

AGREEMENT
Between
THE EASTON BOARD OF EDUCATION
and
EASTON INTERMEDIATE
ADMINISTRATORS' ASSOCIATION

July 1, 2019 - June 30, 2022

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INTRODUCTION

This Agreement, entered into this 13th day of November, 2018, by and between the BOARD OF EDUCATION OF THE TOWN OF EASTON (hereinafter referred to as the "Board") and the EASTON INTERMEDIATE ADMINISTRATORS' ASSOCIATION (hereinafter referred to as the "Association") shall take effect on July 1, 2019 and shall remain in full force and effect until and including June 30, 2022.

ARTICLE 1 RECOGNITION

Pursuant to Section 10-153b and Section 10-153d of the Connecticut General Statutes, the Board recognizes the Association as the exclusive bargaining representative with respect to salaries, hours and other conditions of employment of all certified professional employees employed by the Board, not excluded from the purview of Sections 10-153a to 10-153n, inclusive, of the Connecticut General Statutes, employed in positions requiring an intermediate administrator or supervisor certificate, or the equivalent thereof, and whose administrative or supervisory duties equal at least fifty percent of the assigned time of such employee. Excluded is the Director of Special Services, which is a shared position across the Easton/Redding School Districts and may include Region 9 in the future.

ARTICLE 2 MANAGEMENT RIGHTS

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 Easton in all its aspects, and all of said rights, responsibilities and prerogatives not specifically abridged, delegated or modified by this Agreement. It is further recognized that the Superintendent of Schools is the chief executive officer of the Board of Education, and shall have executive authority over the school system and the responsibility for its supervision. Said rights, responsibilities and prerogatives shall include, but not be limited to, the following: to maintain public elementary and secondary schools and such other educational activities as in the Board's judgment will best serve the interests of the Town of Easton; to give the children of Easton as nearly equal advantages as may be practicable; to decide the need for school facilities; and, to determine the care, maintenance and operation of buildings, lands, apparatus and other property used for school purposes; to determine the number, age and qualifications of the pupils to be admitted into each school; to employ, assign and transfer teachers; to select and assign supervisory and administrative personnel; to reduce administrative positions from full to part time as warranted by enrollment; to suspend or dismiss teachers in the manner provided by statute; to designate the schools which shall be attended by the various children within the Town; to make such provisions as will enable each child of school age residing in Easton to attend school for the period requested by law and provide for the transportation of children whenever it is reasonable and desirable; to prescribe rules for the management, studies, classification and discipline for the public schools; to decide the textbooks to be used; to make rules for the arrangement, use and safekeeping of the school libraries and to approve the books selected therefore; to approve plans for school buildings; to prepare and submit budgets to the appropriate Town boards and, in its sole discretion, expend monies appropriated by the Town for the maintenance of the schools, and to make such transfers of funds within the appropriated budget as the Board shall deem desirable.

ARTICLE 3
GRIEVANCE PROCEDURE

3.1 A grievance shall be defined as a complaint by the Association or a member/members of the unit that a party to this Agreement has violated or misapplied a specific provision of this Agreement. The parties hereto agree that they will promptly attempt to adjust all grievances arising between them involving application of a specific term or provision of this Agreement.

3.2 Thus, should a grievance arise during the term of this Agreement, the aggrieved party shall use the following procedure as the sole means of settling said grievance.

3.2.1 If the grievant is unable to settle the grievance informally with her/his immediate supervisor, and wishes to process the grievance, the grievant shall proceed as follows:

3.2.2 Step 1. Within thirty (30) days of the act or event which gave rise to the grievance, the grievant shall reduce such grievance to writing, stating the specific article, section and subsection of the Agreement alleged to have been violated, and shall submit it to her/his immediate supervisor. The immediate supervisor shall meet with the grievant and respond to the grievance in writing, within ten (10) days of the submission of the written grievance.

3.2.3 Step 2. In the event the grievant is not satisfied with the disposition of the grievance at Step 1, the grievant may submit it to the Superintendent. If the grievant's immediate supervisor is the Superintendent, then the grievant shall proceed directly to Step 3. The written grievance must be submitted to the Superintendent within five (5) days following her/his immediate supervisor's decision at Step 1. The grievant shall meet with the Superintendent and the immediate supervisor and shall attempt to settle the grievance within seven (7) days of the submission of the grievance. The Superintendent shall respond to the grievance in writing within five (5) days of the meeting with the Superintendent, administrator and immediate supervisor or within twelve (12) days of the submission of the grievance if there has not been such meeting.

3.2.4 Step 3. If the grievance is not settled after submission to the Superintendent as set out in Step 2 or Step 1, whichever is applicable, the grievant may request a hearing and a review of said grievance by the Board. Such request shall be in writing containing the alleged facts pertinent thereto including all correspondence relevant thereto, and must be submitted to the Board within five (5) days following the Superintendent's decision at Step 2. The Board or a Committee of the Board shall convene a meeting and review such grievance within a reasonable period of time, but not to exceed thirty (30) days of receipt of notice. The Board or the Committee, by majority vote of either, shall render to the grievant or her/his designated representative its decision in writing within ten (10) days from the conclusion of the meeting.

3.2.5 If the matter is not resolved to the grievant's satisfaction at Step 3, then the grievant, provided such filing has the approval of the Association and is accomplished within ten (10) days of the Step 3 decision, may submit the grievance to arbitration according to the then prevailing Voluntary Labor Arbitration Rules of the American Arbitration Association. Notwithstanding the latter, nothing herein shall prohibit the parties to this Agreement from mutually agreeing on their own to an arbitrator of recognized expertise.

The costs for service of the Arbitrator, including per diem expenses, if any, and actual and necessary travel and subsistence expenses, shall be borne equally by the Board and the Association. The Arbitrator shall hear only one grievance at a time. The Arbitrator's decision shall be in writing and shall set forth his or her findings of fact, reasoning, and conclusions on the issue(s) submitted. The Arbitrator shall derive his or her authority from the Agreement and shall be without power or authority to alter, amend, delete or disregard provisions of the Agreement. The decision of the Arbitrator shall be submitted to the Board and to the Association, and, subject to law, shall be final and binding.

- 3.3 Any grievance not presented or followed up through the grievance procedure in the time limits contained therein shall be deemed waived. If at any step in the grievance procedure the Administration fails to give its answer within the prescribed time, the grievance may proceed to the next step, unless time is extended by mutual consent in writing.
- 3.4 Days shall mean school days during the school year and days that Central Office is open during summer recess.

ARTICLE 4
COMPENSATION

4.1 Base Salaries

The base salaries of administrators shall be comprised of the following components, as applicable:

4.1.1 Cash compensation, in such amounts as are set forth in Appendix A.

4.1.2 An additional non-elective contribution as listed below per contract year shall be made to a tax-sheltered annuity as permitted under IRS Section 403(b), as amended. The administrator may choose from the Board's list of approved 403(b) vendors when opening and/or transferring his/her 403(b) account while employed by the Board.

2019-2020	\$3,482.48
2020-2021	\$3,517.30
2021-2022	\$3,552.47

Non-elective 403(b) Plan contributions for administrators who work less than 12 months of the year shall be pro-rated.

4.1.3 Administrators who are receiving a non-elective contribution to a 403(b) Plan in excess of that specified in Section 4.1.2 prior to July 1, 2011 shall continue to receive an annuity payment at that higher amount, with a 1% increase applied to each year listed as listed below:

2019-2020	\$6,657.92
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2020-2021 \$6,724.50
2021-2022 \$6,791.75

4.2 Salary Payment

4.2.1 Each twelve-month administrator will be paid via twenty-six (26) payments.

4.2.2 An administrator who is in good standing and who gives written binding notice of her/his retirement effective the end of the current school year to the Superintendent by January 1 will receive a one-time lump sum payment of \$2,000.00 with her/his paycheck in July of the fiscal year following such notice. "Retirement" for this section shall be defined as retirement in accordance with the Connecticut State Teachers' Retirement Board.

4.2.3 The stipend for the administrator responsible for overnight supervision of the Nature's Classroom field trip will be \$400 per night.

ARTICLE 5
DUES DEDUCTION

- 5.1 Deductions: Upon the receipt of appropriate written authorization from the affected administrator an amount equal to the Association membership dues by means of payroll deductions. The amount of the deduction from each of twenty (20) paychecks for membership dues shall be equal to the total Association membership dues divided by the number of paychecks from and including the first paycheck in September through and including the first paycheck in June. The amount of Association membership dues shall be certified by the Association to the Board of Education prior to the opening of school each year.
- 5.2 Subsequent Employment: Those administrators whose employment commences after the start of the school year shall pay a pro-rated amount equal to the percentage of the remaining school year.
- 5.3 Forwarding of Monies: The Board of Education agrees to forward to the Association each pay period a check for the amount of money deducted during the pay period. The Board shall include with such check a list of administrators for whom such deductions were made.
- 5.4 As a condition of the provisions of this Article to be effective, the Association agrees to indemnify and save the Board harmless against any and all claims, demands, costs, suits or other forms of liability and all court or administrative agency costs that may arise out of, or by reason of, action taken by the Board for the purpose of complying with this Article.

ARTICLE 6
INSURANCE

6.1 The Board shall provide to members of the Administrators' unit a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA), and a Health Reimbursement Account (HRA) for administrators not eligible for the HSA as summarized herein. Starting in 2019-2020, the HDHP plan will be the only insurance option offered by the Board, and the PPO option will be eliminated.

- The High Deductible Health Plan with a Health Reimbursement Account (HDHP-HRA) shall be limited to administrators who are not eligible for the HSA (e.g., because they participate in Medicare or have recently received benefits from the Veteran's Administration or other limits as required under IRS code). The Board shall set up a HRA for administrators participating in the HDHP-HRA with the contribution amounts equal to the Board contributions that are deposited into the HSA for eligible administrators. The Board funding to the HRA shall include a rollover feature for each covered individual allowing any unused HRA deductible funds to be rolled over to the amount legally allowed.
- In 2019-2020 and 2020-2021, the Board will contribute 50% of the applicable HDHP deductible amount for active administrators participating in the HDHP. In 2021-2022, the Board will contribute 40% of the applicable HDHP deductible amount for active administrators participating in the HDHP.

The Board shall have no obligation to fund any portion of the HDHP deductible for retirees or other individuals upon their separation from employment. In the event that an administrator elects the HDHP after the start of the plan year, the Board's contribution toward the deductible shall be pro-rated for that year.

- In 2019-2020, 2020-2021 and 2021-2022, the Board will make fifty percent (50%) of the Board's contribution toward the HDHP deductible on or about September 1 or as soon thereafter as practicable and fifty percent (50%) on or about December 1 or as soon thereafter as practicable. In order to receive the Board's contribution toward his/her HDHP deductible, the administrator must provide the Board's Human Resources Department or designee with the administrator's bank account information so that such contribution may be deposited into the administrator's bank account.
- The administrator will be responsible for opening his/her HSA account at a bank jointly selected by the Board and the Association. If the bank imposes any bank fees associated with maintaining the HSA account, the parties agree to jointly select another bank for the HSA account. At no time will the Board pay for any bank fees associated with the administrator's HSA bank account, including, without limitation, monthly maintenance fees and overdraft charges. The Board will make provisions for a pre-tax direct deposit payroll deduction for administrators who elect the HDHP.
- The deductible will be \$2,000 (single)/\$4,000 (employee + 1 and family) in each of 2019-2020, 2020-2021, and 2021-2022.
- For all years of the contract, prescription drug copayments, after the deductible is

satisfied, will be \$5 (generic)/\$25 (preferred brand)/\$40 (non-preferred brand), with mail order at two (2) times these retail co-payments for a ninety day supply.

- Once the HDHP deductible is met, benefits will be covered at 100% for in-network, and out-of-network services will be subject to 80%/20% co-insurance.
- The combined in and out-of-network out-of-pocket maximums are as follows:
 - i. In network (for 2019-2020, 2020-2021 and 2021-2022):
\$3,000 (single)/\$6,000 (employee + 1 and family)
 - ii. Out-of-network (for 2019-2020, 2020-2021 and 2021-2022):
\$4,000 (single) and \$8,000 (employee + 1 and family)
- The parties agree that the specific terms and limitations of the medical and dental plans offered by the Board are set forth in the Summary Plan Description, which is incorporated herein by reference. The Summary Plan Description shall reflect the terms set forth in this Agreement.

6.2 Each administrator who participates in the health insurance coverage provided by the Board as contained in 6.1 shall pay a percentage of the premium cost outlined below. The annual cost of the coverage will be from July 1 to June 30 and will be deducted over 20 pay periods, on a pre-tax basis to the extent allowed by law, beginning with the first pay in September and ending with the first pay in June.

2019-2020	20%
2020-2021	20%
2021-2020	21%

6.3 The Board shall retain the full authority to change health plan administrators for the above-listed coverage at any time, provided that the coverage and services provided by the new administrator will be substantially equivalent to those provided by the previous administrator. The Board agrees to inform the Association of any such change in administrator thirty (30) days prior to the institution of the change. Included with the notice of change will be information showing comparability of coverage.

It is not the intention of this section to allow exclusion of a class of benefit coverage by a new administrator, which was provided by the previous administrator.

If a health plan administrator has a restricted or preferred list of health providers, a successor administrator will be deemed substantially equivalent if at least 80% of the providers listed on the former plan are contained on the successor administrator's list.

6.4 The Board shall maintain a pre-tax dollar Flexible Spending Account Plan under the appropriate sections of the Internal Revenue Code applicable to administrators for expenditures for dependent care. The Board shall establish a Flexible Spending Account Plan for those administrators who are enrolled in a Health Reimbursement Account or are not enrolled in the HDHP. The Board will continue to offer a Section 125 Premium Only plan.

- 6.5 When an administrator's separation from the Easton public schools is effective June 30th, and the administrator has notified the District prior to April 1 of the separation, the administrator has the option of continuing the same insurance coverage and the same premium share arrangement through August 31st of that year.
- 6.6 A long-term disability income plan is provided by the Board. The minimum monthly benefit is \$100 per month. There will be a direct offset which caps benefits at the lesser of 60% of the administrator's basic monthly earnings, less other income benefits; or the maximum benefit is \$6,000, less any other income benefits, after a ninety (90) day waiting period.
- 6.7 The Board shall provide for each administrator represented by the Association term life insurance with accidental death and dismemberment benefits in the amount of 2.34 times her/his annual salary rounded off to the next higher thousand dollars. The face amount will reduce to 65% at age 65 and to 50% at age 70. There will be a waiver of premium benefit in the event of disability prior to age 65, six month elimination periods, and termination of waiver at age 65.

Within 31 days of retirement or resignation, administrators shall have the option of converting the term life insurance provided by the Board to an individual policy for which the administrator would pay the full cost directly to the insurance carrier.

ARTICLE 7 PROTECTION OF ADMINISTRATORS

7.1 Just Cause

No unit member shall be disciplined without just cause. In connection with a termination or nonrenewal, a member of the bargaining unit must utilize the procedures contained in Section 10-151 of the Connecticut General Statutes and not the provisions of the grievance and arbitration provisions of this Agreement.

- 7.2 Before any material is made a part of an administrator's personnel file, the administrator shall be given the opportunity to read such material and to append a written response or rebuttal to the file copy.

ARTICLE 8 REDUCTION IN FORCE

- 8.1 If an administrative position is eliminated, the incumbent administrator shall be displaced. That administrator will be offered a vacant administrative position which is covered by the Association, provided she/he, in the reasonable exercise of judgment by the Superintendent, is determined certified and qualified for the position and provided further that such reassignment shall not be a promotion.

8.1.1 Should an administrator be relieved of her/his duties because of a reduction in staff or elimination of position, and not be reassigned to another administrative position, she/he will be offered a teaching position for which she/he is certified consistent with the provisions of Section 10-151 of the Connecticut General Statutes and the reduction in force provisions of the collective bargaining agreement covering members of the teacher bargaining unit.

8.1.2 A member of the Association who has been displaced or has her/his position eliminated will be placed on an administrative recall list and remain on such list for a period of two years. If an administrative vacancy occurs during this two-year period for which said administrator is certified and determined qualified in the reasonable exercise of judgment by the Superintendent, she/he will be offered said position. An administrator who has been displaced or whose position has been eliminated will be removed from the recall list if she/he refuses any administrative position offered or if the school system has not offered the administrator a position after having been on the recall list for a two-year period.

ARTICLE 9 REIMBURSEMENTS

- 9.1 The Board agrees to reimburse the administrator for courses taken after the sixth year degree in the amount of seventy-five percent (75%) of the actual cost to a maximum of fifteen (15) credit hours per annum. To be eligible for the reimbursement, the administrator must first submit a planned program of studies at an accredited college or university to the Superintendent for approval. Courses with a final grade of "B" or below are not eligible for reimbursement.
- 9.2 The administrator shall receive reimbursement for out-of-pocket expenses incurred in the performance of her/his professional duties with the prior approval of the Superintendent and submitted in accordance with district procedures.
- 9.3 Travel Expense. When an administrator is authorized or required to use his/her own automobile for approved school business at an alternate site, he/she will be compensated for the distance traveled at the IRS rates.
- a. Outside the ER9 district, compensation shall be for the distance that exceeds the administrator's normal daily commute to and from her/his regularly assigned building. The rate of reimbursement shall be the mileage rate allowed for deduction by the IRS. Actual mileage driven shall be reported by the administrator on the mileage reimbursement request form.

If travel occurs on a non-work day, mileage reimbursement shall be for the distance traveled to the location and back to the administrator's home.

All requests for reimbursement must be submitted by the last day of the fiscal year.

ARTICLE 10
SPECIAL ABSENCES WITH FULL PAY

10.1 The following absences are permitted with full pay and are non-cumulative:

- (a) Immediate family for all purposes under this Agreement means spouse, children, stepchildren, parents, siblings, grandparents, grandchildren, and parents-in-law.
- (b) A leave of three (3) days per annum for illness in the immediate family.
- (c) A mourning leave of up to five (5) days per death of an immediate family member; in the event that a single event results in the death of more than one member of an administrator's immediate family, the combined mourning period under this subsection shall not exceed five (5) days.
- (d) A leave for professional visiting may be granted at the discretion and with the prior approval of the Superintendent.
- (e) The Superintendent shall be authorized to grant short leaves of absence with full pay for previously approved trips to educational conferences. The Superintendent shall be authorized to establish a system for reimbursement for partial or total costs of approved trips.
- (f) Administrators belonging to any religious faith shall be allowed to take religious holidays as required by the tenets of their religion without loss of pay, provided they fall on school days, to a total of not more than three (3) days.
- (g) Each administrator shall be permitted to take five (5) school days of leave with salary, annually, to attend to personal business. This personal business should be of such an important nature that it requires that administrator's personal attention during a portion or all of a scheduled school day. Whenever possible, the administrator should take care of any personal business outside of school time. Notification for such leave shall be made as far in advance as is practicable and, except for emergency, shall be made at least seventy-two (72) hours prior to the date of leave. The administrator shall state the reason for each personal day, provided that an administrator will not be required to give a reason for use of one (1) of the aforementioned days in situations where the need for the day is compelling and the administrator feels the need to keep the reason private.
- (h) Requests for leave of absence for compelling reasons, with pay, may be granted by the Board of Education, or its designee.

10.2 Sick Leave.

10.2.1 Each administrator employed by the Board of Education shall be allowed fifteen (15) days sick leave with full pay each school year, cumulative to one hundred eighty (180)

days, to be used in case of personal illness.

10.2.2 After sick leave with full pay has been exhausted, an administrator shall be paid the difference between his/her salary per diem and the salary per diem of a substitute for an additional thirty (30) calendar days. This benefit shall only be available to administrators who have attained tenure.

10.2.3 Any administrator joining the staff during the school year is entitled to one and one-half (1-1/2) days of sick leave for each month served, not to exceed fifteen (15) days sick leave with full pay for the school year.

10.2.4 Only in case of unavoidable emergency should an administrator be absent without advance notice or advance knowledge of the Superintendent. In such cases, the administrator must make every reasonable effort possible to notify the Superintendent of such absence as soon as possible.

10.3 Injury on the Job.

10.3.1 When an administrator's absence is due to an injury sustained in the course of employment, then thirty (30) days of paid leave shall be allowed. Such paid leave shall provide a salary equal to that normally paid to the administrator, minus any benefits from compensation insurance. Such paid leave shall not be deducted from accumulated sick leave time.

10.3.2 If the absence extends beyond thirty (30) days, the administrator shall be placed on regular sick leave, to the extent available as provided by Sections 10.2.1 and 10.2.2, with full pay minus any amount paid by compensation insurance.

10.3.3 Notwithstanding the foregoing, pursuant to Section 10-236a of the Connecticut General Statutes, any administrator absent due to an assault while acting within the scope of her/his employment shall be saved harmless from any financial loss and expense and her/his absence shall not be charged against her/his sick leave, vacation time or personal leave days.

10.4 Child Rearing.

- (a) The Board shall grant leave for child rearing after the birth, fostering or adoption of a child.
- (b) The leave may extend for the remainder of the school year in which the child is born or adopted, and may, upon request of the administrator, extend for the ensuing year. Return from a childrearing leave shall only take place at the beginning of a school year.
- (c) There shall be no compensation during this leave period (except as otherwise required by the Family and Medical Leave Act).
- (d) No experience on the salary schedule shall be granted during this time

period of leave.

- (e) Sick leave not used during maternity leave shall be restored upon return to the system.
- (f) Notification of intent to return shall be submitted by the administrator on childrearing leave by March 1 of the calendar year in which the professional staff member plans to return. Failure of the administrator on childrearing leave to provide timely notification of intent to return shall be considered other due and sufficient cause for termination of the administrator's contract.

ARTICLE 11
HOLIDAYS

The following holidays will be granted to all full-time, 52-week employees with full pay:

New Years Day	Columbus Day
Martin Luther King Day	Floating Holiday
President's Day	Thanksgiving Day
Good Friday	Day after Thanksgiving Day
Memorial Day	Christmas Eve Day
Independence Day	Christmas Day
Labor Day	

The holiday pay provisions shall apply only when the designated holidays fall on a normal working day. Holidays which occur on a Sunday shall be celebrated on the following Monday, and holidays which occur on a Saturday shall be celebrated on the preceding Friday, unless in either event school is in session on such Monday or Friday, in which case the employee will be eligible to schedule the holiday on some other regular workday during the contract year by mutual agreement with the Superintendent.

ARTICLE 12
VACATION

- 12.1 All bargaining unit employees shall receive five (5) weeks vacation per year. Such vacation shall be prorated when employment is for less than a full year. Vacation shall be taken in the year in which it is earned. Notwithstanding the foregoing, with the prior written approval of the Superintendent, unit members may carry over up to five (5) days, which must be used in the next year. An administrator with 10 years of full time service in the Easton Public School System who is unable to use his/her carryover days in the following year, such single year being the last year of employment prior to retirement in accordance with the Connecticut Teacher's Retirement Board, may bank up to five carryover days and

will be compensated at the per diem rate for those days upon resignation or retirement from the Easton Public School System.

- 12.2 Discretionary Provisions Related to Absence: In cases not covered herein, the Superintendent shall have discretionary powers to determine, with the individual concerned, appropriate action.

ARTICLE 13
SEVERABILITY

- 13.1 In the event that any provision or portion of this Agreement is 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.
- 13.2 If a provision that is ruled invalid cross references other sections of the Agreement and there is a question regarding the validity of such sections, the parties will attempt to reach agreement on the resolution of the situation. Upon failing resolution, a grievance or other available avenue of resolution may be pursued.

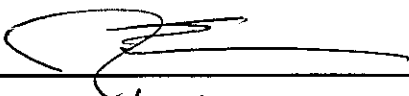
ARTICLE 14
BOARD MEETINGS

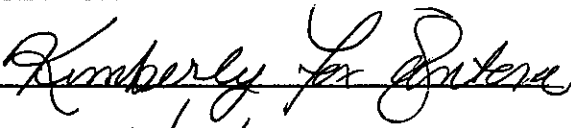
The Association and the Board agree that administrator presence at Board of Education meetings is an important aspect of community relations and the elementary and middle school principal will be in attendance at all such meetings, saving that they can be excused if the penultimate item on the agenda is an executive session to which they have not been invited. Unless previously granted permission to be absent by the Superintendent, the assistant principals may be excused by the Superintendent after the first Public Comment of a Board of Education Agenda so long as their presence is not, in the Superintendent's judgment, vital to subsequent topics and agenda items.

In witness whereof, the parties have caused their duly authorized representatives to execute this Agreement on the date(s) set forth below.

EASTON BOARD OF EDUCATION

EASTON INTERMEDIATE ADMINISTRATORS' ASSOCIATION

By  _____

By  _____

Date 11/13/18

Date 11/13/2018

APPENDIX A

SALARY SCHEDULE

	2019-2020	2020-2021	2021-2022
Middle School Principal	\$173,996	\$177,737	\$181,558
Elementary Principal	\$168,616	\$172,241	\$175,944
Supervisor of Special Services	\$140,592	\$143,615	\$146,703
Middle School Assistant Principal	\$142,135	\$145,191	\$148,313
Elementary Assistant Principal	\$141,912	\$144,963	\$148,080

A-1

Effective July 1, 2017, the parties will implement a 5-step salary schedule for all bargaining unit positions. To establish the salary schedule, the parties will apply the 2017-2018 general wage increase to the 2016-2017 salaries for each position, and that will be the Step 5 salary rate for each position. Each of the four steps below Step 5 will be 2.564% lower than the preceding step.

2019-2020	Step 1	Step 2	Step 3	Step 4	Step 5
Middle School Principal	\$156,826	\$160,953	\$165,188	\$169,535	\$173,996
Elementary Principal	\$151,978	\$155,977	\$160,081	\$164,293	\$168,616
Supervisor of Special Services	\$126,718	\$130,053	\$133,475	\$136,987	\$140,592
Middle School Assistant	\$128,109	\$131,480	\$134,940	\$138,491	\$142,135
Elementary Assistant Principal	\$127,908	\$131,274	\$134,728	\$138,273	\$141,912

2020-2021	Step 1	Step 2	Step 3	Step 4	Step 5
Middle School Principal	\$160,198	\$164,414	\$168,740	\$173,180	\$177,737
Elementary Principal	\$155,244	\$159,329	\$163,522	\$167,825	\$172,241
Supervisor of Special Services	\$129,443	\$132,849	\$136,345	\$139,933	\$143,615
Middle School Assistant	\$130,863	\$134,307	\$137,841	\$141,468	\$145,191
Elementary Assistant Principal	\$130,657	\$134,095	\$137,624	\$141,246	\$144,963

2021-2022	Step 1	Step 2	Step 3	Step 4	Step 5
Middle School Principal	\$163,642	\$167,948	\$172,367	\$176,903	\$181,558
Elementary Principal	\$158,581	\$162,754	\$167,037	\$171,433	\$175,944
Supervisor of Special Services	\$132,226	\$135,706	\$139,277	\$142,942	\$146,703
Middle School Assistant	\$133,677	\$137,195	\$140,805	\$144,510	\$148,313
Elementary Assistant Principal	\$133,467	\$136,979	\$140,584	\$144,283	\$148,080

Ph.D/Ed.D annual degree stipend \$2,000.