

AGREEMENT BETWEEN
TOLLAND BOARD OF EDUCATION
AND
TOLLAND ADMINISTRATIVE SOCIETY
JULY 1, 2017 - JUNE 30, 2020

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**AGREEMENT BETWEEN
TOLLAND BOARD OF EDUCATION
AND
TOLLAND ADMINISTRATIVE SOCIETY**

JULY 1, 2017 - JUNE 30, 2020

ARTICLE I- RECOGNITION

- A. The Tolland Board of Education (hereinafter referred to as the "Board") hereby recognizes the Tolland Administrative Society (hereinafter referred to as the "Society") as the exclusive representative for the entire group of certified professional employees, who are employed in positions requiring an intermediate administrator certificate, or the equivalent thereof, hereinafter referred to as "Administrators".
- B. The Society accepts such recognition and agrees to represent equally all Administrators, which shall mean all persons employed in the positions of elementary school principals, and assistant principals, middle school principal and assistant principals, high school principal and assistant principals, director of curriculum, curriculum supervisors, and director of pupil services.

ARTICLE II- PROFESSIONAL NEGOTIATIONS

The Board and the Society agree to negotiate in good faith, pursuant to Connecticut General Statutes, in accordance with the procedure set forth within, to secure a successor agreement relative to all matters concerning salaries and other conditions of employment. The agreement so negotiated shall bind and inure to the benefit of the Board and all members of the Society, and shall be reduced to writing and signed by the Board and the Society.

ARTICLE III- GENERAL WORKING CONDITIONS

- A. The school year calendar as established by the Board for each year of this contract shall be set forth in Appendix A and attached hereto and made part hereof.
- B. Administrators will maintain the following schedules:
 - 1. Administrators shall receive as paid holidays the following: Fourth of July, Labor Day, Columbus Day, Thanksgiving, the day following Thanksgiving, the work day preceding and the work day following Christmas, Christmas, the work day preceding New Year's Day, New Year's Day, Presidents Day, Good Friday, Memorial Day, Martin Luther King Day and two (2) floating holidays. This provision does not apply to any Administrator in a ten (10) month position.
 - 2. For an administrator hired prior to June 30, 2017, annual vacation shall

consist of twenty-five (25) working days; thirty (30) working days after an Administrator has accumulated ten (10) years of service in the school district. Unused vacation time may be accumulated to a maximum of 80 days at a rate often (10) per year, initial credit for the same not to exceed 10 days. Upon death, retirement or termination of service in the district, the Administrator will be compensated for each accumulated vacation day at the rate of 1/225 of the current annual salary. All vacation days shall be credited in advance as of July 1 of the contract year; such days are considered on a pro rata basis in cases of terminating service during the course of the contract year. This provision does not apply to any Administrator in a ten (10) month position.

3. For an administrator hired on or after July 1, 2017, annual vacation shall consist of twenty-five (25) working days; thirty (30) working days after an administrator has accumulated ten (10) years of service in the school district. Up to five (5) unused vacation days may be carried over to the next year.
4. Administrators shall attend Board meetings when specific items directly related to that Administrator's specific area of responsibility are on the agenda. Such items shall be scheduled at the beginning of the published agenda whenever possible.
5. On days when school has been canceled due to hazardous conditions, Administrators shall be in attendance only when and if it is safe to travel.
6. It is expected that Administrators will be in attendance 10 days prior to the opening day of school. Vacation days may be approved during this time by the Superintendent. Administrative meetings will be scheduled during mid- week for this period.
7. Any Administrator in a ten (10) month position shall work the student school year plus ten (10) days prior to the start of the school year and ten (10) days after the end of the student school year, not to include the July 4th holiday.

ARTICLE IV- ADMINISTRATIVE ASSISTANCE

- A. Administrative and clerical assistance will be provided as warranted.

There shall be central substitute procurement for the Tolland Schools.

ARTICLE V- INSURANCE BENEFITS

- A. HSA Plan

Effective July 1, 2017, a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA) shall be the core insurance plan. For any administrator who remains enrolled in the PPO Plan as set forth below, the Board will pay the same total dollar amount toward the premium cost for the PPO Plan as the Board pays toward the premium cost for the High Deductible/HSA Plan for any administrator enrolled at the same coverage level. The administrator shall pay 100% of the difference between the Board's total dollar premium contribution and the total premium cost for the PPO Plan. This buy up provision shall not apply to Administrators hired after June 30, 2014.

The Board shall implement a high deductible/HSA plan including the following components:

| | In-Network | Out-of-Network |
|---|-------------------|---|
| Annual Deductible (Individual/Aggregate Family) | \$2000/4000 | \$4000/8000 |
| Co-insurance | N/A | 20% after deductible up to co-insurance maximum |
| Co-insurance Maximum (Individual/Aggregate Family) | N/A | \$4000/8000 |
| Cost Share Maximum (Individual/Aggregate Family) | \$2000/4000 | \$4000/8000 |
| Lifetime Maximum | Unlimited | Unlimited |

For the 2017-18 contract year, the Board will fund seventy percent (70%) of the applicable HSA deductible amount for each eligible Administrator who elects coverage under the high deductible/HSA plan. For the 2018-19 contract year, the Board will fund sixty percent (60%) of the applicable HSA deductible amount for each eligible Administrator who elects coverage under the high deductible/HSA plan. For the 2019-20 contract year, the Board will fund fifty percent (50%) of the applicable HSA deductible amount for each eligible Administrator who elects coverage under the high deductible/HSA plan. The Board's contribution toward the HSA deductible will be deposited into the HSA accounts throughout the course of the year, on the Board's payroll dates. The parties acknowledge that the Board's contribution toward the funding of the HSA plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for actively employed Administrators. The Board shall have no obligation to fund any portion of the HSA deductible for retirees or other individuals upon their separation from employment. If the high deductible/HSA plan is implemented after the start of the calendar year, the Board's contribution toward the funding of the deductible shall be pro-rated for that year.

Administrators shall be responsible for paying the following percentages of the premium costs for the high deductible/HSA plan:

| | |
|---------|-----|
| 2017-18 | 15% |
| 2018-19 | 16% |
| 2019-20 | 17% |

- B. The PPO plan will include the following elements:

| | |
|---|--|
| In-network services | |
| Office Visit Co-payment | \$25 |
| Urgent Care Co-payment | \$30 |
| Emergency Room Co-payment | \$100 |
| Outpatient surgery co-payment | \$125 |
| In-patient hospitalization co-payment | \$200 |
| Out-of-network services | |
| Deductibles | \$250/500/750 |
| 80/20 Co-insurance, subject to the following out-of-pocket maximums | \$1250/2500/3750 |
| Cost-share maximums | \$1500/3000/4500 |
| Prescription Coverage | |
| | \$10/25/40, with 2x co-payment for mail order. |

- C. The Board shall provide, at its expense, for the participating employee, eighty-two percent (82%) for the duration of the contract, of the cost of family coverage or individual coverage, (whichever is applicable) of the following:
- a. Vision Care and Dependent Children Rider.
 - b. Full Service Dental Plan with Rider A.
 - c. Term life insurance coverage in the amount of two times salary.
- D. The Board shall have the right to change the carriers and/or plans for the health, dental and life insurance benefits described in this article, provided that the new carriers and/or plans provide an overall level of benefits which, when considered as a whole, provides a level of benefits comparable to the existing carriers and/or plans. The Board also reserves the right to self-insure some or all of the health, dental and life insurance benefits. The Board will consult with the Society before changing carriers and will arrange for information sessions with affected employees prior to implementing any change.
- E. Income protection/disability insurance selected by the society to provide income of \$2000 per month for the term of disability or to age 65 (88% paid by Board).
- F. A retiree may continue coverage of the health, life insurance and disability plans under sub group established by the Board. Administrators in this sub group shall make monthly payments through the Board. The

Board shall pay twenty-five percent (25% of the cost of the coverage for a maximum often (10) years for a retiree with a minimum of ten (10) years of service in the Tolland schools, after which a retiree may choose to continue payments through the Board until eligible for Medicare benefits. This shall not apply to administrators hired on or after July 1, 2017.

- G. Compensation shall be paid by the Board to an Administrator for personal property damage sustained as a result of performance of lawful duties. The compensation shall not exceed the cost of repair or replacement less the amount paid by the Administrator's homeowners or automobile insurance.
- H. The Patient Protection and Affordable Care Act ("PPACA"; Public Law 111-48) has set forth and codified under the Internal Revenue Code §4980I the imposition of an excise tax related to employer provided health insurance plans that exceed certain value thresholds. The impact of the excise tax is scheduled to take effect in 2020. Should any federal statute or regulation pertaining to IRC §4980I be mandated to take effect during the term of this Agreement, triggering the imposition of an excise tax with respect to any of the contractually agreed upon insurance plans offered herein, the parties agree to commence mid-term negotiations in accordance with the Teacher Negotiation Act. During such mid-term negotiations, the parties will re-open the "Insurance Benefits" Section, Article V, for the purpose of addressing the impact of the excise tax. No other provision of the contract shall be reopened during such mid-term negotiations.

ARTICLE VI- FRINGE BENEFITS

- A. An amount equal to 3% +\$1,500.00 of an Administrator's salary (Article XVII) paid by the Board as a fringe benefit, to maintain in each Administrator's name an annuity fund selected by the Administrator. This entire contribution to the Administrator's annuity fund shall be credited in one lump sum payment in July. Should the Administrator terminate service during the contract year in the school district, the Administrator shall reimburse the town at the time of severance on a pro rata basis for the remainder of the year not served. An Administrator may elect to have the Board contribution to the annuity included as regular income and reported as salary, in which case, the amount will be paid in equal installments throughout the contract year.
- B. An Administrator choosing to allocate a portion of his/her salary to an annuity may have a percentage of that portion credited to the fund during the first pay period in July. The entire amount chosen by the Administrator will be deducted in monthly installments.
- C. The amount \$1,100 per Administrator shall be budgeted annually for Administrators' attendance at professional conferences, courses, and conventions which have been approved in advance by the Superintendent. The

reimbursement shall not exceed the cost of the per Administrator allocation or the cost of the conferences, courses, and workshops, whichever is less.

ARTICLE VII- SICK LEAVE

- A. Administrators shall be entitled to sick leave with full pay up to twenty-four (24) working days each year. Notwithstanding the foregoing, any Administrator in a ten (10) month position shall be entitled to sick leave with full pay for up to twenty (20) working days each year. Unused sick leave may be accumulated to 400 days. Sick days shall be credited to the Administrator in advance as of July 1 of the contract year. Absences resulting from personal injury sustained in performance of official duties shall not be charged to sick leave but shall be paid at regular salary.
- B. In the event of extended illness in which the accumulated sick leave is exhausted, the Board shall maintain the fringe and all other benefits for the remainder of the contract.
- C. Upon retirement, death or termination of service in the district, Administrators shall be compensated for accumulated sick leave. The compensation shall be at the rate of fifty dollars (\$50.00) per accumulated day not to exceed 225 days. This provision shall not apply to administrators hired on or after July 1, 2017.

ARTICLE VIII- PERSONAL DAYS AND SHORT TERM LEAVES OF ABSENCE

Administrators shall be entitled to the following leaves of absence with full pay:

- A. Bereavement Leave- five (5) days, not accumulative, to be at the discretion of the Administrator upon death of a spouse, parent, step-parent, sibling, child, step-child, or any other person domiciled in the employee's household.
- B. Family Illness- Absences up to fifteen (15) days per year due to illness in the Administrator's immediate family may be charged to that Administrator's sick leave. Immediate family shall be defined as the employee's spouse, parent, step-parent, sibling, child, step-child, or any other person domiciled in the employee's household.
- C. Religious Holidays - maximum two (2) days.
- D. Personal Days- three (3) days, not accumulative, to be used at the Administrator's professional discretion to conduct personal business. The reason for the use of such days shall be confidential and stated to the Superintendent.

ARTICLE IX- LEAVES OF ABSENCE WITH COMPENSATION

Leave of absence with compensation is considered a benefit to the recipient and the school system. The program of leaves of absence with compensation is specifically

designed to improve the instructional program, provide stimulating professional growth opportunities for the Administrators and preparation for additional responsibilities.

Administrators on leave of absence with compensation shall be paid a minimum of fifty percent (50%) of the contract rate and full benefits in effect during such a leave except that sick days may not be accumulated during the leave.

A. Specifications

1. A leave of absence with compensation may be granted at the discretion of the Board to any Administrator who has completed six (6) consecutive years of service as an Administrator in the district and upon recommendation of the Superintendent.
2. Application for leave of absence with compensation will be submitted to the Superintendent in writing by January 1 prior to the proposed date of the leave. The applicant will include a statement in writing specifying the purpose of the leave, an outline of the proposed program, and sufficient information to establish the value of the leave to the applicant and the school system.

B. Conditions

1. Full time leaves of absence with compensation will ordinarily be granted for not less than three (3) months (one semester) nor more than one (1) calendar year. Part time leaves of absence with compensation will be considered by the Board.
2. Administrators granted such leave agree not to accept gainful employment while on leave, except as approved by the Superintendent.
3. An Administrator, while on leave of absence with compensation, shall be considered in regular full time attendance in the position from which the leave was taken during the period of said leave, for the purpose of determining the Administrator's length of service and the right to receive all contract benefits.
4. Remuneration will be in accordance with the contractual agreement.
5. Administrators granted a leave of absence with compensation are required at the conclusion of the leave to return to their administrative duties in the Tolland School System and continue in Tolland for not less than two (2) years. Prior to beginning the leave, the Administrator shall enter into a contract to return to active service in the Tolland Public Schools for a period of two (2) years following the expiration of such leave in the previous administrative position, or to an administrative position mutually acceptable to the Administrator and the Board. An Administrator who does not abide by this contract shall repay the Board

the sum bearing the same ratio to the amount received while on leave that the unfulfilled portion of the two (2) years subsequent years' service bears to the full two (2) years; provided, however, that the Administrator shall be released from such payments if his/her failure to serve the two (2) years as stipulated is due to illness, disability, death, or if transferred or discharged from his/her position by the Board.

6. A successful applicant who, for any reason, chooses to refuse his/her leave will notify the Superintendent of this fact no later than three (3) months prior to the approved starting date of said leave to be assured of an administrative position in Tolland during the year for which the said leave was granted.
7. The Administrator, upon return from leave, will receive reappointment to his/her former position, or to a position mutually acceptable to the Administrator and the Board.

C. Qualifications

In evaluating applications for a leave of absence with compensation, the following shall be considered:

1. The extent of the applicant's professional study, growth, contributions, and successful service in education.
2. The extent to which plans submitted for the use of time on leave are definite and educationally constructive.
3. Other leaves held by the applicant, such as exchange programs, health leave, or others provided by the Board.

ARTICLE X- EXTENDED LEAVE OF ABSENCE WITHOUT PAY

An Administrator, at the discretion of the Board, may be granted a leave of absence without pay for up to one (1) calendar year. Ordinarily, application for such leave will be submitted to the Superintendent in writing by January 1 of the year of the leave. It is understood that the Board will consider exceptions.

ARTICLE XI- ASSIGNMENTS AND TRANSFERS

- A. Assignments and transfers of Administrators will be made by the Superintendent to best serve the interests of the educational program. Administrators shall be given advance notice of intent to change assignments and/or transfer of administrative responsibility.
- B. In the event of anticipated change in administrative assignment, written notice of the proposed change will be provided to Society Members as soon as practicable. The notice will be sent to the district email addresses of the

administrators.

- C. A meeting date, mutually agreed upon by Administrators and the Superintendent, will be established for the purpose of discussion and consultation regarding the proposed change in assignment. Whenever possible, voluntary transfer or reassignment of Administrators shall be implemented.
- D. The existence of vacancies in administrative positions shall be sent electronically.

ARTICLE XII- PROTECTION OF ADMINISTRATORS

- A. The Board shall protect and save harmless an Administrator from financial loss and expense as provided in Section 10-235 of the Connecticut General Statutes arising out of the defense of any claim by reason of alleged negligence or other act resulting in alleged mental, educational or accidental physical injury providing such administrator of was acting in the discharge of duties within the scope of his/her employment.
- B. Pursuant to Section 10-236 of the Connecticut General Statutes, if an Administrator is absent from school as a result of injury caused by assault or arising out of and in the course of his/her employment, the Administrator shall be paid full salary without having the absence charged to annual or accumulated sick leave. Any amount of salary payable pursuant to this section shall be reduced by the amount of any Workmen's Compensation award for disability due to the said injury for the period for which such salary is paid.
- C. No administrator shall be reprimanded, suspended, disciplined or demoted without just cause.

ARTICLE XIII- PERSONNEL

The Board and the Society agree that prior to the submission of any recommendation to the Board for the establishment of any new positions or the elimination of existing positions to be or being currently represented by the Society, the Board and Superintendent or representatives thereby shall consult with representatives of the Society so that consideration may be given to the Society's views during the formulation of any plans, projects or proposals.

ARTICLE XIV- GRIEVANCE PROCEDURE

The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to problems which may arise affecting the welfare and working conditions of Administrators. It is agreed that proceedings shall be kept confidential.

A. Definitions

1. "Grievance" shall mean a claim by an Administrator based upon a violation, misinterpretation or alleged breach of a provision(s) of *this* contract which affects the welfare or conditions of employment of an Administrator or group of Administrators in an inequitable or unfair manner.
2. "Administrator" shall refer to those individuals identified in Article I and may include a group of Administrators similarly affected by a grievance.
3. "Party in interest" shall mean the person or persons making the claim, including the designated representative as provided for herein, and any person or persons who might be required to take action or against whom action might be taken in order to resolve the problem.
4. "Days" shall mean normal working days.

B. Time Limits

1. Since it is important that a grievance be resolved as rapidly as possible, the number of days indicated at each step shall ordinarily be considered a maximum. The time limits specified may be, however, extended by written agreement of the parties in interest. It is understood that grievance meetings and proceedings shall be held during normal working hours when school is in session.
2. If an Administrator does not file a grievance in writing within thirty (30) working days after he/she knew, or should have known, of the act or conditions upon which the grievance is based, then the grievance shall be considered to have been waived.
3. Failure by the aggrieved Administrator at any level to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level.

C. Informal Procedures

1. The aggrieved Administrator may first discuss the matter of the grievance with the Superintendent in an effort to resolve the problem informally.
2. If the Administrator is not satisfied with such disposition of the matter, he/she shall have the right to have the Society assist him/her in further efforts to resolve the problem informally with the Superintendent.

D. Formal Procedures

1. Level One - Superintendent

- a. If the aggrieved Administrator is not satisfied with the outcome of informal procedures, or if he/she has elected not to utilize such procedures, he/she may file a written grievance with the Society for referral to the Superintendent.
- b. The Society shall, within five (5) days after receipt, refer the grievance to the Superintendent, but prior to doing so, the Society shall provide an opportunity for the aggrieved Administrator to meet with the Society to review the grievance.
- c. The Superintendent shall, within ten (10) days of the receipt of the grievance, meet with the aggrieved Administrator and representatives of the Society for the purpose of resolving the grievance. A full and accurate record of such hearing shall be kept by the Superintendent and made available to parties in interest or authorized representatives and the Board upon written request.
- d. The Superintendent shall, within seven (7) days after the hearing, render a decision and the reasons therefore in writing to the aggrieved Administrator, with a copy to the Society.

2. Level Two -Arbitration

- a. If the aggrieved Administrator is not satisfied with the disposition of the grievance at Level One, he/she may request within (5) days of the decision, in writing to the president of the Society, that his/her grievance be submitted to arbitration.
- b. The Society, within five (5) days of the receipt of such request, submit the grievance to arbitration by so notifying the Board.
- c. The chairman of the Board and the president of the Society shall, within five (5) days after such written notice, jointly select a single arbitrator who is an experienced and impartial person of recognized competence. If the parties are unable to agree upon an arbitrator within five (5) days, the American Arbitration Association shall immediately be called to select the single arbitrator. The arbitrator shall have no power to delete from, add to or modify in any way the provisions of this agreement.
- d. The arbitrator selected shall confer promptly with representatives of the Board and the Society, shall review the record of prior hearings, and shall hold such further hearings with the aggrieved Administrator and other parties in interest as he/she shall deem

requisite.

- e. The arbitrator shall within ten (10) days after his/her selection, render a decision in writing to all parties in interest setting forth his/her findings of fact, reasoning, and conclusions on the issues submitted. The decision of the arbitrator shall be final and binding on all parties in interest.
- f. The costs for the services of the arbitrator shall be borne equally by the Board and Society.

E. Rights of Administrators to Representation

- 1. No reprisals of any kind shall be taken by either party or by any representative of the Board against any participant in the grievance procedure by reason of such participation.
- 2. Any party in interest may be represented at Levels One and Two of the formal grievance procedure by a person of his/her own choosing, except that he/she may not be represented by a representative or an officer of any other administrator organization other than the Society. When the Administrator is not represented by the Society, the Society shall have the right to state its views.
- 3. In the event that the Society shall not have elected to submit a grievance to arbitration, the aggrieved Administrator may submit the grievance to arbitration independently by following the procedures outlined above, provided, however, that the share of the costs for the arbitrator shall be borne by the aggrieved Administrator.
- 4. The Society and/or the Board may, if they so desire, call upon any professional services for consultation and assistance at any stage of the procedure.

F. Miscellaneous

All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

ARTICLE XV- ADMINISTRATIVE REDUCTION IN FORCE

- A. It is recognized that from time to time it may become necessary to eliminate certified staff positions in certain circumstances. The Board has the sole authority authorized by Connecticut General Statutes to establish and maintain educational programs and determine the number of Administrators who shall be employed. All other Board prerogatives as stipulated by Connecticut General Statutes are acknowledged. The following outlines the method in which staff reductions will be implemented, how Administrators are to be affected by a reduction in force

will be identified and the manner in which they will be reassigned and compensated.

- B. If it becomes necessary to reduce the number of Administrators in the bargaining unit, the Board or the Superintendent, as the case may be, shall determine and identify the positions, or programs in which reductions shall take place. In determining the Administrator who shall thereafter be released, the following guidelines shall apply:
1. Retirements, resignations, non-renewals and terminations among the administrative staff will first be reviewed by the Board to determine if the staff is reduced in sufficient number in this manner to avoid further release of administrators.
 2. If Administrators must be released, they must be dismissed in accordance with the following priorities:
 - a. Tenured Administrators with the least amount of seniority in Tolland shall be dismissed first except that such Administrators may be retained by the Board over more senior Administrators based on an analysis of the following factors:
 1. Need of the school system (i.e. levels of administrative experience- (elementary/secondary)
 2. Administrator's annual evaluation
 3. Educational Background
 4. Nature and diversity of certification
 - b. Seniority used herein shall mean length of continuous service in the Tolland School System as an Administrator. In the event of equal seniority, total years of regular full time administrative experience shall govern.
 3. The Superintendent, as a representative of the Board, shall provide written notice to the Administrator(s) affected by the reduction in staff with a copy to the president of the Society. In any event, for such termination to become effective at the start of a school year, written notices shall be given no later than March 1st of the calendar year.
 4. An Administrator who has been affected by reduction in force and subsequently assumes a different position in the Tolland Schools shall be given full credit on the teachers' salary schedule for all years of administrative and teacher service.
 5. The Administrator shall be recalled to the first administrative vacancy for which he/she is certified and qualified in the Tolland School System. There is a two (2) year limit for this provision.

6. The Board, realizing the importance of job security, recognizes the Tolland Administrators and has entitled them to the same rights and opportunities as Administrators that are listed under the teacher tenure act relating to year to year employment. More specifically, the contract of employment of a tenured Administrator in the Tolland School System shall be renewed from year to year, as an Administrator, except that it may be terminated at any time for one or more of the following reasons:
- a. Incompetence;
 - b. Insubordination against reasonable rules of the Board;
 - c. Moral misconduct;
 - d. Disability., as shown by competent medical evidence;
 - e. Elimination of the position to which the administrator was appointed;
 - f. Programmatic or fiscal reasons.

ARTICLE XVI- NEW ADMINISTRATORS

In the event that an Administrator vacancy occurs, and/or an Administrator position is created, the following formula shall be used in the determination of salary. Current Administrators transferred or reassigned shall not incur a reduction of their current salary.

CONTRACT YEAR 2016-17 (Base Year)

| | | |
|----------------------|-----------|--|
| BASE SALARY - | \$128,364 | Principal |
| | \$123,000 | Director of Pupil Services * <i>effective June 30, 2017 (see attached MOA)</i> |
| | \$118,971 | Assistant Principals/Directors |
| | \$102,433 | Curriculum Supervisor |

INCREMENTS - \$1,000.00 for each year of experience in education as deemed appropriate by the Superintendent and the Board, not to exceed \$9,000.00.

LEVEL- \$1,000.00 HIGH SCHOOL
 \$500.00 MIDDLE SCHOOL

The base salary for an Administrator in a ten (10) month position shall be set at ninety percent (90%) of the Base Salary for Assistant Principals, as listed above. In determining the salary of a candidate for an administrative position, the Superintendent shall take into account his or her administrative experience and training among the other factors considered.

The base salary amounts for each year of this Agreement shall be increased by the general wage increase percentage for that contract year.

For any newly hired Administrator who holds a doctoral degree, or for any Administrator who earns a doctoral degree during the course of employment with the Board, the Board shall add \$2,000 to the annual base salary for that administrator. In the event that an individual holding a

doctoral degree commences employment during the contract year, or in the event that a currently employed Administrator earns a doctoral degree during the contract year, the \$2,000 amount shall be pro-rated for that year.

ARTICLE XVII- SALARY SCHEDULE

It is understood that health insurance benefits and cost to Administrators will remain equivalent to those offered to other Tolland School employees and that benefits described in the administrative contract will remain in force for the term of the contract.

The following salaries reflect the cash compensation paid to Administrators, exclusive of the annuity payments described in Article VI, Section A of this Agreement. The salaries set forth below reflect the salaries applicable to the specific individuals employed in these positions as of July 1, 2016.

| POSITION | 2017-18 | 2018-19 | 2019-20 |
|-------------------------|----------------|----------------|----------------|
| Principal- THS | \$135,429 | \$138,138 | \$140,901 |
| Principal- TMS | \$132,008 | \$134,648 | \$137,341 |
| Principal- TIS | \$132,004 | \$134,644 | \$137,337 |
| Principal- BGP | \$132,004 | \$134,644 | \$137,337 |
| A.P.-THS (1) | \$132,068 | \$134,709 | \$137,403 |
| A.P.-THS (2) | \$126,656 | \$129,189 | \$131,773 |
| A.P.-TMS | \$123,199 | \$125,663 | \$128,176 |
| A.P.-TIS (10 month) | \$109,215 | \$111,399 | \$113,627 |
| A.P.-BGP (10 month) | \$109,215 | \$111,399 | \$113,627 |
| Director of Curriculum | \$132,493 | \$135,143 | \$137,846 |
| Director Pupil Services | \$122,880 | \$125,338 | \$127,845 |
| K-12 Supervisor- Math | \$106,522 | \$108,652 | \$110,825 |
| K-12 Supervisor -ELA | \$109,582 | \$111,774 | \$114,009 |

2017-18: Effective July 1, 2017, the annual salary rates in effect for all bargaining unit Administrators during the preceding contract year shall be increased by a general wage increase of 2.00%.

2018-19: Effective July 1, 2018, the annual salary rates in effect for all bargaining unit Administrators during the preceding contract year shall be increased by a

general wage increase of 2.00%.

2019-20; Effective July 1, 2019, the annual salary rates in effect for all bargaining unit Administrators during the preceding contract year shall be increased by a general wage increase of 2.00%.

ARTICLE XVIII- DURATION

This Agreement shall take effect on July 1, 2017 and shall remain in full force and effect through June 30, 2020.

TOLLAND BOARD OF EDUCATION

12/6/16 Kathy Brady
Date

TOLLAND ADMINISTRATIVE SOCIETY

10-6-16 [Signature]
Date

APPENDIX A SCHOOL CALENDAR

MEMORANDUM OF AGREEMENT

The Tolland Board of Education (the "Board") and the Tolland Administrative Society (the "TAS") agree as follows:

- 1) The parties recently reached agreement on contract terms for the period July 1, 2017 through June 30, 2020. As part of that contract settlement, the parties agreed that Article XVI ("New Administrators") of the contract would be modified as follows, effective June 30, 2017:

The base salary for the Director of Pupil Services shall increase to \$123,000. As such, effective July 1, 2017, the current Director of Pupil Services, [INSERT NAME] shall have her rate of pay increased by 2 percent of the \$123,000. 2016-17 base salary. As such, assuming [INSERT NAME] remains in the position for the duration of the contract, she will earn a salary of \$122,880 for the 2017-18 contract year; \$125,338 for the 2018-19 contract year and \$127,854 for the 2019-20 contract year.

- 2) The parties agree that should [INSERT NAME] leave the role of Director of Pupil Services during the life of the 2017-2020 contract, the language set forth in Article XVI ("New Administrators"), of the 2017-2020 contract regarding the base salary for new administrators will be implemented as written.
- 3) This Memorandum of Agreement shall not affect any other provision of the parties' 2017-2020 contract, and shall not establish a practice or precedent in any respect.

TOLLAND BOARD OF EDUCATION

By: Kathy Crowley
Date: 10/6/16

TOLLAND ADMINISTRATIVE
SOCIETY

By: [Signature]
Date: 10-6-16