

PROFESSIONAL RELATIONSHIP BETWEEN  
THE BRISTOL WARREN REGIONAL SCHOOL COMMITTEE  
AND  
ADMINISTRATORS OF THE BRISTOL WARREN REGIONAL SCHOOL DISTRICT

1. PREAMBLE

The Bristol Warren Regional School Committee and the administrators of the Bristol Warren Regional School District recognize that a harmonious relationship and mutual respect must exist between the School Committee and the administrative staff on which it relies to carry out the policies of the district.

To this end, the Bristol Warren Regional School Committee recognizes that the administrative personnel of the district are uniquely qualified and specially trained to carry out the responsibilities of their positions and that their success in doing so depends on the full utilization of the abilities and training of administrators who are reasonably well satisfied with the conditions under which their services are provided.

The sections which follow outline the benefits provided to Bristol Warren Regional School District administrators as fair compensation for the services provided.

2. Term of Contract

- 2.1 Renewal of the Administrator's contract shall be subject to approval of the Bristol Warren Regional School Committee prior to March 1 of the year preceding the new contract year.

3. Medical and Dental Benefits shall be as outlined:

- 3.1 Retiring administrators employed prior to July 1, 1993 and with uninterrupted service as teacher or administrator shall be eligible for medical and dental benefits to age 65 or until eligible for medicare or the equivalent federally sanctioned program, or any other family coverage.

Retiring or retired administrators hired prior to July 1, 1993 who are at age 65, if eligible for medicare or the equivalent federally sanctioned program, shall receive and the committee will pay one-half the cost of such additional coverage to provide benefits equivalent to those then in effect immediately prior to age 65.

- 3.2 Retiring administrators employed prior to July 1, 1993 who are not eligible for medicare or the then equivalent federal coverage or any other family coverage may remain in the then current plan by paying 50% of the cost.
- 3.3 The widowed spouse of an administrator employed prior to July 1, 1993 shall receive, while unmarried and not eligible for any outside coverage, individual or family coverage, if needed, to age 65, with the widowed spouse paying 25%. The same coverage shall be available to the widowed younger (less than age 65) spouse of a retired administrator, if not eligible for any other form of coverage.
- 3.4 Administrators hired after July 1, 1993 shall be eligible for benefits only during the term of employment.

3.5 Medical and Dental benefits shall consist of the following:

Blue Cross/Blue Shield

- 3.3.1 Semi-private room
- 3.3.2 Plan 100
- 3.3.3 Major Medical \$100 deductible
- 3.3.4 Student Rider (to age 23)
- 3.3.5 Medical Emergency Rider
- 3.3.6 Organ Transplant Rider
- 3.3.7 Diagnostic Rider
- 3.3.8 Chiropractic Rider
- 3.3.9 Buy back (30% of family)

Delta Dental

- 3.3.1 Level III or IV
- 3.3.2 Sealant Rider
- 3.3.3 Student rider (to age 23)
- 3.3.4 Buy back (30% of family)

3.6 The medical and dental benefits are subject to additions or deletions as the same may be changed by the provider. The Committee may substitute substantially equivalent coverage provided by another carrier.

3.7 Administrators shall co-pay 10% of their health benefit premiums.

4. Sick Leave

4.1 Administrators shall receive twenty (20) days of sick leave.

4.2 Unused sick leave may be accumulated without limit.

4.3 Upon retirement, and immediately going into the retirement system, administrators shall receive \$50.00, for each unused sick day that they have accumulated while employed within the Bristol Warren Regional School system.

4.4 A major illness or disability bank for administrators is established with a minimum of 226 days. At the beginning of each contract year, 1 day per administrator who chooses to be a member of the sick bank will be deducted from the administrators' sick days and credited to said Bank. Under no circumstances shall a year begin with less than 226 days. Said bank may be charged for leave beyond accumulated leave (i.e. sick and personal days) held by the involved administrator. Eligibility for the applicant for the use of the bank shall be sole discretion of determined a committee of three consisting of the chair of the Bristol Warren School Committee or designee, Superintendent of the Bristol Warren Regional School District or designee and a designated administrative representative.

5. Personal Leave

Such leave is available to conduct business which cannot be conducted at any other time.

5.1 Administrators shall receive four (4) days annually. Unused personal Leave may be accumulated as sick leave.

5.2 Personal leave requests shall be submitted to the superintendent for approval. Such approval shall not be unreasonably withheld.

6. Other Leave

Parental, military, bereavement leave and the like shall be within the Superintendent's discretion and granted in accordance with applicable Federal and State law.

7. Work Year

The work year for ten-month administrators shall be 210 days.

The work year for twelve month administrators shall be 226 days.

8. Course Reimbursement

8.1 Administrators shall be reimbursed up to \$850.00 annually for successfully completed courses, provided they receive a grade of "B" or better for the completion of said course and provided that said course is related to their employment in the Bristol Warren School District.

9. Inter/Intra-District Travel

9.1 Administrators shall be reimbursed for inter and intra district mileage incurred in the use of their own automobiles for school related travel.

9.2 Administrators shall maintain a log of mileage which shall be submitted on the appropriate form on a quarterly basis for reimbursement.

9.3 Reimbursement shall be at the current Internal Revenue service rate.

10. Miscellaneous

10.1 When an early retirement incentive is offered, the School Committee shall offer one to the administrative staff.

10.2 Administrative personnel shall be paid longevity stipends as designated In appendix "B" hereto.

10.3 Administrator salary categories shall, to the maximum extent feasible, be based on level of responsibility and work year and shall be as designated by the School Committee as per attached appendix "A".

10.4 Administrative personnel shall be paid compensation for degrees they have obtained as designated by the School Committee as per attached appendix "A".

APPROVED: November 18, 1996

REVISED: August, 1997

REVISED: September, 1997/October, 1997 (pg.4)

REVISED: August 2000

REVISED: May 2003