

AGREEMENT BETWEEN

THE SIMSBURY BOARD OF EDUCATION

AND

THE SIMSBURY SCHOOL
ADMINISTRATORS AND SUPERVISORS
ASSOCIATION

July 1, 2020 – June 30, 2024



TABLE OF CONTENTS

	Page No.
PREAMBLE	1
ARTICLE I - RECOGNITION	2
ARTICLE II - SALARIES	2
ARTICLE III - ADDITIONAL REMUNERATION	3
ARTICLE IV - EMPLOYEE BENEFITS	3-8
ARTICLE V - VACATIONS AND HOLIDAYS	8
ARTICLE VI - ABSENCES	9-10
ARTICLE VII - GRIEVANCES	10-11
ARTICLE VIII - REDUCTION IN FORCE	11-14
ARTICLE IX - DURATION	15
EXHIBITS	
EXHIBIT I - ADMINISTRATIVE SALARY SCHEDULE	16

PREAMBLE

Pursuant to Section 10-153b to 10-153f, inclusive, of the Connecticut General Statutes, the certified administrative and supervisory personnel of the Simsbury Public Schools below the rank of Superintendent of Schools with the exception of the Assistant Superintendent of Schools, Director of Human Resources, and Business Manager, who are excluded from the purview of this act, elected the Simsbury School Administrators' and Supervisors' Association, hereinafter referred to as the SSASA, to represent them in negotiations with the Simsbury Board of Education, hereinafter referred to as the Board.

The Board and the SSASA agree that a flexible approach to negotiations in accordance with said statutes best suits their needs in light of the history of good working relations and mutual respect between the Board and the administrators.

Subjects of mutual concern which have been or may be discussed in a general fashion have been relegated by mutual consent to informal understandings and independent action by the parties. Because the Board has adopted responsible, written policies and regulations which contain provisions for orderly change based on notice and deliberations in which the administrators may offer suggestions and advice, it is agreed that at this time there is no need to restrict Board action by adopting a comprehensive agreement regulating all aspects of working conditions. In the event of a conflict between written policies and regulations and any provision of this agreement, this agreement shall prevail.

ARTICLE I - RECOGNITION

The Board recognizes SSASA as the exclusive representative of all certified administrative and supervisory personnel below the rank of Superintendent of Schools, with the exception of the Assistant Superintendent, Director of Human Resources, and the Business Manager, who are excluded from the purview of this act, for the purpose of negotiations with respect to salary and other conditions of employment pursuant to Section 10-153b of said statutes.

ARTICLE II - SALARIES

A. Salary Schedule

The Administrators' Salary Schedule establishing upper and lower limits for the period July 1, 2020 through June 30, 2024 for all certified personnel represented by the SSASA is set forth in Exhibit I on page 15.

1. Each administrator shall be given an annual salary notification by June 30.

B. Termination of Individual Employment

1. Upon termination of an administrator's employment, the Superintendent of Schools, or his/her agent, shall compute the administrator's terminal payment by pro-rating his/her annual salary as follows:

For twelve month employees the salary earned shall equal 1/260th of the administrator's annual salary times the number of days between the first day of the fiscal year and the day on which he/she terminates his/her service, inclusive, which he/she worked. If holidays were allowed under Article V and when vacation days accrued, but were not taken, pursuant to Article V, such days shall be granted for pay purposes upon termination. For each vacation day taken in excess of such days earned, an amount equal to 1/260th of his/her annual salary shall be deducted.

For employees whose designated work year is less than 260 days per year, said adjustment shall be made in the same fashion and at the same level as the designated days indicated in the individual salary notification.

ARTICLE III - ADDITIONAL REMUNERATION

Administrators covered by this Agreement will be granted annually up to \$1,250 for advanced study and/or professional development activities, such as attendance at institutes, seminars, conferences, professional conventions and membership in professional organizations, with prior approval from the Superintendent of Schools. Tuition for graduate courses will be paid on a reimbursement basis upon presentation to the Superintendent of documentation attesting to satisfactory completion of the course(s).

ARTICLE IV - EMPLOYEE BENEFITS

A. Life Insurance

1. The Board shall provide for each administrator represented by the SSASA group life insurance with a death benefit three times his/her annual salary rounded off to the next higher thousand dollars. An administrator may purchase additional life insurance up to a total of four times his/her annual salary up to a maximum of \$600,000 on a 50%/50% Board-administrator shared-cost basis for the duration of the contract. For administrators hired after July 1, 2017, those who choose to purchase the additional life insurance will be responsible for the entire premium cost.

2. Administrators who retire in accordance with statute and were employed on or before July 1, 1995, and have completed a minimum of 12 years of Simsbury administrative/teaching experience, shall receive \$50,000 continuous group term life insurance paid by the Board of Education, commencing on the first day of retirement and up to age 70.

For administrators hired after July 1, 1995, a minimum of 15 years of Simsbury administrative/teaching experience shall be necessary to receive this benefit.

B. Board of Education Health Insurance Program

1. There are three health insurance options available to employees hired before July 1, 2014. For new hires as of July 1, 2014 or thereafter, the only health insurance plan will be the High Deductible Health Plan (HDHP) outlined further below. Said new hires participating in the HDHP must remain in the HDHP. The Board-administrator shared cost basis is indicated in the following schedule:

	Year	Board Contribution	Administrator Contribution
Preferred Provider Organization (PPO)	2020-2021	Buy-Up	Buy-Up
	2021-2022	Buy-Up	Buy-Up
	2022-2023	Buy-Up	Buy-up
	2023-2024	Buy-Up	Buy-up
Health Maintenance Organization (HMO)	2020-2021	Buy-Up	Buy-Up
	2021-2022	Buy-Up	Buy-Up
	2022-2023	Buy-Up	Buy-up
	2023-2024	Buy-Up	Buy-up
High Deductible Health Plan (HDHP)	2020-2021	79.5%	20.5%
	2021-2022	79.0%	21.0%
	2022-2023	78.0%	22.0%
	2023-2024	77.0%	23.0%

*NOTE: "Buy-up" is the option to participate in the HMO or PPO by paying the difference between (1) what the Board would have paid in premium or premium equivalent plus the applicable Board payment to offset the deductible amount for the HDHP and (2) the cost of participating in the HMO or PPO.

2. Additional Plan Information

Details of all insurance plans are filed in the office of the Board of Education and may be examined there during regular office hours. Additional information can be found in the Human Resources Section of the District Website.

Preferred Provider Organization (PPO-In Network)

There is no annual deductible cost to the individual, no family deductible, and no co-insurance costs for those expenses incurred within the Network of doctors and hospitals. This plan includes an unlimited lifetime maximum.

Preferred Provider Organization (PPO-Out-of-Network)

The annual deductible for out-of-network is \$500 individual / \$1,000 individual plus one / \$1,500 family, 80% / 20% co-insurance (Years 1-3) on a calendar year basis, after the insured has paid \$1,500 individual / \$3000 individual plus one / \$4,500 family in benefit payments including deductible, covered expenses are paid 100%. This plan includes a \$2,000,000 lifetime maximum.

Health Maintenance Organization (HMO)

There is no annual deductible for the individual and their families as long as they stay in the HMO Network. This Plan has no lifetime maximum if services are provided in Network. Out of the HMO Network the individual has total responsibility for medical expenses, except in an emergency.

High Deductible Health Plan (HDHP)

- Prescription co-pays (\$5/\$30/\$45) apply after the deductible is satisfied.
- The deductibles shall be \$2,000/\$4,000, and employees will be enrolled in a Health Savings Account (HSA).
- The Board’s contribution to the deductible shall be made 50% in the first pay date in July and 50% in the first pay date in January.
- Board contribution to deductible is 50%.
- The Maximum Out of Pocket (MOOP) In Network shall be \$3,000/\$6,000. MOOP Out of Network shall be \$5,000/\$10,000.

a. Plan design changes in PPO and HMO as follows:

	2020-21	2021-22	2022-23	2023-24
Office Visit	\$30	\$30	\$30	\$30
Specialist Visit	\$40	\$40	\$40	\$40
ER	\$125	\$125	\$125	\$125
Urgent Care	\$75	\$75	\$75	\$75
Inpatient	\$250	\$250	\$250	\$250
Out-patient	\$250	\$250	\$250	\$250
Imaging	\$75/\$375	\$75/\$375	\$75/\$375	\$75/\$375
Prescription	\$10/\$25/\$40*	\$10/\$25/\$40*	\$10/\$25/\$40*	\$10/\$25/\$40*

*Prescriptions: Essential Package (prior authorization, step therapy, and quantity limits), mandatory generics & exclusive specialty pharmacy

Retired administrators will be given the option of selecting one of the health insurance alternatives available to active employees.

C. Dental Plan

The Board will provide Dental Insurance (preventive services, general services, major services, and orthodontic benefits) on the following cost basis: Qualifying individuals may purchase coverage on a 82%/18% (2020-2024) Board – administrator shared-cost basis with a maximum annual benefit of \$1500 per individual for the duration of this agreement.

D. Long-Term Disability Income Protection Plan

A long-term disability income plan is available on a 50%/50% Board-administrator shared-cost basis. The disability benefit is \$7,500 per month or a maximum of 60% of the administrator's salary, whichever is less.

E. Retired Administrators' Insurance Benefits

Retired administrators who have completed a minimum of 12 years of Simsbury administrative/teaching experience who were employed on or before July 1, 1995 shall be eligible annually for \$800 individual or \$1500 family toward the premium cost of the current health insurance benefits offered by the Board of Education, as long as their coverage is uninterrupted. For Administrators hired after July 1, 1995, a minimum of fifteen years of Simsbury administrative experience shall be necessary to be eligible for this benefit.

In the event of the death of a retired administrator who, at the time of death, is a member of the health plan of the Simsbury Public Schools, his/her spouse will receive 12 months of continued health benefits at the Board's expense.

F. Death Benefit

In the event of the death of an administrator who dies while employed as an administrator of a Simsbury Public School, his/her spouse will receive health insurance for one year at Board expense.

G. Section 125 Program

The Board of Education agrees to administer an optional Section 125 Program, which includes both premium conversion and flexible spending account features. Employees electing to participate in the flexible spending account are responsible for the annual service fee.

H. Content, Construction and Examination of Insurance Plans

The terms and conditions of the insurance policies through which the above benefits are provided shall determine the details concerning the benefits for which administrators are eligible. This Agreement shall not be construed to alter such policies or grant benefits not provided therein provided that in the case of conflict the terms of this Agreement shall prevail. Administrators may examine these policies at the office of the Board during regular office hours.

I. Alternate Programs

Alternative insurance carriers and/or insurance networks with substantially equivalent or better benefits and administrative services may be substituted for those names above.

J. Travel Insurance

The Board shall provide a one hundred fifty thousand dollar (\$150,000) accident policy covering all business-connected travel for each administrator at Board expense.

K. Physical Examination

An annual physical examination for all administrators shall be provided, with the Board paying the total cost that is not covered by the existing health plan.

L. Protection of Administrators

The Board agrees to provide a stipend, not to exceed \$2,000, for employment of legal counsel of the administrator's choice, should he/she be involved in a negligence suit arising out of the performance of his/her duties.

The purpose of such counsel is:

1. To supplement other legal aid as may be provided by the Board of Education in accordance with the Connecticut General Statutes Section 10-235.
2. To protect the particular interest of the administrator and the school system. If criminal proceedings are brought against an administrator alleging an assault while acting in the scope of his/her employment, such administrator may request the Board furnish independent legal counsel to defend him/her in such proceedings.

No administrator shall be disciplined (i.e. reprimanded in writing, suspended, or demoted for disciplinary reasons) without just cause. Termination of employment is recognized to be exclusively governed by Section 10-151 of the Connecticut General Statutes.

M. Longevity

A longevity payment based on years of service as an administrator/teacher in the Simsbury Public School System will be provided by the Board, according to the following schedule:

Completed Years of Service	Longevity Payment
10 years	\$600.00
12 years	\$800.00

N. Longevity Retirement

If requested in writing prior to the third year before retirement, personnel covered by this agreement, eligible for a retirement allowance under statute, who have completed a minimum of 15 years of administrative/teaching experience in Simsbury shall receive an additional stipend of \$2300 for each of the last three years of service.

Personnel, who have completed a minimum of 20 years of administrative/teaching experience and meet the aforementioned requirements, shall be eligible for an additional stipend of \$3300 for each of the last three years of service.

1. In the event an individual retires without longevity notice, he/she will receive a one-time payment of \$2300 or \$3300 in accordance with the statutory and service requirements indicated above.

O. Tax Sheltered Annuity

The Board of Education shall contribute to a tax sheltered annuity program selected by the administrator in the following amounts:

- 2020-21: \$4250
- 2021-22: \$4500
- 2022-23: \$4750
- 2023-24: \$5000

Effective July 1, 2008 and continuing each year thereafter, each administrator shall have his/her base salary increased by a dollar amount noted in the above schedule from which total base salary the administrator shall pay through a reduction in his/her total base salary (elective deferral) the aforesaid dollar amount each year to an annuity.

ARTICLE V - VACATIONS AND HOLIDAYS

The following paid holidays shall be granted to (12 month) employees:

Holiday	Date Observed
1. New Year's Day	January 1
2. Martin Luther King Day	1st Monday in January on or after January 15
3. President's Day	Third Monday in February
4. Good Friday	
5. Memorial Day	Last Monday in May
6. Independence Day	July 4
7. Labor Day	First Monday in September
8. Columbus Day	Second Monday in October
9. Thanksgiving Day	Fourth Thursday in November
10. Day after Thanksgiving	
11. Day before Christmas	December 24
12. Christmas Day	December 25
13. Day after Christmas	December 26

Holidays falling on Sunday shall be observed on Monday, and those falling on Saturday shall be scheduled on Friday if school is not in session on that day; otherwise, scheduling of the holiday shall be determined by mutual agreement between the SSASA and the Superintendent.

The Day after Christmas holiday will be determined by the superintendent or his/her designee for consistency among employee groups. Typically, it will be the day after Christmas, but will depend on how the calendar falls each year.

Please note if administrators are required to work on any of the above holidays due to the scheduling of the systemwide staff development program, then an additional vacation day shall be granted.

(Twelve month) administrators represented by the SSASA shall be entitled to a vacation. Vacation schedules, based on local administrative service, shall be as follows:

Number of Years	Number of Days
Less than 1 year	20 vacation days prorated
Over 1 year through 5 years	20 vacation days
Over 5 years	25 vacation days

For the purpose of computing vacation days earned: holidays shall count as a work day. Vacation schedules shall be subject to the approval of the Superintendent of Schools.

ARTICLE VI - ABSENCES

A. With Salary Continuation

1. **Disability:**
12 month Administrators represented by SSASA shall be granted twenty-two (22) days per year for personal illness, quarantine or injury, cumulative to two hundred twenty (220) days. Personal illness shall be defined to include, for up to ten (10) days per year, illness or death in the immediate family of each administrator. Personnel with a specified work year below 260 days shall be granted the appropriate number of days per year, for personal illness, based on a ratio of his/her designated school year compared to the 260-day year. Such days will be cumulative to the level of the designated work year as identified in the current individual contract.
2. **Other Personal Absences:**
Absence for personal reasons shall be provided as an executive privilege, with the approval of the Superintendent of Schools.
3. **Jury Duty:**
Each administrator called to jury duty shall be entitled to his/her full salary if no substitute is hired during such absence or to the difference between his/her full salary and that received for jury duty if a substitute is hired.
4. **Absence for Professional Reasons**
Subject to prior approval by the Superintendent of Schools, an administrator may be absent for visiting days, attendance at conventions, participation in school evaluations, educational conferences and/or other forms of professional improvement, without deduction from his/her salary or loss of days granted for other categories of excused absences.
5. **Absence in Excess of Allowance**
When a 12-month administrator is absent in excess of days allowed, the Board or its agent shall deduct an amount equal to 1/260th of the annual salary of unexcused absence from the next payment to the administrator. For employees whose designated work year is less than 260 days per year, the adjustment for unexcused absences shall be made based on the designated work year identified in the individual contract.
6. **Sick Leave of Absence**

In the event of absence due to illness or physical disability of administrators, beyond the granted sick leave allotment, the Board shall make the requisite payments to maintain in full force the administrator's protection under the Board of Education Health Insurance Program for a period not to exceed 12 months. Nothing herein shall constitute a waiver by the Board to take appropriate disciplinary action regarding any employee absent from work without authorization.

B. Sabbatical

Administrators represented by the SSASA, who have at least six (6) years of service in the Simsbury School System, may devote one (1) year to additional training, subject to Board approval and provided such training would benefit the Simsbury School System as well as the administrator, and the administrator could be replaced temporarily without serious dislocation to the school system.

The Board of Education shall pay 100% of salary to the individual on such leave. If the individual receives grant payments, which, added to the salary allowance, exceed 110 per cent of salary, the Board's contribution shall be reduced to provide for maximum earnings of 110 per cent.

Administrators granted such leaves shall be required to return to the Simsbury School System for three (3) years, with one-third of the salary provided by Simsbury being forgiven for each year of additional service.

ARTICLE VII - GRIEVANCES

A. Definition

A grievance is any complaint other than one involving tenure which an administrator or group of administrators covered by this Agreement may assert with respect to the application to such complainant of (1) the terms of this Agreement, (2) the Board Policies and Administrative Regulations, or (3) administrative decisions made pursuant to (1) and (2), or (4) a claim of failure to follow the established procedures of the evaluation program.

B. Procedure for Resolution of a Grievance

A complainant may choose either one or both of the following procedures for the resolution of his/her grievance except that no more than one petition for hearing such grievance may be presented to the Board.

1. He/she may proceed through normal administrative channels and if the grievance is not resolved in this manner present it in writing to the Board of Education by a request for a formal hearing by it on the matter or follow the procedure in 2.
2. He/she may present his/her grievance to the SSASA and request it to present the grievance for resolution. If the SSASA decides to present the grievance for resolution, it shall submit the grievance in writing to the Superintendent of Schools with a request that he/she or his/her designated representatives work

with the SSASA in finding an equitable solution. If the grievance is not resolved as a result of this procedure, the SSASA may then present the grievance in writing to the Board of Education and request a formal hearing on this matter.

3. No later than the second regular meeting after receipt of a petition through either channel, the Board shall hear the matter.
- C. If the administrator is not satisfied with the decision of the Board pursuant to either procedure 1 or 2, he/she may submit the grievance to binding arbitration. The administrator shall present a request in writing to the appropriate representative of the Association to submit the grievance to arbitration.

If the Association determines within ten (10) days after receiving such request that the grievance is meritorious, the Association shall notify the Board of Education of its intention to submit the grievance to arbitration. Within five (5) days after such written request for arbitration is received by the Board of Education, representatives of the Board and Association shall agree upon and select an arbitrator. If the parties cannot agree upon an arbitrator at this meeting, the matter shall be submitted to the American Arbitration Association for disposition.

The arbitrator so selected shall confer with the representatives of the Board, the aggrieved administrator, and the appropriate representative of the Association, and hold hearings promptly and, unless extended by mutual agreement, shall issue the decision not later than thirty (30) days from the date of the closing of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs are submitted to him or her.

The arbitrator's decision shall be in writing and shall set forth his or her findings of fact, reasoning, and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which violates the terms of this Agreement. The arbitrator shall not usurp the functions of the Board or the proper exercise of its judgment and discretion under the law and under this Agreement, and the decision of the arbitrator shall be final and binding.

The cost for the services 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.

ARTICLE VIII - REDUCTION IN FORCE

- A. It is understood that it is within the discretion of the Board of Education to eliminate or create any position, program or department or to reorganize or assign an administrator to any other administrative position within the Simsbury Public Schools. If an administrator is to be assigned to another administrative position, the Superintendent, in the reasonable exercise of judgement, will make the decision based upon what is in the best interest of

the school system and will consider, but not be limited to, a review of the following factors:

1. Certification held by administrator
2. The educational needs of the Simsbury Public Schools
3. Qualifications, which would include experience and performance evaluations

B. If an administrative position, covered by the Collective Bargaining Agreement between the Simsbury Board of Education and the Simsbury School Administrators and Supervisors Association were to be considered for elimination, the Superintendent will review with the president of the Association the potential for eliminating the position.

C. Administrative Reassignment

If an administrative position is eliminated and the administrator is considered to be qualified by the Superintendent, in the reasonable exercise of judgement, he or she will be reassigned as follows:

1. If the high school or middle school principal's position is eliminated, he/she will be reassigned to the position of the least senior vice principal at the high school or middle school.
2. If an elementary principal's position is eliminated, the elementary principal with the least seniority as an administrator in the Simsbury Public Schools will be the administrator who is displaced. The displaced elementary principal will be reassigned to the position of the least senior elementary assistant principal or middle school assistant principal.
3. If the Director of Special Services' position is eliminated, he/she will be reassigned to the position of Supervisor of Special Services.
4. If either a middle school or high school assistant principal's position is eliminated or the administrator holding that position is displaced, the middle or high school assistant principal with the least seniority as an administrator in the Simsbury Public Schools will be reassigned to any other middle school or high school assistant principalship if he or she has more seniority than another assistant principal.
5. Any administrator covered by the SSASA and not identified in C. 1-4 above whose position is eliminated or who is displaced from his or her position will be offered a vacant administrative position which is covered by SSASA, provided he or she is determined qualified and certified by the Superintendent for the position that is vacant.

D. Should an administrator be relieved of his/her duties because of a reduction in staff or elimination of position, and is not reassigned to another administrative position, he/she will be offered a teaching position for which he/she 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.

E. Recall

1. A high school principal, middle school principal, elementary school principal, Director of Special Services, high school assistant principal, middle school assistant principal who is a member of SSASA and has been displaced or has his/her position eliminated will be placed on an administrative recall list and remain on such list for a period of two years, subject to the following conditions:
 - a. If an administrative vacancy occurs during this two-year period for which said administrator is certified and determined qualified in the reasonable exercise of judgement by the Superintendent, he/she will be offered said position.
 - b. An administrator who has been displaced or whose position has been eliminated will be removed from the recall list if he/she 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.
2. If the administrative position of any other SSASA member, not specifically referenced in E.1., is eliminated or that administrator is displaced, he/she will be placed on an administrative recall list for a period of three years subject to the following conditions:
 - a. If an administrative vacancy occurs during this three-year period for which said administrator is certified and determined qualified in the reasonable exercise of judgement by the Superintendent, he/she will be offered said position.
 - b. If a position which was previously eliminated is restored, the administrator who formerly held this position will be offered this position, if determined qualified in the reasonable exercise of judgement by the Superintendent.
 - c. An administrator who has been displaced or whose position has been eliminated will be removed from the recall list if he/she 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 three-year period.
3. An administrator who is on the recall list shall notify the Board of Education each year in writing by certified mail by June 1 that he or she desires to remain on the recall list.
4. Any administrator who is on the recall list shall notify the Board of Education in writing by certified mail if there is a change in his or her address.
5. The Board of Education will notify in writing by certified mail any administrator who is on the recall list at the last known address when a vacancy covered by SSASA is known to exist.

6. If an administrator is placed due to a reduction in force into a lower administrative position, he/she will continue to receive his/her present salary until the salary for the new administrative position reaches or exceeds his/her present salary, or until he/she dies, resigns, retires, is terminated, or is appointed to his/her former administrative position or to another administrative position, whichever first shall occur.

7. If an administrator is displaced due to a reduction in force to a teaching position, he/she shall continue to receive his/her present salary for two (2) school years, including any part thereof, or until he/she dies, resigns, retires, is terminated, or is appointed to his/her former administrative position or to another administrative position, whichever first shall occur.

ARTICLE X - DURATION

The provisions of this Agreement shall be in effect during the period July 1, 2020 through June 30, 2024, provided that the Board may reopen negotiations over the provisions of Article IV if the cost of medical insurance plan offered therein is expected to result in the triggering of an excise tax under The Patient Protection and Affordable Care Act [ACA;P.L. 111-148], as amended, inter alia, by the Consolidated Appropriations Act of 2016 [ACA; P.L. 114-113] and/or any material amendment to the ACA or related state or federal law. Reopener negotiations shall be governed by the provisions of Conn. Gen. Stat. Section 10-153f(e), and such negotiations shall be limited to health insurance plan design and funding, premium cost share and/or the introduction of an additional optional health insurance plan.

IN WITNESS WHEREOF, the parties hereunto set their hands and seal this 11th day of March, 2020.

**SIMSBURY SCHOOL ADMINISTRATORS
AND SUPERVISORS ASSOCIATION**

**SIMSBURY BOARD OF
EDUCATION**

BY: _____
Scott Baker, President

BY: _____
Susan Salina, Chairman

EXHIBIT I - ADMINISTRATIVE SALARY SCHEDULE

Position	2020-21		2021-22		2022-23		2023-24	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
High School Principal	\$171,509	\$176,509	\$175,481	\$180,481	\$179,542	\$184,542	\$183,878	\$188,878
Middle School Principal	\$163,734	\$168,734	\$167,531	\$172,531	\$171,413	\$176,413	\$175,558	\$180,558
Director of Special Services	\$162,887	\$167,887	\$166,665	\$171,665	\$170,527	\$175,527	\$174,652	\$179,652
Elementary Principal	\$156,949	\$161,949	\$160,593	\$165,593	\$164,319	\$169,319	\$168,298	\$173,298
High School Assistant Principal	\$150,822	\$155,822	\$154,328	\$159,328	\$157,913	\$162,913	\$161,741	\$166,741
Director of Athletics and Student Activities	\$144,702	\$149,702	\$148,070	\$153,070	\$151,514	\$156,514	\$155,193	\$160,193
Director of Instructional Technology & CTE	\$138,787	\$143,787	\$142,022	\$147,022	\$145,330	\$150,330	\$148,863	\$153,863
Middle School Assistant Principal	\$148,155	\$153,155	\$151,601	\$156,601	\$155,125	\$160,125	\$158,888	\$163,888
Supervisor Special Services	\$142,739	\$147,739	\$146,063	\$151,063	\$149,462	\$154,462	\$153,092	\$158,092
Elementary Assistant Principal	\$134,372	\$139,372	\$137,507	\$142,507	\$140,714	\$145,714	\$144,138	\$149,138
Director of Elementary Curriculum	\$154,407	\$159,407	\$157,994	\$162,994	\$161,661	\$166,661	\$165,578	\$170,578
Director of Operations	\$138,787	\$143,787	\$142,022	\$147,022	\$145,330	\$150,330	\$148,863	\$153,863

Range includes 5 increments at \$1,000 each.

Differentiated schedule for elementary school principals based on student enrollment as follows:

1. Enrollment below 400 students; no salary differential
2. 401-650 students \$600 differential
3. 651-900 students \$1200 differential
4. 901+ students \$1500 differential

Objective: Salary ranges for administrators will normally be equal to the median range of the administrative salaries of the top four towns, from the among the following: Avon, Bloomfield, East Hartford, Farmington, Glastonbury, Manchester, Newington, West Hartford, Wethersfield, Windsor.