

Agreement
Between
Killingly Board of Education
And
Killingly Administrators Association

July 1, 2025 - June 30, 2028

Killingly Public Schools ... Commitment to Excellence

TABLE OF CONTENTS

<u>NAME</u>	<u>ARTICLE #</u>	<u>PAGE</u>
Recognition.....	Article 1	2
Management Rights	Article 2	2
No Strike Clause	Article 3	2
Salaries.....	Article 4	2
Employment Year	Article 5	3
Vacation	Article 6	3
Insurance Benefits.....	Article 7	4
Holidays	Article 8	6
Sick Leave.....	Article 9	7
Special Leaves	Article 10	7
Jury Duty	Article 11	8
Payroll Deductions	Article 12	8
Dues Deductions.....	Article 13	8
Use of Private Vehicles.....	Article 14	9
Grievance Procedure.....	Article 15	9
Reduction In Force	Article 16	12
Transfers.....	Article 17	13
Personal Injury Benefits	Article 18	13
Withholding of Increases	Article 19	14
Personnel Files.....	Article 20	14
Disciplinary Actions	Article 21	14
Amendment	Article 22	14
Savings Clause.....	Article 23	15
Educational Credits	Article 24	15
Duration of Agreement	Article 25	15
Appendix A - Salary Schedules		17
Signature Block.....		16

ARTICLE 1
RECOGNITION

- 1.1 For the purposes of collective negotiations, with respect to salaries and all other conditions of employment and any questions arising thereunder, the Board of Education recognizes the Killingly Administrators' Association as the exclusive bargaining agent and representative for all administrators as defined in §10-153b of the Connecticut General Statutes, also known as Public Act 811 of the 1969 General Assembly. The Association recognizes the Board as the legally constituted instrument of local school government as elected under §9-185 of the Connecticut General Statutes.

ARTICLE 2
MANAGEMENT RIGHTS

- 2.1 Unless expressly limited or relinquished by a specific section of the Agreement, all rights, powers and authority held by the Board prior to this Agreement pursuant to any charter, general or special statute, ordinance, regulation, policy or practice, whether exercised or not, shall remain vested solely and exclusively in the Board.
- 2.2 Such rights, powers and authority include, but are not limited to, establishing standards of performance and conduct of its employees; determining educational policy and the methods and means necessary to fulfill that policy; the determination of the content of job classifications; the appointment, promotion, assignment, direction and transfer of personnel; and the establishment of reasonable personnel rules and procedures except that the same shall not be exercised in a manner inconsistent with or in violation of any of the specific terms or provisions of this agreement.

ARTICLE 3
NO STRIKE CLAUSE

- 3.1 Neither the Association nor any member shall engage in, induce, support, encourage or condone a strike, sympathy strike, work stoppage or slowdown, concerted withholding of services, sick-out, or any interference with the orderly operations of the schools.

ARTICLE 4
SALARIES

- 4.1 The Board agrees to pay the scale of salaries set forth in Appendix A.

ARTICLE 5
EMPLOYMENT YEAR

- 5.1 Except as otherwise provided in Section 5.2 below, the salaries set forth in Appendix A are based on an employment year of twelve months. In the event that the Board establishes a position with a work year shorter than twelve months, the salary for that position shall be pro-rated based on the length of the work year for such position.
- 5.2 The work year for the Elementary Assistant Principal (10-month) shall be a total of one hundred ninety-eight (198) days, which shall be comprised of the teacher work year plus ten (10) additional work days, with the scheduling of such additional work days to be determined by the Superintendent/designee.
- a) The Elementary Assistant Principal (10-month) will be eligible for fifteen (15) sick days per year, cumulative to a maximum of two hundred (200) days.
 - b) The Elementary Assistant Principal (10-month) will be eligible for three (3) personal days per year.
 - c) The Elementary Assistant Principal (10-month) will not be eligible for paid holidays or paid vacation.
 - d) The Elementary Assistant Principal (10-month) will have an option for a balloon salary payment.
 - e) Except as otherwise set forth in any provision in the contract that is specifically addressed to 12-month positions, the Elementary Assistant Principal (10-month) position shall be subject to all other provisions of the contract.

ARTICLE 6
VACATION

- 6.1 The provisions of this Article pertain only to twelve-month administrators. Administrators shall be entitled to twenty-five (25) days of vacation each year.
- 6.2 The Board and the Association recognize the importance of scheduling administrators' vacation days in a manner that minimizes the impact on the district's educational program. Except in emergencies, all requests to take vacation days must be submitted to the Superintendent through the district's time management system at least two (2) weeks in advance. All vacation requests must be approved by the Superintendent, provided that such requests shall not be denied arbitrarily or capriciously.
- 6.3 Vacation time is neither cumulative, transferable nor reimbursable except that up to seven (7) days may be carried over to the subsequent fiscal year.

- 6.4 Administrators hired before June 30, 2005, upon severance of their employment with the Killingly Public Schools, will receive payment for the twenty (20) days of accrued vacation which was earned in their first year of employment. Such payment shall be made at the per diem rate in effect for each eligible administrator at the time of severance of employment with the Killingly Public Schools. Administrators hired on or after July 1, 2005, upon severance of their employment with the Killingly Public Schools, will not be entitled to a per diem rate of pay for vacations accrued but unused.

ARTICLE 7
INSURANCE BENEFITS

- 7.1 The Board shall provide the following insurance coverage:

- 7.1.1 A high deductible/HSA plan including the following components:

	In-Network	Out-of-Network
Annual Deductible (Individual/Aggregate Family)	\$2,500/5,000 (Shared In/Out)	
Co-insurance	N/A	20% co-insurance after deductible, subject to co-insurance limits
Preventive Care	Deductible not applicable	20% co-insurance after deductible, subject to co-insurance limits
Prescription Drug Coverage	Treated as any other medical expense. Subject to deductible, once deductible is met, then \$10/25/40 copay per prescription	20% co-insurance after deductible, subject to co-insurance limits
Co-insurance Maximum (Individual/Aggregate Family) (Reflects In-Network Post Deductible RX Copays and Out-of-Network Coinsurance Amounts)	\$1,000/2,000 (In-Network post deductible RX copays)	\$2,500/5,000 (Out of Network Coinsurance)
Combined In/Out Out-of-Pocket Maximum (Individual/Aggregate Family)	\$6,000/12,000 (Assumes both In and Out-of-Network Coinsurance Maximums are met)	
Lifetime Maximum	Unlimited	\$1,000,000

For each full-time administrator enrolled in the high deductible/HSA plan, the Board will contribute the following amounts into the administrator's HSA, as applicable:

Individual coverage: \$1,000 per year.
Family coverage: \$2,000 per year.

The Board's HSA contribution shall be pro-rated for any part-time administrator. One-half of the Board's annual HSA contribution will be deposited into the HSA accounts in

September, and the remaining one-half of the Board's annual HSA contribution toward the HSA deductible will be deposited into the HSA accounts in January.

The parties acknowledge that the Board's contribution toward the funding of the HSA plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for actively employed administrators. The Board shall have no obligation to fund any portion of the HSA deductible for retirees or other individuals upon their separation from employment. For any plan year in which an administrator is enrolled in the high deductible/HSA plan for only a portion of the plan year, the Board's contribution toward the funding of the deductible shall be pro-rated.

Health Reimbursement Account: A Health Reimbursement Account ("HRA") shall be made available for any administrator who is precluded from participating in a Health Savings Account ("HSA") because the administrator receives Medicare and/or veterans' benefits. The annual maximum reimbursement by the Board for administrators participating in the HRA shall not exceed the dollar amount of the Board's annual HSA contribution for administrators enrolled in the HSA.

Excise Tax: If the Board receives notice that the total cost of a group health plan or plans offered under this contract will trigger an excise tax under Internal Revenue Code Section 4980I, or any other local, state or federal statute or regulation, during the term of this contract, the Board and the Association will, upon the request of the Board, engage in mid-term negotiations regarding the impact of such excise tax, in accordance with the Teacher Negotiation Act.

- 7.1.2 Life insurance on employee in an amount equal to two times annual salary.
- 7.1.3 Anthem Blue Cross Flex Dental Program to include caps and crowns, implants and root canal paid 100% up to a maximum of \$2,000 (Blue Cross or equal benefits plan).
- 7.1.4 The Board will act as a contracting agent for the Association for the purpose of purchasing group long-term disability insurance for the entire bargaining unit. All bargaining unit members shall participate and will be responsible for 34% of the cost for this disability plan; the Board will pay 66% of the cost of this Plan. Administrators not currently enrolled in the Plan must meet the insurance company's insurability requirements in order to be enrolled in this insurance program. The disability benefits shall be 60% of the administrator's salary to a maximum of \$6,000 per month after a waiting period of 180 days. Enrolled administrators will submit a wage deduction authorization permitting the Board to deduct the costs for such plan through payroll deductions. Enrollment, participation in the Plan and benefits under the Plan shall be subject to insurance carrier rules, regulations and policy provisions. The disability plan will provide for payment of a benefit upon exhaustion of accumulated sick leave or at a time specified by the long-term disability plan as agreed to by the Association.

- 7.1.5 The Board will adopt an Internal Revenue Code Section 125 Pre-Tax Premium Conversion Account for employee premium contributions. The Internal Revenue code and its implementing regulations shall govern the administration of this plan.
- 7.1.6 In each case where the name of a particular company or a specific plan has been used in this Article, the intent is to indicate a general type of insurance and not to establish a relationship with one particular company or any specific plan. In each case, the Board is free to seek comparable insurance with other companies.
- 7.2 The Board shall inform the Association in writing of its intent to change insurance carriers at least thirty (30) days prior to the effective date of the change. In the event that the Association does not agree that the new insurance plan offers comparable benefits, the Association shall so inform the Board in writing at least ten (10) days prior to the effective date of the change. The issue of whether the proposed insurance plan offers comparable insurance benefits shall be submitted to arbitration in accordance with the provisions of Section 15.2.6. The arbitrator’s decision shall be in writing and shall be final and binding. There shall be no change in the insurance plan pending the arbitrator’s award. For purposes of this article, term “benefits” shall include the factors of claim processing and availability of service providers.
- 7.3 The administrators shall pay the following percentages of the premiums for the insurance benefits set forth in this article, with the remainder paid by the Board:

	H.S.A. Plan and Dental
2025-26	26.5%
2026-27	26.5%
2027-28	27.0%

- 7.3.1 The administrator will pay his/her share of the premium by automatic payroll deduction. In this regard, to be eligible to receive such insurance benefits, each administrator must submit a wage deduction authorization permitting the Board to deduct such premium costs. Each administrator will be informed in writing prior to the first deduction of the premium cost. An administrator may forego or withdraw from such coverage rather than pay such additional costs. Reinstatement of such coverage shall be subject to insurance carrier rules and regulations.

ARTICLE 8
HOLIDAYS

- 8.1 Twelve month administrators shall be entitled to the following holidays, provided that school is not in session on such days:

New Year’s (2 days)	Martin Luther King Day	Presidents Day (2 days)*
Good Friday	Memorial Day	Fourth of July

Labor Day
Thanksgiving Day

Columbus Day
Day after Thanksgiving

Veteran's Day
Christmas (2 days)

*Presidents' Day: Administrators will have a total of two (2) paid holidays in conjunction with Presidents' Day weekend, as designated by the Board.

In the event that school is in session on any of the holidays set forth above, the Board will provide a floating holiday in lieu of the holiday. The Superintendent and the President of the Association shall, by mutual agreement, designate the date on which any floating holiday shall be taken by all administrators.

- 8.2 If a holiday falls on a weekend and if in celebration of such holiday schools are closed on another day administrators shall be entitled to that day as the holiday. The dates of the Christmas holidays shall be scheduled by the Superintendent of Schools.

ARTICLE 9 SICK LEAVE

- 9.1 Twelve-month administrators shall be entitled to paid sick leave for up to eighteen (18) working days in each school year. Unused sick leave for administrators shall be accumulated from year to year to a maximum of 200 days. If requested by the Superintendent, sick leave shall be affirmed by a certificate of an attending physician.

ARTICLE 10 SPECIAL LEAVES

- 10.1 The Board agrees to maintain the following leaves with pay policies. Such leaves must be requested in writing as far in advance as possible.
- 10.1.1 Personal Days. The Superintendent may, at his/her discretion, grant each twelve-month administrator personal leave with pay for up to four (4) days per year.
- 10.1.2 Professional days. The Superintendent may, at his/her discretion, grant leave with pay for professional conventions or conferences or to observe an activity in another school or school system.
- 10.1.3 Bereavement - Funeral Leave - The Superintendent will grant bereavement/funeral leave with pay in the event of death in an administrator's family. For the purposes of this leave, family shall mean: spouse, son, daughter, parent or step-parent, brother, sister, or the same relationship in-law, grandparent or guardian, or grandchildren.
- 10.2 Paid leave may be granted at the discretion of the Superintendent to attend the funeral of a non-family member.

ARTICLE 11
JURY DUTY

- 11.1 Any administrator who is called to serve on jury duty shall receive his/her regular salary less reimbursement for jury service.

ARTICLE 12
PAYROLL DEDUCTIONS

- 12.1 In addition to those payroll deductions required by law, the following payroll deductions will be made:
- A. Insurance
 - B. Professional Association Dues
 - C. Teacher Retirement
 - D. Annuity
 - E. Credit Union
- 12.2 Administrators will have a limited choice of companies for the purpose of investing in tax-sheltered annuities. A list of the companies will be maintained in the Superintendent of Schools' office. A company will be added to the list upon the receipt of a written request signed by seven (7) or more administrators. A condition to the addition of a company to the list shall be the company's execution of a hold harmless agreement in favor of the Board of Education.
- 12.3 All requests for deductions must be in writing on an approved authorization form and such deductions shall be equally deducted except as required by law.
- 12.4 Twenty-six (26) or twenty-seven (27) equal bi-weekly salary payments will be made. Payment dates for subsequent fiscal years shall be provided by June 1st.
- 12.5 The Board shall not be required to honor, for any month's deduction, any authorizations that are delivered to it later than thirty (30) days prior to the distribution of the payroll from which the deductions are to be made.

ARTICLE 13
DUES DEDUCTIONS

- 13.1 Deductions: Upon the submission of a voluntary written authorization, the Board agrees to deduct from each administrator an amount equal to the Association membership dues by means of payroll deductions. The amount of the deduction for each paycheck shall be equal to the Association membership dues divided by twenty-four (24) paychecks from the first paycheck in July at the rate of two (2) per month. The amount of Association

membership dues shall be certified by the Association to the Board prior to the beginning of each July.

- 13.2 Subsequent Employment: Those administrators whose employment commences after July 1 shall pay a prorated amount equal to the percentage of the remainder of the work year.
- 13.3 Forwarding of Monies: The Board agrees to forward to the Association each month a check for the amount of money deducted during the month. The Board shall include with such check a list of administrators for whom such deductions were made.
- 13.4 Indemnification: The Association shall indemnify and save the Board and/or the Town harmless against all claims, demands, suits or other forms of liability including attorney's fees and costs which may arise by reason of any action taken in making deductions pursuant to this Article. Any claims, demands, suits or other forms of liability arising pursuant to this Article as a result of a failure by the Board of Education to comply with the terms of this Article will not be subject to this hold harmless clause.

ARTICLE 14 USE OF PRIVATE VEHICLES

- 14.1 The Board shall reimburse employees for the authorized use of a private motor vehicle on official school business at the rate approved by the federal government, except for the Director of Pupil Personnel Services, Assistant Director of Pupil Personnel Services and the District Reading and Math Coordinators who shall receive the following amounts annually (subject to all applicable taxes):

2025-26: \$1,800
2026-27: \$1,900
2027-28: \$2,000

ARTICLE 15 GRIEVANCE PROCEDURE

15.1 Definition

- 15.1.1 Grievance - A "grievance" shall mean (a) a claim by an administrator, or group of administrators or the Killingly Administrators' Association, because of violation, misinterpretation, or misapplication of the terms of this Agreement; (b) upon a violation of a procedure contained within the district's administrator evaluation plan.

Days - The term "days" shall mean business days on which the Board's central office is open.

15.1.2 Rights of Administrators to Representation - Any aggrieved person may be represented at Levels 1 and 2 of the grievance procedure by himself/herself, or at his/her option, by a representative of the administrators' association

15.2 Procedure

15.2.1 Grievances must be filed in writing at Level 1 of this grievance procedure within twenty (20) days after the grievant knew or should have known of the act or conditions on which the grievance is based. Otherwise, the grievance shall be considered to have been waived.

15.2.2 A grievance filed at the formal level of this procedure must be in writing and must contain the following information:

- a. The name(s) of the grievant(s);
- b. A statement of the nature of the grievance;
- c. A statement of the provision(s) of the contract allegedly misinterpreted, violated or, when applicable, inequitably applied;
- d. The results of previous discussions or decisions, if any;
- e. Remedy requested.

15.2.3 Informal Discussion

If an administrator feels that he/she may have a grievance, he/she may first discuss the matter with his/her immediate supervisor in an effort to resolve the problem informally.

15.2.4 Formal Procedure

Level 1 - Superintendent of Schools

- a. If the grievant is not satisfied with the informal discussion of the grievance, the grievant shall within the time limitations of Section 15.2.1 of this Article, file a written grievance with the Superintendent of Schools.
- b. The Superintendent shall, within ten (10) days after receipt of the grievance, meet with the grievant for the purpose of resolving the grievance.
- c. The Superintendent shall, within five (5) days after the meeting, render this decision and reasons in writing to the grievant with a copy to the Association.

15.2.5 Level 2 - Board of Education

- a. If the grievant is not satisfied with the disposition of the grievance at Level 1 or if no decision is rendered within five (5) days after such meeting at Level 1, the

grievant shall within five (5) days after the decision or the expiration of the time limit for rendering a decision (whichever is sooner) file the written grievance with the Board of Education with a copy to the Superintendent of Schools. The Superintendent shall forward all documents related to the grievance to the Board of Education.

- b. At the Association's request, the Board of Education or a committee thereof shall schedule a meeting to consider the grievance; the meeting shall be scheduled within ten (10) days of the receipt of the written grievance.
- c. The Board shall, within ten (10) days of the meeting, render its decision in writing to the grievant with a copy to the Association.

15.2.6 Level 3 - Arbitration

- a. If the decision of the Board does not resolve the grievance then the grievant may submit the grievance to the administrators' association or a committee thereof for the purpose of determining whether the grievance should be submitted to arbitration.

In the event the administrators' association or a committee thereof determines that the matter should be submitted to arbitration, it shall advise the Superintendent of this determination in writing within ten (10) days of receipt of the Board's decision or the expiration of the time limit for rendering a decision (whichever is sooner).

- b. Procedure for Securing Arbitrator

The Superintendent and the Association shall within five (5) days after such written notice jointly attempt to select a single arbitrator who is an experienced labor arbitrator. If the parties are unable to agree on an arbitrator within such five-day period, the Association shall submit the demand for arbitration to the American Dispute Resolution Center, Inc., (ADRC) in accordance with its administrative procedures, practices and rules within an additional five-day period.

- c. Limitation and Recommendation of Arbitrator

The arbitrator shall limit consideration to the issues submitted and shall consider nothing else. The arbitrator can add nothing to nor subtract anything from the Agreement between the parties or any policy of the Board of Education. The decision of the arbitrator shall be "final and binding," except as otherwise provided by law.

d. Cost of Arbitration

The costs for the services of the arbitrator including per diem expenses, if any, and actual and necessary travel subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

- e. Failure to any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next one. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be waiver of further appeal of the decision.

ARTICLE 16
REDUCTION IN FORCE

- 16.1 For purposes of this Article, a reduction in force occurs when the Board of Education eliminates an administrative position and/or reduces the number of administrators in the bargaining unit. The parties acknowledge the definition of teacher as set forth in Connecticut General Statute §10-151.
- 16.2 An administrator's employment can be terminated as a result of a reduction in force only if no vacancy exists in a certified position for which the administrator is qualified.
- 16.3 The determination of whether an administrator is qualified for the purposes this provision shall be based upon the administrator's certification, performance (as determined from written evaluations), training, experience, academic background and the needs of the school system. Notwithstanding the above, an administrator shall not be considered qualified for an administrative position unless the administrator has prior administrative experience within such position or a higher level position, or teaching experience, at the grade level in question. As between two equally qualified administrators, the senior administrator shall be given preference. Seniority for the purposes of this provision shall be based on administrative service in the Killingly School System. Nothing herein requires the placement of an administrator in a position of higher rank or compensation.
- 16.4 Recall Procedure
- a. The name of any administrator whose employment has been terminated because of a reduction in force shall be placed on a re-appointment list and remain on such list for three (3) years provided such administrator does not refuse an appointment to an administrative position of comparable pay to that previously held and provided such administrator applies, in writing, by certified or registered mail for the retention of his/her name on said list on or before July 1st of each year subsequent to his/her termination.

- b. No new administrator shall be hired for an administrative position until all qualified persons on the re-appointment list have been offered the position and have declined the offer (see Section 16.3 for definition of “qualified”). In determining the order in which offers of re-appointment will be made to qualified persons, preference shall be given to those earlier terminated.
- c. A qualified administrator on the re-appointment list shall receive a written offer of re-appointment by registered or certified mail to his/her last known address. The administrator shall accept or reject the appointment within ten (10) days. An administrator who rejects (or who fails to accept) any such appointment within that time period shall forfeit all further recall rights.
- d. In the event an administrator is recalled to an administrative position, such administrator shall have his/her accumulated sick leave at the time of termination restored to him/her.

ARTICLE 17
TRANSFERS

- 17.1 An administrator transferred against his/her will to a different position within the administrators’ bargaining unit, shall be entitled to the higher of the two salaries for the following contract year only. An administrator transferred against his/her will to a position within the teachers’ bargaining unit, shall be entitled to a separation allowance in recognition of the employee’s service as an administrator, with such separation allowance being equal to the difference between the employee’s salary as an administrator immediately prior to the bump into the teaching position and the employee’s salary as a teacher following the bump into the teaching position. The separation allowance shall be paid for a period of one school year, and shall be paid to the employee throughout the course of that school year in accordance with the Board’s regular payroll schedule. The provisions of this Article shall be applicable to transfers which result from elimination of administrative positions. However, this provision will not be applicable to transfers which result from unsatisfactory performance.

ARTICLE 18
PERSONAL INJURY BENEFITS

- 18.1 When an administrator is absent from work as a result of personal injury caused by an accident or an incident arising out of and in the course of his/her employment other than an assault while acting in the discharge of his/her duties, he/she may elect to receive his/her full salary for the period of such absence by utilizing available sick leave. Any salary payable pursuant to this Article shall be reduced by the amount of any workers’ compensation awarded for temporary disability due to the said injury for the period for which salary is paid.

- 18.2 Payment of the salary benefits set forth in this Article shall be contingent upon the administrator's filing a workers' compensation claim. In the event the Workers' Compensation Commissioner determines the claim is not compensable, the Board will have no obligation to the administrator under this Article.
- 18.3 It is not the intent of this Article to limit the administrator's statutory rights pursuant to the Workers' Compensation Act.

ARTICLE 19
WITHHOLDING OF INCREASES

- 19.1 Annual salary increases for administrative services may be withheld by the Superintendent because of unsatisfactory performance on the part of any administrator as judged by the Superintendent of Schools, provided that the Superintendent shall not withhold a salary increase arbitrarily or capriciously. Before an increase can be withheld, the Superintendent must notify the administrator in writing on or before February 1 of any school year that such action is being considered and state the reasons why such action is under consideration. The administrator shall be notified prior to May 15 if increases are to be withheld for the next year. Such notification shall be in writing and reasons shall be stated.

ARTICLE 20
PERSONNEL FILES

- 20.1 An administrator has the right to review his/her personnel file upon request at a mutually agreed upon time. No written statement of criticism will be placed in an administrator's personnel file unless the administrator has been notified. The administrator may submit a written response regarding any material in his/her personnel file and the response shall be attached to the file copy of the material in question. No anonymous complaints shall be placed in any administrator's personnel file.

ARTICLE 21
DISCIPLINARY ACTIONS

- 21.1 No administrator may be disciplined for reasons that would be considered arbitrary or capricious. This provision is not applicable to terminations and non-renewals which are covered by the provisions of Connecticut General Statutes §10-151.

ARTICLE 22
AMENDMENT

- 22.1 This agreement shall not be altered, amended or changed except by mutual consent, in writing, signed by both the Board and the Association.

ARTICLE 23
SAVINGS CLAUSE

- 23.1 Should any provision of this Agreement be found unlawful by a court of competent jurisdiction, the remainder of the Agreement shall continue in force.

ARTICLE 24
EDUCATIONAL CREDITS

- 24.1 Subject to the prior written approval of the Superintendent or his/her designee, administrators shall be reimbursed for up to twelve (12) credit hours of course work per year (no more than six (6) credit hours per semester during the school year) subject to the following conditions:
- 24.2 Reimbursement per credit hour shall not exceed \$400.
- 24.3 Fifty (50%) percent of the costs of texts and materials up to \$100 per course shall be reimbursed.
- 24.4 The Course must be in the area of the administrator's current assignment or in an educationally related held approved by the Superintendent.
- 24.5 A transcript or other official record of successful completion of the course must be forwarded to the Superintendent.
- 24.6 A summary of course costs must be forwarded to the Superintendent of Schools at the time the administrator requests the Superintendent's approval.
- 24.7 The obligation of the Board of Education under this Article shall not exceed \$6,500.

ARTICLE 25
DURATION OF AGREEMENT

- 25.1 Except as noted below, this Agreement shall be binding on the Board, the Association and the employees from July 1, 2025 to June 30, 2028.

SIGNATURE BLOCK

IN WITNESS WHEREOF, the parties hereunto have caused these presents to be executed by their proper officers, hereunto duly authorized, and their seals affixed.

KILLINGLY BOARD OF EDUCATION

By: *Susan M. Lannon*
Susan Lannon, Chairperson

WITNESS:

[Signature]
Dr. Susan Nash-Ditzel, Superintendent of Schools

KILLINGLY ADMINISTRATORS ASSOCIATION

By: *Elise Geary*
Elise Geary, President

WITNESS:

Kim Gillispie-Rimbans
Director of Human Resources

APPENDIX A - SALARY SCHEDULES

2025-26

	1	2	3
High School Principal	\$154,849	\$158,600	\$162,365
PPS Director	\$151,181	\$154,639	\$158,420
Middle School Principal	\$147,513	\$150,677	\$154,476
Elementary Principal Family Resource Director	\$140,612	\$144,017	\$147,501
High School Assistant Principal PPS Assistant Director	\$133,491	\$136,711	\$140,021
Middle School Assistant Principal District Mathematics Coordinator District Reading Coordinator Director of Mental Health, Student Wellness and Family Engagement	\$132,046	\$135,232	\$138,499
Elementary Assistant Principal (12-month)	\$129,145	\$132,263	\$135,452
Elementary Assistant Principal (10 Month)	\$98,349	\$100,723	\$103,152
Athletic Director	\$130,522	\$133,668	\$136,889

Administrators who were not on the top step in 2024-25 shall advance one step effective July 1, 2025.

2026-27

	1	2	3
High School Principal	\$157,946	\$161,772	\$165,612
PPS Director	\$154,205	\$157,731	\$161,589
Middle School Principal	\$150,464	\$153,691	\$157,565
Elementary Principal Family Resource Director	\$143,424	\$146,897	\$150,451
High School Assistant Principal PPS Assistant Director	\$136,161	\$139,445	\$142,821
Middle School Assistant Principal District Mathematics Coordinator District Reading Coordinator Director of Mental Health, Student Wellness and Family Engagement	\$134,687	\$137,936	\$141,269
Elementary Assistant Principal (12-month)	\$131,728	\$134,909	\$138,161
Elementary Assistant Principal (10 Month)	\$100,316	\$102,737	\$105,215
Athletic Director	\$133,133	\$136,341	\$139,627

Administrators who were not on the top step in 2025-26 shall advance one step effective July 1, 2026.

2027-28

	1	2	3
High School Principal	\$161,105	\$165,007	\$168,924
PPS Director	\$157,289	\$160,886	\$164,820
Middle School Principal	\$153,473	\$156,765	\$160,717
Elementary Principal Family Resource Director	\$146,293	\$149,835	\$153,460
High School Assistant Principal PPS Assistant Director	\$138,885	\$142,234	\$145,677
Middle School Assistant Principal District Mathematics Coordinator District Reading Coordinator Director of Mental Health, Student Wellness and Family Engagement	\$137,381	\$140,695	\$144,094
Elementary Assistant Principal (12-month)	\$134,363	\$137,607	\$140,924
Elementary Assistant Principal (10 Month)	\$102,323	\$104,792	\$107,319
Athletic Director	\$135,795	\$139,068	\$142,420

Administrators who were not on the top step in 2026-27 shall advance one step effective July 1, 2027.

- A. The Board in its discretion may award additional compensation during the contract year.
- B. Placement of newly hired administrators on the appropriate position scale shall be at the discretion of the Board.
- C. An administrator who is promoted to a higher paying position shall be placed on that step of the position scale which pays to the administrator a salary which is at least one (1) salary step greater than his/her present salary.
- D. An administrator who is appointed by the superintendent to a higher paying position on a temporary basis shall, after fifteen (15) calendar days of service in such temporary position, be placed on that step of the position scale for the temporary position which pays to the administrator a salary which is at least one (1) salary step greater than his/her present salary.

Temporary appointments which provide coverage during vacation periods shall be excluded from the provisions of this paragraph.

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“MOA”) is made by and between the Killingly Board of Education (the “Board”) and the Killingly Administrators Association (the “KAA”), referred to collectively as “the parties.”

WHEREAS, the Board believes that it is important to have administrators attend the Board’s regular meetings; and

WHEREAS, during the parties’ 2024 contract negotiations, the Board made a proposal regarding such attendance, and the parties have agreed to the resolution of that proposal on the terms set forth in this MOA.

NOW THEREFORE, the Board and the KAA as follows, effective July 1, 2025:

1. At least one administrator from each of the three categories below shall attend the regular meetings of the Board in-person:
 - a) Pre-K/Elementary Schools
 - b) Middle School/High School
 - c) Curriculum Coordinators/PPS Department/Mental Health, Wellness and Family Engagement
2. The Superintendent/designee will develop a rotation providing for such attendance, in consultation with the administrators.
3. This MOA shall remain in effect during the term of the parties’ July 1, 2025 through June 30, 2028 collective bargaining agreement. On or about June 30th of each year of the contract, the parties will review the terms of this MOA informally to determine whether the terms of the MOA should be modified by mutual agreement. The parties agree that such yearly review shall not constitute negotiations under the Teacher Negotiation Act, Conn. Gen. Stat. Section 10-153a *et seq.*

KILLINGLY BOARD
OF EDUCATION

By: Susan M. Lannon

Date: Nov. 13, 2024

KILLINGLY ADMINISTRATORS
ASSOCIATION

By: Elise J. Gray

Date: November 14, 2024

