



AGREEMENT
BETWEEN
THE MERIDEN BOARD OF EDUCATION
AND
THE MERIDEN ADMINISTRATORS' ASSOCIATION
JULY 1, 2022 THROUGH JUNE 30, 2025
MERIDEN, CONNECTICUT

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ARTICLE 1
THE PARTIES

- A. This Agreement is made between the Board of Education of the City of Meriden (hereinafter referred to as the "Board") and the Meriden Administrators' Association (hereinafter referred to as the "Association").
- B. The terms "Board of Education" or "Board", as used in this Agreement, shall mean the Board or its designee. The terms "Superintendent of Schools" or "Superintendent", as used in this Agreement, shall mean the Superintendent or his or her designee.

ARTICLE 2
RECOGNITION

- A. The Board hereby recognizes the Meriden Administrators' Association as the exclusive representative of those certified professional employees of the Board who are employed in positions requiring an intermediate administrator or supervisor certificate, and who are more specifically described in Section 10-153b(a)(1) of the Connecticut General Statutes as within the "administrators' unit."

ARTICLE 3
SCOPE OF AGREEMENT

- A. This contract contains the full and complete agreement between the Board and the Association for its term.
- B. Neither party shall be required during the duration of the contract to negotiate on any issue, whether it is covered or not covered in this Agreement. However, this Agreement may be amended at any time by mutual consent of the Board and the Association. Any such amendment must be signed by both the Board and the Association, which amendment shall be appended hereto and become a part hereof.
- B. All rights, powers, authority and prerogatives of the Board shall continue to remain exclusively vested in the Board unless specifically limited by the express provisions of this contract.

ARTICLE 4
FRINGE BENEFITS

- A. Health and Dental Insurance.
 - 1. The following health insurance, prescription coverage, and dental insurance is available to members of the bargaining unit, their spouses and their children who are eligible under state or federal law.
 - (a) High Deductible Health Plan - HSA Plan: The sole insurance option for the duration of this contract shall be a High Deductible Health Plan HSA with a \$2,000/\$4,000 deductible, of which, the employer will fund fifty percent (50%). For participating

employees not eligible for a Health Savings Account, the Board will make a payment to such employees in an amount equal to the deductible funding specified above. Such payment shall be taxable. Furthermore, (1) there shall be copays of \$0/25/40 for generic/brand preferred/brand non-preferred prescriptions after the deductible is met, up to an annual maximum prescription copay out-of-pocket amount of \$1,000 (individual) and \$2,000 (family). The plan will include mandatory generic substitution. Members who are prescribed a brand name that has a generic equivalent will automatically be dispensed the generic version. However, if physician indicates "dispense as written" or "no substitution," member is responsible for the applicable brand copay.

- (b) The HDHP-HSA plan shall be attached and made a part of this agreement for informational purposes only as Appendix B.
 - (c) Dental: Cigna full service dental plan - with riders A, B, C, D and unmarried dependent children rider.
 - (d) Vision: Vision Exam (Only) Rider
2. Employees shall contribute for the health and dental insurance benefits listed above, in accordance with enrollment and the following amounts:
- (a) Participating administrators shall annually contribute twenty-one percent (21%) of the premium rate in 2022-2023, for the applicable class (single, two person, family) for such benefits. However, employees who participant in a biometric wellness program and who meet their targeted wellness score will qualify for a nineteen percent (19%) premium contribution in 2022-2023. Furthermore, employees (and spouse if applicable) who also have an annual preventive examination in the preceding calendar year shall be eligible for a further reduction seventeen percent (17%) in 2022-2023.
 - (b) Participating administrators shall annually contribute twenty-two percent (22%) of the premium rate in 2023-2024, for the applicable class (single, two person, family) for such benefits. However, employees who participant in a biometric wellness program and who meet their targeted wellness score will qualify for a twenty percent (20%) premium contribution in 2023-2024. Furthermore, employees (and spouse if applicable) who also have an annual preventive examination in the preceding calendar year shall be eligible for a further reduction to eighteen percent (18%) in 2023-2024.
 - (c) Participating administrators shall annually contribute twenty-three percent (23%) of the premium rate in 2024-2025, for the applicable class (single, two person, family) for such benefits. However, employees who participant in a biometric wellness program and who meet their targeted wellness score will qualify for a twenty-one percent (21%) premium contribution in 2024-2025. Furthermore, employees (and spouse if applicable) who also have an annual preventive examination in the preceding calendar year shall be eligible for a further reduction to nineteen percent (19%) in 2024-2025.

- B. LIFE INSURANCE (employee only) - Each administrator shall be entitled to life insurance which shall equal two (2) times the average salary of the administrators unit, rounded to the nearest thousand dollars. The Board shall contribute 100% of the cost.
- C. DISABILITY INSURANCE (employee only) - The Board shall offer a long term disability plan as voted at the Board meeting of July 13, 1982.
- D. If the Board desires to change the carriers, it may do so subject to the following:

The Board may change these carriers provided that coverage, benefits and administration are substantially equivalent to those currently offered. At least sixty (60) days prior to changing carriers, the Board or its designee shall notify the President of the Association in writing. Upon request, the parties shall meet to discuss the proposed change. Should the Association and the Board disagree that the changes will provide substantially equivalent coverage, benefits and administration, the disagreement(s) shall be subject to impartial binding arbitration under the rules of the American Arbitration Association, preferably before an arbitrator with experience and expertise in insurance matters. In the event that the Association chooses to submit the proposed changes to binding arbitration, the Board, at its option, may require that such arbitration be joined with an arbitration proceeding over the changes of carriers with any other bargaining unit.

The carriers for insurance noted above with no named companies may be changed subject to the law regarding unilateral changes in conditions of employment as solely determined by the State Board of Labor Relations. In the event that the Association chooses to submit the proposed change to binding arbitration, the Board, at its option, may require that such arbitration be joined with an arbitration proceeding over the change of carriers with any other bargaining unit. The ability of the Board of Education to change insurance carriers shall not be affected by the proposed carriers' lack of a participating physician network or agreed-upon fee schedule with health care providers.

ARTICLE 5 SICK LEAVE

- A. Each member of the bargaining unit shall be entitled to twenty (20) days annually of sick leave for the term of this contract.
- B. Unused sick leave for administrators hired after June 30, 1990 without prior Meriden experience shall accumulate up to a maximum of 270 sick days for their position so long as the administrator remains in the service of the Meriden Board of Education in a position requiring an administrator's certificate. Administrators employed by the Meriden Board of Education prior to July 1, 1990 may continue to accumulate unused sick leave as long as the administrator remains in the service of the Meriden Board of Education in a position requiring teacher or administrator certification.
- C. At the commencement of and during the course of any paid or unpaid leave granted for medical reasons, the Superintendent of Schools may require an administrator to provide a statement from his or her physician indicating the anticipated date the administrator will return to work and the fitness of the administrator to return. The Superintendent may require the administrator to obtain a second opinion by a neutral physician at Board expense.

D. Bereavement Leave

An administrator may be absent with full pay up to five (5) school days to prepare for and attend the funeral on each occasion of a member of his/her immediate family (father, mother, brother, sister, husband, wife, child, mother-in-law, father-in-law). In the event of a death of an administrator's grandparent, brother-in-law or sister-in-law an administrator may be absent up to two (2) consecutive school days to prepare for and attend the funeral. Where the deceased is not a member of the immediate family but unusual circumstances require the administrator to be absent, the Superintendent may approve such absence under this section.

E. Personal Leave

An administrator may be absent for personal reasons up to three (3) days each year with no loss of pay.

ARTICLE 6
MILEAGE

- A. The Board agrees to pay Internal Revenue Service rates (per mile), in effect during the term of this contract, as reimbursement for the use of personal vehicles for school connected activities upon the submission to and approval by the Superintendent of a monthly mileage report. Mileage shall be determined from the employee's principal work place or from the central office if the employee has no principal work place.

ARTICLE 7
INSURANCE BENEFITS DURING RETIREMENT

- B. If and to the extent that such participation is permitted by statute, an administrator who retires may, at the time of said retirement, elect to continue coverage under any or all group health insurance plans then in effect, and in accordance with the terms of the carriers, provided such administrator assumes the cost of such continued coverage. Retired administrators so participating shall participate in Medicare when eligible.

B. Death Benefits

The Board shall provide the administrative services that will allow the spouse of any administrator who dies while employed by the Meriden School System or who has retired from the Meriden School System to continue to participate under group rates in the group insurance plan, if permitted by the insurance carriers. Such participation shall be at the spouse's expense.

C. Early Retirement

The Superintendent of Schools may, at his/her discretion, create and implement an early retirement plan for administrators. The Executive Board of the administrators' union will be consulted for input prior to any implementation of such a retirement plan. The amount of the incentive, the eligibility criteria for the plan, and the decision to grant or deny any early retirement incentive shall not be subject to the grievance procedure.

ARTICLE 8
EMPLOYEE RIGHTS RE ASSOCIATION MEMBERSHIP

- A. All bargaining unit employees may become or continue to be members of the Association for the duration of this Agreement or pay a representation fee to the Association, or choose to do neither.
- B. The Board agrees to deduct dues, as certified by the President of the Association, from the salaries of all employees covered by this Agreement who submit to the Board a written authorization for such dues deduction. The Board shall make such deduction each month from the employees' salaries and forward such dues to the Association. The Board agrees to deduct monthly representation fees, as certified by the President of the Association, from the salaries of all employees covered by this Agreement who submit to the Board a written authorization for such deduction. The Board shall make such deduction each month from the employees' salaries and forward such fees to the Association. The Board shall not make any deduction from an employee's salary without the written authorization by an employee to do so. The Association shall hold the Board harmless against any and all claims, demands, liabilities, lawsuits, counsel fees, or other costs which may arise out of or by reason of actions taken by or against the Board as a result of the administration or enforcement of this Article.

ARTICLE 9
SEVERABILITY

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

ARTICLE 10
GRIEVANCE PROCEDURE

- A. Definition
 - 1. A "grievance" shall mean a violation of a specific term or terms of this Agreement, or that there has been a failure to follow the established procedures of the school district's evaluation and support program.
 - 2. "Days" shall mean days when school is in session except between each July 1 and the beginning of the next school year when "days" shall mean weekdays. If any deadline date under this provision falls on a weekend or holiday, such date shall be extended to the next following weekday.
 - 3. "Administrator" shall mean any member or members of the bargaining unit.
- B. Time Limits
 - 1. The time limits indicated herein are maximums. All efforts should be made to communicate and resolve grievances in as short a time span as possible.
 - 2. Time limits may be extended by mutual agreement in writing.
 - 3. Failure by an administrator to initiate communication within a specified time limit shall result in a waiver of the grievance.

C. Informal Procedure

1. An administrator who feels aggrieved shall first initiate communication with his/her immediate supervisor in order to resolve the grievance informally.

D. Formal Procedure

1. Superintendent

- (a) A written grievance must be filed with the Superintendent, in writing, and contain at least the following information within twenty (20) days of the time the administrator knew or should have known of the action or condition which gave rise to the contract violation:
 - i. The name of the grievant(s).
 - ii. The date(s) on which the alleged act or condition occurred.
 - iii. The specific paragraph of this Agreement which is alleged to have been violated (unless the grievance is based on the failure to follow established evaluation procedures).
 - iv. A specific description of the act or condition in issue.
 - v. The requested remedy.
- (b) Failure to file a written grievance containing all of the above information within twenty (20) days of the time the administrator knew or should have known of the action or condition which gave rise to the violation shall constitute a waiver of the grievance.
- (c) Within ten (10) days of the receipt of the written grievance, the superintendent shall meet with the aggrieved administrator in an effort to resolve the grievance. The aggrieved administrator may request that the Association President or his designee attend this meeting.
- (d) Within five (5) days of this meeting, the Superintendent shall render a written decision to the administrator and the Association President.

2. Board of Education

- (a) If the grievance is not satisfactorily resolved at the Superintendent level, or if no decision has been rendered within the specified time, the administrator, through the Association President, may request a meeting with the Board of Education to discuss the grievance. Such request shall be made in writing to the President of the Board within fifteen (15) days of the formal grievance meeting with the Superintendent. Such request shall contain a copy of the initial written grievance and a copy of the Superintendent's decision, if any. A copy of this grievance shall be submitted to the Superintendent at or prior to the time it is submitted to the Board President. The grievance submitted to the Board President shall contain no new matters, but merely a statement that the administrator is appealing the within contained grievance from the Superintendent level. Failure to follow the above-noted procedure and form shall result in a waiver of the grievance.

- (b) The Board shall meet with the aggrieved administrator and the Association President or his/her designee within twenty (20) days of the receipt of the written appeal in an effort to resolve the grievance.
- (c) The Board shall render its decision in writing within ten (10) days of that meeting to the aggrieved administrator and the Association President.

3. Impartial Arbitration

- (a) The Association may file a grievance through arbitration as noted below where an increment has been withheld under Article 13, Salaries. Such a grievance shall follow the above-noted procedures except where the Superintendent waives said procedures. In such a case the Association may file directly for arbitration under the rules of the American Arbitration Association. The costs of the services of the arbitrator shall be borne equally by the Board and the Association. The sole issues before the arbitrator shall be as follows: Whether or not the Superintendent or his/her designee failed to follow evaluation procedures established by the Superintendent each year, in writing, for the evaluation of administrators and whether or not such failure resulted in prejudice to the administrator causing the unsatisfactory evaluation upon which the withholding was based. If so, what shall the remedy be?
- (b) The Association may file a grievance where it believes the Board has violated Article 4(D), Change of Carrier. The Association may file directly for arbitration under the rules of the American Arbitration Association. The costs of the services of the arbitrator shall be borne equally by the Board and the Association. The sole issues before the arbitrator shall be as follows: Whether or not the Board has violated Article 4(D) of this Agreement and if so, what shall the remedy be?
- (c) The arbitrator's decision, within the scope of the above-noted submissions, shall be final and binding.
- (d) If any grievance is not satisfactorily resolved at the Board of Education level, the Association, may file a demand for arbitration in writing to the American Arbitration Association within ten (10) days of receipt of the Board's decision with the Board (or the Superintendent's office on behalf of the Board). If the parties, or their legal representatives, are unable mutually to agree to an arbitrator of recognized competence in the subject matter of the dispute, within thirty days of receipt of the Board's decision the Association may submit such demand to the American Arbitration Association. In the case of the latter, the arbitration shall be conducted in accordance with the rules of the American Arbitration Association. The decision of the arbitrator shall be rendered within thirty (30) days of the date of the close of the hearings and shall be final and binding on both parties except that any issues regarding the contours of the administrator's bargaining unit shall be decided exclusively by the State Department of Education. The cost of the services of the American Arbitration Association and the arbitrator shall be shared equally by the Board and the Association.

ARTICLE 11
WORK YEAR

- A. The work year for administrators is from July 1 through June 30.
- B. Administrators shall work during this period in accordance with the following schedule except for thirteen paid holidays which are included in the numbers shown below. Administrators are expected to fulfill their regular duties within this time:

High School Principals	238 days
Middle School Principals	238 days
Elementary School Principals	223 days
High School Assistant Principals	228 days
Middle School Assistant Principals	228 days
Elementary School Assistant Principals	213 days
Supervisor of Language & Community Partnerships	230 days
Supervisor of Data Integration & Post-Secondary Planning	230 days
Director of Equity and Instruction	230 days
Supervisor of Special Education	220 days
Research and Evaluation Specialist	238 days
Director of School Leadership	243 days
Director of Technology	238 days

- C. Subject to the number of days indicated above, the periods of work for administrators shall be while school is in session and during the period two weeks after the school year has ended and two weeks immediately preceding the opening of school. Exceptions may be made by the Superintendent.
- D. It is understood that the Board may change the number of work days of the administrators. The Board shall notify the administrators at least ninety (90) days in advance of such change. The parties shall negotiate over the impact of such change.
- E. All administrators covered by this contract are granted the following paid holidays:

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
Floating Holiday*	Veterans' Day
Presidents' Day	Thanksgiving Day
Good Friday	Day after Thanksgiving
Memorial Day	Christmas Day
Independence Day	

*To be taken on a non-school day.

The above holidays shall be celebrated on the date declared by the state or federal government, or in lieu thereof, by the Board of Education, as the official day of celebration and only when school is not in session. If the Board changes a currently listed holiday and students are in session, administrators shall receive a replacement holiday.

ARTICLE 12
PROCEDURES FOR REDUCTION IN FORCE
AND TRANSFERS AFTER ELIMINATION OF UNIT POSITIONS

A. Introduction

It is understood that it is within the discretion of the Board of Education to eliminate or create any position, program, department, or school, or to reorganize or assign the staff thereof. If, in the Board's judgment, it is necessary to reduce the administrative staff, identification of the administrators to be reduced or terminated shall be made in accordance with the procedures of this Article. This procedure shall in no way preclude the Superintendent from making any transfer or reassignment, for any reason, provided she/he may not transfer or reassign an administrator to a lower paying certified position except for just cause; or when a reduction in force situation is involved, unless it is in accordance with the procedures contained in this Article.

- B. If, in the Board's opinion, it is necessary to reduce the administrative staff within particular administrative classifications, it shall be on the basis of length of administrative service within the Meriden Public School System, certification and qualifications as determined by the Superintendent of Schools, which determination shall not be arbitrary or capricious.

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

1. Any administrator relieved of her/his duties because of reduction of staff or elimination of position shall be offered an administrative opening (if one exists) in her/his job title within her/his classification.
2. If there is no existing administrative opening in her/his job title within her/his classification, the displaced administrator shall be offered the position of an administrator who has the least seniority in her/his job title within her/his classification.
3. If there is no existing administrative opening in her/his job title within her/his classification, and the displaced administrator is the least senior in her/his job title within her/his classification, s/he will be offered an opening in another job title, if one exists, firstly, in her/his current classification and, secondly, in any lower classification for which s/he is certified and qualified as determined by the Superintendent as set forth above.
4. If there are no existing job title openings in her/his current classification in any lower classifications but the displaced administrator has administrative seniority over an administrator in another job title within her/his current classification and/or a lower classification, the displaced administrator will be offered such position for which s/he is certified and qualified as determined by the Superintendent as set forth above and first, in her/his current classification and, secondly second, in any lower classification.
5. If an administrator is relieved of her/his duties because of a reduction in staff or elimination of position and another administrator position is not otherwise available as aforesaid, s/he will be offered a teaching position for which s/he is certified and qualified as determined by

the Superintendent as set forth above and which is either vacant or held by a teacher with fewer years of service in the Meriden School System, provided that any displacement of a teacher shall be in accordance with the applicable reduction-in-force procedure in the teachers' contract.

6. If an administrator is relieved of her/his duties because of a reduction in staff or an elimination of position and employed as a teacher, s/he will be given the experience credit on the salary schedule according to the teacher contract for her/his administrative and teaching experiences within the school system, and shall retain all accumulated sick leave.
7. A displaced administrator who receives a position in another administrative classification shall be paid on the same salary step for such position as her/his previous administrative position.
8. The classifications and job titles referred to above are as follows:

<u>Classifications</u>	<u>Job Titles</u>
(1)	High School Principal Middle School Principal Director of School Leadership – Elementary Director of Equity and Instruction Elementary School Principal
(2)	Research and Evaluation Specialist
(3)	Supervisor of Language and Community Partnerships Supervisor of Data Integration and Post-Secondary Planning Supervisor of Special Education Director of Technology
(4)	High School Assistant Principal Middle School Assistant Principal Elementary School Assistant Principal

C. Recall

Administrators reduced in position or terminated due to a reduction in force shall be placed on a recall list for two years from the date of the reduction. Such administrators shall be given preferential treatment for reappointment to an administrative position that becomes available. The Superintendent's determination on such reappointment shall be based on the criteria in Section B of this Article. Notice of recall shall be sent by certified mail to the administrator's last known address. It shall be the laid off administrator's responsibility to notify the Superintendent of Schools of his/her current address. An administrator who declines an offer of re-employment shall forfeit recall rights. Failure to respond in writing to a notice of an opening within fourteen (14) calendar days after the mailing thereof shall be deemed a refusal to accept re-employment. Administrators must return to work within thirty (30) calendar days from the date of the mailing of the notification or at such time the position becomes available, whichever occurs later.

- D. An employee hired to fill temporarily an administrative vacancy or to fill a vacancy created by an administrator on a leave of absence shall have no layoff or recall rights under this Article.

- E. Nothing herein shall require the promotion or assignment of an administrator to a position of higher rank, authority, work time or compensation, even though the administrator whose contract is to be terminated or who is to be recalled is qualified and/or certified for the promotion or assignment.

ARTICLE 13
SALARIES

- A. The salaries for the employees covered by this Agreement shall be set forth in Appendix A (Salary Ranges), attached hereto.
- B. Placement within range. Placement on a range at the time of initial employment shall be at the Board's discretion. The administrator shall be eligible to move upward from one placement to another on an annual basis until he/she reaches the maximum on the range.
- C. Administrators who have received a Ph.D. and/or Ed.D. degree shall receive a stipend of \$2,000.00. The stipend for an administrator who attains a Ph.D. or Ed.D. degree will be effective July 1. If such degree is obtained after July 1, but before the following February 1, then a stipend of \$1,000.00 will be paid effective February 1. Notification and evidence of such degree status shall be submitted to the Superintendent's office prior to the effective date.

ARTICLE 14
SEVERANCE PAY

- A. Members of the professional staff who have completed at least twenty (20) years of service to the Meriden Public School System and have qualified for retirement benefits according to the Connecticut State Teachers' Retirement Act and will commence receiving such benefits immediately upon leaving the employment of the Meriden Public Schools shall receive a retirement pay equivalent to twenty-four percent (24%) of their last year's salary or twenty-four percent (24%) of their unused accumulated sick leave to a limit of 350 days, whichever is greater, in one sum at the time of their retirement.

Administrators shall become eligible for a pro-rated share of the severance benefit upon retirement after 10 years (50%), which amount shall increase by 5% each year so that administrators shall be eligible for 100% of the benefit after 20 years of service to the Meriden Public Schools.

- B. To qualify for this retirement pay, a member of the professional staff must notify the Superintendent in writing of his/her intention to retire at least one (1) year in advance of the actual date of retirement and must file for retirement benefits from the Teachers Retirement Board. Exceptions to the notification requirement may be made by the Superintendent.

ARTICLE 15
ADMINISTRATORS' CONTRACT

- A. The Board shall provide each administrator with a copy of the complete text of the professional agreement or any successor agreement.

ARTICLE 16
DURATION

- A. The provisions of this contract shall be effective as of July 1, 2022 and shall continue and remain in full force and effect until June 30, 2025. The Board or the Association may reopen negotiations on Article IV and Appendix B in accordance with Conn. Gen. Stat. Section 10-153f(e) if there is any material amendment to the ACA or state or federal law that would substantially increase the cost of the medical insurance plan offered herein. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan.

ARTICLE 17
LONGEVITY

- A. For administrators hired on or before July 1, 2019, longevity shall be determined by the number of years of service as a certified employee in the Meriden Public Schools.

After completion of 10 years	\$1,000.00
After completion of 15 years	\$1,250.00
After completion of 20 years	\$1,500.00
After completion of 25 years	\$1,800.00

An administrator qualifying during a given contract year for a longevity benefit according to the longevity schedule in the administrators' collective bargaining Agreement shall begin to receive a pro-rated payment of that benefit commencing on the first pay period of that contract year. It is understood that an administrator who terminates employment prior to his/her longevity qualifying day shall refund any longevity payments received during that contract year. An administrator who terminates employment on or after his/her longevity qualifying date shall be entitled to full payment of the longevity benefit for that contract year.

ARTICLE 18
VACANCIES AND TRANSFERS

A. Vacancies

Any member of the bargaining unit applying for a vacancy in the administrative unit shall have the right to an initial interview for said vacancy.

B. Transfers

Before effecting any transfer (voluntary or involuntary), the Superintendent will consult with the Association regarding transfer options within the unit.

ARTICLE 19
JUST CAUSE

- A. Any unpaid disciplinary suspension shall be for just cause.

MERIDEN BOARD OF EDUCATION

By John E. Lesinski

Date 12/15/21

MERIDEN ASSOCIATION OF SCHOOL ADMINISTRATORS

By Supette Torres

Date 12/15/2021

APPENDIX - A
SALARY RANGES

<u>Position</u>	<u>STEP</u>	<u>2022-23</u>	<u>2023-24</u>	<u>2024-25</u>
1. High School Principal (238 days)	1	155,620	159,121	162,701
	2	158,009	161,564	165,199
	3	160,391	164,000	167,690
2. Middle School Principal (238 days)	1	149,764	153,134	156,580
	2	152,151	155,574	159,074
	3	154,754	158,236	161,796
3. Elementary School Principal (223 days)	1	142,616	145,825	149,106
	2	145,216	148,483	151,824
	3	147,816	151,142	154,543
4. High School Assistant Principal (228 days)	1	140,876	144,046	147,287
	2	143,482	146,710	150,011
	3	146,079	149,366	152,727
5. Middle School Assistant Principal (228 days)	1	134,590	137,618	140,714
	2	137,194	140,281	143,437
	3	139,794	142,939	146,155
6. Elementary School Assistant Principal (213 days)	1	127,650	130,522	133,459
	2	130,250	133,181	136,178
	3	132,637	135,621	138,672
7. Supervisor of Special Education (220 days)	1	136,207	139,272	142,406
	2	138,915	142,041	145,237
	3	142,972	146,189	149,478
8. Research and Evaluation Specialist Director of Technology (238 days)	1	149,764	153,134	156,580
	2	152,151	155,574	159,074
	3	154,754	158,236	161,796
9. Supervisor of Language & Community Partnerships Supervisor of Data Integration & Post-Secondary Planning (230 days)	1	142,398	145,602	148,878
	2	145,228	148,495	151,836
	3	149,471	152,834	156,273
10. Director of Equity and Instruction (230 days)	1	147,093	150,402	153,786
	2	149,775	153,145	156,590
	3	152,456	155,886	159,393
11. Director of School Leadership- Elementary (243 days)	1	152,910	156,350	159,868
	2	155,346	158,842	162,416
	3	158,006	161,561	165,196

APPENDIX - B
HEALTH INSURANCE PLAN

Meriden BOE HDHP-HSA Plan		
Cost Shares Provisions	In-Network	Out-of Network
Annual Deductible (individual/aggregate family)	\$2,000/\$4,000	
Co-insurance	0%	20% after deductible, up to out-of-pocket maximum
Annual Out-of-Pocket Maximum (includes deductible and out-of-network co-insurance if applicable)	\$3,000 individual coverage/\$6,000 family coverage	\$5,000 individual coverage/\$10,000 family coverage
Lifetime Maximum	Unlimited	\$1,000,000
Preventive Care	Deductible not applicable	20% after deductible, subject to co-insurance limits
Prescription Drug Coverage provided through the National Preferred Formulary	Treated as any other medical expense, after deductible copays of \$0/\$25/\$40 for generic/brand preferred/brand non-preferred prescriptions. Prescription Copays up to an annual maximum out-of-pocket amount of \$1,000 (individual) and \$2,000 (family).	

