation for the four additional days shall comprise the total compensation, as set forth in the table below.

CURRICULUM INSTRUCTIONAL LEADERS

Title	Grades	Release Time	Year Comp. is Effective	Additional Work Days (4)	Duties & Responsibilities Index	Total
LA/Social Studies	K-2	1.0	2023-24	\$2,096	\$11,442	\$13,538
			2024-25	\$2,116	\$11,556	\$13,672
			2025-26	\$2,136	\$11,672	\$13,808
LA/Social Studies	3-5	1.0	2023-24	\$2,096	\$11,442	\$13,538
			2024-25	\$2,116	\$11,556	\$13,672
			2025-26	\$2,136	\$11,672	\$13,808
Math/Science	K-2	1.0	2023-24	\$2,096	\$11,442	\$13,538
			2024-25	\$2,116	\$11,556	\$13,672
			2025-26	\$2,136	\$11,672	\$13,808
Math/Science	3-5	1.0	2023-24	\$2,096	\$11,442	\$13,538
			2024-25	\$2,116	\$11,556	\$13,672
			2025-26	\$2,136	\$11,672	\$13,808
LA/English	6-12	1.0	2023-24	\$2,096	\$5,721	\$7,817
			2024-25	\$2,116	\$5,778	\$7,894
			2025-26	\$2,136	\$5,836	\$7,972
Social Studies	6-12	0.5	2023-24	\$2,096	\$5,721	\$7,817
			2024-25	\$2,116	\$5,778	\$7,894
			2025-26	\$2,136	\$5,836	\$7,972
Math	6-12	0.5	2023-24	\$2,096	\$5,721	\$7,817
			2024-25	\$2,116	\$5,778	\$7,894
			2025-26	\$2,136	\$5,836	\$7,972
Science	6-12	1.0	2023-24	\$2,096	\$5,721	\$7,817
			2024-25	\$2,116	\$5,778	\$7,894
			2025-26	\$2,136	\$5,836	\$7,972
World Languages	K-12	0.4	2023-24	\$2,096	\$4,577	\$6,673
			2024-25	\$2,116	\$4,623	\$6,739
			2025-26	\$2,136	\$4,669	\$6,805

Visual Arts	K-12	0.4	2023-24	\$2,096	\$4,577	\$6,673
			2024-25	\$2,116	\$4,623	\$6,739
			2025-26	\$2,136	\$4,669	\$6,805
Music	K-12	0.4	2023-24	\$2,096	\$4,577	\$6,673
			2024-25	\$2,116	\$4,623	\$6,739
			2025-26	\$2,136	\$4,669	\$6,805
Physical Education/Health	K-12	0.4	2020-21	\$2,096	\$4,577	\$6,673
			2021-22	\$2,116	\$4,623	\$6,739
			2022-23	\$2,136	\$4,669	\$6,805

**CURRICULUM AND INSTRUCTION LEADERS  
FORMULA**

Released Time	Effective	Addl Days		Duties & Responsibilities Index		Total
1	2023-24	\$2,096		\$11,442		\$13,538
	2024-25	\$2,116	+	\$11,556	=	\$13,672
	2025-26	\$2,136		\$11,672		\$13,808
0.5	2023-24	\$2,096		\$5,721		\$7,817
	2024-25	\$2,116	+	\$5,778	=	\$7,894
	2025-26	\$2,136		\$5,836		\$7,972
0.4	2023-24	\$2,096		\$4,577		\$6,673
	2024-25	\$2,116	+	\$4,623	=	\$6,739
	2025-26	\$2,136		\$4,669		\$6,805
0.2	2023-24	\$2,096		\$2,289		\$4,385
	2024-25	\$2,116	+	\$2,312	=	\$4,428
	2025-26	\$2,136		\$2,335		\$4,471

4. In consultation with the Association, the Board may establish specific program initiatives in future years, with such released time for the responsible Curriculum and Instruction Leader(s).
5. The parties shall discuss whether and how duties for Curriculum and Instruction Leaders shall be modified in view of their responsibilities.
6. For purposes of curriculum integration and development, the Library Media teachers shall be grouped with the Language Arts/Social Studies and Language Arts/English. The Technology Education teachers shall be grouped with the Math/Science.

Consumer Education shall be grouped with Physical Education/Health.

7. Curriculum and Instruction Leader positions shall be posted when there are vacancies in any such positions (e.g., at the conclusion of a term or in the event a teacher resigns from the position mid-term), and candidates shall be selected by the administration based on an application process. The terms for Curriculum and Instruction Leader positions shall be as set forth below, except that a teacher who is selected to fulfill the remainder of an unfulfilled term shall serve only for the remainder of that term.
  - a. The following positions shall have four-year terms:
    - K-12 World Languages
    - K-12 Visual Arts
    - K-12 Music
    - K-12 Physical Education/Health
  - b. The following positions shall have three-year terms:
    - K-2 Language Arts/Social Studies
    - 3-5 Language Arts/Social Studies
    - K-2 Math/Science
    - 3-5 Math/Science
    - 6-12 Language Arts/English
    - 6-12 Math
    - 6-12 Science
    - 6-12 Social Studies
8. In the event a Curriculum and Instruction Leader voluntarily resigns from their position as Curriculum and Instruction Leader during the term for which they were appointed to such position or at the conclusion of such term (whichever is earlier), such Curriculum and Instructional Leader shall have the right to return to a teaching position in the Weston Public Schools in accordance with Article VIII (Reduction in Force) of the Contract and the Successor Contract.

**EXHIBIT B**

**TEACHER'S INITIAL CONTRACT**

The Board of Education of the Town of Weston, Connecticut, hereby agrees to employ \_\_\_\_\_ (to whom the term "teacher" hereinafter refers) who hereby agrees to serve, under the direction of the Superintendent of Schools, as a/an \_\_\_\_\_ in the public schools of said Town, for the school year beginning \_\_\_\_\_ and ending \_\_\_\_\_, subject to the conditions stated below.

In accordance with the provisions of the prevailing salary schedule and accompanying regulations of the Board of Education for said Town, the Board hereby agrees to pay said teacher, and said teacher hereby agrees to accept, for service during the above-stated period, an annual salary rate of \_\_\_\_\_ in periodic installments, and subject to required deductions set forth by law (such as State Teachers' Retirement Fund, United States Withholding Tax, State Income Tax) and other agreed-to deductions which the teacher may in writing authorize.

This contract shall be renewed annually, unless it has been non-renewed, by operation of law. For each year for which this contract is renewed, the annual salary of the teacher shall be in accordance with the provisions of the prevailing salary schedule and accompanying regulations of the Board of Education for said Town, and as set forth in any annual salary notification.

This contract may be terminated by mutual consent at any time. It may be terminated by the Board as provided by statute. The teacher may resign by submitting at least thirty (30) days' written notice at any time except during the month of August, during which month, unless the contract has been terminated by mutual consent or Board action, the teacher will submit at least sixty (60) days' written notice.

This contract is and shall be subject to the prevailing statutes of the State of Connecticut and the prevailing rules and regulations of the Board of Education.

Signed:

WESTON BOARD OF EDUCATION

Teacher \_\_\_\_\_  
\_\_\_\_\_

By

Superintendent of Schools

Date: \_\_\_\_\_

Date: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## EXHIBIT C

### WESTON BOARD OF EDUCATION RETIREMENT INCENTIVE PROGRAM

[DATE], 2025

The Weston Board of Education ("the Board") and the Weston Teachers' Association (the "WTA") agree to the terms set forth below regarding a Retirement Incentive Program ("the Program") to members of the WTA bargaining unit employed by the Board under the following terms and conditions:

1. Eligible staff members will include any member of the Weston Teachers' Association bargaining group whose age and years of teaching with the Weston Public Schools total at least 79 as of June 30, 2026 and who have not previously notified the Superintendent of Schools prior to July 1, 2025 regarding their intention to retire, effective on or about June 30, 2026 ("Eligible Staff Member(s)"). Years of teaching with Weston Public Schools shall be that service recognized by the Connecticut Teacher Retirement Board as having taken place in Weston. Participants will not be required to retire from teaching.
2. Eligible Staff Members must submit an election to participate in the Program in writing to the Weston Public Schools Human Resources Office on or before **Monday, December 1, 2025 at 4:00 p.m.** At the time of the election to participate in the Program, and no later than **Monday, December 1, 2025 at 4:00 p.m.**, the participant must provide a voluntary letter of resignation effective June 30, 2026, which letter shall be revocable only as set forth below. Participants will not be permitted to return to employment with the Board without the specific written permission of the Superintendent of Schools. The election to participate in the Program, and the voluntary letter of resignation, must be completed on the attached form and must be received by the Human Resources Office no later than **Monday, December 1, 2025 at 4:00 p.m.** The election to participate and resignation of employment must be delivered by hand and may not be delivered to the Human Resources Office by facsimile or electronic means.
3. The Board reserves the right to revoke the Program pursuant to paragraph 8 below. In the event the Board decides to revoke the Program, letters of resignation provided to the Human Resources Office pursuant to paragraph 2 will be null and void, teachers who submitted letters of resignation may either return to teaching or separately submit a new letter of resignation, and the Board will have no obligation to make the Annual Payments below to those formerly Eligible Staff Members.

4. The total number of teachers eligible to participate in the Program shall be subject to the following maximums, unless the Board, in its sole discretion, increases and/or eliminates such maximum: A maximum of ten (10) Eligible Staff Members. In the event that more than ten (10) Eligible Staff Members apply to participate in the Program, the first ten (10) Eligible Staff Members to submit their applications, based on a date and time stamp issued by the Human Resources Office, will be permitted to participate in the Program.
5. Each participant in the Program shall be paid incentive compensation equal to fifty percent (50%) of his/her pensionable salary rate for the 2025-2026 school year as reported by the Weston Board of Education to the Connecticut Teachers' Retirement Board. This incentive compensation will be paid in three (3) equal annual installments ("Annual Payments"). The Annual Payments shall commence on September 1, 2026 and each succeeding September 1 through September 1, 2028.

*(Example: Annual Salary = \$102,000. Total incentive compensation = \$51,000. The \$51,000 will be paid in three (3) equal gross Annual Payments of \$17,000).*

6. In the event of the death of the participant prior to the completion of the full Annual Payments due under the Program, the Board agrees to continue annual payments to the participant's spouse for the balance of the payments due at the time of death. In the absence of a surviving spouse, a lump sum payment of the balance due shall be paid to the participant's estate.
7. The election to participate in the Program, and the letter of resignation, may be revoked, provided such written notice is received by the Weston Public Schools Human Resources Office by **December 1, 2025 at 4:00 p.m.** Such election and resignation shall be irrevocable after that date and time. Revocation of the election and resignation must be made on the attached form, must be received and date-stamped by the Weston Public Schools Human Resources Office by **December 1, 2025 at 4:00 p.m.**, and may not be delivered to the Human Resources Office by facsimile or other electronic means. In the event that an Eligible Staff Member revokes his/her election to participate in the Program and letter of resignation, such election and resignation will be null and void and the Board will have no obligation to make the Annual Payments to that Eligible Staff Member.
8. Notwithstanding the foregoing, the Board may elect to revoke the Program if it determines, in its sole discretion, that the offering of the Program is not in the best interest of the Weston Public Schools. The Board may revoke the Program at any time before **January 30, 2026 at 4:00 p.m.** With the

agreement of the Weston Teachers' Association, the Board may also amend the Program at any time before **January 30, 2026 at 4:00 p.m.** In the event the Board decides to revoke the Program, elections to participate and letters of resignation provided to the Human Resources Office pursuant to paragraph 2 will be null and void, teachers who submitted such letters may either return to teaching or separately submit a new letter of resignation, and the Board will have no obligation to make the Annual Payments above to those formerly Eligible Staff Members. If any formerly Eligible Staff Members are rendered ineligible as a result of an amendment to the Program made as described above, those formerly Eligible Staff Members' letters of resignation provided pursuant to paragraph 2 will be null and void and will be returned to the teacher, and the Board will have no obligation to make the Annual Payments above to those formerly Eligible Staff Members.

9. The Board and the WTA understand that this Program is a one-time opportunity, and that the Board's offer of this Program shall not establish a past practice or precedent for any purpose.

10. Any Board decision under this Program is final and is not subject to the grievance and/or arbitration procedure set forth in the collective bargaining agreement between the Board and the WTA.

**WESTON BOARD OF EDUCATION**

By: \_\_\_\_\_

Date: \_\_\_\_\_

**WESTON TEACHERS' ASSOCIATION**

By: \_\_\_\_\_

Date: \_\_\_\_\_

**WESTON BOARD OF EDUCATION RETIREMENT INCENTIVE PROGRAM  
ELECTION AND VOLUNTARY RESIGNATION FORM**

Election Form

I, \_\_\_\_\_, hereby elect to participate in the Weston Board of Education Retirement Incentive Program. I understand that this form must be received by the Weston Public Schools Human Resources Office by **December 1, 2025 at 4:00 p.m.** I further understand that following **December 1, 2025 at 4:00 p.m.**, this election will be **IRREVOCABLE**.

\_\_\_\_\_  
**Name:**

**Date:**

Resignation Form

I, \_\_\_\_\_, hereby voluntarily resign my employment with the Weston Board of Education effective June 30, 2026. I am submitting this irrevocable resignation in order to comply with the terms of the Weston Board of Education Retirement Incentive Program, and I understand that this resignation must be received by the Weston Public Schools Human Resources Office by **December 1, 2025 at 4:00 p.m.** I further understand that following **December 1, 2025 at 4:00 p.m.**, this resignation will be **IRREVOCABLE**.

\_\_\_\_\_  
**Name:**

**Date:**

**Pursuant to the terms of the Weston Board of Education Retirement Incentive Program ("The Program"), the above election to participate in the Program and resignation of your employment will be IRREVOCABLE after December 1, 2025 at 4:00 p.m. If you choose to revoke your election and resignation, you must do so by that time on the form provided. The election and resignation, and any revocation thereof, may not be submitted by facsimile or other electronic means.**

**WESTON BOARD OF EDUCATION RETIREMENT INCENTIVE PROGRAM**

**REVOCAION OF ELECTION AND RESIGNATION FORM**

I, \_\_\_\_\_, hereby REVOKE my election to participate in the Weston Board of Education Retirement Incentive Program. In addition, I REVOKE my resignation of employment. I understand that this form must be received and date-stamped by the Weston Public Schools Human Resources Office **by December 1, 2025 at 4:00 p.m.** I further understand that if this revocation is not received by the Weston Public Schools Human Resources Office **by December 1, 2025 at 4:00 p.m.**, this revocation WILL NOT be accepted.

\_\_\_\_\_  
**Name:**

**Date:**

**Pursuant to the terms of the Weston Board of Education Retirement Incentive Program (“the Program”), your election to participate in the Program, and the resignation of your employment, will be IRREVOCABLE after December 1, 2025 at 4:00 p.m. If you chose to revoke your election and resignation, you must do so by that time on this form. The election and resignation, and any revocation thereof, may not be submitted by facsimile or other electronic means.**

**EXHIBIT D**

Effective July 1, 2028, restructure the salary schedule to conform with the following structure:

<b>2026-27 SALARY SCHEDULE</b>							
<b>Step</b>	<b>BA</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>	<b>MA+75</b>
1	<del>\$55,338</del>	<del>\$60,747</del>	<del>\$63,515</del>	<del>\$66,272</del>	<del>\$69,030</del>	<del>\$71,791</del>	<del>\$74,547</del>
2	\$57,295	\$62,816	\$66,272	\$69,028	\$71,789	\$74,547	\$77,313
3	\$59,369	\$64,885	\$69,030	\$71,789	\$74,547	\$77,313	\$80,066
4	\$63,509	\$69,028	\$71,789	\$74,541	\$77,306	\$80,066	\$82,830
5	\$66,272	\$71,789	\$74,541	\$77,306	\$80,066	\$82,830	\$85,582
6	\$69,028	\$74,541	\$77,306	\$80,066	\$82,830	\$85,582	\$88,347
7	\$71,789	\$77,306	\$80,066	\$82,830	\$85,582	\$88,347	\$91,104
8	<b>\$77,220</b>	\$82,652	\$82,830	\$85,582	\$88,347	\$91,104	\$93,866
9	\$82,651	\$82,830	\$85,582	\$88,347	\$91,104	\$93,866	\$96,622
10		\$88,347	\$91,104	\$93,866	\$96,622	\$99,385	\$102,141
11		\$91,104	\$93,866	\$96,622	\$99,385	\$102,141	\$104,903
12		\$93,866	\$96,622	\$99,385	\$102,141	\$104,903	\$107,662
13		\$96,622	\$99,385	\$102,141	\$104,903	\$107,662	\$110,420
14		\$99,385	\$102,141	\$104,903	\$107,662	\$110,420	\$113,186
15		\$102,141	\$104,903	\$107,662	\$110,420	\$113,186	\$115,946
16		<b>\$109,229</b>	<b>\$112,140</b>	<b>\$113,606</b>	\$119,379	\$119,380	\$119,381
17		\$116,317	\$119,377	<b>\$119,550</b>	<b>\$123,972</b>	<b>\$125,480</b>	<b>\$127,029</b>
18				\$125,495	\$128,564	\$131,580	\$134,677

**EXHIBIT E**

**(Stipends in Article XVII, Extra Pay for Extra Duties/Responsibilities,  
and Schedule A)**

## Committee Recommendations for Stipend Changes

<b>ADD</b>		
<b>Title</b>	<b>Grid/Schedule Location</b>	<b>Proposal</b>
AT/AAC Coordinator	Extra Pay for Extra Duties	ADD, align rate with PPS Team Leader
Graduation Music	Extra Pay for Extra Duties	ADD, align rate with Memorial Day Marching Band
Portrait of the Graduate Coordinator	Extra Pay for Extra Duties	ADD, align rate with Team/Grade Level Leader
Technical Support - Graduation (1)/Moving Up (1)	Extra Pay for Extra Duties	ADD, align rate with Memorial Day Marching Band
A Capella Choir - HS	Schedule A - Co-Curricular	ADD in Tier V
Art Club - MS	Schedule A - Co-Curricular	ADD in Tier X
Chess Club - MS	Schedule A - Co-Curricular	ADD in Tier X
Circle of Friends	Schedule A - Co-Curricular	ADD in Tier X
Debate Club - HS	Schedule A - Co-Curricular	ADD in Tier X
DECA - HS	Schedule A - Co-Curricular	ADD in Tier IX
Dungeons & Dragons - MS	Schedule A - Co-Curricular	ADD in Tier X
Green Team - Elementary (2)	Schedule A - Co-Curricular	ADD in Tier X
Green Team - HS (2)	Schedule A - Co-Curricular	ADD in Tier IX
Green Team - MS	Schedule A - Co-Curricular	ADD in Tier IX
Hydroponic Garden Club - MS	Schedule A - Co-Curricular	ADD in Tier VIII
Jewish Student Union	Schedule A - Co-Curricular	ADD in Tier IX
Link Crew - HS (2)	Schedule A - Co-Curricular	ADD in Tier VIII
Math League - HS	Schedule A - Co-Curricular	ADD in Tier IX
Math Olympiad - Elementary (2)	Schedule A - Co-Curricular	ADD in Tier V
Model U.N.	Schedule A - Co-Curricular	ADD in Tier X
Morning Show - Elementary	Schedule A - Co-Curricular	ADD in Tier II
National Honor Society - HS	Schedule A - Co-Curricular	ADD in Tier VIII
Odyssey of the Mind - Elementary	Schedule A - Co-Curricular	ADD in Tier V
Robotics Team - HS	Schedule A - Co-Curricular	ADD in Tier I
Robotics Team - MS	Schedule A - Co-Curricular	ADD in Tier I
St. Baldrick's	Schedule A - Co-Curricular	ADD in Tier X
TSA Teams	Schedule A - Co-Curricular	ADD in Tier X
TV Studio Advisor - HS	Schedule A - Co-Curricular	ADD in Tier II

Exhibit E

<b>ADD</b>		
<b>Title</b>	<b>Grid/Schedule Location</b>	<b>Proposal</b>
Weston Against Cancer - HS	Schedule A - Co-Curricular	ADD in Tier X
Cross Country Assistant	Schedule A - Athletic	ADD in Category VI
Golf Assistant - Boys	Schedule A - Athletic	ADD in Category VI
Golf Assistant - Girls	Schedule A - Athletic	ADD in Category VI
Tennis Assistant - Boys	Schedule A - Athletic	ADD in Category V
Tennis Assistant - Girls	Schedule A - Athletic	ADD in Category V
Unified Sports (fall, winter, spring) (2)	Schedule A - Athletic	ADD in new Category VIII (based on 25-26 rates of Yr 1 - 1138, Yr 2 - 1423, Yr 3 - 1708, Yr 4 - 1993, Yr 5 - 2278)

<b>ELIMINATE</b>		
<b>Title</b>	<b>Grid/Schedule Location</b>	<b>Note</b>
Cable Channel Coordinator	Extra Pay For Extra Duties	Defunct
HOW (Environmental Club) - HS, per hour (20 hours)	Schedule A - Co-Curricular	Defunct
J.E.T.S., per hour (20 hours)	Schedule A - Co-Curricular	Defunct
J.S.A., per hour (20 hours)	Schedule A - Co-Curricular	Defunct
Marching Band Director - MS, per hour (4 hours)	Schedule A - Co-Curricular	Redundant - reflected in Extra Pay for Extra Duties grid
Positive Life Choice, per hour (40 hours)	Schedule A - Co-Curricular	Defunct
S.O.D.A., per hour (20 hours)	Schedule A - Co-Curricular	Defunct
Academic Decathlon	Schedule A - Co-Curricular	Defunct
Computer Production - HS	Schedule A - Co-Curricular	Defunct
Environmental Club - Elementary	Schedule A - Co-Curricular	Defunct
Mentorship - MS	Schedule A - Co-Curricular	Defunct
Peer Advisors - HS	Schedule A - Co-Curricular	Defunct
Writing Club Advisor - MS (2)	Schedule A - Co-Curricular	Defunct
Community Service Advisor	Schedule A - Co-Curricular	Defunct

Exhibit E

Marching Addition to Pep Band	Schedule A - Co-Curricular	Defunct
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<b>REVISE</b>		
<b>Title</b>	<b>Grid/Schedule Location</b>	<b>Proposal</b>
Auditorium/Theatre Coordinator	Extra Pay For Extra Duties	change title to Auditorium Supervisor
Marching Band Director Memorial Day - MS	Extra Pay For Extra Duties	specify 2 positions
Mock Trial - MS	Schedule A - Co-Curricular	flat rate, place in Tier V
Show Choir - MS	Schedule A - Co-Curricular	change title to Chamber Singers
Student Council - HS	Schedule A - Co-Curricular	change title to Student Government - HS
Student Association - MS	Schedule A - Co-Curricular	change title to Student Government Association - MS
Odyssey of the Mind	Schedule A - Co-Curricular	change title to Odyssey of the Mind - MS
Marching/Pep Band - HS	Schedule A - Co-Curricular	change title to Pep Band
Morning Show - MS, per hour (90 hours per year)	Schedule A - Co-Curricular	flat rate, place in Tier II
Literary Magazine - HS	Schedule A - Co-Curricular	Move to Tier X
Literary Magazine - MS	Schedule A - Co-Curricular	Move to Tier X

<b>RELOCATE</b>		
<b>Title</b>	<b>Grid/Schedule Location</b>	<b>Proposal</b>
Assistant Student Government - HS	Extra Pay For Extra Duties	move to Schedule A - Co-Curricular in Tier VII
Summer School	Schedule A - Co-Curricular	move to Extra Pay for Extra Duties grid, adjust rate based on negotiated increase (25-26 rate is \$60.67)

2025-26 SALARY SCHEDULE							
Step	BA	MA	MA+15	MA+30	MA+45	MA+60	MA+75
1	\$55,338	\$60,747	\$63,515	\$66,272	\$69,030	\$71,791	\$74,547
2	\$57,295	\$62,816	\$66,272	\$69,028	\$71,789	\$74,547	\$77,313
3	\$59,369	\$64,885	\$69,030	\$71,789	\$74,547	\$77,313	\$80,066
4	\$63,509	\$69,028	\$71,789	\$74,541	\$77,306	\$80,066	\$82,830
5	\$66,272	\$71,789	\$74,541	\$77,306	\$80,066	\$82,830	\$85,582
6	\$69,028	\$74,541	\$77,306	\$80,066	\$82,830	\$85,582	\$88,347
7	\$71,789	\$77,306	\$80,066	\$82,830	\$85,582	\$88,347	\$91,104
8	\$82,651	\$82,652	\$82,830	\$85,582	\$88,347	\$91,104	\$93,866
9		\$82,830	\$85,582	\$88,347	\$91,104	\$93,866	\$96,622
10		\$88,347	\$91,104	\$93,866	\$96,622	\$99,385	\$102,141
11		\$91,104	\$93,866	\$96,622	\$99,385	\$102,141	\$104,903
12		\$93,866	\$96,622	\$99,385	\$102,141	\$104,903	\$107,662
13		\$96,622	\$99,385	\$102,141	\$104,903	\$107,662	\$110,420
14		\$99,385	\$102,141	\$104,903	\$107,662	\$110,420	\$113,186
15		\$102,141	\$104,903	\$107,662	\$110,420	\$113,186	\$115,946
16		\$116,317	\$119,377	\$119,378	\$119,379	\$119,380	\$119,381
17				\$125,495	\$128,564	\$131,580	\$134,677

2025-26 FTE'S								
Step	BA	MA	MA+15	MA+30	MA+45	MA+60	MA+75	TOTAL
1	-	-	-	-	-	-	-	0.00
2	-	2.00	-	-	-	-	-	2.00
3	1.00	-	-	1.00	-	-	-	2.00
4	-	2.00	-	-	-	-	-	2.00
5	-	2.00	-	-	-	-	-	2.00
6	-	1.00	-	1.00	-	-	-	2.00
7	-	1.00	-	1.00	-	-	-	2.00
8	-	1.00	-	-	-	-	-	1.00
9	-	4.00	-	-	-	-	2.00	6.00
10	-	-	-	2.00	-	-	1.00	3.00
11	-	6.00	-	3.00	-	1.00	1.00	11.00
12	-	5.00	-	-	-	-	1.00	6.00
13	-	3.00	-	-	-	-	-	3.00
14	-	3.00	-	6.00	-	-	-	9.00
15	-	2.00	-	-	-	-	1.00	3.00
16	-	69.60	5.00	3.00	-	1.00	-	78.60
17	-	-	-	50.00	8.00	13.00	10.00	81.00
<b>TOTAL</b>	<b>1</b>	<b>101.60</b>	<b>5.00</b>	<b>67.00</b>	<b>8.00</b>	<b>15.00</b>	<b>16.00</b>	<b>213.60</b>

2025-26 TOTAL COST								
Step	BA	MA	MA+15	MA+30	MA+45	MA+60	MA+75	TOTAL
1	0	0	0	0	0	0	0	0
2	0	125,632	0	0	0	0	0	125,632
3	59,369	0	0	71,789	0	0	0	131,158
4	0	138,056	0	0	0	0	0	138,056
5	0	143,578	0	0	0	0	0	143,578
6	0	74,541	0	80,066	0	0	0	154,607
7	0	77,306	0	82,830	0	0	0	160,136
8	0	82,652	0	0	0	0	0	82,652
9	0	331,320	0	0	0	0	193,244	524,564
10	0	0	0	187,732	0	0	102,141	289,873
11	0	546,624	0	289,866	0	102,141	104,903	1,043,534
12	0	469,330	0	0	0	0	107,662	576,992
13	0	289,866	0	0	0	0	0	289,866
14	0	298,155	0	629,418	0	0	0	927,573
15	0	204,282	0	0	0	0	115,946	320,228
16	0	8,095,663	596,885	358,134	0	119,380	0	9,170,062
17	0	0	0	6,274,750	1,028,512	1,710,540	1,346,770	10,360,572
<b>TOTAL</b>	<b>59,369</b>	<b>10,877,005</b>	<b>596,885</b>	<b>7,974,585</b>	<b>1,028,512</b>	<b>1,932,061</b>	<b>1,970,666</b>	<b>24,439,083</b>

CIL 1.0 at MA +30, Step 17  
Music 0.2 Music at MA Step 9

2026-27 SALARY SCHEDULE							
Step	BA	MA	MA+15	MA+30	MA+45	MA+60	MA+75
1	\$57,136	\$62,721	\$65,579	\$68,426	\$71,273	\$74,124	\$76,970
2	\$59,157	\$64,858	\$68,426	\$71,271	\$74,122	\$76,970	\$79,826
3	\$61,298	\$66,994	\$71,273	\$74,122	\$76,970	\$79,826	\$82,668
4	\$65,573	\$71,271	\$74,122	\$76,964	\$79,818	\$82,668	\$85,522
5	\$68,426	\$74,122	\$76,964	\$79,818	\$82,668	\$85,522	\$88,363
6	\$71,271	\$76,964	\$79,818	\$82,668	\$85,522	\$88,363	\$91,218
7	\$74,122	\$79,818	\$82,668	\$85,522	\$88,363	\$91,218	\$94,065
8	\$85,337	<b>\$86,338</b>	<b>\$85,522</b>	\$88,363	\$91,218	\$94,065	\$96,917
9		<b>\$88,778</b>	<b>\$88,363</b>	\$91,218	\$94,065	\$96,917	\$99,762
10		\$91,218	\$94,065	\$96,917	\$99,762	\$102,615	\$105,461
11		\$94,065	\$96,917	\$99,762	\$102,615	\$105,461	\$108,312
12		\$96,917	\$99,762	\$102,615	\$105,461	\$108,312	\$111,161
13		\$99,762	\$102,615	\$105,461	\$108,312	\$111,161	\$114,009
14		\$102,615	\$105,461	\$108,312	\$111,161	\$114,009	\$116,865
15		\$105,461	\$108,312	\$111,161	\$114,009	\$116,865	\$119,714
16		\$120,097	\$123,257	\$123,258	\$123,259	\$123,260	\$123,261
17				\$129,574	\$132,742	\$135,856	\$139,054

2026-27 FTE'S								
Step	BA	MA	MA+15	MA+30	MA+45	MA+60	MA+75	TOTAL
1	-	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-	-
3	-	2.00	-	-	-	-	-	2.00
4	1.00	-	-	1.00	-	-	-	2.00
5	-	2.00	-	-	-	-	-	2.00
6	-	2.00	-	-	-	-	-	2.00
7	-	1.00	-	1.00	-	-	-	2.00
8	-	1.00	-	1.00	-	-	-	2.00
9		1.00	-	-	-	-	-	1.00
10		4.00	-	-	-	-	2.00	6.00
11		-	-	2.00	-	-	1.00	3.00
12		6.00	-	3.00	-	1.00	1.00	11.00
13		5.00	-	-	-	-	1.00	6.00
14		3.00	-	-	-	-	-	3.00
15		3.00	-	6.00	-	-	-	9.00
16		71.60	5.00	-	-	-	1.00	77.60
17				53.00	8.00	14.00	10.00	85.00
<b>TOTAL</b>	<b>1.00</b>	<b>101.60</b>	<b>5.00</b>	<b>67.00</b>	<b>8.00</b>	<b>15.00</b>	<b>16.00</b>	<b>213.60</b>

2026-27 TOTAL COST								
Step	BA	MA	MA+15	MA+30	MA+45	MA+60	MA+75	TOTAL
1	-	-	-	-	-	-	-	0
2	-	-	-	-	-	-	-	0
3	-	133,988	-	-	-	-	-	133,988
4	65,573	-	-	76,964	-	-	-	142,537
5	-	148,244	-	-	-	-	-	148,244
6	-	153,928	-	-	-	-	-	153,928
7	-	79,818	-	85,522	-	-	-	165,340
8	-	86,338	-	88,363	-	-	-	174,701
9	-	88,778	-	-	-	-	-	88,778
10	-	364,872	-	-	-	-	210,922	575,794
11	-	-	-	199,524	-	-	108,312	307,836
12	-	581,502	-	307,845	-	108,312	111,161	1,108,820
13	-	498,810	-	-	-	-	114,009	612,819
14	-	307,845	-	-	-	-	-	307,845
15	-	316,383	-	666,966	-	-	-	983,349
16	-	8,598,945	616,285	-	-	-	123,261	9,338,491
17	-	-	-	6,867,422	1,061,936	1,901,984	1,390,540	11,221,882
<b>TOTAL</b>	<b>65,573</b>	<b>11,359,451</b>	<b>616,285</b>	<b>8,292,606</b>	<b>1,061,936</b>	<b>2,010,296</b>	<b>2,058,205</b>	<b>25,464,352</b>

**GW** BELOW MAX: 3.25%  
**GW** AT MAX: 3.25%

Step Y/N: Y

\$ Increase: 1,025,269  
 % Increase: 4.20%



2028-29 SALARY SCHEDULE - Add Step at Top							
Step	BA	MA	MA+15	MA+30	MA+45	MA+60	MA+75
1	\$61,058	\$67,026	\$70,080	\$73,123	\$76,165	\$79,212	\$82,254
2	\$63,218	\$69,310	\$73,123	\$76,163	\$79,210	\$82,254	\$85,305
3	\$65,505	\$71,592	\$76,165	\$79,210	\$82,254	\$85,305	\$88,342
4	\$70,074	\$76,163	\$79,210	\$82,246	\$85,296	\$88,342	\$91,392
5	\$73,123	\$79,210	\$82,246	\$85,296	\$88,342	\$91,392	\$94,428
6	\$76,163	\$82,246	\$85,296	\$88,342	\$91,392	\$94,428	\$97,479
7	\$79,210	\$85,296	\$88,342	\$91,392	\$94,428	\$97,479	\$100,521
8	<b>\$85,202</b>	<b>\$89,357</b>	<b>\$91,392</b>	\$94,428	\$97,479	\$100,521	\$103,569
9	\$91,194	<b>\$93,418</b>	<b>\$94,428</b>	\$97,479	\$100,521	\$103,569	\$106,609
10		\$97,479	\$100,521	\$103,569	\$106,609	\$109,658	\$112,699
11		\$100,521	\$103,569	\$106,609	\$109,658	\$112,699	\$115,746
12		\$103,569	\$106,609	\$109,658	\$112,699	\$115,746	\$118,791
13		\$106,609	\$109,658	\$112,699	\$115,746	\$118,791	\$121,834
14		\$109,658	\$112,699	\$115,746	\$118,791	\$121,834	\$124,886
15		\$112,699	\$115,746	\$118,791	\$121,834	\$124,886	\$127,931
16		<b>\$120,520</b>	<b>\$123,732</b>	<b>\$125,350</b>	\$131,719	\$131,720	\$131,721
17		\$128,340	\$131,717	<b>\$131,909</b>	<b>\$136,786</b>	<b>\$138,450</b>	<b>\$140,160</b>
18			\$138,467	\$141,853	\$145,180	\$148,598	

2028-29 FTE'S								
Step	BA	MA	MA+15	MA+30	MA+45	MA+60	MA+75	TOTAL
1	-	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-	-
4	-	-	-	-	-	-	-	-
5	-	2.00	-	-	-	-	-	2.00
6	1.00	-	-	1.00	-	-	-	2.00
7	-	2.00	-	-	-	-	-	2.00
8	-	2.00	-	-	-	-	-	2.00
9	-	1.00	-	1.00	-	-	-	2.00
10		1.00	-	1.00	-	-	-	2.00
11		1.00	-	-	-	-	-	1.00
12		4.00	-	-	-	-	2.00	6.00
13		-	-	2.00	-	-	1.00	3.00
14		6.00	-	3.00	-	1.00	1.00	11.00
15		5.00	-	-	-	-	1.00	6.00
16		3.00	-	-	-	-	-	3.00
17		74.60	5.00	6.00	-	-	-	85.60
18				53.00	8.00	14.00	11.00	86.00
<b>TOTAL</b>	<b>1.00</b>	<b>101.60</b>	<b>5.00</b>	<b>67.00</b>	<b>8.00</b>	<b>15.00</b>	<b>16.00</b>	<b>213.60</b>

2028-29 TOTAL COST								
Step	BA	MA	MA+15	MA+30	MA+45	MA+60	MA+75	TOTAL
1	-	-	-	-	-	-	-	0
2	-	-	-	-	-	-	-	0
3	-	-	-	-	-	-	-	0
4	-	-	-	-	-	-	-	0
5	-	158,420	-	-	-	-	-	158,420
6	76,163	-	-	88,342	-	-	-	164,505
7	-	170,592	-	-	-	-	-	170,592
8	-	178,714	-	-	-	-	-	178,714
9	-	93,418	-	97,479	-	-	-	190,897
10	-	97,479	-	103,569	-	-	-	201,048
11	-	100,521	-	-	-	-	-	100,521
12	-	414,276	-	-	-	-	237,582	651,858
13	-	-	-	225,398	-	-	121,834	347,232
14	-	657,948	-	347,238	-	121,834	124,886	1,251,906
15	-	563,495	-	-	-	-	127,931	691,426
16	-	361,560	-	-	-	-	-	361,560
17	-	9,574,164	658,585	791,454	-	-	-	11,024,203
18	-	-	-	7,338,751	1,134,824	2,032,520	1,634,578	12,140,673
<b>TOTAL</b>	<b>76,163</b>	<b>12,370,587</b>	<b>658,585</b>	<b>8,992,231</b>	<b>1,134,824</b>	<b>2,154,354</b>	<b>2,246,811</b>	<b>27,633,555</b>

**GW** BELOW MAX: 3.50%  
**GW** AT MAX: 3.50%

Step Y/N: Y

\$ Increase: 1,075,629 4.05%

3 Year Total: 3,194,472 12.54%

WESTON BOE TEACHERS

2025-26 SALARY SCHEDULE							
Step	BA	MA	MA+15	MA+30	MA+45	MA+60	MA+75
1	\$55,338	\$60,747	\$63,515	\$66,272	\$69,030	\$71,791	\$74,547
2	\$57,295	\$62,816	\$66,272	\$69,028	\$71,789	\$74,547	\$77,313
3	\$59,369	\$64,885	\$69,030	\$71,789	\$74,547	\$77,313	\$80,066
4	\$63,509	\$69,028	\$71,789	\$74,541	\$77,306	\$80,066	\$82,830
5	\$66,272	\$71,789	\$74,541	\$77,306	\$80,066	\$82,830	\$85,582
6	\$69,028	\$74,541	\$77,306	\$80,066	\$82,830	\$85,582	\$88,347
7	\$71,789	\$77,306	\$80,066	\$82,830	\$85,582	\$88,347	\$91,104
8	\$82,651	\$82,652	\$82,830	\$85,582	\$88,347	\$91,104	\$93,866
9		\$82,830	\$85,582	\$88,347	\$91,104	\$93,866	\$96,622
10		\$88,347	\$91,104	\$93,866	\$96,622	\$99,385	\$102,141
11		\$91,104	\$93,866	\$96,622	\$99,385	\$102,141	\$104,903
12		\$93,866	\$96,622	\$99,385	\$102,141	\$104,903	\$107,662
13		\$96,622	\$99,385	\$102,141	\$104,903	\$107,662	\$110,420
14		\$99,385	\$102,141	\$104,903	\$107,662	\$110,420	\$113,186
15		\$102,141	\$104,903	\$107,662	\$110,420	\$113,186	\$115,946
16		\$116,317	\$119,377	\$119,378	\$119,379	\$119,380	\$119,381
17				\$125,495	\$128,564	\$131,580	\$134,677

DIFFERENCES BETWEEN STEPS							
Step	BA	MA	MA+15	MA+30	MA+45	MA+60	MA+75
1							
2	\$1,957	\$2,069	\$2,757	\$2,756	\$2,759	\$2,756	\$2,766
3	\$2,074	\$2,069	\$2,758	\$2,761	\$2,758	\$2,766	\$2,753
4	\$4,140	\$4,143	\$2,759	\$2,752	\$2,759	\$2,753	\$2,764
5	\$2,763	\$2,761	\$2,752	\$2,765	\$2,760	\$2,764	\$2,752
6	\$2,756	\$2,752	\$2,765	\$2,760	\$2,764	\$2,752	\$2,765
7	\$2,761	\$2,765	\$2,760	\$2,764	\$2,752	\$2,765	\$2,757
8	\$10,862	\$5,346	\$2,764	\$2,752	\$2,765	\$2,757	\$2,762
9		\$178	\$2,752	\$2,765	\$2,757	\$2,762	\$2,756
10		\$5,517	\$5,522	\$5,519	\$5,518	\$5,519	\$5,519
11		\$2,757	\$2,762	\$2,756	\$2,763	\$2,756	\$2,762
12		\$2,762	\$2,756	\$2,763	\$2,756	\$2,762	\$2,759
13		\$2,756	\$2,763	\$2,756	\$2,762	\$2,759	\$2,758
14		\$2,763	\$2,756	\$2,762	\$2,759	\$2,758	\$2,766
15		\$2,756	\$2,762	\$2,759	\$2,758	\$2,766	\$2,760
16		\$14,176	\$14,474	\$11,716	\$8,959	\$6,194	\$3,435
17				\$6,117	\$9,185	\$12,200	\$15,296

DIFFERENCES BETWEEN STEPS							
Step	BA	MA	MA+15	MA+30	MA+45	MA+60	MA+75
1							
2	3.54%	3.41%	4.34%	4.16%	4.00%	3.84%	3.71%
3	3.62%	3.29%	4.16%	4.00%	3.84%	3.71%	3.56%
4	6.97%	6.39%	4.00%	3.83%	3.70%	3.56%	3.45%
5	4.35%	4.00%	3.83%	3.71%	3.57%	3.45%	3.32%
6	4.16%	3.83%	3.71%	3.57%	3.45%	3.32%	3.23%
7	4.00%	3.71%	3.57%	3.45%	3.32%	3.23%	3.12%
8	15.13%	6.92%	3.45%	3.32%	3.23%	3.12%	3.03%
9		0.22%	3.32%	3.23%	3.12%	3.03%	2.94%
10		6.66%	6.45%	6.25%	6.06%	5.88%	5.71%
11		3.12%	3.03%	2.94%	2.86%	2.77%	2.70%
12		3.03%	2.94%	2.86%	2.77%	2.70%	2.63%
13		2.94%	2.86%	2.77%	2.70%	2.63%	2.56%
14		2.86%	2.77%	2.70%	2.63%	2.56%	2.50%
15		2.77%	2.70%	2.63%	2.56%	2.50%	2.44%
16		13.88%	13.80%	10.88%	8.11%	5.47%	2.96%
17				5.12%	7.69%	10.22%	12.81%

WESTON BOE TEACHERS

2026-27 SALARY SCHEDULE							
Step	BA	MA	MA+15	MA+30	MA+45	MA+60	MA+75
1	\$57,136	\$62,721	\$65,579	\$68,426	\$71,273	\$74,124	\$76,970
2	\$59,157	\$64,858	\$68,426	\$71,271	\$74,122	\$76,970	\$79,826
3	\$61,298	\$66,994	\$71,273	\$74,122	\$76,970	\$79,826	\$82,668
4	\$65,573	\$71,271	\$74,122	\$76,964	\$79,818	\$82,668	\$85,522
5	\$68,426	\$74,122	\$76,964	\$79,818	\$82,668	\$85,522	\$88,363
6	\$71,271	\$76,964	\$79,818	\$82,668	\$85,522	\$88,363	\$91,218
7	\$74,122	\$79,818	\$82,668	\$85,522	\$88,363	\$91,218	\$94,065
8	\$85,337	<b>\$86,338</b>	<b>\$85,522</b>	\$88,363	\$91,218	\$94,065	\$96,917
9		<b>\$88,778</b>	<b>\$88,363</b>	\$91,218	\$94,065	\$96,917	\$99,762
10		\$91,218	\$94,065	\$96,917	\$99,762	\$102,615	\$105,461
11		\$94,065	\$96,917	\$99,762	\$102,615	\$105,461	\$108,312
12		\$96,917	\$99,762	\$102,615	\$105,461	\$108,312	\$111,161
13		\$99,762	\$102,615	\$105,461	\$108,312	\$111,161	\$114,009
14		\$102,615	\$105,461	\$108,312	\$111,161	\$114,009	\$116,865
15		\$105,461	\$108,312	\$111,161	\$114,009	\$116,865	\$119,714
16		\$120,097	\$123,257	\$123,258	\$123,259	\$123,260	\$123,261
17				\$129,574	\$132,742	\$135,856	\$139,054

DIFFERENCES BETWEEN STEPS							
Step	BA	MA	MA+15	MA+30	MA+45	MA+60	MA+75
1							
2	\$2,021	\$2,137	\$2,847	\$2,845	\$2,849	\$2,846	\$2,856
3	\$2,141	\$2,136	\$2,847	\$2,851	\$2,848	\$2,856	\$2,842
4	\$4,275	\$4,277	\$2,849	\$2,842	\$2,848	\$2,842	\$2,854
5	\$2,853	\$2,851	\$2,842	\$2,854	\$2,850	\$2,854	\$2,841
6	\$2,845	\$2,842	\$2,854	\$2,850	\$2,854	\$2,841	\$2,855
7	\$2,851	\$2,854	\$2,850	\$2,854	\$2,841	\$2,855	\$2,847
8	\$11,215	<b>\$6,520</b>	\$2,854	\$2,841	\$2,855	\$2,847	\$2,852
9		\$2,440	\$2,841	\$2,855	\$2,847	\$2,852	\$2,845
10		\$2,440	\$5,702	\$5,699	\$5,697	\$5,698	\$5,699
11		\$2,847	\$2,852	\$2,845	\$2,853	\$2,846	\$2,851
12		\$2,852	\$2,845	\$2,853	\$2,846	\$2,851	\$2,849
13		\$2,845	\$2,853	\$2,846	\$2,851	\$2,849	\$2,848
14		\$2,853	\$2,846	\$2,851	\$2,849	\$2,848	\$2,856
15		\$2,846	\$2,851	\$2,849	\$2,848	\$2,856	\$2,849
16		\$14,636	\$14,945	\$12,097	\$9,250	\$6,395	\$3,547
17				\$6,316	\$9,483	\$12,596	\$15,793

DIFFERENCES BETWEEN STEPS							
Step	BA	MA	MA+15	MA+30	MA+45	MA+60	MA+75
1							
2	3.54%	3.41%	4.34%	4.16%	4.00%	3.84%	3.71%
3	3.62%	3.29%	4.16%	4.00%	3.84%	3.71%	3.56%
4	6.97%	6.38%	4.00%	3.83%	3.70%	3.56%	3.45%
5	4.35%	4.00%	3.83%	3.71%	3.57%	3.45%	3.32%
6	4.16%	3.83%	3.71%	3.57%	3.45%	3.32%	3.23%
7	4.00%	3.71%	3.57%	3.45%	3.32%	3.23%	3.12%
8	15.13%	<b>8.17%</b>	3.45%	3.32%	3.23%	3.12%	3.03%
9		2.83%	3.32%	3.23%	3.12%	3.03%	2.94%
10		2.75%	6.45%	6.25%	6.06%	5.88%	5.71%
11		3.12%	3.03%	2.94%	2.86%	2.77%	2.70%
12		3.03%	2.94%	2.86%	2.77%	2.70%	2.63%
13		2.94%	2.86%	2.77%	2.70%	2.63%	2.56%
14		2.86%	2.77%	2.70%	2.63%	2.56%	2.51%
15		2.77%	2.70%	2.63%	2.56%	2.51%	2.44%
16		13.88%	13.80%	10.88%	8.11%	5.47%	2.96%
17				5.12%	7.69%	10.22%	12.81%

WESTON BOE TEACHERS

2027-28 SALARY SCHEDULE							
Step	BA	MA	MA+15	MA+30	MA+45	MA+60	MA+75
1	\$58,993	\$64,759	\$67,710	\$70,650	\$73,589	\$76,533	\$79,472
2	\$61,080	\$66,966	\$70,650	\$73,587	\$76,531	\$79,472	\$82,420
3	\$63,290	\$69,171	\$73,589	\$76,531	\$79,472	\$82,420	\$85,355
4	\$67,704	\$73,587	\$76,531	\$79,465	\$82,412	\$85,355	\$88,301
5	\$70,650	\$76,531	\$79,465	\$82,412	\$85,355	\$88,301	\$91,235
6	\$73,587	\$79,465	\$82,412	\$85,355	\$88,301	\$91,235	\$94,183
7	\$76,531	\$82,412	\$85,355	\$88,301	\$91,235	\$94,183	\$97,122
8	\$88,110	<b>\$89,144</b>	\$88,301	\$91,235	\$94,183	\$97,122	\$100,067
9		<b>\$91,663</b>	\$91,235	\$94,183	\$97,122	\$100,067	\$103,004
10		\$94,183	\$97,122	\$100,067	\$103,004	\$105,950	\$108,888
11		\$97,122	\$100,067	\$103,004	\$105,950	\$108,888	\$111,832
12		\$100,067	\$103,004	\$105,950	\$108,888	\$111,832	\$114,774
13		\$103,004	\$105,950	\$108,888	\$111,832	\$114,774	\$117,714
14		\$105,950	\$108,888	\$111,832	\$114,774	\$117,714	\$120,663
15		\$108,888	\$111,832	\$114,774	\$117,714	\$120,663	\$123,605
16		\$124,000	\$127,263	\$127,264	\$127,265	\$127,266	\$127,267
17				\$133,785	\$137,056	\$140,271	\$143,573

DIFFERENCES BETWEEN STEPS							
Step	BA	MA	MA+15	MA+30	MA+45	MA+60	MA+75
1							
2	\$2,087	\$2,207	\$2,940	\$2,937	\$2,942	\$2,939	\$2,948
3	\$2,210	\$2,205	\$2,939	\$2,944	\$2,941	\$2,948	\$2,935
4	\$4,414	\$4,416	\$2,942	\$2,934	\$2,940	\$2,935	\$2,946
5	\$2,946	\$2,944	\$2,934	\$2,947	\$2,943	\$2,946	\$2,934
6	\$2,937	\$2,934	\$2,947	\$2,943	\$2,946	\$2,934	\$2,948
7	\$2,944	\$2,947	\$2,943	\$2,946	\$2,934	\$2,948	\$2,939
8	\$11,579	\$6,732	\$2,946	\$2,934	\$2,948	\$2,939	\$2,945
9		\$2,519	\$2,934	\$2,948	\$2,939	\$2,945	\$2,937
10		\$2,520	\$5,887	\$5,884	\$5,882	\$5,883	\$5,884
11		\$2,939	\$2,945	\$2,937	\$2,946	\$2,938	\$2,944
12		\$2,945	\$2,937	\$2,946	\$2,938	\$2,944	\$2,942
13		\$2,937	\$2,946	\$2,938	\$2,944	\$2,942	\$2,940
14		\$2,946	\$2,938	\$2,944	\$2,942	\$2,940	\$2,949
15		\$2,938	\$2,944	\$2,942	\$2,940	\$2,949	\$2,942
16		\$15,112	\$15,431	\$12,490	\$9,551	\$6,603	\$3,662
17				\$6,521	\$9,791	\$13,005	\$16,306

DIFFERENCES BETWEEN STEPS							
Step	BA	MA	MA+15	MA+30	MA+45	MA+60	MA+75
1							
2	3.54%	3.41%	4.34%	4.16%	4.00%	3.84%	3.71%
3	3.62%	3.29%	4.16%	4.00%	3.84%	3.71%	3.56%
4	6.97%	6.38%	4.00%	3.83%	3.70%	3.56%	3.45%
5	4.35%	4.00%	3.83%	3.71%	3.57%	3.45%	3.32%
6	4.16%	3.83%	3.71%	3.57%	3.45%	3.32%	3.23%
7	4.00%	3.71%	3.57%	3.45%	3.32%	3.23%	3.12%
8	15.13%	8.17%	3.45%	3.32%	3.23%	3.12%	3.03%
9		2.83%	3.32%	3.23%	3.12%	3.03%	2.94%
10		2.75%	6.45%	6.25%	6.06%	5.88%	5.71%
11		3.12%	3.03%	2.94%	2.86%	2.77%	2.70%
12		3.03%	2.94%	2.86%	2.77%	2.70%	2.63%
13		2.94%	2.86%	2.77%	2.70%	2.63%	2.56%
14		2.86%	2.77%	2.70%	2.63%	2.56%	2.51%
15		2.77%	2.70%	2.63%	2.56%	2.51%	2.44%
16		13.88%	13.80%	10.88%	8.11%	5.47%	2.96%
17				5.12%	7.69%	10.22%	12.81%

WESTON BOE TEACHERS

2028-29 SALARY SCHEDULE							
Step	BA	MA	MA+15	MA+30	MA+45	MA+60	MA+75
1	\$61,058	\$67,026	\$70,080	\$73,123	\$76,165	\$79,212	\$82,254
2	\$63,218	\$69,310	\$73,123	\$76,163	\$79,210	\$82,254	\$85,305
3	\$65,505	\$71,592	\$76,165	\$79,210	\$82,254	\$85,305	\$88,342
4	\$70,074	\$76,163	\$79,210	\$82,246	\$85,296	\$88,342	\$91,392
5	\$73,123	\$79,210	\$82,246	\$85,296	\$88,342	\$91,392	\$94,428
6	\$76,163	\$82,246	\$85,296	\$88,342	\$91,392	\$94,428	\$97,479
7	\$79,210	\$85,296	\$88,342	\$91,392	\$94,428	\$97,479	\$100,521
8	\$85,202	\$89,357	\$91,392	\$94,428	\$97,479	\$100,521	\$103,569
9	\$91,194	\$93,418	\$94,428	\$97,479	\$100,521	\$103,569	\$106,609
10		\$97,479	\$100,521	\$103,569	\$106,609	\$109,658	\$112,699
11		\$100,521	\$103,569	\$106,609	\$109,658	\$112,699	\$115,746
12		\$103,569	\$106,609	\$109,658	\$112,699	\$115,746	\$118,791
13		\$106,609	\$109,658	\$112,699	\$115,746	\$118,791	\$121,834
14		\$109,658	\$112,699	\$115,746	\$118,791	\$121,834	\$124,886
15		\$112,699	\$115,746	\$118,791	\$121,834	\$124,886	\$127,931
16		\$120,520	\$123,732	\$125,350	\$131,719	\$131,720	\$131,721
17		\$128,340	\$131,717	\$131,909	\$136,786	\$138,450	\$140,160
18				\$138,467	\$141,853	\$145,180	\$148,598
DIFFERENCES BETWEEN STEPS							
Step	BA	MA	MA+15	MA+30	MA+45	MA+60	MA+75
1							
2	\$2,160	\$2,284	\$3,043	\$3,040	\$3,045	\$3,042	\$3,051
3	\$2,287	\$2,282	\$3,042	\$3,047	\$3,044	\$3,051	\$3,037
4	\$4,569	\$4,571	\$3,045	\$3,036	\$3,042	\$3,037	\$3,050
5	\$3,049	\$3,047	\$3,036	\$3,050	\$3,046	\$3,050	\$3,036
6	\$3,040	\$3,036	\$3,050	\$3,046	\$3,050	\$3,036	\$3,051
7	\$3,047	\$3,050	\$3,046	\$3,050	\$3,036	\$3,051	\$3,042
8	\$5,992	\$4,061	\$3,050	\$3,036	\$3,051	\$3,042	\$3,048
9		\$4,061	\$3,036	\$3,051	\$3,042	\$3,048	\$3,040
10		\$4,061	\$6,093	\$6,090	\$6,088	\$6,089	\$6,090
11		\$3,042	\$3,048	\$3,040	\$3,049	\$3,041	\$3,047
12		\$3,048	\$3,040	\$3,049	\$3,041	\$3,047	\$3,045
13		\$3,040	\$3,049	\$3,041	\$3,047	\$3,045	\$3,043
14		\$3,049	\$3,041	\$3,047	\$3,045	\$3,043	\$3,052
15		\$3,041	\$3,047	\$3,045	\$3,043	\$3,052	\$3,045
16		\$7,821	\$7,986	\$6,559	\$9,885	\$6,834	\$3,790
17		\$7,820	\$7,985	\$6,559	\$5,067	\$6,730	\$8,439
18				\$6,558	\$5,067	\$6,730	\$8,438
DIFFERENCES BETWEEN STEPS							
Step	BA	MA	MA+15	MA+30	MA+45	MA+60	MA+75
1							
2	3.54%	3.41%	4.34%	4.16%	4.00%	3.84%	3.71%
3	3.62%	3.29%	4.16%	4.00%	3.84%	3.71%	3.56%
4	6.98%	6.38%	4.00%	3.83%	3.70%	3.56%	3.45%
5	4.35%	4.00%	3.83%	3.71%	3.57%	3.45%	3.32%
6	4.16%	3.83%	3.71%	3.57%	3.45%	3.32%	3.23%
7	4.00%	3.71%	3.57%	3.45%	3.32%	3.23%	3.12%
8	7.56%	4.76%	3.45%	3.32%	3.23%	3.12%	3.03%
9		4.54%	3.32%	3.23%	3.12%	3.03%	2.94%
10		4.35%	6.45%	6.25%	6.06%	5.88%	5.71%
11		3.12%	3.03%	2.94%	2.86%	2.77%	2.70%
12		3.03%	2.94%	2.86%	2.77%	2.70%	2.63%
13		2.94%	2.86%	2.77%	2.70%	2.63%	2.56%
14		2.86%	2.77%	2.70%	2.63%	2.56%	2.51%
15		2.77%	2.70%	2.63%	2.56%	2.51%	2.44%
16		6.94%	6.90%	5.52%	8.11%	5.47%	2.96%
17		6.49%	6.45%	5.23%	3.85%	5.11%	6.41%
18				4.97%	3.70%	4.86%	6.02%