

ASSOCIATE PRINCIPAL/ DIRECTOR OF CURRICULUM ADMINISTRATOR CONTRACT
SALARIES, BENEFITS, HOURS OF WORK, AND OTHER
CONDITIONS OF EMPLOYMENT

This employment contract does not supersede or replace the protections and provisions of Connecticut's Teacher Tenure Act which applies to all certified educator positions (teacher and administrator) with the exception of the Superintendent of Schools.

Section 1 – Definition

Administrator is defined as the Associate Principal/ Director of Curriculum.

Section 2 – Salary

The Associate Principal/ Director of Curriculum shall be paid a salary as indicated below. Salary will be paid in 26 equal payments.

Position	Salary SY2025-26	Salary SY2026-27	Salary SY2027-28
Associate Principal/Director of Curriculum	\$125,000	\$131,523	\$138,248

Doctorate Stipend

The Board will pay \$1,200.00 additional per year upon attainment of an earned doctorate.

Annuity

After one year of service the Board of Education will establish a 403(b) account with a yearly contribution of \$1,000.00. After the second year of service the Board of Education will establish a 403(b) account with a yearly contribution of \$2,000.00. Such annuity shall be paid as an elective deferral, and be reported as salary to the Teachers' Retirement Board, consistent with the law.

Section 3 – Work Year

The Associate Principal/Director of Curriculum shall follow the school calendar, but work a total of 200 days/year 14 days of work over the summer).

Section 4 – Vacations

The Associate Principal/Director of Curriculum is not eligible for vacation days.

Section 5 – Sick Leave

The Associate Principal/Director of Curriculum shall receive twenty (20) sick days each year, cumulative up to but not in excess of the number of days in a teacher's work year, unless increased by state statutes.

Section 6 – Personal Leave

1. The Associate Principal/Director of Curriculum will receive five (5) days per year non-cumulative leave for personal reasons without loss of pay. Requests for leave must be in writing and forwarded to the Superintendent at least two (2) days before the leave is taken. Said leave may be denied by the Superintendent if it is felt that such leave will cause a hardship on the system.
2. The Associate Principal/Director of Curriculum is allowed up to three (3) days of funeral leave for each occurrence of death in the immediate family (spouse, children and other members at the same

household; father and mother; brothers and sisters; grandfathers and grandmothers; father-in-law; mother-in-law).

3. Extended Unpaid Personal Leave: A personal leave of absence without pay may be granted by the Board for illness or other personal reasons. The leave shall extend only for one (1) school year, beginning in September. The Associate Principal/Director of Curriculum on a personal leave of absence must notify the Superintendent in writing prior to February 1 if he/she intends to return to the Salem School District the following year. In the event the administrator so indicated his/her intention to return, the administrator shall be given the right to be reappointed to his/her original position. Personal leave of absence shall be taken without pay or seniority increments and will terminate at the end of the approved period of time. An administrator on personal leave shall retain the sick leave accumulated prior to the commencement of leave. During leaves granted under this section, no sick leave, service increment, or seniority will be accumulated; however, medical and insurance benefits may be continued at the expense of the administrator.

Section 7 - Insurance

1. The Associate Principal/Director of Curriculum shall receive term life insurance coverage of \$150,000 with accidental death and dismemberment. Premiums for said life insurance will be paid by the Board of Education.
2. The Board shall provide the Associate Principal/Director of Curriculum and their families with the same medical and dental insurance as currently offered to the members of the certified union as of the time of the signing of this contract. Should said insurance coverage for such members of the certified union change, the Board and the Director shall negotiate over changes to this provision.
3. The Board of Education will pay the same premium share towards the Associate Principal/Director of Curriculum's medical and dental insurance as is currently provided in the certified union contract as of the time of the signing of this contract. Should said premium share for such members of the certified union change, the Board and the Director shall negotiate over changes to this provision.
4. Any administrator not desiring all of the aforementioned medical and dental coverage shall be eligible to receive an annual payment of \$3,500, providing the employee notifies the Board of his/her desire to discontinue coverage by July 1 of the school year. The decision to eliminate a coverage will remain in effect to the following July 1 unless extenuating circumstances (such as marriage, etc.) require a change and is permissible by the company. Such change must be with the approval of the Superintendent. Payments will be prorated in these cases.

Section 8 – Professional Development

1. The Board shall reimburse the Associate Principal/Director of Curriculum up to \$1,000 per year (July 1 – June 30) to cover reasonable costs directly associated with Professional Development opportunities, conferences, or mini courses which are in the interest of the school system, subject to the prior consent of the Superintendent. Costs may include tuition, materials, and/or travel expenses.
2. The Board shall reimburse the Associate Principal/Director of Curriculum up to 75% for those reasonable costs directly associated with courses taken in connection with a planned program of study, and/or additional graduate work in a major field, and/or courses which are in the interest of the school system, subject to the prior consent of the Superintendent. Costs directly associated with courses shall be limited to tuition, fees and books, and shall be limited to the school year in which the Associate Principal/Director of Curriculum commences work in the course.

Section 9 – Travel

The Associate Principal/Director of Curriculum shall be reimbursed for travel as authorized by the Superintendent of Schools.

Section 10 – Membership

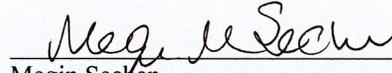
The Board agrees to pay membership dues not to exceed \$1,000.00 per administrator per year for membership in professional organizations approved by the Superintendent and upon submission of a voucher.

Board of Education

Associate Principal/Director of Curriculum
and Instruction



Sean Reith, Chairman



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Date: 1-13-2025

Date: 1/13/24