AGREEMENT BETWEEN

THE MADISON BOARD OF EDUCATION

And

THE ASSOCIATION OF MADISON ADMINISTRATORS

Effective

July 1, 2027 – June 30, 2030

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ARTICLE I

Recognition Clause

A. The Board recognizes the Association of Madison Administrators hereinafter called the Association for the purpose of professional negotiations as the exclusive representative of the certified professional employees of the Board, employed in positions in the "administrators' unit" as defined in Conn. Gen. Stat. § 10-153b(a). The Board shall notify the Association in writing of all new hires within seven (7) calendar days of hire.

B. During the term of this agreement, the Board will not negotiate with any individual or organization of Administrators, other than the Association of Madison Administrators, as long as said Association retains organizational recognition status.

C. The parties acknowledge the statutory rights of the Association as conferred by Conn. Gen. Stat. § 31-40bb.

ARTICLE II

General Provisions

A. It is understood that Administrators shall continue to serve under the direction of the Superintendent of Schools and in accordance with Board and Administrative policies, provided that the provisions of this agreement shall supersede and prevail over any conflicting provisions.

B. Administrators shall have the opportunity to review and discuss any evaluation reports with their supervisor(s). Administrators shall have the opportunity to affix a written attachment as deemed appropriate by said Administrator to the evaluation report.

C. If any portion of this agreement is ruled invalid for any reason, the remainder of the agreement shall remain in full force and effect.

ARTICLE III

Grievance Procedure

A. Grievance

A grievance is (1) a claim based upon an event or condition which affects the welfare or conditions of employment of an Administrator or group of Administrators and/or (2) the interpretation or application of a specific provision of this agreement.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to problems which may arise affecting the welfare or working conditions of Administrators. Both parties agree that proceedings shall be kept as confidential as is appropriate.

C. Definitions

1. Grievant shall mean any member of the bargaining unit, or a group of bargaining unit members similarly affected by a grievance, seeking recourse under the terms of this article.

2. During the school year, "days" shall mean days when school is in session. During the summer vacation, "days" shall be all days of the work week.

D. Time Limits

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each step shall be considered as a maximum. The time limits specified may however, be extended by mutual written agreement.

If a grievance in writing is not filed within thirty (30) days after the grievant knew or should have known of the act or conditions on which the grievance is based, then the grievance shall be considered to have been waived.

Failure by the grievant at any level to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level.

Failure by the Superintendent or the Board of Education to render their or its decision within the specified time limits shall be deemed to be an acceptance of the grievance.

E. Procedure

1. Level One – School Superintendent

a. If an Administrator feels that they may have a grievance, they may first discuss the matter with the Superintendent in an effort to resolve the problem informally.

b. If the Administrator is not satisfied with such disposition of the matter, they shall have the right to have the Association assist them in further efforts to resolve the problem informally with the Superintendent.

c. If the Administrator is still not satisfied with the disposition of the matter, they shall reduce the grievance to writing and submit it to the Superintendent. The Superintendent shall, within two (2) work days of the filing of the grievance in writing, give a written answer with a copy to the Association.

2. Level Two – Board of Education

a. If the grievant is not satisfied with the disposition of their grievance at Level One, they may, within seven (7) work days after the decision, submit the grievance to the Board of Education. Either the Board or the Association may, at their own option, keep a full and accurate record of the hearing.

b. The Board of Education shall, within twenty (20) work days after receipt of the grievance, meet with the grievant and with representatives of the Association for the purpose of resolving the grievance.

c. The Board shall, within three (3) work days after such meeting, render its decision and the reasons therefore in writing to the grievant, with a copy to the Association.

3. Level Three – Arbitration

a. If the grievant is not satisfied with the disposition of their grievance at Level Two they may within three (3) work days after the decision, request in writing to the President of the Association that their grievance be submitted to arbitration.

b. The Association may, within five (5) work days after receipt of such request, submit a grievance related to the interpretation or application of a specific provision of this agreement as set forth in Article III(A)(2) to arbitration by so notifying the Board in writing, and by filing a demand for arbitration under the Voluntary Labor Arbitration Rules of the AAA which shall act as the Administrator of the proceedings.

c. The arbitrator shall have no authority to add to, subtract from, or in any way modify the terms of this Agreement and shall make the appropriate compensatory awards when necessary. The decision of the arbitrator shall be final and binding.

d. The costs for the services of the arbitrator shall be borne equally by the Board and the Association.

F. Rights of Administrators to Representation

No reprisals of any kind shall be taken by the Board against any participant in the grievance procedure by reason of such participation.

Any grievant may be represented at Levels One and Two of the grievance procedure by a person of their own choosing. When a grievant is not represented by the Association, the Association shall be immediately notified and has the right to be present and to state its views at all stages of the procedure.

G. Miscellaneous

All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

Forms for filing and processing grievances and other necessary documents shall be prepared by the Association and the Superintendent and made available through the Association so as to facilitate operation of the grievance procedure.

The Superintendent and/or the Board shall have the right to file a grievance in writing with the Association of Madison Administrators and such grievance shall thereafter be processed in accordance with Level Two and the following steps of the Grievance Procedure. In the event a grievance filed by the Superintendent and/or the Board is submitted to arbitration, the Board shall pay the arbitrator's fee for such arbitration.

ARTICLE IV

Successor Agreement

A. This agreement shall remain in effect until a successor agreement has been successfully negotiated. The Board agrees to open negotiations with the Association in accordance with applicable State Law.

ARTICLE V

Administrative Compensation Contract Period and New Appointments

A. Administrative base salaries for are defined per Article XVIII.

B. Longevity adjustments will be made to the base administrative salary in accordance with the following schedule:

6th through 10th year as an educator in Madison $500

11th through 15th year as an educator in Madison $800

16th through 20th year as an educator in Madison $1,200

21st year and over as an educator in Madison $1,700.

The Board of Education reserves the right to make new administrative appointments. The Board reserves the right to place new appointees at an appropriate level of the salary schedule based on the assessment of the Board on the appointee's experience, training and qualifications.

Adjustment will be made to Administrators' base salaries for degree status. A stipend of $2,000 shall be added to the annual base salary for an earned doctorate, i.e., Ph.D. or Ed.D.

The annual contract period for each administrative position is fifty-two weeks.

The work year for Administrators shall be all regular work days except for holidays as provided for in Article XIV, not to exceed fifteen (15) vacation days during the school year and the balance of the allotted vacation days during the summer recess, with such vacation days not to exceed sixty (60) days.

The per diem rate of an Administrator shall be based on the number of work days which shall be 230.

In years in which the number of work days exceeds 230, Administrators shall accrue an additional vacation day for each such day.

C. Formula for Determining Monthly Employee Salaries:

The employee shall receive one-twelfth (1/12) of the annual salary rate for each complete month worked, including approved absences.

ARTICLE VI

Childbearing and Parenthood Leave

A. Appropriately filed requests for childbearing leave or parenthood leave will be granted approval by the Superintendent of Schools. The Board reserves the right to designate such leave as FMLA leave as provided by law.

Childbearing leave:

1. Administrators must notify the Superintendent of the pregnancy so that arrangements may be made to properly staff the school.

   Notice to the Superintendent must be accompanied by a statement from the Administrator's physician indicating the expected date of birth.

2. Childbearing leave shall commence with the onset of disability due to pregnancy, as determined by the administrator's physician.

3. Childbearing leave shall terminate, when in the opinion of her physician's written statement to the Superintendent, the Administrator is capable of resuming her full-time administrative duties. The effective date of reassignment to full-time administrative duties will be at the discretion of the Superintendent, taking into consideration the needs of students and the effective operation of the school program.

4. Administrators shall receive paid sick leave to the extent accrued for the period of disability related to childbearing.

Parenthood leave:

1. Administrators may request parenthood leave in writing at least sixty (60) days in advance of such leave. Such leave shall be unpaid, and administrators on parenthood leave may continue to participate in the insurance program set forth in Article VII at their own expense.

2. The length of such leave shall be defined in the request for parenthood leave, not to exceed eighteen months. Administrators shall notify the Superintendent of their intent to return from parenthood leave at least sixty (60) days prior to the scheduled end of such leave. Failure to do so shall be considered a resignation.

3. Upon return to work at the termination of parenthood leave, an Administrator will be placed in the salary step effective at the time of the commencement of the parenthood leave, provided they return during the same school year in which parenthood leave commenced.

   If the Administrator returns to full-time duties in a subsequent year, placement on the salary schedule will be determined by the quality of previous performance and will be at least at the same salary step as was effective at the commencement of parenthood leave. Benefits accumulated at the commencement of the leave, and not used during the parenthood leave period, shall be credited to the Administrator when they return from parenthood leave.

ARTICLE VII

Insurance Benefits

1. Change of Carriers/Funding Arrangements: The Board of Education will provide the following insurance coverage or its equivalent for members of the Association. Equivalent means similar in form and function and substantially equal in benefit coverage for Association members. The Association will be notified before implementation of any changes in insurance coverage.

2. Group Term Life Insurance: Benefit in the amount of $500,000.

3. Group Long Term Disability: Participation in the Madison Town/Board of Education Long Term Disability Plan.

4. Group Medical:

   The Board of Education will provide the employees with a HDHP/HSA with the following provisions:

   High Deductible Health Plan (HDHP)/Health Savings Account (HSA) with a $2,500/$5,000 deductible with Board funding of 50% of the HDHP Deductible into the HSA on or about July 1st; For Medical Services 100% in-network coverage after satisfaction of deductible , 70%, out-of-network coverage with a $3,000/$6,000 in-network out of pocket maximum, out-of-network, $5,500/$11,000 out of pocket maximum. Once the deductible is reached, then following co-pays apply to the cost of in-network prescription drugs: $10 retail generic; $25 retail brand formulary; $40 retail brand non-formulary; 30 day supply at retail; mail order maintenance drugs at 2X retail co-pay with a 90 day supply.

   Prescription management provisions: Mandatory generic; Quantity limits; Step therapy; Prior authorization; ED drugs not covered; Exclusive specialty

   Anthem specialty drug accumulator rules and Anthem cost relief program will be added

   Add prior authorization through American Imaging Management or a similar program for MRI, CAT scans and other imaging procedures

   See further details in the grid immediately below.

	HDHP Plan
Deductible	$2,500/$5,000 Combined In/Out

	In-Network You Pay	Out-of-Network You Pay
Coinsurance	0% Med	30% Med & RX
RX	Deductible then subject to Copays: $10/$25/$40	Deductible then 30% (as any other expense)
Coinsurance Max	$0 Medical $1,000/2,000 RX Includes In-Network Post Ded. RX Copays	$2,000/4,000 Includes OON Coinsurance
Combined In/Out "Out-of-Pocket Max"	$5,500/$11,000 (includes Deductible, In/Out Coinsurance and In-Net Post Ded. Rx Copays)	
Preventive Care	100% (Deductible does not apply)	Deductible then Coinsurance

100% of Board's HSA contribution funding will be deposited on or about July 1st of each year.

Employees enrolled in the HDHP but not eligible to participate in the HSA (for example due to Medicare enrollment or receiving medical services under or through the VA) may continue in the HDHP without any Board contribution into the HSA. However, the HDHP premium cost share shall be reduced by the dollar value of what the Board would otherwise have contributed into the HSA, but not to exceed the dollar value of the premium cost share.

5. Group Dental: Blue Cross Full-Service Dental with Riders A and C. Dependents will be eligible for coverage up to age 26.

6. Premium Share – All Coverages:

	2027-2028	2028-2029	2029-2030
Medical			
EE	21.25%	21.5%	22.0%
EE+1	21.25%	21.5%	22.0%
Family	21.25%	21.5%	22.0%
Dental			
EE	21.25%	21.5%	22.0%
EE+1	21.25% (Dependent Portion)	21.5% (Dependent Portion)	22.0% (Dependent Portion)
Family	21.25% (Dependent Portion)	21.5% (Dependent Portion)	22.0% (Dependent Portion)
Life	0%	0%	0%
LTD	0%	0%	0%

Example: Single dental coverage premium of $30.00 per month, and two-person dental premium of $50.00 per month. Dependent portion is $20.00 per month, paid 100% by the administrator.

7. Section 125: The Board shall provide a Section 125 Premium Only Plan.

8. Reopen Collective Bargaining Negotiations: The Association agrees to reopen collective bargaining negotiations relative to the provisions of this Article VII at any time during the term of this collective bargaining agreement, upon written request by the Board of Education, provided the Board of Education has negotiated a change to the insurance benefits provided to the teachers employed by the Madison Board of Education.

ARTICLE VIII

Retirement Compensation

A. Administrators shall receive compensation according to the following formula:

Years of Service	% of Total Salary Compensation in Last Salary Year Applicable to Retirement Compensation
16th through 20th year as an educator (10 of which shall have been in Madison)	10.0
21st through 25th year as an educator (10 of which shall have been in Madison)	12.5
26th through 30th year as an educator (10 of which shall have been in Madison)	15.0
31st and over (10 of which shall have been in Madison)	20.0

B. 1. The maximum amount per annum receivable by a retiring Administrator of their estate is $5,000 except as set forth below.

2. Where the balance due is greater than $5,000, the Board shall make a payment of $5,000 and the remaining balance shall be paid out in future years, provided that the full amount shall be paid out by the fourth year.

3. Where the balance due is less than $5,000, the balance due shall be paid in one installment.

4. The provisions of paragraphs B.1-B.3 shall be applicable in their entirety to Administrators covered under paragraph A. by mutual consent.

C An Administrator whose position has been eliminated due to a reduction in force and is no longer employed in the administrators' bargaining union is entitled to retirement compensation.

D. An Administrator whose employment has been terminated for cause in accordance with Conn. Gen. Stat § 10-151 (excluding termination for disability or reduction in force) shall not be entitled to retirement compensation.

ARTICLE IX

Retirement Benefits

A. Administrators retiring from Madison under provisions of the Teachers' Retirement Act may be continued in the Major Medical Insurance and Health Insurance group plans of the Board of Education. A dependent of such retired Administrator who was so listed prior to retirement may also be continued in the plans. At the time of

retirement, also included in these group plans will be the unborn child of a retiring Administrator. This paragraph shall be consistent with the requirements of Connecticut General Statutes 10-183t.

B. The premiums of such coverage shall be borne by the retiring Administrator by reimbursement of such cost to the Board of Education.

C. The Board shall not make any contributions to the HSA for retirees.

ARTICLE X

Sick Leave

A. All certified administrative professional personnel shall be granted annually eighteen days of sick leave with full pay cumulative from year to year, up to a maximum of two hundred thirty (230) working days.

B. In case of personal illness where sick leave is exhausted, special salary treatment may be recommended to the Madison Board of Education by the Superintendent.

C. In the event that unit members are covered by Connecticut Paid Sick Leave Law, Connecticut General Statutes §§ 31-57r et seq. (as it may be amended from time to time), the Board shall permit administrators to use their first forty (40) hours of contractual paid sick leave in each fiscal year for the same purposes and under the same conditions as the conditions described in Connecticut's Paid Sick Leave Law ("Statutory Sick Leave"), notwithstanding any provisions in this Agreement to the contrary. Statutory Sick Leave may be taken only in one-half or full day increments. Any contractual leave accrued and used in excess of the Statutory Sick Leave shall be subject to the requirements of this Agreement and applicable Board policy. In requesting Paid Sick Leave for reasons other than personal illness, administrators shall specify the reason for which the administrator is taking such leave.

ARTICLE XI

General Leave Provisions

A. Certain circumstances may warrant granting special leave, with or without pay, to administrative personnel. Such leave shall be at the discretion of the Board after consideration of the Superintendent's recommendation.

B. An Administrator on General Leave must inform the Superintendent, in writing, of their intent to return to their position following the General Leave. Said notification must be received before February 1 of the work year during the General Leave.

ARTICLE XII

Leave And Funeral Leave

A. Personal leaves without pay may be granted by the Superintendent to meet serious personal problems. The leaves provided under this Agreement shall be applied consistent with applicable state and federal law.

B. Personal Leave

1. Administrators will be allowed two (2) school days each year with pay to be used for personal business. The personal day provided herein is to be used to provide the Administrator with necessary time off in order to fulfill bona fide personal needs, such as the performance of legal, household or other business, which could not otherwise be legitimately performed outside the work day.
2. Whenever practicable, the request for the personal time off will be filed with the Superintendent at least 48 hours prior to the time requested but in any event, all applications for such leave shall be in writing. Personal leaves shall not be requested as part of a vacation or taken the day prior to a vacation or holiday. In unusual circumstances where the provisions hereof cannot be met, the Superintendent may waive the conditions hereof.
3. Special consideration will be granted by the Superintendent for religious observance upon request. Such day(s) will not be deducted from sick leave or from other personal leave days and will be granted with pay.

C. Funeral Leave – Death in the Immediate Family

1. A leave of absence not to exceed five (5) business days immediately following the date of death shall be granted to any Administrator whose wife, husband, father, mother, brother, sister, child, or in-laws dies. Such leave will be with pay.
2. Time off to attend the funeral of other family members of close friends shall be granted. Such Leave shall be with pay not to exceed two (2) days per funeral.

ARTICLE XIII

Holidays

Administrators in the Administrators bargaining unit shall be granted the following holidays during the work year:

LABOR DAY	NEW YEAR'S EVE DAY
THANKSGIVING	NEW YEAR'S DAY
DAY AFTER THANKSGIVING	GOOD FRIDAY
DAY BEFORE CHRISTMAS	MEMORIAL DAY
CHRISTMAS DAY	INDEPENDENCE DAY
TWO (2) FLOATING HOLIDAYS	MARTIN LUTHER KING

Permission to take floating holidays shall not be unreasonably withheld.

During the student calendar year, if a regularly scheduled school day is cancelled, Administrators will have the right to use a vacation or floating holiday without prior approval.

ARTICLE XIV

Accumulated Vacation Time

Unused vacation days for Administrators may be accumulated to a maximum of sixty (60) days as set forth below and taken upon the approval of the Superintendent at times not disruptive to the school system. Such approval shall not be unreasonably withheld.

A. The current practice of Administrators being allowed to accumulate up to sixty (60) days of unused vacation and being paid for any such accumulated unused vacation days at their per diem rate of pay, at the time of termination of employment, either voluntarily or involuntarily, shall continue and the per diem rate of pay would be computed on the basis of the average per diem during tenure in Madison as an Administrator.

   New hires (hired into the bargaining unit on or after July 1, 2012) may also accumulate up to sixty (60) days of unused vacation; and may, at the time of separation from the system, either voluntarily or involuntarily, be paid up to thirty (30) accumulated unused vacation days, and the per diem rate of pay would be based upon the current rate of pay.

B. Effective 7/1/06, new administrative hires will have their vacation days posted each year as follows:

7/1	7.5 vacation days
10/1	7.5 vacation days
1/1	7.5 vacation days
4/1	7.5 vacation days

   Administrators hired before 7/1/06 will continue to have their vacation days posted on July 1 of each year.

ARTICLE XV

No Discrimination

The Board and Association will comply with all applicable laws pertaining to discrimination on any basis prohibited by law. Any grievance arising from this provision shall terminate at the Board level.

ARTICLE XVI

Management Rights And Prior Practice

A. Except as is otherwise specifically provided in this Agreement, as the same may be amended from time to time, it is recognized that the Board has and will continue to retain, whether exercised or not, the right, responsibility and prerogative to direct the operation of the public schools in the Town of Madison including but not limited to the following: to maintain public elementary and secondary schools and such other education activities as in its judgment will best serve the interest of the Town of Madison; to give the children of Madison as nearly equal advantages as may be practicable; to decide the need for school facilities; to determine the need and program for the summer school, if any; to determine the maintenance and operation of buildings, lands, apparatus and other property used for school purposes; to determine the number, age and qualifications of the pupils to be admitted into each school; to employ, assign and transfer teachers, principals, and assistant principals or other certified personnel; to suspend or dismiss the teachers of the schools; to designate the schools which shall be attended by the various children within the town, to make such provisions as will enable each child of school age residing in the town to attend school for the period required by law and provide for the transportation of children wherever it is reasonable and desirable; to prescribe rules for management, studies, classification and discipline for the public schools; to decide the textbooks to be used; to make rules for arrangement, use and safe-keeping of the school libraries and to approve the books selected therefore and to approve plans for school buildings; to prepare and submit budgets and, in its sole discretion, expend monies appropriated by the town for the maintenance of the schools, and to make such transfers of funds within the appropriated budget as it shall deem desirable. These rights, responsibilities and prerogatives are not subject to delegation in whole or in part, except that the same shall not be exercised in a manner inconsistent with or in violation of any of the specific terms and provisions of this Agreement.

B. The Board retains all rights it had prior to entering relinquished in, abridged by, or in conflict with the other provisions of this Agreement.

C. Nothing in this Agreement shall be construed as abridging any right, benefit or privilege that certified administrative personnel have enjoyed heretofore, unless it is specifically stated that said practice has been superseded by a provision of this Agreement.

ARTICLE XVII

Compensation / Base Salary

The Board of Education agrees to pay AMA members' base salary for the term of this contract per the following conditions:

1. Base salary shall refer to all compensation paid during the year including wages, longevity payment, degree status stipend and annuity payments deferred pursuant to Sections 403(b) and 414(h)(2) of the Internal Revenue Code of 1986.

2. Compensation for said annuity shall be contributed per the following:

   a. On July 1 of each year of this contract, 2027, 2028 and 2029, the Board shall contribute $6,000 to the tax-sheltered annuity designated by the Administrator. Administrators hired after July 1, 2012 will begin receiving the annuity upon the completion of one (1) year of administrative service in Madison Public Schools.

3. Compensation for wages shall be contributed per the conditions of Appendix A 2027-2028, Appendix B 2028-2029, Appendix C 2029-2030.

4. Compensation for longevity payment and degree status stipend shall be contributed per the conditions of Article V, Paragraph B.

5. IRS 457: The Board will offer employees the ability to participate in the State of Connecticut 457 Plan with employees making voluntary contributions to such plan consistent with legal requirements provided there shall be no cost to the Board of Education in the set-up, administration, and/or another component or requirement related to the plan.

ARTICLE XVIII

Reduction Of Administrative Staff / Elimination Of Positions

A. It is recognized that, under Section 10-220 and 10-4a of the Connecticut General Statutes, the Board of Education has the responsibility to maintain good public elementary and secondary schools and to implement the educational interests of the State. However, recognizing also that it may become necessary to eliminate certified staff positions when economic, pupil enrollment decline and other justifiable reasons dictate, the parties agree to the following criteria and procedure:

B. If in the Board's opinion it is necessary to reduce the administrative staff within particular administrative classifications, it shall be on the basis of length of administrative service within the Madison Public Schools (seniority), certification, and qualifications.

   1. If Madison service as an Administrator is equal, the Administrator with the later date of appointment by the Board of Education will be released first.

2. If both of these criteria are equal, the Administrator with the least amount of Madison Service, including non-administrative service, will be released first.

C. In order to promote the orderly reduction in administrative personnel, the following procedure will be used:

1. Any Administrator relieved of their duties because of reduction of staff or elimination of position shall be assigned an administrative opening if one exists in their classification.

2. If there is no existing administrative opening in their classification and the displaced Administrator has the least seniority of those in their present classification, they will be offered an administrative opening, if one exists, in any other administrative classification for which they are certified and qualified; provided, however, such appointment does not constitute a promotion.

3. If an Administrator is relieved of their duties because of a reduction in staff or elimination of position and another administrative position is not otherwise available as aforesaid, they will be offered a teaching position for which they are certified, subject to, and consistent with, the reduction in force contract provision or policy then in effect relative to teachers.

4. The classifications are as follows:

a. High School Principal

b. Middle School Principal

c. Director of Special Education (preK-12)

d. Elementary Principal

e. High School Assistant Principal

f. Director of Athletics 6-12

g. Middle School Assistant Principal

h. Elementary Assistant Principal

5. If an Administrator is relieved of their duties because of a reduction in staff or an elimination of position and employed as a teacher, they will be given the experience credit on the salary schedule according to the teacher contract for their administrative and teaching experience within the school system and shall retain all accumulated sick leave providing the latter does not violate the Madison teacher's contract or pertinent state statutes, judicial or labor board decisions.

6. In the event an Administrator is displaced due to a reduction in force, then, upon the happening of such event, the displaced Administrator shall be paid a Salary Supplement (in case of reassignment to a lower paying administrative position) or a Separation Allowance (in case of reassignment to a teaching position). This Salary Supplement or Separation Allowance will be paid for each of the two (2) contract years following the displacement in ten (10) equal installments in each of the two (2) years commencing on September first of the first school year of displacement and computed annually as the difference between (a) the salary the displaced Administrator

would have received as an Administrator during the first (1st) school year following displacement, but for displacement from their administrative employment, and (b) the actual annual salary of the displaced Administrator for the first (1st) contract year following displacement. The payment of this Salary Supplement or Separation Allowance shall be in an amount as follows:

a. Year 1: 100% of the difference;

b. Year 2: 50% of the difference

Example: If the Administrator would have been paid an administrator's salary of $100,000 as an administrator in the first (1st) year following the displacement, and instead was paid $80,000 as a teacher in that first (1st) year following displacement, then in year one (1), they would be paid a separation allowance of $2,000 per month for the first ten (10) months which will equal $20,000 (100% of the difference between $100,000 and $80,000). In year two (2), the final year of the separation allowance, they would be paid a separation allowance of $1,000 per month for ten (10) months which will equal $10,000 (50% of the difference between $100,000 and $80,000).

ARTICLE XIX

Fair Practices

The Board shall have the right to discipline any employee for just cause. Any protest by the Union against any discipline shall be handled in accordance with the Grievance and Arbitration Procedure set forth in Article III Section A-G.

The Board will give the Union written notice of any discipline within five working days from the time of the discipline or discharge.

ARTICLE XX

Duration

The provisions of this agreement will be in effect from July 1, 2027 and shall remain in effect until June 30, 2030.

During the effective period of this agreement, negotiations will be closed with the following exception:

1. The contract may be amended at any time by mutual agreement.

DATE October 27, 2026

BY Emily Rosenthal
CHAIRPERSON (Emily Rosenthal, MPH, LMSW)
MADISON BOARD OF EDUCATION

DATE 10/28/2026

BY Kelly K. Spooner
CO-PRESIDENT (Kelly Spooner)
ASSOCIATION OF MADISON ADMINISTRATORS

DATE 10/28/26

BY B- Be
CO-PRESIDENT (Brian Bodner)
ASSOCIATION OF MADISON ADMINISTRATORS

Appendix A Salary Range 2027-2028

2027-2028 Schedule				
	Step 1	**Step 2**	**Step 3**	**Step 4**
Elem Asst		167,934	172,994	178,213
MS Asst/Athl		176,873	182,159	187,608
HS Asst		183,993	189,499	195,172
Elem Prin		188,264	193,904	199,713
Dist Dir		189,726	195,364	201,126
MS Prin		195,859	201,731	207,783
HS Prin		207,870	211,989	216,193

Administrators other than those at Step 4 shall advance one step in 2027-2028

Appendix B Salary Range 2028-2029

2028-2029 Schedule				
	Step 1	Step 2	Step 3	Step 4
Elem Asst		174,424	179,649	185,037
MS Asst/Athl		183,654	189,111	194,738
HS Asst		191,005	196,690	202,548
Elem Prin		195,415	201,238	207,237
Dist Dir		196,925	202,746	208,695
MS Prin		203,257	209,320	215,569
HS Prin		215,658	219,911	224,252

Administrators other than those at Step 4 shall advance one step in 2028-2029.

Appendix C Salary Range 2029-2030

2029-2030 Schedule				
	Step 1	**Step 2**	**Step 3**	**Step 4**
Elem Asst		180,687	186,069	191,618
MS Asst/Athl		190,194	195,815	201,610
HS Asst		197,765	203,621	209,654
Elem Prin		202,308	208,305	214,484
Dist Dir		203,862	209,859	215,986
MS Prin		210,385	216,629	223,066
HS Prin		223,158	227,538	232,009

Administrators other than those at Step 4 shall advance one step in 2029-2030.