

**TENTATIVE AGREEMENT**  
*Subject to ratification by both parties*

**Term:** 3 years

**Salary:**

**Y1:** 3 GWI to all + step movement to those below max: 3.39%

**Y2:** 3 GWI to all + step movement to those below max: 3.15%

**Y3:** 3 GWI to all + step movement to those below max: 3.06%

**Total: 9.59%**

**MOUs:** The parties will produce and review any and all remaining memoranda of agreement, and any memorandum of agreement that is not re-executed by the parties shall be null and void, effective July 1, 2026.

**Insurance:**

Amend Article XII – Benefit Program

**Section 2: Health Insurance Benefits**

(a) The Board shall cover all employees scheduled to work twenty (20) hours per week or more and their eligible dependents under the following medical care program, a summary of which is attached as Schedules E-1:

1. High Deductible/HSA eligible plan (“HDHP”)

(b) Employees shall contribute seventeen percent (17%) of the allocation rate for the HDHP.

**LANGUAGE PROPOSALS**

**NO. 1**

Amend Article IV, Sections (a) and (b)(1) to read:

(a) Daily Schedule – Personnel covered by the administrative supervisory salary schedule shall work a normal scheduled working day of eight (8) hours, not including the professional time described above. A duty free lunch period to be taken at a time agreed to by the ~~Area Director~~ **Assistant Superintendent** shall

be provided. For School Administrators, this normal scheduled working day will include the scheduled hours of the student and teachers; for Central Office Administrators, it will include the scheduled office hours of Central Office. As professionals and leaders, administrators will have reasonable discretion to schedule and deliver on remaining leadership obligations, including contact with parents and other stakeholders. Although the obligations of leadership may call for occasional unscheduled or out-of-schedule activities, planned leadership obligations should occur within predictable time periods, and administrators shall have reasonable ability to plan personal and other commitments.

(b) Yearly schedule - The work year of personnel covered by the administrative supervisory staff salary schedule shall be as follows:

1. Persons covered hereunder on a ten (10) month work year will be in the school **five (5) working days (1) week** in advance of the date when all ~~teachers members of the staff~~ are required to be on duty, and shall at the end of the year, remain available **three (3) working days one (1) week** after ~~the last day of the staff members have left at the close of the~~ school year, **not to exceed one hundred ninety-four (194) days**. In the event the latter ~~five (5) days week~~ falls in the new fiscal year, then said ten (10) month administrators will be paid according to the previous salary schedule. Such persons shall be relieved from duty during all school holidays and all scheduled school vacation periods, provided, however, that the superintendent reserves the right, as the need of the school system may require, to determine the period when such persons may take their holiday and vacation time.

## NO. 2

Clarify Article VII, Section 1 to read:

Each administrator shall be evaluated **by a certified employee with a 092 or 093 certification** at least once during each year of this Agreement. Administrators shall have the opportunity to review and discuss their evaluation with their Supervisors and shall have the right to receive copies of their individual evaluation reports if they request such. The administrator shall acknowledge that they have read their evaluation report by fixing their signature in the space provided for such purpose and such report shall then be placed in their personnel file. A signature of an administrator only signifies that they have read the report not that they agree with its content.

## NO. 3

Amend Article XI, Sections 1 and 4 to correct typographical error as follows:

### Section 1

In accordance with the Superintendent's Administrative Directives, all administrators shall promptly report all incidents which occur in their schools or within their area of responsibility.

Any administrator involved, or alleged to be involved, in the incident to be reported shall not be required to make such report as aforesaid, but shall promptly delegate the responsibility ***therefore*** to another administrator.

### Section 4

- (a) Whenever an administrator is absent from school as result of personal injury, compensable under the Connecticut Workers' Compensation Law, and caused by an assault arising out of and in the course of their employment, they shall be paid their full salary for the period of such absence without having such absence charged to the annual sick leave or accumulated sick leave as long as they are receiving worker's compensation. Any amount of salary payable pursuant to this Section shall be reduced by the amount of any Workers' Compensation award for temporary disability due to the said assault injury for the period for which such salary is paid. The Board shall have the right to have the administrator examined by a physician selected by the administrator from a list of at least four (4) physicians designated by the Board for the purpose of establishing the length of time during which the administrator is temporarily disabled from performing their duties. In the event there is no adjudication under Workers' Compensation or no physician's examination by a physician selected from the aforesaid Board list, then the opinion of the administrator's own physician as to the period of disability shall control.
- (b) The Workers' Compensation Preferred Provider Program shall govern this Section ~~were~~ ***where*** applicable.

## NO. 4

Amend Article XIII, Section 3(a) to read:

### Section 3. Funeral Leave

- (a) A leave of absence not to exceed five (5) ***working*** days ~~immediately~~ following the date of death shall be granted to any administrator whose wife, husband,

father, mother, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, child (or grandparent) or grandchild dies. Such leave shall be with pay and shall not be charged to the administrator's sick leave.

## NO. 5

Amend Article XI, Section 5 to read:

### Section 5

~~Notification of~~ Any complaint pertaining to an administrator which is received by the Central Office shall be forwarded promptly to the administrator involved. An official complaint must be in writing. The Superintendent *or designee* shall *perform an initial review of the complaint to make a determination as to its validity. If the Superintendent or designee determines the complaint merits further investigation, the Superintendent or designee shall meet with all parties it deems appropriate. Provided the employee has no objection, the Association shall be permitted to attend the interviews any administrators. After conducting the investigation, the Superintendent or designee shall make a final determination concerning the allegations* make a determination as to the validity of the complaint promptly. If the complaint against the administrator is determined by the Superintendent to be valid and discipline is imposed on the administrator, the administrator against whom the complaint was filed may file a grievance at Step 2 of the Grievance Procedure in this Agreement within the time limits therein specified.

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BOARD

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