

AGREEMENT

between

THE GRISWOLD BOARD OF EDUCATION

and

THE GRISWOLD ADMINISTRATORS ASSOCIATION

July 1, 2018 – June 30, 2021

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Agreement
between
The Griswold Board of Education
and
The Griswold Administrators Association

PREAMBLE

The agreement is made and entered into this 27th day of November 2017, by and between the Griswold Board of Education ("Board") and the Griswold Administrators Association ("Administrators Association").

Article I - Recognition

The Board recognizes the Griswold Administrators Association, affiliated with the American Federation of School Administrators, for the purpose of professional negotiations as the exclusive representative of all school administrators employed by the Board within the Griswold school system, excluding the Superintendent of Schools ("Superintendent"), the Assistant(s) Superintendent of Schools and other certified professional personnel excluded by section 10-153b(b) of Connecticut General Statutes. This recognition is made in accordance with the provisions of sections 10-153b through 10-153f of the Connecticut General Statutes.

Article II - Board of Education Functions

It is recognized that the Board 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 Griswold in all of its aspects as required by all applicable statutes and regulations.

These rights, responsibilities and prerogatives are not subject to delegations in whole or in part. No action taken by the Board with the 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 this Agreement.

Article III - Grievance Procedure

A. Purpose

The purpose of this procedure is to secure, at the lowest possible administrative level, reasonable solutions to the problems, which may arise affecting the welfare or working conditions of administrators. Both parties agree that proceedings shall be kept confidential as is appropriate.

B. Definitions

1. "Grievance" shall mean a claim by an administrator that as to him/her there has been a violation, misinterpretation or misapplication of this agreement or of official Board policy.
2. "Days" shall mean calendar days.

C. Time Limits

Since it is important that a grievance be processed as rapidly as possible, the number of days indicated at each step shall be considered as maximum. The time limits specified may, however, be extended by written agreement of the parties.

If an administrator does not file a grievance in writing within thirty (30) days after he/she knew, or should have known, of the act or condition on which the grievance is based, then the grievance shall be considered to have been waived.

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.

D. Procedures

If an administrator feels that he/she may have a grievance, he/she may first discuss the matter with the Superintendent in an effort to resolve the problem informally.

Level One - Superintendent

If the aggrieved administrator is not satisfied with the disposition of his/her grievance at the informal level, within thirty (30) days after the act or condition on which the grievance is based, he/she may file a written grievance with the Superintendent stating which section(s) of this agreement is alleged to have been violated, a short statement of the underlying facts and the relief requested.

The Superintendent shall meet with the administrator and within ten (10) days after receipt by him/her for such grievance and shall give his/her decision in writing to the administrator within five (5) days of such meeting stating that the grievance is either upheld or denied and the reasons therefore.

Level Two - Board of Education

If the aggrieved administrator is not satisfied with the disposition of his/her grievance at Level One, within three (3) days after the decision, he/she may file a written appeal with the Board.

Within fifteen (15) days after receipt of the appeal, the Board, or a committee of the Board, shall schedule a meeting with the administrator and the Superintendent.

The decision of the Board or a committee of the Board shall be given in writing to the administrator within fifteen (15) days of said meeting stating that the grievance is either upheld or denied and the reasons therefore.

Level Three - Arbitrator

If the aggrieved administrator is not satisfied with the disposition of his/her grievance at Level Two, he/she may, within three (3) days after the decision, submit the grievance to arbitration by so notifying the Board in writing.

The chairperson of the Board and the president of the Administrators Association 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 ten (10) days, the parties agree to abide by the Voluntary Labor Arbitration Rules of the American Arbitration Association in selecting an arbitrator.

The arbitrator so selected shall confer promptly with representatives of the Board and the Administrators Association, shall review the record of prior meetings and shall hold such further hearings with the aggrieved administrator and other parties as he/she shall deem requisite.

The arbitrator shall hear and decide only one (1) grievance in each case. He/she shall be bound by and must comply with all of the terms of this agreement. He/she shall have no power to add to, delete from or modify in any way any of the provisions of this agreement.

The arbitrator shall, within thirty (30) calendar days after his/her selection, render his/her decision in writing to all parties, setting forth his/her findings of fact, reasoning and conclusions on the issue submitted. This decision by the arbitrator shall be binding.

The cost for the services of the arbitrator shall be borne equally by the Board and the Administrators Association.

E. Rights of Administrators to Representation

No reprisals of any kind shall be taken by either party or by any member of the administration against any participant in the grievance procedure by reason of such participation.

The grievant may be represented at any level of the grievance procedure by a person of his/her own choosing, except that he/she may not be represented by a representative or by an officer of any administrator's organization other than the Administrators Association at Level One.

The Board and the administrator or the Association may utilize the services of a professional consultant at Levels Two or Three of this procedure. Should either party seek such a consultant, a notice in writing to this effect will be forwarded to the other party or parties within five (5) days of the scheduled meeting and the other party may then be similarly represented without giving notice.

In the event that the Association shall not have elected to submit a grievance to arbitration, the aggrieved administrator may submit his/her grievance to arbitration independently by following the procedures outlined above in lieu of the Association; provided, however, that in such case the cost for the services of the arbitrator shall be borne by the aggrieved administrator.

It is understood that the administrator shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board and administration until such grievance and any effect thereof shall have been fully determined.

F. Miscellaneous

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

Just Cause:

The Board retains the right to discipline or discharge any employee for just cause. The Administrators Association maintains its right to exercise the Grievance Procedure when appropriate.

Article IV - Sick Leave

- A. An administrator will be granted twenty (20) days of sick leave with full pay upon commencement of employment at the beginning of the contract year and annually thereafter. Sick leave for employment beginning after the commencement of the contract year shall be prorated accordingly.
- B. Maternity disability shall be treated as any other medical disability.
- C. Unused sick leave may be accumulated for further use but the total accumulation shall not exceed two hundred and twenty (220) work days.
- D. In the sole discretion of the Board, an extension of sick leave with or without pay may be granted to administrators who have exceeded their accumulated sick leave.
- E. Each administrator shall be informed of his/her accrued sick leave during the month of September in each school year.
- F. When an administrator is absent from school as a result of injury caused by an assault on such administrator arising out of and in the course of his/her employment, he/she shall be paid for a period not to exceed 365 calendar days his/her full salary less the amount of any worker's compensation award made for temporary disability due to said injury, in accordance with the applicable provisions of section 10-235 of the Connecticut General Statutes and the worker's compensation provisions of said Connecticut General Statutes. The times of such absence will not be charged against sick, personal or vacation time.

Article V - Parenthood/Family Medical Leave

- A. The amount of pregnancy leave will be based on the period of medical disability as certified by the administrator's physician.
- B. Each full-time administrator who has been employed by the Board shall be eligible for up to twelve (12) weeks unpaid leave in a school year in accordance with the provisions of the Family and Medical Leave Act for one or more of the following:
 - a. birth of a child of the employee; or
 - b. placement of a child with the employee for adoption or foster care; or
 - c. care for a spouse/civil union partner, child or parent of the employee if that spouse, child or parent has a serious health condition for which the teacher is needed to provide care; or
 - d. a serious health condition of the employee that makes the employee unable to perform the functions of his/her position; or

- e. a qualifying exigency arising out of the fact that the teacher's spouse/civil union partner; son/daughter or parent is on active duty or call to active duty status in support of a contingency operation as a member of the armed forces (including the National Guard or Reserves); or
 - f. A serious injury or illness affecting a covered service member for whom the teacher is the spouse/civil union partner; son/daughter; parent; or next of kin; or
 - g. Organ or bone marrow donation.
- C. Accumulated sick leave to which an administrator taking leave for a serious health condition is entitled shall be substituted for any part of the twelve-week period of leave. For example, an administrator with thirty (30) accumulated sick days (six work weeks) must use those thirty days and then would be eligible for six weeks unpaid leave beyond the thirty days.
 - D. The Superintendent or his/her designee shall discuss all requests for leave under this section on a case-by-case basis with the administrator requesting leave in order to best meet the needs of both the administrator and the school system.
 - E. The administrator during the period of such leave shall continue to receive health insurance coverage on the same terms as if he/she had continued to work. Appropriate arrangements will be made for the administrator to pay on a timely basis his/her share of the health insurance premiums while on leave. As provided by law, in some instances the Board may recover the premiums it paid to maintain health coverage for the administrator who fails to return to work from this leave.

Article VI - Sabbatical Leave

- A. Administrators who have completed at least seven (7) consecutive years in the Griswold school system will be eligible for a half paid sabbatical leave, if approved by the Board.
- B. Request must be made in writing to the Board on or before March 1 of the year prior to the school year in which the leave is desired.
- C. No more than one (1) administrator shall be on sabbatical leave at any one time.
- D. Advancement on the salary schedule will be granted to the administrator from the step they left from upon return to the system.
- E. Upon return, the administrator will be granted his/her original position or similar position and original salary or similar salary, as the case may be for a similar position, unless there has been a change in positions/salary.

Article VII- Personal Leave

- A. The Association and the Board recognize that during the year it may be necessary to conduct personal business, which cannot be scheduled outside of the workday. Therefore, six (6) personal days leave of absence per school year have been set aside for conducting such business, including:

1. Legal or financial business that requires the employee's attendance and cannot be scheduled outside the work day (e.g. house closing);
 2. family;
 3. funeral (parent, child, spouse, grandparents, aunt/uncle, brother, sister, mother-in-law or father-in-law);
 4. religious observance;
 5. attendance at graduation exercises for self, spouse or children;
 6. extenuating circumstances approved by the Superintendent of Schools; or
 7. an unstated reason not to exceed one (1) day but such day shall not fall on the day prior to or immediately following a vacation or holiday.
- B. This paid leave will not be granted for vacation, part of a vacation or a honeymoon.
- C. Whenever possible, written application for personal leave shall be made to the Superintendent of Schools at least seventy two (72) hours before taking such leave. Personal leave will be granted on the basis of the application.
- D. Personal leave shall not be cumulative.
- E. Other extended leaves, with or without salary, may be granted in the sole discretion of the Board.
- F. Personal leave will be prorated for a partial work year.

Article VIII - Childrearing Leave

- A. An extended leave of absence for childrearing, including adoption, shall be granted by the Board upon application, provided the application is made sixty (60) days prior to the estimated delivery or adoption date of the child. Such leave shall be without pay and shall be for no longer than one (1) year. The administrator may continue his/her fringe benefits during the leave at his/her expense.
- B. Upon expiration, the administrator shall be reinstated to his/her former position or similar position and original salary or similar salary, as the case may be for a similar position, unless there has been a change in positions/salary.

Article IX - Conference Leave/Tuition Reimbursement

- A. An administrator shall be eligible for conference leave at full pay at the sole discretion of the Superintendent.
- B. Conference leave includes, but is not restricted to, attendance at institutes, workshops, conventions, visitations, etc.
- C. Each administrator will be allotted up to \$600 per year reimbursement of conference attendance expenses (registration, travel, lodging if necessary). All conferences should be related to school or district goals and initiatives. Those that involve more than one day must have the approval of the Superintendent.

An administrator may assign his/her conference allotment to another GAA member in order to support attendance at a major conference, but the total amount of available administrative conference money will not exceed \$600 times the number of GAA members.

An administrator may use their conference allotment for course tuition reimbursement upon completion of a job-related, graduate level course if the administrator obtained a grade of "C" or better and the course was taken at an accredited institution. In order to be eligible for reimbursement, the Superintendent must first review and certify that the course for which the administrator is applying meets the specified criteria. Reimbursement for course tuition is available upon submission of final course grade.

The Board shall provide tuition payment for a minimum of one and a maximum of three courses per administrator per year according to the following limits and criteria:

Eligibility for reimbursement:

The administrator shall have been in the employ of the Board for one year.

Criteria for courses for which reimbursement will be paid:

- a. A job-related graduate level course, either in a planned program or an individual course.
- b. All courses must be approved by the Superintendent.

Tuition reimbursement is limited to a cap of \$2,500 per individual and a cap of \$5,000 for the group.

Article X - Insurance Benefits

- A. A High Deductible Health Plan, or a plan that is reasonably equivalent for employees and dependents, including membership for children ages 19-26 will be available to administrators. The Board reserves the right to change insurance carriers provided that the insured benefits are reasonably equivalent to the benefits and services provided by the former carrier. "Reasonably equivalent" means that if the change in carrier results in a modification to the benefit plan the overall plan will provide benefits and services that are reasonably equivalent in value to the benefits provided by the overall plan by the former carrier. The terms of the new plan need not conform exactly to the former plan as long as the test of reasonably equivalent is met. This requires prior notice to and approval (such approval not to be unreasonably withheld) from the Association

In the event the insurance renewal rates increase by more than 17.5% in any year, the Board and the administrators shall share equally in the cost of any increase above the 17.5% increase.

a. The following coverage will be offered to teachers with premium shares as stated:

2018-19	18% covered employee	82%	Board of Education
2019-20	19% covered employee	81%	Board of Education
2020-21	20% covered employee	80%	Board of Education

1. High Deductible Health Plan (HDHP). The plan shall have a \$2,000 deductible for single person coverage and a \$4,000 deductible for a two or more person family coverage for in network covered services. Preventive services shall be covered at 100%. There shall be post deductible prescription co-pays in the amount of \$5/\$30/\$40.

The Board will fund the following amounts toward the annual deductible for eligible employees into the employee's Health Savings Account (HSA):

- July 1, 2018 – Fifty percent (50%) of the deductible amount (One payment in first payroll in July)
- July 1, 2019 - Fifty percent (50%) of the deductible amount (Two equal payments in September and January)
- July 1, 2020 - Fifty percent (50%) of the deductible amount (Two equal payments in September and January)

The Board's contributions to an employee's HSA shall be prorated by month to reflect the proportional number of months remaining in the plan year for any employee who, due to a qualifying event, enrolls in the HDHP after July of any given HDHP plan year.

The Board's annual contribution toward the funding of the HSA is not an element of the underlying plan, but rather relates to the manner in which the deductible shall be funded for employees. The Board shall have no obligation to fund any portion of the plan for retirees or other individuals upon their separation from employment.

The Board shall pay the cost associated with setting up the HSA and will make available pre-tax direct deposit payroll deductions for employees who wish to make additional pre-tax contributions to their accounts up to the amount permitted by law.

2. If an employee is precluded from participating in the HSA because he or she does not meet the minimum requirements of federal tax laws and/or regulations, the Board shall provide the employee with access to a Health Reimbursement Account ("HRA"). The Board's annual contribution to the HRA shall not exceed its annual contribution to the HSA, based on the employee's coverage level.
3. The Patient Protection and Affordable Care Act ("PPACA"; Public Law 111-148) has set forth and codified under the Internal Revenue Code ("IRC") §49801 the imposition of an excise tax related to employer provided health insurance plans that exceed certain value thresholds. Should any Federal statute or regulation pertaining to IRC §49801(or any other state or federal statute or regulation) 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 reopen the insurance provisions for the purpose of addressing the impact of the excise tax. No other provision of the Agreement shall be reopened during such mid-term negotiations.

- B. Full Service Dental plan for employees and dependent children ages 19-24, as permitted by rider.
- C. Administrators who retire pursuant to the Connecticut Retirement System from the Griswold school system will be rewarded for unused, accrued sick days as determined in Article IV-C. The Board agrees to pay up to 220/365's of the cost of the current insurance plan, or a plan that is reasonably equivalent, as described above for the first year of retirement of the administrator.
- D. Life Insurance: The Board will pay for term life insurance in an amount equal to two (2) times the salary amount that each administrator receives to a maximum of \$300,000, assuming evidence of insurability. The Board will pay term life insurance in an amount equal to five (5) times the salary amount to a maximum of \$600,000 to any administrator who rejects all medical benefits under items A-B of this article, assuming evidence of insurability.
- E. Administrators shall pay 100% of the cost of any insurance benefits, riders, etc., which may be negotiated or otherwise added to the coverage set forth in this article.
- F. Subject to provision of the carrier, administrators who retire pursuant to the Connecticut Teacher Retirement System from the Griswold school system may at their own expense maintain coverage in the Board's group insurance.
- G. Administrators will receive long term disability insurance provided they are insurable, per calendar year insuring salaries up to \$5000 per month. The Board will pay 50% of the monthly premium and the Administrators will pay 50% of the monthly premium. This benefit is based upon 100% enrollment.

Article XI - Vacation

- A. Each Administrator shall receive a total of twenty-five (25) days of vacation during the contract year. Five days must be taken between October 1 and May 31 on days when school is not in session. The time vacation is taken shall be mutually agreed upon by the administrator and the Superintendent of Schools. In the event all vacation time is not used in any fiscal year, up to five (5) days may be carried over to the next school year non-cumulatively, to a maximum of thirty (30) days, and up to five (5) vacation days may be financially reimbursed based upon the per diem rate.
- B. There shall be fourteen (14) holidays as determined by mutual agreement between the Superintendent and the administrators: New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus

Day, Veteran's Day, Thanksgiving, Day after Thanksgiving, Christmas Eve day, Christmas Day, New Year's Eve Day

Whenever the above holidays fall on a Sunday, the following Monday shall be observed as the holiday. Whenever the above holidays fall on a Saturday, the preceding Friday shall be observed as the holiday.

- C. Vacation days will be prorated for a partial work year.

Article XII - Reduction of Administrative Staff/Elimination of Positions

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

- A. Any administrator relieved of his/her duties because of reduction of staff or elimination of position shall be offered an administrative opening if one exists within his/her classification for which he/she is certified and qualified. He/she will be allowed to displace a less senior administrator in his/her classification provided the administrator is certified and qualified for the position. Seniority shall be based on continuous, unbroken service as an administrator within the Griswold school system.

If there are no existing administrative openings in any administrative classification and the displaced administrator has the least seniority in his/her present classification but has administrative seniority over an administrator in another classification for which the displaced administrator is certified and qualified, the displaced administrator shall be offered such position provided, however that such appointment does not constitute a promotion to a higher classification.

- B. If an administrator is relieved of his/her duties because of a reduction in staff or elimination of position and another administrative position is not otherwise available, he/she will be allowed to displace a less senior classroom teacher provided the administrator is certified and qualified for the position. Seniority shall be based on continuous, unbroken service within the Griswold school system.
- C. If an administrator is relieved of his/her duties because of a reduction in staff or an elimination of position and employed as a teacher, he/she will be given the experience credit on the salary schedule according to the teacher contract for his/her administrative and teaching experience both within and outside the school system and shall retain all accumulated sick leave.
- D. Any administrator who has been displaced because of a reduction in staff or elimination of position and does not obtain another position shall be placed on a reappointment list for two (2) school years for his/her former administrative position or another similar position, provided such administrator does not refuse a reappointment. Administrators shall be recalled to positions for which they are certified and qualified and in which they have previous acceptable experience according to their administrative seniority in the Griswold public school system. If reappointment is offered consistent with the above and is refused by the administrator, he/she shall thereupon be removed from the reappointment list.

Article XIII - Payroll Deductions

- A. The following agencies, in addition to those required by law, are eligible for deductions:
- Tax sheltered annuity plans
 - Griswold Administrators' Association
 - Cigna
 - Section 125 Plan
 - Town of Griswold
 - Banks, credit unions and savings institutions that accept direct deposit of payroll.
- B. All requests for deductions must be in writing on approved authorization forms. The Board reserves the right to limit changes to two per year, one of which would be in July and the other in January.
- C. All administrators hired by the Board shall join the Administrators Association or pay a service fee to the Administrators Association.
- D. The Board agrees to deduct from each administrator said service fee or membership fee by means of payroll deductions. The amount of Administrators Association membership dues and service fees shall be certified by the Administrators Association to the Board prior to the opening of school each year.
- E. Those administrators whose employment commences after the start of the school year shall pay a prorated amount equal to the percentage of the remaining school year.
- F. The Board agrees to forward to the Administrators Association each month a check for the amount of money deducted during that month. The Board shall include with such check a list of administrators for whom such deductions were made.
- G. No later than the first paycheck in October of each school year, the Board shall provide the Administrators Association with a list of all administrators of the Board of Education and the positions held by said administrators. The Board shall notify the Administrators Association monthly of any changes in said list.
- H. The administrators agree to hold the Board harmless for any and all costs, including attorneys' fees, for deductions made under this article.

Article XIV - Amendment

This agreement shall not be altered, amended or changed except in writing, signed by both the Board and the Administrators Association, which amendment shall be appended hereto and become a part hereof.

Article XV - Duration

All provisions of this agreement shall become effective July 1, 2018 and shall remain in full force and effect until June 30, 2021.

Article XVI - Severability

In the event that any provision or portion of this agreement is ultimately ruled invalid for any reason by an authority of established and competent legal jurisdiction, the balance and remainder of this agreement shall remain in full force and effect.

Article (XVII) - Resignation Notice/Transition Plan

The Griswold Administrators Association agrees to a transition plan for administrative personnel who choose to relocate professionally as follows:

- A. The Board must have a minimum of thirty (30) days' resignation notice. Inclusive in the thirty (30) days' notice, the administrator shall work up to four (4) full days with the newly hired administrator after his or her hire in order to acclimate the new administrator, on such dates as are mutually agreeable between the administrator and the Superintendent. The purpose of such provision is to insure a smooth transition towards the end of continued quality educational service to the community's youth.
- B. An administrator who complies with the requirements of Section A above shall be paid for a pro-rated number of the administrator's unused vacation days earned within the fiscal year in which the administrator leaves the district. Unless the Superintendent expressly waives the requirements of Section A above, an administrator who fails to comply with any or all of the requirements of Section A above shall forfeit any cash reimbursement for unused prorated vacation time.

President
Griswold Administrators Association

Chairman
Griswold Board of Education

APPENDIX

- A. The following salaries represent the individual classifications for the administrative positions in the Griswold Public Schools and are maximum for the positions. The Board has the unquestioned right to place any new administrator on any step of the salary schedule. New administrators shall then advance one (1) step on the salary schedule each year.
- B. Administrators must work for not less than ninety (90) school days within each school year in order to advance on the scale for the following school year.
- C. The Middle School and Elementary School Principals will be placed in Classification I. The Director of Special Education and the High School Associate Principal will be placed in Classification II. The Middle School Assistant Principal/Alternative School Principal and the Elementary Assistant Principal will be in Classification III. The High School Principal will be in Classification I – HS. The Campus Wide Athletic and Activity Director will be in Classification IV.
- D. A supplement of \$750 will be awarded annually for a Ph.D.
- E. Griswold Board of Education will make a one thousand seven hundred and fifty dollar (\$1750) contribution to each administrator's TSA account yearly. The Administrators may chose from the following TSA providers that are contracted with the Board of Education: ING, MetLife, AXA Equitable, Ameriprise Financial, Franklin Templeton, First Investors or Oppenheimer
- F. Griswold Board of Education agrees to the following salary increases:
- 2018 - 2019: 1.5%
2019 - 2020: 1.5%
2020 - 2021: 1.5%
- G. Administrators required to use personal vehicles for work related activities shall be reimbursed at the IRS rate for mileage. Administrators must submit mileage reimbursement requests on a monthly basis in order to receive reimbursement. Should the Superintendent assign an administrator to supervise the Griswold Alternative School as part of their assignment, that administrator shall be eligible for the GAS Lead Teacher Stipend as funded.

Position	2018-2019	2019-2020	2020-2021
	<u> 1.5 </u> %	<u> 1.5 </u> %	<u> 1.5 </u> %

Class I-HS
HS Principal

Step 1	\$ 119,975	\$ 121,775	\$ 123,601
Step 2	\$ 124,403	\$ 126,270	\$ 128,164
Step 3	\$ 128,835	\$ 130,767	\$ 132,729
Step 4	\$ 133,262	\$ 135,261	\$ 137,290
Step 5	\$ 138,258	\$ 140,332	\$ 142,437

Class I
Middle/Elem Principal(s)

Step 1	\$ 115,497	\$ 117,229	\$ 118,988
Step 2	\$ 119,926	\$ 121,725	\$ 123,551
Step 3	\$ 124,356	\$ 126,221	\$ 128,114
Step 4	\$ 128,785	\$ 130,717	\$ 132,678
Step 5	\$ 133,781	\$ 135,788	\$ 137,825

Class II

Assoc. High School Principal

Step 1	\$ 107,027	\$ 108,632	\$ 110,262
Step 2	\$ 111,457	\$ 113,129	\$ 114,826
Step 3	\$ 116,344	\$ 118,090	\$ 119,861
Step 4	\$ 120,316	\$ 122,121	\$ 123,953
Step 5	\$ 120,881	\$ 122,695	\$ 124,535

Class III
Middle/Elem. Asst. Principal(s)

Step 1	\$ 106,590	\$ 108,189	\$ 109,812
Step 2	\$ 109,174	\$ 110,812	\$ 112,474
Step 3	\$ 110,528	\$ 112,186	\$ 113,869
Step 4	\$ 111,881	\$ 113,560	\$ 115,263
Step 5	\$ 114,924	\$ 116,648	\$ 118,398

Class IV***Campus Wide Activity and Athletic Director***

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Step 1	\$	98,111	\$	99,583	\$	101,076
Step 2	\$	103,959	\$	105,519	\$	107,102
Step 3	\$	105,312	\$	106,892	\$	108,495
Step 4	\$	106,665	\$	108,265	\$	109,889
Step 5	\$	108,020	\$	109,641	\$	111,285

Class V***Director of Special Education***

Step 1	\$	112,621	\$	114,310	\$	116,025
Step 2	\$	117,314	\$	119,074	\$	120,860
Step 3	\$	122,007	\$	123,837	\$	125,695
Step 4	\$	126,887	\$	128,790	\$	130,722
Step 5	\$	131,961	\$	133,940	\$	135,950

