

AGREEMENT
BETWEEN
THE STONINGTON BOARD OF EDUCATION
AND
THE STONINGTON SCHOOL
ADMINISTRATORS' AND SUPERVISORS'
ASSOCIATION

JULY 1, 2019 - JUNE 30, 2022

TABLE OF CONTENTS

TITLE	PAGE(S)
Recognition	1-2
Article 1 - Duration	2
Article 2 - Fringe Benefits	2-3
Article 3 - Illness/Sick Leave	3-4
Article 4 - In-Service Compensation	4
Article 5 - Leaves	4-6
Article 6 - Payroll Deductions	6-8
Article 7 - Protection of Members	8
Article 8 - Retirement Option	8-9
Article 9 - Sabbatical Leave	9-10
Article 10 - Salaries	10-11
Article 11 - Travel Allowance	11
Article 12 - Holidays	12
Article 13 - Grievance Procedure	12-15
Article 14 - Community Activities	15
Article 15 - Extended Work Year	15
Article 16 - Reduction in Force	15-17
Article 17 - Just Cause	17
Signature Page	17
APPENDIX A - Administrators - Medical Plan	18-19

Recognition

- A. The Board hereby recognizes the Stonington School Administrators' and Supervisors' Association (hereinafter "Association") as the exclusive representative for all employees in the administrators' unit comprised of all certified professional employees in the school district not excluded from the purview of sections 10-153a to 10-153n, inclusive, employed in positions requiring an intermediate administrator or supervisor certificate, or the equivalent thereof, and whose administrative or supervisory duties, for purposes of determining membership in the administrators' unit, shall equal at least fifty percent (50%) of the assigned time of such employee; having been designated pursuant to a petition signed by a majority of said employees and certified by the Board on May 8, 1980.
- B. 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 Stonington in all aspects, and all of said rights, responsibilities and prerogatives not specifically abridged, delegated or modified by this Agreement are retained by the School Board. Said rights, responsibilities and prerogatives shall include, but not be limited to, the following: to maintain public elementary, middle, and secondary schools and such other educational activities as in its judgment will best serve the interests of the Town of Stonington; to give the children of Stonington 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 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 within Stonington 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 to 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 it shall deem desirable.
- C. 1. These rights, responsibilities, and prerogatives are not subject to delegation in whole or in part, except that the same shall not be exercised in a manner inconsistent with, or in violation of, any of the specific terms and provisions of the Agreement. No action taken by the Board with respect to such rights, responsibilities, and prerogatives, other than as there are specific provisions herein elsewhere contained, shall be subject to the grievance provision of this Agreement.
2. The impact of any modification in the working conditions of a member(s) of the bargaining unit over which the Board is legally required to negotiate with the Association shall be the subject of negotiations between the parties in conformity with section 10-153 of the Connecticut General Statutes. Except in the case of an