

THE COLLECTIVE BARGAINING AGREEMENT

between the

MARLBOROUGH BOARD OF EDUCATION

and the

MARLBOROUGH ADMINISTRATORS ASSOCIATION

July 1, 2022 – June 20, 2025

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ARTICLE I INSURANCE BENEFITS

Section 1.0

The Marlborough Board of Education will provide health and dental insurance plans.

Section 1.1

The Board shall continue to offer a High Deductible Health Plan with a Health Savings Account with deductibles of \$2000 for individual and \$4000 for two person of family. Administrators shall contribute 13.5% of the premium cost for this plan in the 2022-2023 school year, 13.5% of the premium cost for this plan in the 2023-2024 school year and 14% of the premium cost for this plan in the 2024-2025 school year. Administrators are responsible for the entire deductible. Prescriptions shall be treated as any other medical expense, subject to deductible, but once deductible is met, then there shall be a \$5/25/40 copay per prescription.

The Board shall provide each administrator and/or his/her family with the Blue View Vision Plan.

Should any Federal statute or regulation be mandated to take effect during the term of this Agreement, triggering the imposition of an excise tax with respect to any of the contractually agreed upon insurance plans offered herein, the parties agree to commence mid-term negotiations in accordance with the Administrator Negotiation Act. During such mid-term negotiations, the parties will reopen Section 1.1 for the purpose of addressing the impact of the excise tax. No other provision of the contract shall be reopened during such mid-term negotiations.

The Board will provide each administrator and/or his/her family with the Blue Cross/Blue Shield Full Dental plan with Riders A & B. Effective July 1, 2022, each employee shall contribute through bimonthly payroll deductions the same percentage of the total premium cost of his or her dental coverage as he/she pays towards health insurance. Employees will have the option of purchasing full family dental coverage at their own expense.

Section 1.2

A term life insurance policy in the amount of \$300,000.

Section 1.3

The Board shall maintain a Section 125 Salary Reduction Agreement which will be designed to permit exclusion from taxable income of the employee's share of health insurance premiums. The Board makes no representation or guarantees as to the initial of continued viability of such a salary reduction agreement, and shall incur no obligation to engage in any form of impact bargaining in the even that a change in law reduces or eliminates the tax-exempt status of employee insurance premium contributions. Neither the Association nor any administrator covered by this agreement shall make any claim or demand, nor maintain any action against the Board or any of its members or agents for taxes, penalties, interest of other cost or loss arising from a flaw or defect in the salary reduction agreement or from a change in the law which may reduce or eliminate the employee tax benefits to be derived therefrom.

Section 1.4

The Board of Education shall have the right to implement one or more managed care health insurance plans (including but not limited to a health maintenance organization or a preferred provider organization or an HAS).

Section 1.5

The Principal with the support of the Assistant Principal will assume the responsibility for building maintenance and the management, coordination of the contracts and outsourcing in support of the building maintenance plan. In the event that the administrative team (Principal and Assistant Principal) is reduced anywhere below 1.75 FTE's, the Principal will receive a stipend of \$5,000.

**ARTICLE II
VACATION**

Section 2.0

The principal and assistant principal will be allowed twenty-five (25) days vacation per year and may accrue up to a maximum of five (5) vacation days and carry such days over to the following school year. Administrators shall not be entitled to pay for unused vacation time upon severing their employment. Administrators will be allowed to use all Fridays in July and August as vacation days. Administrators will attempt to schedule different vacation weeks in the summer. Concurrent weeks would only be allowed at the discretion of the Superintendent.

**ARTICLE III
HOLIDAYS**

Section 3.0

Each administrator will be allowed the following holidays:

Fourth of July	Christmas Day
Labor Day	Day before or day after Christmas
Columbus Day	New Year's Day
Veterans Day	Martin Luther King Day
Thanksgiving Day	President's Days (Monday & Tuesday)
Day after Thanksgiving	Good Friday
	Memorial Day

ARTICLE IV SICK LEAVE

Section 4.0

The principal and assistant principal will be allowed fifteen (15) sick leave days annually, cumulative to one hundred fifty (150) days.

Section 4.1

The Superintendent of School may require an administrator to provide a notice from a Board-appointed physician documenting his/her capacity to work after the administrator has used five consecutive days of sick leave. If, in the judgement of the Superintendent of Schools, an administrator is abusing his/her sick leave entitlement, the Superintendent may take the following action: require the administrator to submit to a physical examination at Board expense; require documentation of the illness from the employee's physician, or impose progressive discipline.

ARTICLE V PERSONAL LEAVE

Section 5.0

Each administrator, with the permission of the Superintendent of Schools, may be granted five (5) days with pay for necessary personal business which cannot be transacted other than during working hours. Personal leave shall be non-cumulative. Except in the case of an emergency, the administrator must request permission from the Superintendent of Schools to take such leave at least twenty-four hours in advance.

ARTICLE VI TUITION REIMBURSEMENT

Section 6.0 – Reimbursement for Professional Growth

The Board of Education may reimburse an administrator for the cost of tuition for courses, workshops, conferences, and similar activities relevant to the job duties of the Administrators. These funds may also be used to purchase professional memberships, books and material for use by each Administrator. Participation in such activities or purchases must be approved in advance by the Superintendent of Schools.

**ARTICLE VII
SALARY**

Section 7.0

The annual percentage increase shall be no lower than the increase as negotiated in the teacher contract to include a 2.5% increase in 2022-2023, a 2.35% increase in 2023-2024 and a 2.35% increase in 2024-2025. The increases for the Principal and Assistant Principal shall be equal.

2022-2023

Principal	\$154,284
Assistant Principal	\$142,201

2023-2024

Principal	\$157,910
Assistant Principal	\$145,543

2024-2025

Principal	\$161,621
Assistant Principal	\$148,963

Section 7.1

Both parties hereby acknowledge that the Board of Education maintain the prerogative to fill vacancies in the bargaining unit unilaterally. The Board has the discretion to determine the salary for any person filling a vacancy within the bargaining unit.

Section 7.2

The Principal and Assistant Principal will split a \$4,000 stipend for filling the role of Special Education Director. The stipend split will be based on the percentage of Special Education/504 students on each administrator's caseload determined at the beginning of the school year. The stipend will be in place until the end of the contract or until a Special Education Director position were to exist.

**ARTICLE VIII
EVALUATION**

Section 8.0

All administrators will be evaluated according to the procedures outlined in the administration evaluation model, as approved by the Board and in compliance with State guidelines. The evaluation of the Principal shall be conducted by the Superintendent and must be completed, reviewed and signed by June 30th of each school year. The evaluation of the Assistant Principal shall be conducted by the Principal in consultation with the Superintendent and must be completed, reviewed and signed by June 30th of each school year.

ARTICLE IX REDUCTION IN FORCE

Section 9.0

It is understood that it is within the discretion of the Board of Education to eliminate or create any position, program, department, or school, or to recognize or assign the staff thereof. If, in the Board's judgment, it is necessary to reduce the administrative staff, identification of the administrators to be reduced or terminated shall be made in accordance with the procedures in the Article. The Superintendent will inform the Administrator involved at the earliest possible opportunity.

Administrators reduced in position or terminated due to a reduction in force shall be placed on a recall list for one (1) year from the date of the reduction. Such administrators shall be given preferential treatment for reappointment to an administrative position that becomes available. Notice of reappointment shall be in writing. Any employee who fails to respond within ten (10) working days shall no longer have any rights under this Article. It is the responsibility of the employee concerned to provide the office of the Superintendent with any change of address.

ARTICLE X DURATION

Section 10.0

The provisions of this Agreement shall be in effect July 1, 2022 and shall continue and remain in full force and effect until June 30, 2025.

Section 10.1

This Agreement shall constitute the full and complete agreement between the parties and neither party shall be obligated during its term to negotiate on any item except by mutual consent, whether it is covered by this agreement or not. Furthermore, this agreement cancels all prior practices and side agreements that existed between the parties.

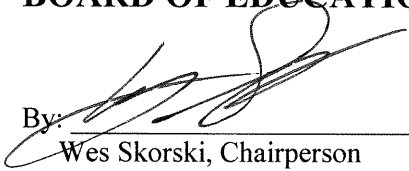
ARTICLE XI RETIREMENT BENEFITS

Section 11.0

An administrator who has served a minimum of ten (10) years in the district and provides the Superintendent with an irrevocable letter of resignation or retirement effective at the end of the school

year, a minimum of 90 (ninety) days prior to the last day of school, shall be paid \$50.00 per unused sick days, up to a limit of one hundred fifty (150) days. Administrators who submit resignations or retirements after the 90 (ninety) day timeline shall receive no severance benefits. In cases of undue hardship, the Superintendent shall waive the notice requirements.


**MARLBOROUGH
BOARD OF EDUCATION**

By: 

Wes Skorski, Chairperson
Marlborough Board of Education

Date: 11-2-2021

**MARLBOROUGH ADMINISTRATORS
ASSOCIATION**

By: 

Dan White
Marlborough Administrators Association

Date: 11/3/2021