

16.4 **Notices:**

Except as specifically provided in this Agreement, all written notices to the Board or the Association, respectively, will be deemed to have been properly served if delivered electronically first and then personally or by certified mail to the Chair of the Boards and Superintendent and the President of the Association at the school at which he/she teachers. Furthermore, a copy of such notice shall be sent to the applicable school representative for the Association.

16.5 **Time Deadlines:**

Unless otherwise specifically provided in this Agreement, all time deadlines provided in this Agreement shall consist of school days from September 1 – June 12. From June 12 through August 31, days shall be weekdays, exclusive of legal holidays.

16.6 All salaries, benefits, duties and planning time for part-time teachers will be prorated based on his or her full-time equivalency (FTE) status, unless specified differently elsewhere in this Agreement.

16.7 This Agreement incorporates the entire understanding of all parties on all matters which were the subject of negotiations. During the term this Agreement is in force, neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement. All other matters not incorporated in this Agreement remain within the purview of the Board which retains the right to manage and direct the operation of the School District, in order to efficiently carry out its mission in accordance with Vermont State Statutes.

**Article 17
Retirement**

A. Payment to Retiring Teachers: (Does not apply to Cabot & Twinfield)

With twenty (20) years in the CCSU System - \$1,000.00

B. Early Retirement Incentive Program: (Does not apply to Cabot & Twinfield)

The School Board shall have the discretion, on an annual basis, to offer or not offer the early retirement plan noted herein and the discretion to specify the number of teachers to whom it will be offered.

This Early Retirement Incentive Program will be offered under the following limited conditions:

1. Eligibility:

This program is offered to any teacher in the bargaining unit whose age and years of experience in the district, when added together, equal seventy (70). For example, a teacher fifty (50) years old with twenty (20) years teaching experience in the district or at the top of the salary schedule would be eligible for this program.

2. Compensation:

- (a) The teacher shall receive a total cash payment equivalent to sixty-six percent (66%) of his/her highest teaching salary at the District. This figure shall be based only upon the annual teaching salary figure and shall not include extra compensation which may have been given for extra-curricular or co-curricular activities, per diem, or any other additional compensation.
- (b) For one (1) year following the teacher's resignation, the teacher may select and shall be provided either a single or two-person membership in the Blue Cross/Blue Shield Plan provided to teachers; both the Board and the teacher shall contribute the same percentage toward the premium cost of said plan as provided in the Agreement for said year of coverage.
- (c) The teacher may obtain family membership plans by paying the difference between the premium cost of such plans and the cost of the single membership plan. Following the expiration of the one-year period, the teacher will be allowed to continue membership in the group plan for an additional six months provided he/she pays the full cost of the group rate premium. Arrangements for payment of insurance premiums by the teacher will be established by the District.
- (d) At the teacher's option, the monetary amount of the health insurance premium will be paid to the Vermont Teachers Retirement System to pay for the teacher's cost of the plan.
- (e) The cash payment under Section B (1) above will be made in three equal installments on September 15 during the first three years following the teacher's resignation. The District will deduct any applicable state and federal taxes from the payments to teachers.

C. Procedures:

- 1. The Board will provide annual notice, by October 15, to the Association and the teachers if it intends to offer the Program. This notice shall specify the number of teachers to whom the Program will be offered.
- 2. Applications for this Program must be submitted by the teacher to the Superintendent by December 15.
- 3. If a greater number of teachers apply than the number authorized by the Board, seniority for CCSU will be used to select the teachers who will be selected for the Program.
- 4. Teachers will be notified whether or not they have been selected by March 15.
- 5. If early retirement is granted, teacher(s) must submit a letter of resignation within ten (10) school days of being notified.

D. Other Provisions:

1. This Program may be offered for all years of this Agreement, and in accordance with the provisions and procedures above.
2. This Program is being offered on an entirely voluntary basis. No teacher shall be obligated to participate in this Program.
3. Teachers who are interested in this Program may contact the Superintendent's office to verify their salary, health insurance costs and procedures.
4. This Program shall be considered an addendum to the current Agreement, and should a dispute arise as to the interpretation of its provisions, the enforcement procedures of the grievance and arbitration provisions of the Agreement shall apply. It is specifically understood, however, that this Program shall expire according to the terms specified herein. In no way shall it be considered part of the status quo should the parties fail to reach agreement on a successor to the current Agreement nor shall it be continued beyond the term specified except by express written agreement.

Article 17.A Early Retirement Incentive (Cabot & Twinfield Only)

Availability

For a given year, the Board may make available career change/early retirement incentives. If the Board so chooses, the Board will announce the availability of the career change/early retirement incentives by October 1st. At that time, the Board will determine the number of career change/early retirement slots that will be made available for the next school year. Applicants for these slots must respond in writing no later than December 1st. If there are more applicants than slots in a given year, slots will be awarded by seniority in the district.

Any teacher who will have accumulated fifteen (15) years of teaching service in the district and who will reach fifty (50) years of age by the next June 30th and who retires/resigns from the district will be eligible for the benefits as follows:

- a. The teacher who retires/resigns under this plan will receive a cash payout of eighty percent (80%) of his/her last full year salary with the district exclusive of any extra compensation for extracurricular activities
- b. The cash payment as described above will be made in four (4) equal installments on or before September 1st of the first four (4) years following the teacher's retirement/resignation. The payments will be less any applicable deductions for state and federal taxes. The teacher may opt to have the district pay directly into the teacher retirement system.

October 4, 2022 Seigny Trust Fund Allocation Request

“A fund established with the interest only to be used for the maintenance and improvement of the school athletic fields and facilities.”

Request for October 4, 2022 Danville School Board Approval:

October 4, 2022 Seigny Fund School Board Requests:

- | | |
|--|---------|
| 1. Removal / Disposal of chain link outfield fencing
Prep work for portable fencing / repair work
Little League field – safety issue (Garren Calkins) | \$1,545 |
| 2. Portable Fencing – Little League outfield
Ground sleeves, poles, fencing | \$1,500 |
| 3. Top Loam – repair material for field areas
Garren Calkins Excavating – 2 yds. | \$60 |
| 4. Additional fall infield prep expenses
Necessary because of emergency expenditures
Repair of sawdust pile damage
Little league season prep for safety / pitcher’s plate
Diamond Turf (\$375 overquote + \$1,275) | \$1,650 |
| 5. Baseball Field Cedar Hedge Trimming
Trimming / Removal of clippings
Vertical sides and tops | \$2,500 |
| 6. Misc. materials for bench legs, tarp,
Softball dugout weather proofing,
concrete barrier(entrance to soccer field) | \$325 |
| 7. Stay mat – Town field parking lot
Town of Danville – 3 loads @ \$200
Town will truck and grade this fall | \$600 |
| TOTAL: | \$8,180 |

Brooke Gendron-Hale
Sun, Sep 18, 2022 at 10:24 PM

To: Larry Fliegelman

I am interested in this position because I think it could really help me especially moving forward in highschool and in some sort of way I feel like it will be something good that colleges could look into for something that I have done in my highschool years. I think it could leave a big impact and I think this could also be a good and fun experience.

I have not really had any past leadership roles since I am only a sophomore which is another reason why I want to do this, so that I can experience some!

To make sure the voices of everyone is included I could do something to do with leadership that invokes everyone else or do something that could teach them something throughout all of the grades. I am not quite exactly sure what that would be since like I said before I haven't really had experience with leadership yet.

I feel like in some ways Danville can struggle with the learning environment and I think beginning to change it or trying to change it fully would really help a lot of people in different ways. I feel like as a freshman and sophomore I didn't contribute to fixing the learning environment in any way because you don't really start getting into that sort of stuff until the higher grades. But like I said I just really wanted to try this out and see what I could do to change things and to see what this is like.

Brooke Gendron-Hale, 10th grade
Thank you, Have a nice day