

Agreement

*Between the
Glastonbury Board of Education and
Glastonbury School Administrators' Association*

for the period July 1, 2018-June 30, 2022

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**AGREEMENT BETWEEN THE
GLASTONBURY BOARD OF EDUCATION
AND THE
GLASTONBURY SCHOOL ADMINISTRATORS' ASSOCIATION**

The Agreement is made by and between the Glastonbury Board of Education (hereinafter referred to as the "Board") and the Glastonbury School Administrators' Association (hereinafter referred to as the "Association").

The Agreement shall be construed as though it were a policy of the Glastonbury Board of Education in the subject areas covered by the Agreement for the duration of the Agreement and shall not be changed except by mutual consent of the parties of this Agreement. Such mutually consented change shall be in writing. Previously adopted policies, rules and/or regulations, to the extent that they be in conflict with this Agreement, are superseded by this Agreement. However, nothing in this Agreement which changes pre-existing Board policy will have retroactive applicability or operation unless specifically stated.

ARTICLE 1

RECOGNITION

- 1.1 The Board recognizes the Association for the purpose of professional negotiations as the exclusive representative of the administrative/supervisory personnel employed by the Glastonbury Board of Education. Excluded from the unit are the Superintendent of Schools, Assistant Superintendents, Administrator for Pupil Services, Director of Education Technology, Director of Athletics, and all classified administrative personnel.
- 1.2 The Association agrees to represent equally all employees within the unit described in Section 1.1 (hereinafter referred to collectively as "administrators") without regard to membership or participation in the activities of the Association and to continue to admit administrators without qualifications other than employment in the Glastonbury School system.

ARTICLE 2

BOARD OF EDUCATION FUNCTIONS

- 2.1 It is recognized that the Board of Education has and will continue to retain, whether exercised or not, the sole and unquestioned right, responsibility and prerogative to direct the operation of the public schools in the Town of Glastonbury in all of its aspects as required by all applicable statutes and regulations.
- 2.2 These rights, responsibilities and prerogatives are not subject to delegation in whole or in part. No action taken by the Board with respect to such rights, responsibilities and prerogatives, other than as there are specific provisions herein elsewhere contained, shall be subject to the grievance provisions of the Agreement.

ARTICLE 3

ADMINISTRATORS' SALARY SCHEDULE

The Administrators' Salary Schedules for 2018-2019, 2019-2020, 2020-2021, and 2021-2022 are attached as Appendix A and B. Each administrator will move up one step each year over the course of the contract with the following exceptions: 3.1 and 3.2.

- 3.1 No provision of this section prohibits the Board of Education from withholding a normal salary schedule increment, an adjusted raise to a new salary schedule, or both, for reason of less than satisfactory performance.
- 3.2 No provision of this section prohibits the Board of Education from granting more than one normal salary schedule increment to an employee for outstanding performance.

ARTICLE 4

GRIEVANCE PROCEDURE

- 4.1 Nothing in this agreement shall be construed as limiting the right of any administrator having a problem to discuss the matter informally with any appropriate member of the administration or with the Superintendent for referral to the Board.
- 4.2 A grievance shall be interpreted as a claim based upon a challenge of interpretation or application of existing Board of Education policy or this agreement as such event or condition may affect the salary or conditions of employment of an administrator.

ARTICLE 4 – GRIEVANCE PROCEDURE (Continued)

- 4.3 Any administrator who has a grievance may appeal to the Superintendent of Schools, at which time the administrator may be represented by the Glastonbury School Administrators' Association or by any person of his/her own choice. Such an appeal must be made in writing within fifteen (15) days of the event which gave rise to the complaint. Upon receipt of this appeal, the Superintendent of Schools must respond to the administrator, in writing within fifteen (15) days.
- 4.4 If the grievance is not resolved to the satisfaction of the administrator by the Superintendent of Schools, the administrator may appeal to the Board of Education, submitting the appeal in writing at least ten (10) days before the next Board meeting at which meeting the hearing shall be held. The administrator may be represented by the person of his or her choice at the hearing.
- 4.5 The Board of Education shall decide on the appeal and reply in writing within fifteen (15) days after the hearing.
- 4.6 Arbitration:
- (a) The administrator files a request for arbitration with the President of the Glastonbury School Administrators' Association. A copy of the request is delivered to the Superintendent of Schools within three (3) days of receipt by the administrator of the decision of 4.5.
 - (b) If the Association, after discussion with the administrator, feels a grievance still has sufficient merit, the Association President delivers a notice to the Superintendent within eight (8) days of the receipt by the administrator of the decision of 4.5 above.
 - (c) The Association President and the Board of Education Chairperson sign an agreement designating an arbitrator within ten (10) days of receipt by the Superintendent of the notice of 4.6(b).
 - (d) The arbitrator reviews the record, holds hearing, receives statements, and then renders to all parties in interest his/her action within twenty (20) days of his/her designation as arbitrator. The fees and expenses charged by the arbitrator shall be shared equally by the Association and the Board of Education.
 - (e) The decision of the arbitrator shall be final and binding.
 - (f) If no agreement can be reached in 4.6(c) as to the designation of an arbitrator, an arbitrator shall be chosen by the American Arbitration Association under its Rules for Voluntary Labor Arbitration.

NOTE: In each instance where a specified number of days is provided for filing, response, etc., the number of days shall be administrator work days and shall exclude weekends and designated holidays.

ARTICLE 5

ADDITIONAL COMPENSATION

5.1 The Glastonbury Board of Education shall, upon presentation of proper evidence of completion, reimburse administrators for advanced studies, up to two courses, up to one thousand eight hundred dollars (\$1,800) per course per school year, provided that prior approval has been granted by the Superintendent of Schools.

5.2 Protection of Administrators:

The Board will reimburse an administrator up to two hundred dollars (\$200) or the amount of the administrator's insurance deductible, whichever is less, for any personal property damaged or destroyed on Board property as a result of documented student negligence or malice. The Board's liability in this respect shall not exceed two hundred dollars (\$200) to any one person per incident or two thousand five hundred dollars (\$2,500) per school year. Claims will be paid each June. If the claims exceed \$2,500 the Board may, in its sole discretion, make additional reimbursements upon request, and may prorate claims as needed to meet the \$2,500 limit or any increase thereof which it may approve.

ARTICLE 6

PAYROLL DEDUCTIONS

6.1 The Board of Education agrees to deduct from the salaries of its employees payments which the employees may request to pay.

ARTICLE 7

PAYMENT PLAN

7.1 The Board of Education shall pay all administrators in twenty-six (26) equal payments between July 1 of one year and June 30 of the next year. Payment will be made on alternate Friday's beginning in July.

ARTICLE 8

SICK LEAVE

- 8.1 Administrators may receive full salary when absent because of illness for fifteen (15) working days in each school year. This is effective from the beginning of the school year. Unused sick leave may be accumulated up to a total of one hundred and eighty (180) working days.
- 8.2 In the event of chronic or extended absence due to illness, an administrator may be required by the office of the Superintendent of Schools to submit a physician's or practitioner's certificate indicating the nature of the illness and certification of the employee's ability to return to work.
- 8.3 The Board of Education may grant a leave of absence without pay for ill health. This shall not entitle the administrator to credit for the experience factor on the salary schedule.
- 8.4 Administrators having worked in the Glastonbury School system for seven (7) years shall become eligible to begin accumulating fifteen (15) working days per year of seventy-five percent (75%) payment cumulative to ninety (90) working days. Such seventy-five percent (75%) payment sick leave shall be available after expiration of sick leave as provided in section 8.1 above.
- 8.5 A sick leave bank is available for administrators who have used all accumulated sick leave. It shall be administered by the Glastonbury School Administrators' Association. However, no administrator shall be granted more than twenty (20) working days from the sick leave bank in any one year.

The sick leave bank shall operate as follows:

Each administrator may elect to donate to the sick leave bank, one day per year of accumulated sick leave. Such declaration of intent to so donate must be made no later than July 1st of each year. An administrator may request that his/her election be considered a standing election from year to year until such time as the administrator has no accumulated sick leave, terminates employment, or rescinds such election.

ARTICLE 9

PERSONAL INJURY BENEFITS

- 9.1 Whenever an administrator is absent from school as a result of a personal injury which is covered by the regulations of workers' compensation, and where he/she has filed for and is currently being paid workers' compensation, he/she shall be paid at his/her full salary (less the amount of the workers' compensation award made) for the balance of the contract year. The Board shall deduct from the administrator's accumulated sick leave one-third ($\frac{1}{3}$) of the total number of days absent, but shall not leave the administrator, for the balance of the school year, with fewer than fifteen (15) days' sick leave allowance remaining after return to his/her assignment. If fewer than fifteen (15) days' accumulated sick leave is left, the Board shall reinstate such said portion to be non-cumulative.

ARTICLE 10

SABBATICAL AND PROFESSIONAL LEAVES OF ABSENCE

- 10.1 The maximum number of administrators that may be granted either a sabbatical or a professional leave of absence in any one (1) year will be left to the discretion of the Superintendent of Schools and approval of the Board of Education.
- 10.2 Application Requirements and Procedures for Sabbatical Leave of Absence.
- (a) For an administrator who has been an active member of the Glastonbury Public Schools staff for a minimum of seven (7) years or an administrator for a minimum of five (5) years, a sabbatical leave of absence for a minimum of one academic semester and a maximum of one academic year may be granted for professional improvement, as detailed in a planned program of study, combined travel and study, research, or writing and publication. Application for such leave must be submitted in writing to the office of the Superintendent of Schools on or before February 1, prior to the school year for which the requests made. The application shall include a statement of the definite purpose for which such leave of absence is desired
 - (b) At the mid-point and conclusion of the sabbatical leave of absence, the administrator granted the leave will submit a written report to the Superintendent of schools, indicating the extent of study of school systems either at home or abroad in case of sabbatical leave for travel. In case of sabbatical leave for research, or writing and publication, the report shall include an outline of the work and recommendation concerning its applicability toward improving the instructional program in Glastonbury.

ARTICLE 10 – SABBATICAL AND PROFESSIONAL LEAVES OF ABSENCE (Continued)

- (c) The period of absence will be designated as credit on the salary schedule and shall be considered service to the Glastonbury Public School system.

The Board of Education will insure maintenance of a position for which the member of the professional staff is certified. After granting such a leave, a letter shall be sent to the administrator stating the intent of the Board of Education.

The position which is vacated by a sabbatical of professional leave shall only be filled on a temporary basis. It is understood that if the position is abolished by the Board of Education, or if that position is exclusively in a school which is closed, the administrator will be assigned to another position for which he/she is certified.

- (d) If the administrator contracts to return to the Glastonbury Public School system for three (3) years, during the period of absence the Board of Education will pay the member of the professional staff seventy-five percent (75%) of the annual salary he/she would be entitled if actively employed in the school system. Release of the member of the professional staff from the three (3) year additional service requirement will be only upon application by the administrator and approval of the Board, and upon reimbursement by the member of the professional staff to the Board of the entire salary payment received during the year's leave of absence. Release after one (1) of the three (3) will be contingent upon repayment by the member of the professional staff of two-thirds ($\frac{2}{3}$) of the salary payment, while release after two (2) of the three (3) years will be contingent upon repayment by the member of the professional staff of one-third ($\frac{1}{3}$) of the salary payment.
- (e) Application for sabbatical leaves may be acted upon by the Board of Education not later than March 1 prior to the school year for which application is made. The Board of Education shall have the authority to approve or reject such applications following review and recommendation of the Superintendent of Schools.
- (f) The full contracted benefit package will remain in force during the sabbatical year.

ARTICLE 10 – SABBATICAL AND PROFESSIONAL LEAVES OF ABSENCE (Continued)

10.3 Application Requirements and Procedures for Professional Leave of Absence:

- (a) For an administrator who has been an active member of the Glastonbury Public Schools staff for a minimum of one (1) year, a leave of absence of one (1) academic semester or year may be granted to permit participation in academic year institutes, approved programs of graduate study, or overseas teaching assignments. Although the leave of absence will not be designated as a year of credit on the salary schedule, The Board of Education will ensure maintenance of a position for which the member of the professional staff is certified.
- (b) Application for professional leave of absence must be submitted in writing to the office of the Superintendent of Schools on or before March 1 prior to the school year for which the request is made. The application shall include a statement of the definite purpose for which said leave is desired.
- (c) Application for professional leave of absence shall be acted upon by the Board of Education not later than April 1 prior to the school year for which the application is made. The Board of Education shall have the authority to approve or reject such applications following review and recommendation of the Superintendent of Schools.
- (d) The full benefit package will remain in force during the leave of absence.

ARTICLE 11

PERSONAL ABSENCES

- 11.1 Each administrator may receive full pay for a maximum of six (6) days in any school year for absences caused by death in the immediate family and for attendance at the resulting funeral, care of ill members of the immediate family, Glastonbury Public Schools cancellation due to emergencies and snow, weddings, graduations and legal matters at which attendance is required by a court of law. The immediate family shall be defined to include parents, spouse, domestic partner, child, siblings, spouse's parents, legal guardian, and any other relatives living in the employee's household. Under unusual circumstances the Superintendent of Schools may, in a particular instance, extend the definition of immediate family to include relatives other than those enumerated above and extend the maximum allowance of six (6) days per year.
- 11.2 A maximum of three (3) additional days at full pay in any school year will be allowed for observance of religious holidays obligated by church laws.
- 11.3 Permission for other absences for personal business may be approved by the Superintendent of Schools if specifically requested sufficiently in advance. One (1) day's salary deduction for each day of absence will be made from the employee's pay.

ARTICLE 12

ANNUAL LEAVE AND HOLIDAYS

- 12.1 Annual leave shall be earned at the rate of thirty-five (35) days per year for administrators in Category 1B and 1C, Appendix A. Annual leave shall be earned at the rate of twenty-three to twenty-eight days (23-28) per year for administrators in Category 2, Appendix B.

ARTICLE 12 – ANNUAL LEAVE AND HOLIDAYS (Continued)

- 12.2 An annual leave schedule for the succeeding year shall be submitted to the Superintendent no later than June 1 for his/her approval. Normally, annual leave will be scheduled for days when school is not in session. However, the Superintendent may grant permission to use up to three (3) days annual leave while school is in session upon written request by an administrator. For administrators within the bargaining unit prior to July, 2001, it is expected that earned annual leave will be used each year; however, annual leave may be accumulated up to a maximum of forty-five (45) days. For administrators within the bargaining unit beginning July 1, 2001, it is expected that earned annual leave will be used each year, however, annual leave may be accumulated up to a maximum of thirty-five (35) days.
- 12.3 Administrators are entitled to thirteen (13) paid holidays as determined annually by mutual agreement between the Superintendent of Schools and the Association.

ARTICLE 13

RELATED BENEFITS – HEALTH INSURANCE

- 13.1 Employees may elect to participate in one of the following insurance options:
- (a) Anthem Blue Cross/Blue Shield Century Preferred Plan (PPO) with a twenty dollar (\$20) office visit co-pay and prescription co-pays as follows:
 - Prescriptions: \$3 mail order, \$15 generic, \$30 brand name
 - Annual maximum \$2,000
 - In-patient Co-pay: \$250
 - Out-patient Co-pay: \$100
 - Emergency Room: \$75

 - (b) ConnectiCare HMO with a twenty dollar (\$20) office visit co-pay and prescription co-pays as follows:
 - \$10 34-day supply generic
 - \$10 brand name (plus differential from generic, unless pre-authorized by ConnectiCare)
 - \$30 up to 100-day supply generic mail order (after two \$10 co-pays for mail order generic)
 - In-patient Co-pay: \$250
 - Out-patient Co-pay: \$100
 - Emergency Room: \$100

ARTICLE 13 – RELATED BENEFITS – HEALTH INSURANCE (Continued)

(c) Blue Care Plus Option I HMO with a fifteen dollar (\$15) office visit co-pay and prescription co-pay as follows:

Prescriptions: \$3 mail order, \$15 generic, \$30 brand name
Annual maximum – unlimited

In-patient Co-pay: \$250
Out-patient Co-pay: \$100
Emergency Room: \$75

(d) Anthem High Deductible/HSA. The plan includes:

- Annual Deductible: \$2,500/\$5,000.
- Board Contribution to Deductible: \$1,250 Employee only
\$2,500 Employee +1/Family
- 100% coverage for preventative/routine care.
- Board shall make contribution to employee’s account on July 1st of each year.

(e) ConnectiCare High Deductible/HSA

- Annual Deductible: \$2,500/\$5,000.
- Board Contribution to Deductible: \$1,250 Employee only
\$2,500 Employee +1/Family
- 100% coverage for preventative/routine care.
- Board shall make contribution to employee’s account on July 1st of each year.

13.2 To be eligible to receive the benefits set forth in Section 13.1 above, the employee shall annually contribute the following amount for such benefits:

	18-19	19-20	20-21	21-22
a. Century Preferred (PPO):	22%	23%	24%	25%
b. ConnectiCare (HMO):	22%	23%	24%	25%
c. Blue Care Plus Option I (HMO):	22%	23%	24%	25%
d. Anthem (HSA):	15%	15%	15%	15%
*e. ConnectiCare (HSA):	15%	15%	15%	15%

*Employees employed after July 1, 2014 shall be required to take one of the two High Deductible plans.

13.3 The Board of Education agrees to pay a percentage equal to medical coverage for the individual, employee plus one dependent or family premium for the Blue Cross Full-Service Plan Rider for Dental Care, including Riders A, B, and C and D.

13.4 If the total cost of a group health plan or plans offered under this contract triggers an excise tax under Internal Revenue Code Section 4980I, any other local, state or federal statute or regulation, the Glastonbury Public Schools reserves the right to offer a group health plan or plans with a total combined cost that falls below the excise tax thresholds. Eligible employees will be given the option to enroll in the lower cost coverage option(s). If the employee chooses to enroll themselves and/or their eligible family members in coverage option or options that triggers an excise tax, 100% of any such excise tax will be borne solely by the employee.

ARTICLE 13 – RELATED BENEFITS – HEALTH INSURANCE (Continued)

- 13.5 All insurance benefits shall be subject to an “or equal” provision which shall allow the Board to effect whatever economies it may deem appropriate provided there is no decrease in the benefit that is negotiated and provided that the individual will retain choice of physician including current physician.
- 13.6 Administrators retiring from the Glastonbury Public Schools following a minimum of fifteen (15) years of continuous service to the Glastonbury Public Schools as an administrator shall be entitled to the following post retirement benefit: For new retirees after June 30, 2018, the Board will pay \$2,000 annually toward medical/hospital insurance premiums commencing with retirement and continuing to age sixty-five (65). However, this benefit shall terminate if an administrator who has retired from the Glastonbury Public Schools becomes re-employed and has medical insurance provided by his/her new employer.
- 13.7 Subject to law, including the rules and regulations of the Internal Revenue Service, the Board shall maintain a “Section 125” salary reduction agreement which shall be designed to permit exclusion from taxable income of the employee’s share of health insurance premiums. The Board shall make available on an optional basis, a “Section 125” Flexible Spending Account for Dependent Care.
- 13.8 For the plans listed within this article, dependent coverage shall include domestic partners only for those covered as of June 2018. The term domestic partner shall be deemed to include the following:
- A covered person’s domestic partner of the same sex who has executed an affidavit in accordance with this provision.
- 13.9 If a plan is chosen that requires the “Cadillac Tax” to be in effect, the employee must choose a less costly plan that does not exceed the tax threshold.
- 13.10 For those employees who are enrolled in Medicare and are covered under one of the High Deductible Health Plans (HDHP), because no further contributions may be made to a Health Savings Account (HAS), the contracted money to cover the deductible will be deposited into his/her account and is taxable.

ARTICLE 14

RELATED BENEFITS – LIFE INSURANCE

- 14.1 Each administrator may choose one of the following two options for term life insurance.
- (a) The Board shall pay the premium necessary to provide a member of the Association with term life insurance in the amount of three and one-half (3.5) times the approved salary.
- (b) The Board shall pay the premium necessary to provide a member of the Association with \$50,000 of term life insurance, plus an annual payment of \$900 in lieu of the additional term life insurance.

ARTICLE 15

LONG-TERM DISABILITY INSURANCE

- 15.1 The Board of Education will pay one hundred percent (100%) of the cost of the current long-term disability insurance.

ARTICLE 16

REDUCTION IN FORCE

If it is necessary to reduce the administrative staff, it shall be on the basis of length of administrative service within a titled position (secondary principal, elementary principal, secondary assistant principal, elementary assistant principal, special education supervisors, and a director in each of the disciplines per titled position) within the Glastonbury Public School System and certification.

In order to promote an orderly reduction in the administrative personnel, the following procedure will be used:

- 16.1 Any administrator relieved of his/her duties because of reduction of staff shall be offered an administrative opening for which he/she is certified and qualified as determined by the superintendent.
- 16.2 It is understood that in the event an administrative position is abolished, the Board of Education shall offer the administrator a vacant administrative position, if one exists, for which he/she is certified and qualified as determined by the superintendent.
- 16.3 If an administrator is relieved of his/her duties because of a reduction in staff or abolishment of position and does not qualify for another administrative position under this program, he/she will be offered a teaching position for which he/she is certified with full credit for his/her length of service with the Board as an administrator.
- 16.4 In the event an administrator is displaced to an administrative classification or to a teaching position with a salary lower than that which the displaced administrator previously earned, such administrator's salary shall not be reduced for the first two (2) years of the new assignment. From that point on, the administrator shall be compensated according to the salary schedule governing his/her position.

Section 16.4 will not apply for administrators hired for the school year 1995-96 or later.

- 16.5 Any administrator whose position has been eliminated will be placed on an administrative recall list for two years. If a vacancy occurs for which said administrator is certified and qualified as determined by the superintendent, he/she will be offered said position.

ARTICLE 17

ANNOUNCEMENT OF RETIREMENT

- 17.1 Administrators planning to retire at the end of the current year shall notify the Superintendent, in writing, on or before January 1st of the school year. The administrator shall receive a stipend of \$4,000. Such payment will be made during the month of July immediately following his/her retirement.
- 17.2 In order to qualify for this benefit, an administrator must qualify for any of the plans offered by the state Teachers' Retirement System. He/she will be required to provide documentation that he/she is receiving benefits.
- 17.3 Any administrator who elects to continue in an administrative role with the Glastonbury Public Schools while retired is ineligible for any benefits outlined in Article 17.1 until he/she permanently ends his/her employment with the Glastonbury Public Schools.

ARTICLE 18

CRIMINAL PROCEEDINGS INDEMNIFICATION

If criminal proceedings are brought against an administrator alleging an assault while acting in the scope of his employment, such administrator may request the Board to furnish legal counsel to defend him in such proceedings. If the Board does not provide such counsel, and the administrator prevails (including a nolle or dismissal) in the proceedings, then the Board shall reimburse the administrator a reasonable attorney's fee in defending the proceeding. The Board shall have no obligation under this paragraph if the administrator is convicted following a trial or the entering of a plea to the initial charge or a related charge.

ARTICLE 19

DURATION OF AGREEMENT

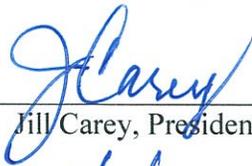
The provisions of this Agreement shall be effective as of July 1, 2018 and shall continue and remain in force and effect through June 30, 2022.

For the
Glastonbury Board of Education

By 
Susan Karp, Chairperson

Date: 6/26/17

For the
Glastonbury School Administrators' Association

By 
Jill Carey, President

Date: 7/5/17

APPENDIX A

ADMINISTRATOR CATEGORY 1 SCHEDULE

2018-2019

Category 1A - Special Education Supervisors will be 207 Work Days
(194 work days plus 13 paid holidays)

Category 1B and 1C- 225 Work Days and 35 Annual Leave Days Per Year

STEP	1A	1B	1C
1	\$109,937	\$128,427	\$131,684
2	\$113,437	\$132,526	\$135,911
3	\$116,937	\$136,623	\$140,141
4	\$120,436	\$140,719	\$144,368
5	\$123,934	\$144,817	\$148,599
6	\$127,433	\$148,914	\$152,827
7	\$133,804	\$156,070	\$160,197

2019-2020

Category 1A - Special Education Supervisors will be 207 Work Days
(194 work days plus 13 paid holidays)

Category 1B and 1C- 225 Work Days and 35 Annual Leave Days Per Year

STEP	1A	1B	1C
1	\$109,937	\$128,427	\$131,684
2	\$113,437	\$132,526	\$135,911
3	\$116,937	\$136,623	\$140,141
4	\$120,436	\$140,719	\$144,368
5	\$123,934	\$144,817	\$148,599
6	\$127,433	\$148,914	\$152,827
7	\$136,481	\$159,192	\$163,401

2020-2021

Category 1A - Special Education Supervisors will be 207 Work Days
(194 work days plus 13 paid holidays)

Category 1B and 1C- 225 Work Days and 35 Annual Leave Days Per Year

STEP	1A	1B	1C
1	\$109,937	\$128,427	\$131,684
2	\$113,437	\$132,526	\$135,911
3	\$116,937	\$136,623	\$140,141
4	\$120,436	\$140,719	\$144,368
5	\$123,934	\$144,817	\$148,599
6	\$127,433	\$148,914	\$152,827
7	\$139,211	\$162,376	\$166,670

APPENDIX A - ADMINISTRATOR CATEGORY 1 SCHEDULE (Continued)

2021-2022

Category 1A - Special Education Supervisors will be 207 Work Days
(194 work days plus 13 paid holidays)

Category 1B and 1C- 225 Work Days and 35 Annual Leave Days Per Year

STEP	1A	1B	1C
1	\$109,937	\$128,427	\$131,684
2	\$113,437	\$132,526	\$135,911
3	\$116,937	\$136,623	\$140,141
4	\$120,436	\$140,719	\$144,368
5	\$123,934	\$144,817	\$148,599
6	\$127,433	\$148,914	\$152,827
7	\$141,996	\$165,624	\$170,004

CATEGORY 1

Category 1A:

Special Education Supervisors

Category 1B:

Directors of: Art, , Foreign Language/ELL, Health and Physical Education, History and Social Sciences, Language Arts/Reading, Mathematics, Music, School Counseling, Science, and Career and Technical Education.

Category 1C: Elementary Principals, Director of Special Education.

Administrators holding a Doctorate degree will receive a stipend of \$4,000 over base salary per year.

APPENDIX B

ADMINISTRATOR CATEGORY 2 SCHEDULE

2018-2019

232-237 Work Days and 23-28 Annual Leave Days Per Year

STEP	2A	2B	2C
1	\$132,038	\$141,889	\$150,308
2	\$136,266	\$146,268	\$154,688
3	\$140,493	\$150,649	\$159,074
4	\$144,720	\$155,028	\$163,457
5	\$148,951	\$159,410	\$167,840
6	\$153,179	\$163,789	\$172,222
7	\$160,557	\$171,532	\$180,198

2019-2020

232-237 Work Days and 23-28 Annual Leave Days Per Year

STEP	2A	2B	2C
1	\$132,038	\$141,889	\$150,308
2	\$136,266	\$146,268	\$154,688
3	\$140,493	\$150,649	\$159,074
4	\$144,720	\$155,028	\$163,457
5	\$148,951	\$159,410	\$167,840
6	\$153,179	\$163,789	\$172,222
7	\$163,769	\$174,963	\$183,802

2020-2021

232-237 Work Days and 23-28 Annual Leave Days Per Year

STEP	2A	2B	2C
1	\$132,038	\$141,889	\$150,308
2	\$136,266	\$146,268	\$154,688
3	\$140,493	\$150,649	\$159,074
4	\$144,720	\$155,028	\$163,457
5	\$148,951	\$159,410	\$167,840
6	\$153,179	\$163,789	\$172,222
7	\$167,045	\$178,463	\$187,479

APPENDIX B - ADMINISTRATOR CATEGORY 2 SCHEDULE (Continued)

2021-2022

232-237 Work Days and 23-28 Annual Leave Days Per Year

STEP	2A	2B	2C
1	\$132,038	\$141,889	\$150,308
2	\$136,266	\$146,268	\$154,688
3	\$140,493	\$150,649	\$159,074
4	\$144,720	\$155,028	\$163,457
5	\$148,951	\$159,410	\$167,840
6	\$153,179	\$163,789	\$172,222
7	\$170,306	\$182,033	\$191,229

CATEGORY 2

Personnel in Category 2 have twenty-one (23) annual leave days plus one (1) additional annual leave days for each year of completed service beginning the second year of employment, up to a maximum of five (5) days after six (6) years of service.

- Category 2A:** Middle School Assistant Principal
High School Assistant Principal
- Category 2B:** Middle School Principal
- Category 2C:** High School Principal

Administrators holding a Doctorate degree will receive a stipend of \$4,000 over base salary per year.