

AGREEMENT BETWEEN

ADMINISTRATORS' ASSOCIATION OF CANTON,
INC.

and

THE CANTON BOARD OF EDUCATION



JULY 1, 2010 – JUNE 30, 2013

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PREAMBLE

This AGREEMENT is made pursuant to section 10- 153 b, c, d, e, f and g of the Connecticut General Statutes between the Canton BOARD of Education (the "BOARD") and the Administrators' Association of Canton, Inc. (AAC) which the BOARD has recognized as the exclusive representative for all certified professional employees constituting the "administrators unit" as defined in section 10-153b(a)(1) of the Connecticut General Statutes in order to fix for its term the salaries and other conditions of employment as covered herein.

The BOARD and AAC agree to commence negotiations with respect to a successor contract to this contract not later than the date determined by statute. During the term of this AGREEMENT and with respect to the period covered hereby no part of this AGREEMENT shall be changed without the express consent of both parties, except that, with respect to items 1 through 5 of Article II (Fringe Benefits) of this Agreement, the BOARD reserves the right to change carriers or plans provided that the benefits and coverages, including administrative services, are substantially equal or better than the previous or current plan, provided further that changes that require second opinions, pre-admission screening or like requirement shall not be construed to be changes in benefits, coverages or administrative services. Placement on the salary schedule of new or different personnel employed to fill any of the positions listed in Appendix I during the terms of this AGREEMENT shall be at the BOARD's sole discretion. The BOARD will negotiate with AAC regarding salary for newly created positions.

ARTICLE I - SALARIES

A. Base Salaries

Salaries under this contract shall be paid in accordance with the Administrative Salary Schedules attached hereto as Appendix I of this Agreement and incorporated herein.

In determining salaries and in forming a salary schedule for each year, all decimals of .50 or above shall be rounded up to the nearest whole number dollar and all decimals less than .50 shall be rounded down to the nearest whole number dollar.

B. Doctoral Stipend

Beginning July 1, 2010, Administrators who hold a doctorate (PhD or Ed.D.) from an accredited university will receive an additional One Thousand Two Hundred Dollars (\$1200.00) over his/her base salary, beginning in the school year following receipt of the degree.

C. Annuity

Effective July 1, 2010, each administrator shall have his/her base annual salary increased by Two Thousand Five Hundred Dollars (\$2500.00), except that those administrators with five (5) or more years of service in the administrators bargaining unit shall have his/her base annual salary increased by Three Thousand Dollars (\$3000.00), from which total base salary the administrator shall pay, through a reduction in his/her base salary (elective deferral), the amount of either Two Thousand Five Hundred Dollars (\$2500.00) or Three Thousand Dollars (\$3000.00) for administrators with five (5) or more years of AAC service, to an annuity.

D. Step Placement

Each administrator new to the system shall be placed on his or her appropriate step. Each administrator currently employed in the system shall advance one step on the schedule unless such advancement shall be withheld pursuant to Article III.

ARTICLE II - FRINGE BENEFITS

The BOARD shall provide the following insurance coverage and shall contribute one hundred percent (100%) of the premium except as hereinafter provided. On behalf of each AAC member who elects to participate in the medical/surgical/dental/prescription plans described below the BOARD shall contribute eighty- four percent (84%) of the premium effective July 1, 2010 and there shall be deducted from the salary of the participating AAC member a sum equal to sixteen percent (16%) of the total premiums attributable to such member for such plans, in 20 equal installments commencing with the first pay period in September. Effective July 1, 2011, the Board's contribution shall decrease to eighty-three percent (83%) and the participating AAC member's contribution shall increase to seventeen percent (17%). Effective July 1, 2012, the Board's contribution shall decrease to eighty-two percent (82%) and the participating AAC member's contribution shall increase to eighteen percent (18%).

Because the BOARD's plan is currently a self-insured plan, it is not statutorily obligated to include all state mandated minimum insurances under its medical/surgical plan. However, as of 10/22/2003, all such mandates are included in the plan. The BOARD reserves the right to exercise discretion regarding such modifications in the future. If it declines to modify the plan in accordance with legislative enactments, the BOARD will give notice of such decision to the AAC, and, upon the AAC's request, shall meet and discuss its decision.

The insurance coverages are:

1. Group Life Insurance - Death benefits equal to twice the basic annual earnings of the employee to a maximum benefit of \$250,000 and an Accidental Death and Dismemberment (AD & D) benefit of twice the basic annual earnings of the employee to a maximum benefit of \$250,000.
2. The Medical/Surgical Plan – A full-service medical/surgical plan utilizing a preferred provider organization with full managed care, with a level of benefits more fully described in the Blue Cross/Blue Shield Century Preferred Plan documents. Co-payments apply when services are rendered within the network providers. Deductibles and co-insurance apply when services are rendered outside of the network.

| | <u>In-Network</u> | <u>Out-of-Network</u> |
|----------------|--|---|
| Office Visit | \$15.00 co-payment Unlimited | \$250/\$500/\$750 deductible |
| Emergency Room | \$50.00 co-payment | 80/20 co-insurance to \$1000/\$2000/\$3000 out-of-pocket |
| In-patient | \$100.00 with pre-certification | Unlimited |
| Out-patient | \$100.00 with pre-certification Unlimited lifetime maximum \$250 non-compliance managed care penalty. | Unlimited Maximum |

3. Prescription Drug Card Rider - Managed 3 tier plan with co-pays of \$10/\$25/\$40, with a \$3000.00 calendar maximum (additional coverage subject to out-of-network deductible and co-insurance). Mail-order: 1 co-pay up to 30; 2 co-pays 31-90.
4. Dental Plan – Full service dental coverage for initial and routine oral exams and prophylaxis, x-rays, denture relining and repair, routine fillings, simple extractions, and endodontic within coverage limits. Provided all AAC members agree to participate, Dental Rider A (Caps and Crowns) will be made available to AAC member at their own expense.
5. Available as an optional alternative to Items 2 and 3 above, is a Health Savings Account Option (HSA)

Effective July 1, 2010, the Board shall make available a High Deductible Health Plan (“HDHP”) with Health Savings Account (“HSA”). As set forth in the chart below, there shall be a \$2000 deductible for individual coverage and \$4000.00

deductible for 2-person and family coverage, In and Out-of-Network. There shall be a 100% In-Network coinsurance and an 80% Out-of-Network coinsurance after the deductible with an out-of-pocket maximum of \$4000 for individual coverage and \$8000 for 2-person and family coverage. In-Network preventive care is covered 100% and not subject to the deductible. Out-of-Network preventive care shall be subject to the deductible and co-insurance. The Prescription Drug Benefits shall be treated as any other medical expense subject to the deductible for 30-day retail or 90-day mail-order supply. This is a managed plan to the same extent as is the rider under the PPO, but is unlimited. Dental plan shall be as set forth in subsection c. above.

The Board will contribute 50% annually toward the deductible for those AAC members who elect to participate in the HSA. Funding shall be made in 10 equal monthly installments and shall be made for each month the employee participates in the plan. It is understood that the Board has no obligation to fund any portion of the HSA deductible for the HDHP after a participating AAC member has left the Board's employ.

| | |
|---------------------------------------|----------------------|
| Shared In & Out of Network Deductible | \$2,000/\$4,000 |
| Preventive Services | 100% |
| Coinsurance In/Out | 100%/80% |
| Coinsurance Max | \$2,000/\$4,000 |
| Shared Out-of-Pocket (Cost Share) | \$4,000/\$8,000 |
| Prescription Medications | As any other Expense |

For those employees who elect to participate in the HSA option set forth above, the AAC member premium share shall be 13% effective July 1, 2010, 15% effective July 1, 2011 and 17% effective July 1, 2012.

6. A Disability Program which provides for partial salary continuation through a group long-term disability (LTD) plan as follows: Following the 180 day elimination period, the monthly benefit will be sixty percent (60%) of the member's basic monthly earnings to a maximum of \$6500 per month. The plan provides a convertibility option for AAC members who retire or terminate their employment with the BOARD. Conversion will be at the member's expense.
7. Administrators who retire may at their own expense purchase the medical coverage under the group rate.
8. AAC members shall be eligible to participate in the Town's Flex Spending Account in accordance with its terms and conditions.
9. The Board reserves the right to offer Administrators, during the term of this Agreement, the option of a Health Savings Account ("HSA") plan.

ARTICLE III - CONDITIONS OF EMPLOYMENT

A. LEAVE POLICY

1. Sick Leave

Each AAC member shall be entitled to twenty-five (25) days leave with pay each year for personal illness with the right to accumulate unused days from year to year; such accumulation to be up to 228 days. Up to five (5) sick days per year may be used for illness of the AAC member's spouse, child, or parent.

2. Personal and Emergency Leave

Each AAC member shall be entitled to the equivalent of ten (10) days of paid absence (personal and emergency reasons), for purposes of emergencies and to handle personal matters not otherwise capable of being handled outside of the normal work day. Whenever possible the AAC member shall notify his/her immediate superior in writing of an impending personal absence, although an explanation is not necessary.

3. Sabbatical Leaves

Sabbatical leaves of one-half or one full year may be granted at the discretion of the BOARD to AAC members upon recommendation by the Superintendent for purposes of approved study, travel, or planned programs of professional activity, subject to the following conditions:

- a. Sabbatical leaves shall be granted only to those who have completed seven years of service in Canton, and who have a Master's Degree.
- b. Requests for sabbatical leave must be received by the Superintendent no later than January 1 of the school year preceding the school year for which the sabbatical leave is requested. The BOARD will render final action on such applications and inform applicants of its decisions before March 1. Applications will include an outline of the purpose, the activities (itinerary), and the interim and final report which will constitute the Sabbatical Leave Program.
- c. An AAC member, while on sabbatical leave, shall be paid a sum not to exceed 100% and not to be less than 50% of his/her annual contract rate for the contract year preceding the year of sabbatical leave. Said sum shall be equal to the amount determined by subtracting the cost in salary of providing replacement for the

AAC member while the latter is on sabbatical leave from 125% of the AAC member's annual contract rate for the contract year preceding the year of the sabbatical leave. Should the requirement to pay a minimum of 50% of the AAC member's annual contract rate for the contract year preceding the year of the sabbatical leave when combined with the cost of providing a replacement for the AAC member while the latter is on sabbatical leave exceed a sum which is 125% of the AAC member's annual contract rate for the contract year preceding the year of the sabbatical leave, the BOARD shall be authorized solely for economic reason to deny the request of sabbatical leave.

- d. The AAC member shall agree to return to employment in Canton for one year for each semester of leave granted. If the AAC member does not return, he/she must repay the full amount of reimbursement granted. If he/she returns for only one year to Canton, he/she must repay one half the amount. No leave shall be granted unless the applicant agrees in writing to comply with this requirement.
- e. No more than one (1) AAC member will be granted sabbatical leave each year.
- f. Any subsequent changes in the planned program must be approved by the Superintendent of Schools.
- g. The applicant will attempt to secure financial grant-in-aid as a possible means of reducing the cost of the program to the community. It shall be understood that the total amount of compensation to be received from all sources shall not exceed the recipient's placement on the Canton salary schedule for the next year of the sabbatical leave. Any monies in excess of the recipient's Canton salary shall be deducted from the 50% of the full salary.

4. Family & Medical Leave

AAC members who are eligible will be granted unpaid family and medical leaves of absence in accordance with federal law and BOARD policy.

B. WORK YEAR

The work year for AAC members shall be twelve (12) months. AAC members shall be entitled to 20 days (one month) paid vacation, 25 days after five (5) years administrative service, and thirteen (13) paid holidays. (See Appendix II) If the Board schedules school for any holiday, that holiday would be considered a

floating holiday. If the member is unable to take their floating holiday during the calendar year, the member will be paid his/her per diem rate for said floating holiday.

Vacation time off shall be scheduled by mutual agreement of the AAC member and his/her immediate supervisor, taking into consideration workload and the wishes of the AAC member. Approval of a request for vacation time off shall not be unreasonably withheld.

C. WORK DAY

AAC members are expected to use discretion in the management of their schools or departments. Their working hours will be determined by the requirement of their positions.

D. PROFESSIONAL MEETINGS

1. All AAC members are expected to attend those national, regional and state professional meetings, conferences, and conventions that, in the Superintendent's judgment, may be of benefit to the school system.
2. For those professional meetings receiving prior approval of the Superintendent, basic expenses for transportation, housing, food, registration and other directly related miscellaneous items will be paid by the BOARD upon presentation of proper forms. The following sum shall be budgeted by the BOARD to meet these approved expenses during this contract:

\$7,500 per year

3. If the expenses incurred by AAC members through attendance of professional meetings should exceed the amount allocated above, additional money will be available through a transfer from the Professional Advancement account if this amount has not been depleted.
4. All expenses incurred by AAC members through attendance at meetings which they are required to attend because of their position and/or their responsibilities shall be the responsibility of the BOARD of Education with the approval of the Superintendent.
5. These expenses shall be separate from professional development expenses outlined in paragraphs one and two of this section.
6. A sum of \$500 shall be budgeted by the BOARD to meet these approved expenses during each year of this contract.

E. PROFESSIONAL ADVANCEMENT

The following sum shall be applied to tuition reimbursement for this contract:

\$5000

The sum shall be apportioned among the members of AAC eligible for reimbursement of tuition costs. Said reimbursement, which shall not exceed 100% nor less than 50% of tuition costs, shall be applicable for any course taken by members of AAC in pursuit of their professional growth and which, in the opinion of the Superintendent, would result in the improvement of their performance within the school system. Payment will be made upon satisfactory completion of the course. Should the requirement to pay a minimum of 50% of tuition costs necessitate payment in excess of the budgeted sum for all tuition reimbursement in a given school year during the term of the AGREEMENT, the Superintendent shall be authorized solely for economic reasons to deny tuition reimbursement to an AAC member for a course taken by the latter.

F. INTER-SCHOOL TRAVEL

All members of AAC with responsibilities for or in more than one school shall be reimbursed for the use of their automobile at the current IRS rates as of June 30th of each year of the Agreement.

Such payment shall be made semi-annually upon submission of a mileage report to the Superintendent.

Monies paid to such personnel shall not be taken from funds allocated for transportation in Article III, Section D of this contract but shall be drawn from funds specifically set aside for this purpose.

G PROMOTIONS AND SPECIAL POSITIONS

1. All AAC members shall be given adequate opportunity to make application for positions covered in this contract.
2. All administration appointments shall be made without discrimination in regard to race, creed, color, religion, nationality, sex, or marital status.

H. AAC- BOARD CONSULTATION

The BOARD negotiators will, when deemed feasible by such negotiators, endeavor to consult with a designated representative of the AAC membership regarding matters relating to Conditions of Employment in the EAC contract with the BOARD before decisions involving such matters are finalized in the course of

negotiations between the BOARD of Education Negotiators and the Negotiators of the Education Association of Canton (EAC).

ARTICLE IV - GRIEVANCE PROCEDURE

A. DEFINITIONS

1. A "grievance" is a complaint by an administrator that, as to him/her or them, there has been a violation, misinterpretation or misapplication of the provisions of this AGREEMENT, or of the rules, regulations , administrative policies, or directives of the BOARD or that they have been treated unfairly, or in a manner inconsistent with established policy or practice.
2. An "aggrieved person" is the person or group of persons making the complaint.
3. A "party at interest" is any person or persons who might be required to take action or against whom action might be taken in order to resolve the complaint.
4. "Days" when used in this Article shall, unless otherwise indicated, mean calendar days, excluding Saturday and Sunday and holidays as set forth in Appendix II.

B. PROCEDURE

1. Any aggrieved person shall first discuss the matter with his/her immediate superior directly and make every effort to resolve the problem at this level.
2. If the aggrieved person is not satisfied with the informal disposition of the grievance, he/she may directly, or through the AAC, file with the Superintendent a written grievance within twenty-one (21) days of the occurrence giving rise to the grievance. If the Superintendent is not the aggrieved AAC member's immediate supervisor, he/she shall simultaneously provide his/her immediate supervisor with a copy of the written grievance.

Within five (5) days after the receipt of the grievance, the Superintendent, unless temporarily incapacitated by virtue of illness or other cause so as to be unable to perform the duties of Superintendent for up to a period of thirty (30) days, shall meet with the aggrieved and representatives of AAC, if involved. A record shall be kept of the hearing by the Superintendent or his/her designee and by the aggrieved and/or representative of AAC.

The Superintendent shall render a written decision to the aggrieved person with a copy to AAC if involved, within five (5) days after the hearing.

3. If a party at interest is not satisfied with the decision of the Superintendent, or if no decision has been rendered within five (5) days after the meeting with the Superintendent, he/she may, individually or through AAC, file a written request for appeal with the Chair of the BOARD within five (5) days after the decision.

Within ten (10) days after the receipt of the appeal, the BOARD or a committee thereof shall meet with the aggrieved and/or a representative of AAC. A record shall be kept of the hearing by the BOARD secretary or his/her designee and by the aggrieved and/or representative of AAC.

The BOARD shall render a written decision to the aggrieved person, with a copy to AAC within ten (10) days after the hearing.

4. If the aggrieved person is not satisfied with the disposition of his/her grievance, or if no decision has been rendered by the BOARD at step 3, the aggrieved or AAC may file a request for arbitration with the American Arbitration Association (AAA) within fifteen (15) days after receipt of the response from the BOARD or after the due date for such response. A copy of such request shall be filed simultaneously with the BOARD. If mutually agreed, the parties may choose to engage in arbitration independent of the AAA by selecting an arbitrator by mutual agreement.

Arbitration shall proceed in accordance with the rules and regulations of the American Arbitration Association for labor disputes.

The arbitrator shall be without power or authority to add to, delete from or modify this Agreement or to make any decision which requires the commission of an act prohibited by law or which is in violation of the Agreement. Such decision shall be final and binding. The cost for arbitration shall be borne equally by the parties.

C. MISCELLANEOUS

1. Decisions at all levels of the grievance procedure shall be in writing, setting forth the decision and the reasons therefore.
2. All comments, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

3. Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of procedure.
4. Nothing contained herein shall be construed as limiting the right of any administrator having a problem to discuss the matter informally and confidentially with any appropriate superior or member of AAC.
5. The number of days indicated at each level is a maximum and every effort should be made to complete the successive steps in less time if possible; provided, however, that the time limits indicated may be extended by mutual agreement of the parties at the level concerned, with a corresponding change in any related time limits, but in no event for a period to exceed ten (10) additional days to each step.
6. In the event a grievance is filed on or after June 1, every effort shall be made to resolve the same prior to the end of the school term or as soon thereafter as is practicable.
7. Failure at any level in the procedure to communicate the decision on a grievance within the specified time limits shall entitle the aggrieved person to proceed to the next step. Failure at any level in this procedure to appeal a grievance within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.
8. No reprisals of any kind shall be taken by either party or by any member of the administration against any party at interest, or any other member of AAC by reason of his/ her participation in the grievance procedure.

ARTICLE V- JUST CAUSE

No administrator shall be disciplined, including disciplinary demotion, except for just cause.

ARTICLE VI - REDUCTION IN PROFESSIONAL STAFF

A. GENERAL STATEMENT

The BOARD has the sole and exclusive prerogative to eliminate administrative positions consistent with the provisions of the Connecticut State Statutes. When the BOARD determines to eliminate administrative positions due to decreases in school enrollment, changes in curriculum, budgetary constraints or other cause, the following policy and procedure shall be followed.

B. PROCEDURE

1. The BOARD shall determine which administrative position shall be subject to elimination. However, prior to displacing an administrator under this procedure, the BOARD will give every consideration to its ability to effectuate possible reduction in staff by voluntary retirement or resignation, provided that remaining personnel are qualified to perform the available work.
2. No administrator shall be displaced from administrative employment when a position exists in the administrators unit which is either vacant or will be vacant by July 1 or is occupied by an administrator with fewer years of administrative service in the Canton school district, provided that the administrator is certified and qualified for the position and, where a position is held by an administrator with fewer years of administrative service in the Canton school district, the administrator whose position is subject to elimination is equally qualified for the position held by less senior administrator. Factors used to assess qualifications include:
 - a. specified unique abilities and/or competencies possessed to meet needs of remaining positions;
 - b. experience relative to needs of remaining positions;
 - c. highest degree status;
 - d. total administrative experience.

Notwithstanding the foregoing, no administrator may assume an administrative position of higher pay.

3. In the event an administrator is relieved of his/her duties as an administrator because of a reduction in staff and another administrative position is not otherwise available as aforesaid, he/she will be offered a teaching position for which he/she is certified and qualified, subject to the reduction in force contract provision or policy then in effect relative to teachers in the teachers' unit.

C. REAPPOINTMENT

1. The name of any administrator whose service has been terminated because of the elimination of a position or reduction in professional staff shall be placed upon a reappointment list and shall remain on such list for twenty four (24) months or for the duration of the current contract,

whichever is longer, provided such administrator does not refuse a reappointment.

2. An administrator on the reappointment list shall receive a written notice of the existence of a vacant, or soon to be vacant or new position, prior to consideration of another applicant. The BOARD may, however, post or otherwise advertise the vacancy. The administrator must respond within ten (10) days of receipt of notification. Administrators shall then be rehired from the reappointment list in the reverse order of layoff contingent upon proper certification and qualifications.

ARTICLE VII - EFFECT OF LEGISLATION - SEPARABILITY

If any provision of this Agreement is in contravention of the laws or regulations of the United States or of the State of Connecticut, such provision shall be superseded by the appropriate provision of such law or regulation, so long as same is in force and effect; but all other provisions of this Agreement shall continue in full force and effect

ARTICLE VIII - TERM OF AGREEMENT

The term of this AGREEMENT shall be the period July 1, 2010 through June 30, 2013.

Executed this day of 2009:

CANTON BOARD
OF EDUCATION

ADMINISTRATORS' ASSOCIATION
OF CANTON, INC.

Carlene Rhea, Board Chair

Mary Dorpalen, President

APPENDIX I – SALARIES

2010-11 Salary Schedule

| Step | CHS Principal | CIS/CBPS/MS Principal | CHS Assistant Principal |
|------|---------------|-----------------------|-------------------------|
| 1 | \$120,907 | \$113,595 | \$106,545 |
| 2 | \$123,518 | \$115,684 | \$109,157 |
| 3 | \$126,129 | \$118,296 | \$111,768 |
| 4 | \$128,740 | \$120,907 | \$114,379 |
| 5 | \$131,351 | \$123,518 | \$116,991 |
| 6 | \$133,963 | \$126,129 | \$119,602 |

2011-12 Salary Schedule

| Step | CHS Principal | CIS/CBPS/MS Principal | CHS Assistant Principal |
|------|---------------|-----------------------|-------------------------|
| 1 | \$122,902 | \$115,470 | \$108,303 |
| 2 | \$125,556 | \$117,593 | \$110,958 |
| 3 | \$128,210 | \$120,248 | \$113,612 |
| 4 | \$130,865 | \$122,902 | \$116,266 |
| 5 | \$133,518 | \$125,556 | \$118,922 |
| 6 | \$136,173 | \$128,210 | \$121,575 |

2012-13 Salary Schedule

| Step | CHS Principal | CIS/CBPS/MS Principal | CHS Assistant Principal |
|------|---------------|-----------------------|-------------------------|
| 1 | \$125,347 | \$117,768 | \$110,459 |
| 2 | \$128,055 | \$119,933 | \$113,166 |
| 3 | \$130,762 | \$122,641 | \$115,873 |
| 4 | \$133,469 | \$125,347 | \$118,580 |
| 5 | \$136,175 | \$128,055 | \$121,288 |
| 6 | \$138,883 | \$130,762 | \$123,994 |

APPENDIX II - HOLIDAYS

Independence Day

Labor Day

Columbus Day

Veterans Day

Thanksgiving and Day After

Christmas Day

Day after Christmas Day

New Year's Day

Martin Luther King Day

President's Day

Good Friday

Memorial Day

APPENDIX III -WORKERS' COMPENSATION OFF-SET TO SICK LEAVE

Whenever an administrator is absent from school as a result of a personal injury compensable under the Workers' Compensation Law of Connecticut and caused by an accident arising out of and in the course of his/her employment (as opposed to an assault, which is governed by §10-236a of the Connecticut General Statutes), he/she may elect to charge all or part of such absence during the period of temporary disability due to the accident to the sick leave days to his/her credit, in which event (a) he/she shall receive the sick leave pay to which he/she is entitled for the period so charged to his sick leave credits less the amount of any Workers' Compensation award made for temporary disability due to said injury for any period for which such sick leave is paid, and (b) his/her accumulated sick leave as of the last day worked prior to the said period of absence shall be charged proportionately in the same ratio that the amount of his/her total daily sick leave benefit less his/her daily Workers' Compensation benefit bears to his/her total daily sick leave benefit.