

**AGREEMENT
BETWEEN**

**SEYMOUR SCHOOL ADMINISTRATORS
ASSOCIATION**

and the

SEYMOUR BOARD OF EDUCATION

JULY 1, 2026 - JUNE 30, 2029

Table of Contents

PREAMBLE	3
ARTICLE I UNION RECOGNITION	3
ARTICLE II BOARD PREROGATIVES	3
ARTICLE III GRIEVANCE PROCEDURE	4
ARTICLE IV SALARIES, BENEFITS AND HOURS OF WORK.....	6
ARTICLE V REDUCTION IN FORCE AND RECALL PROCEDURE	12
ARTICLE VI SAVINGS CLAUSE.....	13
ARTICLE VII ADMINISTRATORS' PROTECTION	13
ARTICLE VIII TUITION COSTS	13
ARTICLE IX TRANSFERS AND PROMOTIONS	14
ARTICLE X SSAA MEMBERSHIP.....	14
APPENDIX A SEYMOUR SCHOOL ADMINISTRATOR SALARIES.....	17
APPENDIX B SUMMARY OF DENTAL BENEFITS	20

PREAMBLE

This Agreement entered into by Seymour Board of Education (hereinafter referred to as the “Board”) and Seymour School Administrators’ Association (hereinafter referred to as the “SSAA”) has as its purpose the promotion of harmonious relations between the Board and the SSAA; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of salaries and other conditions of employment.

ARTICLE I UNION RECOGNITION

1.1 The Board recognizes the SSAA, in the Seymour Public Schools, as the sole and exclusive bargaining agent for the purposes of collective bargaining on matters of wages, hours and other conditions of employment for all of those certified professional employees in positions requiring an intermediate administrator or supervisor certificate, or the equivalent thereof, and not excluded from the purview of Section 10-153b of the Connecticut General Statutes.

1.2 The SSAA shall furnish the Board with a list of its officers and executive committee members and shall notify the Board as soon as possible, in writing, of any changes. Such notification shall be sent to the Superintendent. No officer or executive committee member shall be recognized by the Board until such written notification of his appointment shall be received by the Board from a duly authorized officer of the SSAA.

ARTICLE II BOARD PREROGATIVES

2.1 The Board reserves and retains solely and exclusively, all its rights, express or implied, to manage the school system and its employees as such rights existed prior to the execution of this Agreement. The SSAA agrees that the functions and rights of management belong solely to the Board and that the SSAA will not interfere with the Board's exercise of these rights and functions.

- a. **Enumerated Rights.** The exclusive functions and rights of the Board include, but are not restricted to, the right to: direct the operation of the public schools in the system in all aspects; select and employ new personnel; manage the school system and the direction of its work force; determine methods and levels of financing and budget allocation; provide, when necessary, for the transportation of students; designate the schools to be attended by children in the system; establish the number of schools to be utilized by the system; maintain good public elementary and secondary schools and provide such other educational activities as in its judgment will best serve the interests of the system to give the children of the system as nearly equal advantages as may be practicable; maintain and operate buildings, lands, apparatus and other property used for school purposes; decide the textbooks to be used; make rules for the arrangement, use and safekeeping of the school libraries and to approve the books selected therefore; prepare and submit budgets and, in its sole discretion, expend monies appropriated to the Board for the maintenance and operation of the schools, and to make such transfers of funds

within the appropriated budget as it shall deem desirable; determine, and from time to time redetermined, the number of Board personnel and the methods and materials to be employed; select and determine the qualifications of administrators required to promote the efficient operation of the school system; distribute work to administrators in accordance with the job content and job requirements determined, and from time to time redetermined, by the Board; establish assignments for administrators; transfer administrators; determine the procedures for promotion of administrators; create, enforce and, from time to time, change rules and regulations concerning discipline of administrators; discipline, suspend or discharge administrators; and, otherwise take such measures as the Board may determine to be necessary to promote the orderly, efficient and safe operation of the school system.

- b. **Unenumerated Rights.** The listing of specific rights in subsection (1) of this section is not intended to be all inclusive, restrictive or a waiver of any rights of the Board not listed which have not been expressly and specifically surrendered herein, whether or not such rights have been exercised by the Board in the past.

2.2 No action taken by the Board with respect to such rights, responsibilities and prerogatives shall be subject to the grievance provision of this Agreement, unless specifically provided for in this agreement, or unless exercised so as to contravene a specific provision of this Agreement.

ARTICLE III **GRIEVANCE PROCEDURE**

3.1 The purpose of this grievance procedure shall be to maintain cooperation and understanding between the administration and the Board and to secure, at the lowest possible administrative level, equitable solutions to the problems which may, from time to time, arise affecting the conditions of employment of employees. In instances where friction and misunderstanding may arise, the grievance procedure should be applied to alleviate the situation as soon as possible with as few steps as possible and with the greatest possible satisfaction to all parties concerned. All parties agree that these proceedings shall be kept informal and confidential as may be appropriate at any level of procedure. Nothing in this contract shall be construed as limiting the right of any employee having a grievance or problem to discuss the matter informally with the Superintendent for referral to the Board.

3.2 A grievance shall mean a complaint by an administrator, a group of administrators, or the SSAA ("Grievant") that there has been a violation, misinterpretation, or misapplication of a specific provision of this Agreement and/or of a binding past practice, or a claim that there has been a failure to follow established procedures of the school district's evaluation and support program.

3.3 It is understood that employees shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.

The Grievant shall first attempt to discuss the complaint informally with the Superintendent prior to accessing the formal grievance process as set forth below. A grievance

once formally submitted to this procedure shall be terminated either by written agreement of the parties concerned or by failure of the Grievant to refer the grievance to the next level within the specified time listed (or longer time if an extension is mutually agreed upon between the SSAA and the Board and the agreement is confirmed in writing).

3.4.1 Step 1 - Superintendent

- a. The Grievant may presents a written statement of this grievance to the Superintendent within fourteen (14) calendar days of the event giving rise to the grievance.
- b. The Superintendent shall meet with the Grievant within seven (7) calendar days of the timely receipt of the grievance by the Superintendent.
- c. The Superintendent shall give a written decision to the Grievant within seven (7) calendar days of the Step 1 meeting.

3.4.2 Step 2 - Board

- a. The Grievant may file a written request for appeal to the Board with the Superintendent within fourteen (14) calendar days of receipt of the Step 1 decision by the Grievant.
- b. The Board and the Superintendent meet with the Grievant within twenty-one (21) calendar days of receipt of the Step 2 request by the Superintendent.
- c. The Board shall give a written decision to the Grievant fourteen (14) calendar days of the Step 2 meeting.

3.4.3 Step 3 - Arbitration

- a. The Grievant may file a request for arbitration with the American Arbitration Association (“AAA”) within fourteen (14) calendar days of the Board's decision.
- b. The SSAA and the Board sign an agreement designating an arbitrator within fourteen (14) calendar days of receipt by the Superintendent of the notice of (b). If they are unable to agree on an arbitrator during this time period, either may contact the American Arbitration Association to appoint an arbitrator.
- c. The arbitrator reviews the record, holds hearings, receives statements, and then renders to all parties in interest, his findings with reasons therefor. The arbitrator shall be encouraged to complete this action within twenty-eight (28) calendar days of the closing of the hearings or the submission of post-arbitration hearing briefs, if submitted, whichever shall last occur.

- d. The arbitrator selected shall limit himself to the issues submitted and shall consider nothing else. He can add nothing to or subtract anything from this Agreement between the parties.
- e. The decision of the arbitrator shall be final and binding upon the parties and all employees unless same is contrary to law.
- f. When an administrator is not represented by the SSAA, the SSAA shall have the right to be present and to state its views at all stages of the procedure.
- g. The costs for the services of the arbitration, including any per diem expenses, and any actual and necessary travel and subsistence expenses, shall be borne equally by the Board and the Association.
- h. In lieu of AAA, the parties may agree to submit a grievance to the State Board of Mediation and Arbitration for grievances not involving a significant financial impact. The same timelines and procedures set forth above shall apply.

**ARTICLE IV
SALARIES, BENEFITS AND HOURS OF WORK**

4.1 All administrative positions are as follows:

Classification A-1	High School Principal
Classification A-2	Director of Pupil Services & Director of Curriculum and Instruction Pre-K to 12
Classification B-1	Middle School Principal
Classification B-2	Director of Instruction K-8
Classification C	Elementary School Principal, Assistant High School Principal
Classification D	Assistant Middle School Principal, Assistant Director of Pupil Services
Classification E	Assistant Elementary School Principal

4.2 The total compensation for classifications as listed in 4.1 shall be set forth in Appendix A, Seymour School Administrator Salaries, which shall be hereto attached and made part of this agreement. Employees hired in accordance with 4.1 shall be granted the subsequent increases referred to in Appendix A. provided satisfactory service has been rendered. Determination of satisfactory service will be at the discretion of the Board, upon the recommendation of the Superintendent.

- 4.3 A. The parties hereto recognize and agree that the Board has the exclusive right and prerogative to transfer administrators for just cause, including for reduction in force, provided that such transfer shall not result in a reduction of salary during the twelve (12) months following transfer.
- B. Administrators shall be paid by direct deposit bi-weekly on Fridays.

4.4 Insurance:

- A. 1) All employees and eligible dependents will participate in the Connecticut State Partnership Plan 2.0 (“SPP”) for health benefits in lieu of the health benefits previously provided. The administration of the SPP, including open enrollment, beneficiary eligibility and changes and other administration provision shall be as established by the SPP;
- 2) The SPP contains a Health Enhancement Plan (HEP) component. All eligible employees and dependents participating in the SPP are subject to the terms and provisions of the HEP. In the event SPP administrators impose the HEP non-participation or noncompliance \$100 per month premium cost increase or the \$350 per participant to a maximum of \$1400 family annual deductible, those sums shall be paid 100% in their entirety by the non-participating or non-compliant employee. No portion or percentage shall be paid by the Board. The \$100 per month premium cost increase shall be implemented through payroll deduction, or third party administrator and the \$350/\$1400 annual deductible shall be implemented through claims administration;
- 3) In the event any of the following occur, the Board or the Union may reopen negotiations as to the sole issue of health insurance, including plan design and plan funding, premium cost share and/or introduction of replacement medical insurance in whole or in part.
- i) If the SPP in its current form is no longer available; or if the benefit plan design of the SPP is further modified as a result of a change in the State’s collective bargaining agreement with SEBAC, if such modifications would substantially increase the cost to the Board or to employees of the medical insurance plan offered herein. Reopener negotiations shall be limited to health insurance plan design, funding, and premium cost share; and/or
- ii) If Conn.Gen.Stat. Section 3-123rr et seq. is amended in a way that substantially affects the operation of the SPP to the detriment of the parties, or if there are any changes to the administration of the SPP that negatively affects the parties, or if additional fees and/or charges for the SPP are imposed so as to affect the Board or employees, any of which amendments, changes, fees or charges (individually or collectively) would substantially increase the cost of the medical insurance plan offered herein. Reopener negotiations shall be limited to health insurance plan design, funding, and premium cost share.
- 4) In any negotiations triggered under the above, as well as negotiations for a successor to the current collective bargaining agreement, the parties shall consider

the High Deductible Health Plan with Health Savings Account set forth in the prior Contract to be the baseline for such negotiations, and the parties shall consider the following additional factors:

- Trends in health insurance plan design outside of the SPP;
- The costs of different plan designs, including a high deductible health plan structure and a PPO plan structure.

Should such negotiations be submitted to arbitration for resolution, the arbitration panel shall consider the foregoing in applying the statutory criteria in making its ruling.

A HSA shall be established by the Board for each eligible employee who elects the HDHP/HSA option. The Board shall not contribute towards the administrator's HSA a portion of the in-network annual deductible.

In contract year 2026-27 participating administrators will pay 10% of the premium. In contract year 2027-28 participating administrators will pay 11% of the premium. In contract year 2025-26 participating administrators will pay 12% of the premium.

- B.
1. Section 125 Plan - Payments for premium costs shall be made through a payroll deduction, which will be done by the adoption of an Internal Revenue Code Section 125 pre-tax premium conversion account so that health insurance contributions may be made from pre-tax dollars.
 2. All administrators will be allowed to deposit monies into a flexible spending account ("FSA") under Section 125 of the Internal Revenue Code, for the purpose of defraying dependent care expenses. These monies may be expended for-dependent care under Section 129 of the Internal Revenue Code. Administrators may also contribute voluntarily additional dollars to their account under the 125, 129, and 105(h) sections of the Internal Revenue Code.
- C. Regardless of the medical insurance plan chosen, the Board will provide the Flexible Dental Program to administrators and eligible dependents, subject to a premium co-pay of 20.0%. A summary listing of benefits is provided in Appendix C.
- D. Any administrator hired prior to July 1, 2011 may elect from school year to school year to waive health insurance coverage and in lieu thereof receive forty percent (40%) of the plan cost (up to a maximum of five thousand dollars (\$5,000)). Administrators who elect to make such waiver must notify the Board in writing that he/she is canceling his/her participation and coverage and the participation and coverage of his/her dependents in the insurance plans. The Administrator can exercise this option only once during a given school year and must waive insurance coverage each school year in order to receive the premium refund. The Board shall

make payment to those who waive insurance coverage as set forth in the following manner:

- ½ the waiver payment in the first pay period in December,
- ½ the waiver payment in the first pay period in June.

E. The Board will provide Group Term Life insurance coverage (subject to insurance carrier age restriction) in the amount of two and a half (2.5) times the individual administrator's annual salary to a maximum coverage level of \$300,000. The total premium cost of the Group Term Life Insurance benefit will be paid by the Board.

4.5 A. Sick Leave: An absence from duty of any staff member disrupts the working organization of the school system. Absences always should be kept to a minimum.

1. Fifteen (15) days shall be granted for days of sick leave with full pay. Administrators shall be allowed to use five (5) of these per year for illness of a family member. Sick leave days shall be accumulated from school year to school year to a maximum accumulation of two hundred and twenty (220) days.
2. By October 1st of each school year, a listing of accumulated sick leave will be provided to each administrator. A summary report listing the status of all administrators will also be provided to the SSAA president.
3. Sick leave is to be used for the purpose of compensating an administrator who is unable to attend to the duties of his/her position due to illness or physical incapacity, which includes but is not limited to temporary disability caused by pregnancy, childbirth and recovery there from.
4. For all absences due to illness or physical incapacity, administrators shall complete a prescribed form wherein the administrator indicates that the illness/ physical incapacity necessitated the absence.
5. Administrators who have been absent due to illness or physical incapacity for a period of five (5) consecutive working days or more may be required to submit a doctor's certificate of fitness to return to work before resuming their duties.
6. In cases of suspected abuse of sick leave, the Superintendent may require that a administrator either provide a medical certificate signed by a licensed physician or obtain an examination by an independent Board appointed physician to substantiate the use of sick leave. Any costs incurred by the administrator in obtaining the certificate or examination shall be paid by the Board.
7. It shall be the responsibility of the administrator to notify the Superintendent in advance of an extended absence due to illness or physical incapacity. During an extended absence, the Superintendent may require a administrator to periodically provide a statement from his/her physician indicating the nature of the illness or physical incapacity, scheduled dates of medical visit(s), anticipated return to work date, and fitness of the

administrator to return to work. Failure to provide such information shall be sufficient to deny sick leave payment.

8. Nothing in this provision shall limit the Superintendent's right to investigate circumstances of excessive use or abuse of sick leave.

B. **Sick Bank:** Any member of the bargaining unit shall be permitted to contribute days from his/her sick leave accumulation to administrators who suffer prolonged illness or injury and whose sick leave accumulation has been exhausted. The SSAA shall notify the staff when an individual has nearly exhausted his/her sick leave accumulation. Individuals may donate up to 20 days per academic year. Donated days which are not used shall be returned to the donating administrator according to the following example. (EXAMPLE: If twenty-five days have been signed on the "Sign-Up" Sheet for days twenty-one through twenty-five, then days twenty-one through twenty-five shall be returned to those whose signatures are on the "Sign Up" Sheet for days twenty-one through twenty-five). The accumulated sick leave account of the administrator who voluntarily contributes sick leave days shall be debited at the end of the school year so that an administrator who enters a school in September with 220 accumulated sick leave days from the previous school year, accrues the appropriate number of days in September, uses no sick leave days for him/herself and contributed 20 sick leave days to an administrator, shall have accumulated 220 sick leave days at the end of the school year.

4.6 Work Year

- A. The work year for administrators shall be 220 days. If administrators are required to attend overnight field trips, overnight field trips that occur during the weekend shall be counted as two (2) workdays. If the Board should require additional days beyond the required workdays, it will pay the administrator at a per diem rate based upon the contracted yearly salary.
- B. It shall be the policy of the Board that the work year for all administrators shall fall between July 1 through June 30 in accordance with the number of days required to work by contract.
- C. Administrators shall be required to work the 185-day school calendar and during the twelve (12) business days after the school year has ended and the (13) business days immediately preceding the opening of school. The "opening of school" shall be defined as the first day students attend classes. Exceptions may be requested and must receive advance written approval by the Superintendent or his/her designee.
- D. Each administrator shall attend Board of Education meetings when an agenda item requires his/her attendance and if he/she is requested to be present by the Superintendent with not fewer than seven (7) calendar days' notice. Such items will be placed as early in the agenda as feasible.

- 4.7 Retirement Longevity:** Retirement Longevity Incentive Allowance will be paid upon retirement to any Administrator hired prior to July 1, 2011 who has completed at least ten (10) years of continuous service in Seymour and has exemplified high professional standards and attitudes. Said compensation shall be based on the Administrator's annual salary at the time of retirement and shall be for four (4) months' salary if said administrator has accumulated seventy-five (75) unused sick leave days, and five (5) months' salary if said Administrator has accumulated one hundred (100) unused sick leave days.

Retirement is defined as terminating employment as an administrator and retiring under the Connecticut Teachers Retirement System, including the disability benefit.

- a. Any administrator who intends to retire at the end of the current school year shall notify the Superintendent in writing prior to January 1st of the current school year in order to assure payment (if eligible) of the Retirement Longevity Incentive Allowance by August 1st following retirement. Failure to notify the Superintendent by January 1st shall not deprive the administrator of this benefit, but will postpone the payment to August 1st of the following fiscal year.
- b. If an early retirement incentive plan as identified in Appendix B is offered, then the notification terms contained in the early retirement incentive plan shall supersede the January 1st date noted in (a) above.

For employees retiring with 30 years or more service in Seymour, the Board will pay one-third of the insurance package premium cost. After 15 years of service as an employee of the Town of Seymour, an Administrator may continue in the group, provided that the retired administrator reimburses the Board the cost of such coverage with the approval of the insurance carrier. Maximum allowable time under existing policy, and with the permission of the carrier, the retired administrator may at his own expense continue in the coverage for dependent children.

- 4.8 Longevity:** Administrators on the Board's payroll on September 1992 shall receive, upon completion of twenty (20) years of service in the Seymour school system, an increase of \$700 on the salary schedule, and \$300 for each additional five (5) years of service above 20 years.
- 4.9 Personal Days:** Administrators will be granted five (5) days of personal leave each year with three (3) of them granted with the approval of the Superintendent. Requests for three (3) of these days will be submitted to the Superintendent with a reason for the request explained. Two days will be granted upon reasonable notice.
- 4.10 Professional and curriculum development activities** are considered part of each administrator's professional responsibility and no additional compensation will be paid for such activities. The Board will reimburse Administrators for reasonable expenses incurred by the Administrators in attending conferences and meetings outside the District for which attendance is required by the Board provided that suitable expense vouchers are promptly submitted.

- 4.11 The Board agrees to deduct from its administrators' salaries contributions that the administrator may elect for tax-sheltered annuities.
- 4.12 When the number of students in an elementary/middle school reaches or exceeds 400 pupils and there is no assistant principal, the principal shall receive an annual stipend of \$700.
- 4.13 **For purposes of determining years of service under this agreement, years of service shall include years of service as a certified employee of the Seymour Board of Education, regardless of bargaining unit.**

**ARTICLE V
REDUCTION IN FORCE AND RECALL PROCEDURE**

- 5.1 When during the term of this contract, the Board proposed to eliminate the position of an Administrator to which that Administrator was appointed and then holds, the following procedure shall be followed:
 - A. Said administrator and the president of the SSAA shall be notified by the Board in writing within fourteen (14) calendar days after the Board has voted to eliminate said position.
 - B. Said administrator shall, within thirty (30) calendar days after receipt of said notice, notify the Board in writing as to his/her choice of alternative administrative position.
 - C. Said choice of alternative administrative position shall be limited to: (a) a position for which said Administrator is certified by the State of Connecticut; (b) a position held by an administrator with the shortest length of time as an Administrator in the Seymour School System whose salary category is the same as or lower than said administrator's present salary category.
 - D. If the original position which was eliminated as referred to in paragraph A herein, or a position of equal or lower salary is reinstated within three (3) calendar years from the date of notification by the Board as provided in paragraph 1 herein at the option of the administrator, said administrator shall be reinstated into said position, by said Board.
 - E. The Administrator whose position is eliminated as referenced to in paragraph C herein and who is not appointed to another administrative position shall be offered a teaching position in the Seymour public school system for which he/she is certified if one is available, subject to the Seymour teacher contractual reduction in force procedures, and would have the right to bump non-tenured teachers if a position is unavailable.
 - F. Any other provisions of this contract dealing with transfer of administrators shall not apply in any way to the positions subject to this seniority provision.

ARTICLE VI
SAVINGS CLAUSE

6.1 Should any article, section, or portion thereof of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific article, section or portion thereof, directly specified in the decision. Upon issuance of such a decision, the parties agree immediately to negotiate concerning a substitute for the invalidated article, section or portion thereof.

ARTICLE VII
ADMINISTRATORS' PROTECTION

7.1 If an Administrator is absent from school as a result of physical injury caused by an assault, which injury is incurred in the course of the Administrator's employment or is caused by such employment, the Administrator shall be paid his/her full salary (less any workers' compensation awards attributable to salary) during such absence, until recovered from injuries which absence shall not be charged to the Administrator's annual or accumulated sick leave, during said period: provided that the Board may require the Administrator to have a physical examination by a doctor chosen by the Board for the purpose of determining whether the absence is warranted by the extent and nature of the injury and in this event, the doctor's decision shall be binding upon the Board and the Administrator.

7.2 No administrator shall be disciplined except for just cause. This provision shall not be interpreted, however, to create a right to file a grievance in connection with any action taken pursuant to termination of employment under Sec. 10-151 Connecticut General Statutes.

ARTICLE VIII
TUITION COSTS

8.1 Tuition Costs: Administrators shall be reimbursed for tuition costs for certain courses under the following conditions:

- A. The Board shall establish an annual pool of \$18,000 for tuition reimbursement with no limitation per individual administrator per year. If total requests exceed the pool amount, reimbursement shall be divided equally among all requesting administrators. Administrators receiving reimbursement must complete five (5) years of continued service after degree completion or reimburse the Board on a prorated basis.
- B. Only courses appropriate to a specific assignment shall qualify for reimbursement.
- C. All courses must be approved in advance by the Superintendent as appropriate.
- D. When any course for which tuition has been reimbursed under the provisions is utilized in meeting requirements for a degree or other program leading to a change in salary status, the Administrator shall return the tuition payment to the Board if the Administrator resigns from the employ of the Board within five (5) years.
- E. The rate of reimbursement per semester hour is five hundred dollars (\$500.00).

- F. Reimbursement shall be made for approved credits on submission of evidence of satisfactory completion and receipt for tuition charges incurred.

**ARTICLE IX
TRANSFERS AND PROMOTIONS**

9.1 The SSAA shall be notified in writing of all administrative openings occurring during the school year within a period of not more than seven (7) calendar days of the position becoming vacant. Administrators may apply for said vacancies or openings within fourteen (14) calendar days of the initial posting date. Applications shall be in writing to the Superintendent's office.

9.2 Should any certified employee currently employed by the Seymour Board of Education transfer or promote into a position within the bargaining unit, such employee shall carry over years of service and sick leave accumulation which are accumulative in the employee's prior position, including but not limited to leave time, service time, payments connected to service time within the District, and any other benefit mutually provided to members of the bargaining unit.

9.3 Payments and benefits that are sunsetted in this Agreement for bargaining unit members hired after 7/1/11 do not sunset for those bargaining unit members who were certified and continuously employed by the District prior to 7/1/11.

**ARTICLE X
SSAA MEMBERSHIP**

10.1 Within thirty (30) calendar days after employment, or the execution of this Agreement, whichever is later, all members of the bargaining unit may join the SSAA, and execute an authorization permitting the deduction of union dues.

10.2 A. The Board agrees to deduct from the salaries of each administrator, who provides a written authorization for the deduction of SSAA dues, an amount equal to the dues for the SSAA by means of payroll deductions and to transmit the monies every pay period to the SSAA. The SSAA shall submit to the Business Office the signed employers' copy of administrators who voluntarily authorize dues prior to any such deductions being made. The amount of the deduction from each paycheck shall be equal to the total Association Membership Dues divided by the number of paychecks from and including the first paycheck of the school year for said employee through and including the last paycheck in June. The amount of Association Membership Dues shall be certified by the Association to the Board prior to the opening of school each year.

B. Subsequent Employment - Those administrators whose employment commences after the start of the school year shall pay a pro-rated amount equal to the percentage of the remaining school year.

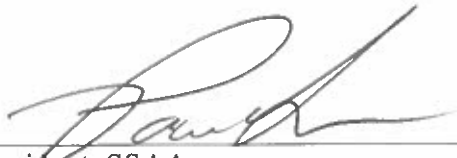
10.3 As a condition of the effectiveness of this Article, the SSAA agrees to indemnify and save the Board harmless against any and all claims, demands, costs, suits or other forms of liability and all court or administrative agency costs that may arise out of, or by reason of, action taken by the Board for the purpose of complying with the Article.

SEYMOUR BOARD OF EDUCATION

SEYMOUR SCHOOL
ADMINISTRATORS ASSOCIATION



Board Chair



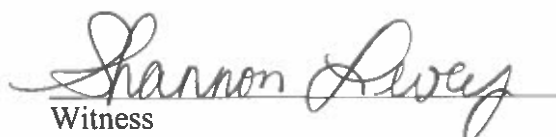
President, SSAA

12/8/25

Date

12/8/25

Date



Witness



Witness

**APPENDIX A
SEYMOUR SCHOOL ADMINISTRATOR SALARIES**

July 1, 2026 to June 30, 2027 – 2.75% Increase

Classification*	Annual Salary	Annual TSA	Total Base Salary
	2026-27	2026-27	2026-27
A-1	\$189,118	\$5,000	\$194,118
A-2	\$180,381	\$5,000	\$185,381
B-1	\$180,381	\$5,000	\$185,381
C	\$176,283	\$5,000	\$181,283
D	\$158,635	\$5,000	\$163,635
E	\$155,855	\$5,000	\$160,855
Doctoral Stipend	\$1,500	\$1,500	\$1,500

Administrators new to the bargaining unit shall be paid at ten (10%) percent less than the above annual salaries during their first year of employment in the bargaining unit; they shall be paid five (5%) percent less than the above annual salaries in their second year of employment in the bargaining unit; and shall be paid the full annual salary commencing with their third year of employment in the bargaining unit.

July 1, 2027 to June 30, 2028 – 2.75% Increase

Classification*	Annual Salary	Annual TSA	Total Base Salary
	2027-28	2027-28	2027-28
A-1	\$194,318	\$5,000	\$199,318
A-2	\$185,341	\$5,000	\$190,341
B-1	\$185,341	\$5,000	\$190,341
C	\$181,131	\$5,000	\$186,131
D	\$162,997	\$5,000	\$167,997
E	\$160,141	\$5,000	\$165,141
Doctoral Stipend	\$1,500	\$1,500	\$1,500

Administrators new to the bargaining unit shall be paid at ten (10%) percent less than the above annual salaries during their first year of employment in the bargaining unit; they shall be paid five (5%) percent less than the above annual salaries in their second year of employment in the

**Seymour Administrators Association
July 1, 2026 – June 30, 2029**

bargaining unit; and shall be paid the full annual salary commencing with their third year of employment in the bargaining unit.

July 1, 2028 to June 30, 2029 – 2.75% Increase

	Annual Salary	Annual TSA	Total Base Salary
Classification*	2028-29	2028-29	2028-29
A-1	\$199,662	\$5,000	\$204,662
A-2	\$190,438	\$5,000	\$195,438
B-1	\$190,438	\$5,000	\$195,438
C	\$186,112	\$5,000	\$191,112
D	\$167,480	\$5,000	\$172,480
E	\$164,545	\$5,000	\$169,545
Doctoral Stipend	\$1,500	\$1,500	\$1,500

Administrators new to the bargaining unit shall be paid at ten (10%) percent less than the above annual salaries during their first year of employment in the bargaining unit; they shall be paid five (5%) percent less than the above annual salaries in their second year of employment in the bargaining unit; and shall be paid the full annual salary commencing with their third year of employment in the bargaining unit.

Classification A-1	High School Principal
Classification A-2	Director of Pupil Services & Director of Curriculum and Instruction Pre-K to 12
Classification B-1	Middle School Principal
Classification C	Elementary School Principal & Assistant High School Principal
Classification D	Assistant Middle School Principal
Classification E	Assistant Elementary School Principal

**APPENDIX A
(continued)**

For the period of July 1, 2026 through June 30, 2029, administrators shall be paid an annual base salary comprised of two parts: the annual salary by classification as noted above in Appendix A plus an annualized elective tax sheltered annuity “pursuant to a valid and legally binding salary reduction agreement to be paid to a tax sheltered annuity selected by the administrator”. The annual tax-sheltered annuity contribution to be fully paid by the Board on behalf of the administrator shall be: \$5,000 for the 2026-29 contract years.

APPENDIX B
SUMMARY OF DENTAL BENEFITS

Summary of Benefits

Anthem Dental Essential Choice PPO

Seymour Town & Boe-Boe Plan

Anthem Blue Cross and Blue Shield Dental Complete Network



WELCOME TO YOUR DENTAL PLAN!

Regular dental checkups can help find early warning signs of certain health problems, which means you can get the care you need to get healthy. So, don't skimp on your dental care, good oral care can mean better overall health!

Powerful and easily accessible member tools.

- **Ask a Hygienist:** Dental members can simply email their dental questions to a team of licensed dental professionals who in turn will respond in about 24 hours.
- **Dental Health Risk Assessment:** We want our dental members to better understand their oral health and their risk factors for tooth decay, gum disease and oral cancer. This easy to use online tool can help them do this.
- **Dental Care Cost Estimator:** In order to help our dental member better understand the cost of their dental care, we offer access to a user-friendly, web-based tool that provides estimates on common dental procedures and treatments when using a network dentist.
- **Mobile Capabilities:** With our latest mobile application, members can find a network dentist as well as view their claims. Our application is available for both Android and Apple phones.

Dentists in your plan network.

- You'll save money when you visit a dentist in your plan network because Anthem and the dentist have agreed on pricing for covered services. Dentists who are not in your plan network have not agreed to pricing, and may bill you for the difference between what Anthem pays them and what the dentist usually charges.
- To find a dentist by name or location, go to anthem.com or call dental customer service at the number listed on the back of your ID card.

Ready to use your dental benefits?

- Choose a dentist from the network
- Make an appointment
- Show the office staff your member ID card
- Pay any deductible or copay that is part of your plan

Need to contact us?

See the back of your ID card for how to call, write or email us.

Your dental benefits at a glance

The following benefit summary outlines how your dental plan works and provides you with a quick reference of your dental plan benefits. For complete coverage details, please refer to your policy.

	In-Network	Out-of-Network
Coverage Year	Contract Year	
Annual Benefit Maximum		
• Per insured person		
• Diagnostic & Preventive Services are applied to the Annual Benefit Maximum	\$1,500	\$1,500
Annual Maximum Carryover	No	No
Orthodontic Lifetime Benefit Maximum		
• Per eligible child	\$1,000	\$1,000
Annual Deductible		
• Per insured person	\$50	\$50
• Family maximum	3x single member deductible	3x single member deductible
Deductible Waived for Diagnostic/Preventive Services	Yes	Yes
Out-of-Network Reimbursement	85th percentile	

Anthem Blue Cross and Blue Shield is the trade name of Anthem Health Plans, Inc. independent licensee of the Blue Cross and Blue Shield Association. ANTHEM is a registered trademark of Anthem Insurance Companies, Inc. The Blue Cross and Blue Shield names and symbols are registered marks of the Blue Cross and Blue Shield Association.

**Seymour Administrators Association
July 1, 2026 – June 30, 2029**

Dental Services	In-Network Anthem Pays	Out-of-Network Anthem Pays	Waiting Period
Diagnostic & Preventive Services <ul style="list-style-type: none"> • Periodic dental exam <ul style="list-style-type: none"> ◦ Limited to two per 12 months • Teeth cleaning (prophylaxis) <ul style="list-style-type: none"> ◦ Limited to two per 12 months, combined with periodontal maintenance • Bitewing X-rays <ul style="list-style-type: none"> ◦ Limited to two sets per 12 months • Full-Mouth or Panoramic X-rays <ul style="list-style-type: none"> ◦ Limited to one per 36 months • Fluoride application <ul style="list-style-type: none"> ◦ Limited to two per 12 months through age 18 • Sealant application <ul style="list-style-type: none"> ◦ Limited to one per 60 months through age 18 	100% coinsurance	100% coinsurance	No waiting period
Basic (Restorative) Services <ul style="list-style-type: none"> • Consultation (second opinion), only with X-rays and no other services <ul style="list-style-type: none"> ◦ Limited to one per 12 months • Space maintainer insertion covered at Diagnostic/Preventive level <ul style="list-style-type: none"> ◦ Limited to one per tooth space per lifetime through age 18 • Amalgam (silver-colored) filling <ul style="list-style-type: none"> ◦ Limited to one per tooth surface per 24 months • Composite (tooth-colored) filling <ul style="list-style-type: none"> ◦ Limited to one per tooth surface per 24 months posterior (back) fillings not paid as an amalgam (silver-colored filling) • Brush biopsy (cancer test) <ul style="list-style-type: none"> ◦ Limited to one per 12 months, all ages 	80% coinsurance	80% coinsurance	No waiting period
Endodontics (Non-Surgical) <ul style="list-style-type: none"> • Root Canal (permanent teeth only) <ul style="list-style-type: none"> ◦ Limited to one per tooth per lifetime 	80% coinsurance	80% coinsurance	No waiting period
Endodontics (Surgical) <ul style="list-style-type: none"> • Apicoectomy and specification <ul style="list-style-type: none"> ◦ Limited to one per tooth per lifetime, permanent teeth only 	80% coinsurance	80% coinsurance	No waiting period
Periodontics (Non-Surgical) <ul style="list-style-type: none"> • Periodontal maintenance <ul style="list-style-type: none"> ◦ Limited to four per 12 months, combined with teeth cleanings • Scaling and root planning, when the tooth pocket has a depth of four millimeters or greater <ul style="list-style-type: none"> ◦ Limited to one per quadrant per 24 months 	80% coinsurance	80% coinsurance	No waiting period
Periodontics (Surgical) <ul style="list-style-type: none"> • Periodontal surgery (osseous, gingivectomy, graft procedures) <ul style="list-style-type: none"> ◦ Limited to one per quadrant per 36 months 	80% coinsurance	80% coinsurance	No waiting period
Oral Surgery (Simple) <ul style="list-style-type: none"> • Simple extraction <ul style="list-style-type: none"> ◦ Limited to one per tooth per lifetime 	80% coinsurance	80% coinsurance	No waiting period
Oral Surgery (Complex) <ul style="list-style-type: none"> • Surgical extraction <ul style="list-style-type: none"> ◦ Limited to one per tooth per lifetime 	80% coinsurance	80% coinsurance	No waiting period
Major (Restorative) Services <ul style="list-style-type: none"> • Crowns, onlays, veneers <ul style="list-style-type: none"> ◦ Limited to one per tooth per 60 months 	50% coinsurance	50% coinsurance	No waiting period
Prosthodontics <ul style="list-style-type: none"> • Dentures and bridges <ul style="list-style-type: none"> ◦ Limited to one per tooth/arch per 60 months • Implant placement <ul style="list-style-type: none"> ◦ Not covered • Implant prosthodontics <ul style="list-style-type: none"> ◦ Not covered 	50% coinsurance	50% coinsurance	No waiting period
Repairs/Adjustments <ul style="list-style-type: none"> • Crown, denture, and bridge repairs <ul style="list-style-type: none"> ◦ Limited to one per tooth per 12 months, not within 6 months of placement • Denture and bridge adjustments <ul style="list-style-type: none"> ◦ Limited to two per tooth per 12 months, not within 6 months of placement 	80% coinsurance	80% coinsurance	No waiting period

Anthem Blue Cross and Blue Shield is the trade name of Anthem Health Plans, Inc. Independent licensee of the Blue Cross and Blue Shield Association. ANTHEM is a registered trademark of Anthem Insurance Companies, Inc. The Blue Cross and Blue Shield names and symbols are registered marks of the Blue Cross and Blue Shield Association.

10/2020

Dental Services (continued)	In-Network Anthem Pays:	Out-of-Network Anthem Pays	Waiting Period
Child Orthodontic Services o Through age 18	50% coinsurance	50% coinsurance	No waiting period
Temporomandibular Joint Disorder (TMJ) o X-rays, splints, and surgical procedures including arthroscopy and orthotic devices o Not covered	Not covered	Not covered	Not covered
Cosmetic Teeth Whitening o Not covered	Not covered	Not covered	Not covered

NOTE: Cosmetic benefits, such as teeth bleaching, in an insurance policy may have income tax implications for both employer groups and plan members. For example, the dollar value of the cosmetic benefit may be considered part of an individual's taxable income. For more information concerning the tax ramifications of cosmetic insurance benefits, please consult a legal or tax advisor.

Additional Services and Programs

Anthem Whole Health Connection - Dental™ o For members with certain health conditions, additional dental benefits are available without a deductible or waiting periods. Eligible services are paid at 100% and won't reduce your coverage year annual maximum (if applicable)	Included
Accidental Dental Injury Benefit o Provides members 100% coverage for accidental injuries to teeth up to the coverage year annual maximum (if applicable). No deductibles, member coinsurance, or waiting periods apply	Included
Extension of Benefits o Following termination of coverage, members are provided up to 60 days to complete treatment started prior to their termination of coverage under the plan and eligible services will be covered	Included
International Emergency Dental Program o Provides emergency dental benefits while working or traveling abroad from licensed, English-speaking dentists. Eligible covered services will be paid 100% with no deductibles, member coinsurance, or waiting periods and won't reduce the member coverage year annual maximum (if applicable)	Included

Additional Limitations & Exclusions

Below is a partial listing of non-covered services under your dental plan. Please see your policy for a full list.

- Services provided before or after the term of this coverage - Services received before your effective date or after your coverage ends, unless otherwise specified in the dental plan certificate
- Orthodontics (unless included as part of your dental plan benefits) including orthodontic braces, appliances and all related services
- Cosmetic dentistry (unless included as part of your dental plan benefits) provided by dentists solely for the purpose of improving the appearance of the tooth when both structure and function are satisfactory and no pathologic conditions (cavities) exist
- Drugs and medications including intravenous conscious sedation, IV sedation and general anesthesia when performed with nonsurgical dental care
- Analgesia, analgesic agents, and anxiolysis nitrous oxide, therapeutic drug injections, medicines or drugs for nonsurgical or surgical dental care except that intravenous conscious sedation is eligible as a separate benefit when performed in conjunction with complex surgical services
- Waiting periods for endodontic, periodontic and oral surgery services may differ from other Basic Services or Major Services under the same dental plan. There is a 24 month waiting period for replacement of congenitally missing teeth or teeth extracted prior to coverage under this plan.

This is not a contract; it is a partial listing of benefits and services. All covered services are subject to the conditions, limitations, exclusions, terms and provisions of your policy. In the event of a discrepancy between the information in this summary and the policy, your policy will prevail.

Anthem Blue Cross and Blue Shield is the trade name of Anthem Health Plans, Inc. Independent licensee of the Blue Cross and Blue Shield Association. ANTHEM is a registered trademark of Anthem Insurance Companies, Inc. The Blue Cross and Blue Shield names and symbols are registered marks of the Blue Cross and Blue Shield Association.

10/2020