

COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE CAPITOL REGION
EDUCATION COUNCIL
AND
THE CREC ADMINISTRATORS'
ASSOCIATION

July 1, 2020 - June 30, 2023

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The CREC Administrators' Association (hereinafter referred to as CAA) through its Executive Board (hereinafter referred to as the "Board") and the Capitol Region Education Council (hereafter CREC) hereby agree as follows:

Article 1: Recognition

- A. CREC hereby recognizes the CAA as the exclusive bargaining representatives of the administrator's unit, which is defined as all of those certified professional employees who are employed by CREC, and who are eligible for membership in the administrator's unit as defined in § 10-153b(a) et seq. of Connecticut General Statutes with respect to salaries, hours, and other conditions of employment. Nothing in this clause shall alter the rights of the parties under subsequent legislation regarding the bargaining relationship.

- B. It is recognized that the CREC Council will continue to retain whether exercised or not the sole unquestioned right, responsibility, and prerogative to direct CREC in all of its aspects, including but not limited to the following: to maintain public elementary and secondary schools or programs and such other educational activities, as, in its judgment, will best serve the interests of CREC; to give the children CREC serves equal advantages as may be practicable; to decide the need of schools facilities; to determine the care, 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 program; to employ, assign, and transfer administrators; to suspend or dismiss administrators of schools or programs in the manner provided by the statute; to designate the schools or programs which shall be attended by the various children CREC serves; to prescribe the rules for the management, studies, classification and discipline for the schools; to decide the textbooks to be used; to make rules for the arrangement, use, and safe-keeping of CREC buildings; to prepare and submit budgets. 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 the specific terms and provisions in this Agreement.

Article 2: Definitions

In the construction of the articles of this agreement, words and phrases shall be construed according to the commonly approved usage of language, except that terms of art, those words which have acquired special meaning in education or collective bargaining, shall be interpreted accordingly.

- 1. "Board" - CAA Executive Board
- 2. "Council" - CREC Council
- 3. "Executive Director" - The Executive Director of the Capitol Region Education Council
- 4. "Association" - Capitol Region Education Council Administrators Association

5. "Administrator" - Certified professional employee who is employed by CREC in a position requiring the Intermediate Administration or Supervision (#092) certification, or the equivalent thereof, and whose administrative or supervisory duties shall equal at least fifty percent of the assigned time of such employee and, as such, is included in the administrators' bargaining unit as defined by Conn. Gen. Stat. § 10-153b(a). The bargaining unit shall not include employees acting as Assistant Superintendents, Director of Student Services, Assistant Director of Student Services, Division Directors, Assistant Division Directors, the Superintendent, or the Executive Director.
6. "Association Officer" - The duly designated officer of the CAA. The Association president shall submit a list of officers of the Association to the Executive Director in September and shall keep this list current.

Article 3: Conditions of Employment

- A. The administrative work year shall be twelve (12) months with 25 days of accrued vacation, except for deans and other 208 day administrators as described below and as otherwise agreed by the parties.
- B. CREC recognizes 11 holidays per year plus three "assigned holidays" which are determined by the Executive Director.

Independence Day	Good Friday
Labor Day	Christmas Day
Columbus Day (floating)	Martin Luther King Day
Veterans Day (floating)	Presidents' Day (floating)
Thanksgiving Day	Memorial Day
New Year's Day	

If school is held on a day above that is designated "(floating)," the administrator may take another day within thirty (30) days of the holiday as the holiday with the permission of his/her supervisor.

- C. The work year for deans and other 208 day administrators shall be 208 work days. This includes 188 teacher days plus an additional 20 days scheduled by the supervisor in consultation with the dean or other 208 day administrator.

Article 4: Grievance Procedure

- A. The purpose of this procedure is to equitably resolve any alleged breaches of this contract through open and honest discussion at the lowest possible administrative level. Both parties agree that the proceedings will be kept confidential as it is appropriate.

B. Definitions

1. "Grievance" shall mean an alleged violation, misinterpretation or misapplication of a specific term or terms of this contract to the detriment of an Administrator or a group of Administrators.
2. "Administrator" shall mean any member of the bargaining unit.
3. "Grievant" shall mean the person or persons making the claim. At Level Four, Arbitration, "Grievant" shall mean Association, and only the Association may appeal a grievance to arbitration.
4. "Days" shall mean regular work days at CREC (exclusive of holidays) as determined by the approved CREC calendar.

C. Time Limits

1. Grievances are processed as rapidly as possible. The number of days indicated at each level shall be considered as a maximum. The time limits specified at any level may be extended by written agreement of the grievant and appropriate supervisor.
2. If the Administrator does not file a grievance within twenty (20) days after he/she 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.
3. Failure by the grievant at any level to appeal a grievance to the next level within the specified time limits shall be considered acceptance of the decision at the level below.
4. Failure by CREC to render a decision within the specified time limits at any level shall allow the grievant to proceed to the next level of the procedure.

D. Informal Procedure

1. An administrator who believes that he or she may have a grievance is encouraged to consult with the Association and to discuss the matter informally, with or without the assistance of the Association, with the responsible administrator in an effort to resolve the concern informally.
2. Such informal discussions shall not affect the time limits for filing a formal grievance, as set forth above.

E. Formal Procedure

1. Level One - Supervisor

- a. The grievant shall file a written formal grievance with the immediate Supervisor, by specifying the term or terms of the contract that the grievant believes has been violated, misinterpreted or misapplied.
- b. Within five (5) days after the receipt of the formal grievance, the immediate supervisor will set up a meeting with the grievant and with any other appropriate member of the CREC staff who may help facilitate a resolution of the grievance.
- c. The immediate supervisor shall, within five (5) days after the hearing, render his/her decision and reasons in writing to the grievant.

2. Level Two- Executive Director

- a. If the grievant is not satisfied with the disposition of his/her grievance at Level One, he/she may, within five (5) days after the decision (or five days after the date on which such decision was due) file the grievance with the Executive Director.
- b. The Executive Director or his/her designee shall meet with the grievant within ten (10) days after receipt of the grievance for the purpose of resolving the grievance.
- c. The Executive Director or his/her designee, within five (5) days after such meeting, render his/her decision and the reasons in writing to the grievant.

3. Level Three - Arbitration

- a. If the Association is not satisfied with the disposition of the grievance at Level Two, it may, within ten (10) days after the decision of the Executive Director (or within ten (10) days after the date on which such decision was due), submit the grievance to arbitration by notifying the Executive Director of its intent to do so. If the Association and the Executive Director cannot mutually agree upon a single arbitrator to hear the grievance within three (3) days of the notice of intent to submit to arbitration, then the Association may submit the grievance to arbitration by filing a demand for arbitration under Voluntary Labor Arbitration Rules of the American Arbitration Association. The American Arbitration Association shall then act as the administrator of the procedures.
- b. The arbitrator selected shall confer promptly with the Executive Director and the Association, shall review the record of prior hearings, and shall hold such further hearings as he/she shall deem requisite.
- c. The arbitrator shall be bound by the Voluntary Arbitrator Rules. He/she shall hear only one grievance at a time. He/she shall have no power to add to, delete from, or modify the agreement. The decision of the arbitrator shall be submitted to the Executive Director and to the Association, and subject to law, shall be final and binding.
- d. The costs of the services of the arbiter shall be borne equally by CREC and the Association.

F. Rights of Administrators to Representation

1. No reprisals of any kind shall be taken by either party or by any member of the administration against any participant in the grievance procedure by reason of such participation
2. The grievant may be represented at Level One, Two, or Three of the Grievance Procedure by a person of his/her choosing. When an Administrator is not represented by the Association, the Association shall be notified and has the right to be present and to state its views at Level One, Two, Or Three of the Grievance Procedure.

G. Miscellaneous

1. All documents, communications and records generated by a grievance shall be filed separately from personnel files of the participants.
2. Forms for filing the grievances and other necessary documents shall be maintained by the Association and the Executive Director.
3. If the grievance occurs as a result of an action by other than the administrator's immediate supervisor or affects a group or classification of administrators the grievance may be processed immediately at the level at which it occurs. In such a case, the grievance shall specifically identify the group and the alleged harm suffered by that group.
4. The Association may elect to process any grievance of any administrator or group of administrators on its own behalf at any step of the Grievance Procedure.

Article 5: Just Cause

No administrator shall be reduced in rank or compensation, denied an increment, or suspended without reasonable and just cause. If an administrator is to be formally disciplined by the Executive Director or his/her designee, he/she shall receive a statement of reasons in writing.

Article 6: Salary and Payment

- A. All administrators will be paid on a biweekly basis on a twenty-six (26) pay plan. Employees shall be paid via electronic direct deposit into a bank account designated by the employee. Such bank account information shall be provided to the Payroll Department via CREC Direct Deposit Form. Designated banks may be changed in any other month except for June, July, or August.
- B. In the event of termination of the contract of employment of an administrator, CREC shall pay salary earned through the date of termination on a per diem basis.
- C. In determining the initial placement on the salary schedule for administrators new to CREC, credit may be granted for similar experience in other communities and the

administrator shall be placed on the appropriate step of the salary schedule as determined by the Executive Director or his/her designee.

- D. If an administrator is assigned in writing by the Executive Director or his/her designee to work in an administrative position in a higher salary group than his/her regular group and said administrator works in the designated administrative position for more than ten (10) consecutive work days, then he/she shall receive pay of the higher salary group in which he/she is working commencing after the tenth (10th) consecutive work day at the salary step in the higher classification that provides a salary increase.
- E. An administrator placed in a position with a lower salary than his or her prior position shall be paid the salary of the prior position for one (1) calendar year. Thereafter the administrator shall be paid the rate on the grid for his or her new position commensurate with his or her years of experience. This provision shall not apply to position eliminations as discussed in Article 9 (Reduction in Force). Instead, Article 9 shall apply where member's positions have been eliminated.

Article 7: Leaves of Absence

A. Pregnancy Disability Leave

Administrators shall be granted pregnancy disability leave in accordance with the law.

B. Childrearing Leave

1. Any Administrator shall be entitled, upon written request submitted to the Executive Director, to leave without pay, for purposes of childrearing, apart from any period of childbirth disability leave. Such employees shall be entitled to such leave for the portion of the school year in which the child is born, adopted, or fostered, and for one (1) additional school year if requested by the employee.
2. Such childrearing leave shall be subject to the following conditions:
 - a. Such leave shall be without pay or benefits (except for benefits available under the FMLA), and such leave shall only be available after all personal leave and vacation leave is exhausted. Administrators on childrearing leave may participate at their own expense in the health insurance program for active employees, provided that they pay the cost of such program in advance on a monthly basis.
 - b. Employees requesting leave shall submit not less than thirty (30) days written notice of the anticipated date of commencing such leave. Should the administrator have been on pregnancy disability leave, such childrearing leave shall commence immediately after such disability leave.
 - c. The administrator on leave shall be responsible for notifying CREC at least thirty (30) days prior to the last day of leave of his/her intention to return to work. A failure to provide such notice shall be deemed a resignation by the administrator of his/her position with CREC.

3. Upon return to work at the termination of childrearing leave, an administrator will be placed in the salary step effective at the time of the commencement of the childrearing leave, provided he/she returns during the same school year in which childrearing leave commenced. If the administrator returns to full-time duties in a subsequent year, and has served more than one-half of the school year, or through January 31 of the year in which the leave occurred, he/she shall be placed on the next step on the salary schedule when returning, provided a new school year has commenced. Sick leave and vacation leave earned at the commencement of the leave, and not used during the childrearing leave period, shall be credited to the administrator when he/she returns from childrearing leave.

C. Sick Leave

1. Administrators shall be entitled to sick leave with full pay up to twenty (20) working days each year. Unused sick leave shall be accumulated from year to year, so long as the administrator remains continuously in service of CREC, up to a maximum accumulation of two hundred twenty (225) days.
2. Administrators shall be entitled, in any year, to use up to five (5) sick days for illness of a member of the administrator's immediate family. Immediate family includes parents, children, siblings, spouse, grandparents, grandchildren, step or in-law relations in the preceding five relationships, or any other person who is a member of the employee's household or similar relationships with the approval of the Executive Director.
3. A doctor's certification may be required by the Executive Director to verify any use of sick time. Any medical expenses connected with such certification shall be paid by CREC. CREC will have the right to choose the physician for such certification.

D. Personal Days

Three (3) personal days may be used for any reason, but the dates must be approved by the Executive Director or his/her designee.

E. Professional Leave

Each employee is encouraged to attend professional development conferences and/or workshops related to their professional growth and development. Requests for leave for professional development will be submitted to the Superintendent or designee for approval.

F. Vacation

All twelve-month administrators shall accrue twenty-five (25) vacation days each year. It is expected that, whenever possible, the days will be taken at a time convenient both to the administrator and the needs of administrator's program. The request for vacation days should be submitted to the administrator's supervisor for pre-approval except in cases of an emergency. In case of an emergency, the request should be made as soon as possible. Twelve-month administrators can take vacation time in either the fiscal year it is earned, or in the next fiscal year. Further carry-over of vacation days is

not permitted. Upon termination of employment, administrators may take their accrued vacation time or be paid for any accrued unpaid days still owed to them. Vacation is prorated for a partial year of work.

G. Religious

Up to three whole or six one-half days are available for eligible employees working 20 hours a week or more, to take for approved formal religious observances (not available to employees working less than 20 hours). The observance(s) is limited to that time which is required for the formal observance(s) only. A formal request must be made in writing to the program director one full week prior to the day of the holiday(s). Please note that a request for a religious observance(s) may require additional approval from Human Resources.

H. Bereavement

The Executive Director or his/her designee shall allow a total of five (5) days per year of bereavement leave for any employee who loses a member of his/her immediate family or his/her spouse's immediate family as defined in Article 7.C.2.

Article 8: Health Insurance

- A. CREC will offer health insurance benefits through an HMO Option, a Century Preferred (PPO) Option, a Point of Service (POS) Option and a High Deductible Health Savings Account (HSA) Option. CREC also reserves the right to offer a Medicare Supplement Plan to eligible retirees to establish Medicare as the primary insurer.
1. PPO and HMO prescription coverage shall be provided through a formulary structure with co-payments of \$10 (generic)/\$25 (preferred)/\$40 (non-preferred), with mail order for two times the retail co-payment for a 90 day supply. Prescription coverage shall include (a) 30/90 day supply limits for retail/mail, (b) Duration Limit/Dose Optimization and (c) Generic Substitution with Physician DAW (dispense as written). The prescription drug maximum for the PPO Option shall be \$2,500, after which there shall be 80/20 cost-sharing with first dollar coverage from exhaustion. There shall be no prescription drug maximum for the HMO Option.
 2. A High Deductible Health Savings Account Plan will be available with deductibles of \$2,000/\$4,000 (with 50% deposit from CREC). Prescription coverage shall be subject to the provisions that apply to the PPO plan (30/90 day supply limits for retail/mail, Duration Limit/Dose Optimization and Generic Substitution with Physician Dispense As Written (DAW)). Prescription coverage after the deductible is satisfied shall be provided through a formulary structure with co-payments of \$5/\$25/\$40 retail, with mail order for two times the retail co-payment for a 90 day supply.

The in-network out-of-pocket maximum shall be \$2,500/\$5,000. The combined maximum out-of-pocket (MOOP) limit shall be \$4,000/\$8,000 for in-network and out-of-network services combined.

CREC's contribution towards the deductible (\$1,000/\$2,000) will be deposited into the administrators' Health Saving Accounts (HSA) with the first payroll in

January each year. CREC will pay set-up and monthly maintenance fees for Health Savings Account plans. Employees will assume responsibility for all other transaction fees.

In-network preventive care services are paid 100% by the plan.

In-network covered services are first paid for by the annual deductible/health savings account and then covered 100% by the plan, except for the prescription co-payments described above. Out-of-network covered services are first paid for by the annual deductible/health savings account and then CREC pays 80% of approved costs, the employee pays 20% of the approved costs up to the cost share maximum, then the approved costs are covered 100%.

CREC will provide a Health Reimbursement Account (HRA) with the same terms for unit members who are not eligible to participate in an HSA. CREC funding to the HRA shall include a rollover feature allowing any unused HRA deductible funds to be rolled over up to the amounts legally allowed by the IRS.

3. Premium share of the fully insured premium shall be as follows:

	1/1/20- 12/31/20	1/1/21- 12/31/21	1/1/22- 12/31/22	1/1/23- 12/31/23
HDHP/HSA Option	16%	16%	16%	17%
PPO Option	19%	20%	21%	22%
HMO Option	19%	20%	21%	22%
POS Option	19%	20%	21%	22%

4. The relative costs of the plans (PPO, POS, HMO and HDHP PPO HSA) shall be set by CREC on an annual basis. That determination will be reasonably based on underwriting recommendations from Anthem and Arthur J. Gallagher to avoid adverse selection between the PPO and HDHP plans. Should the Association claim that CREC's determination of the relative costs of the two plans is unreasonable, it may seek review of that determination through the grievance procedure.

- B. Blue Cross Blue Shield Flex Dental Plan with a \$2000 annual maximum.
- C. Anthem Blueview Vision Plan or its equivalent.
- D. All insurance shall be provided in accordance with the terms of the respective insurance carriers.
- E. In each case where the name of the particular company or a specific plan has been used, the intent is to indicate a specific type of insurance benefit and not to establish a relationship with one particular company or any specific type of insurance benefit with other companies.
- F. CREC reserves the right to change the insurance carrier for any of the plans listed herein, provided that the level of benefits shall remain substantially equivalent considering the plan as a whole. Prior to any change in insurance plan or carrier, the Association shall be notified and consulted with.

- G. If the Association contends that a change recommended by the Executive Director does not meet the standard above, it shall submit a written statement detailing the reasons for its position within thirty (30) days of receiving written notification that the Executive Director is recommending a change. If no written statement is provided, CREC may proceed with the change. If such a written statement is received and the Executive Director still recommends a change, the matter shall promptly be submitted to arbitration at Level Three, and the arbitrator shall apply the standard set forth in Section A. 4. above. No change in the insurance plan shall be implemented until after the completion of any such arbitration proceeding.
- H. Employees are not permitted to make changes in insurance coverage except for qualified life events as defined by IRS Section 125 or during the open enrollment period.
- I. CREC shall make available to bargaining unit members at no cost, a section 125-Flexible Spending Account (for un-reimbursed medical costs and dependent care costs per IRS regulations) subject to all pertinent Federal and State regulations.
- J. Life insurance equal to twice the employee's annual salary to the nearest thousand dollars. CREC pays 100% of the life insurance premiums for eligible employees.
- K. Disability income insurance, providing for a six month waiting period and a guarantee of up to 60% of monthly income at the time of disability for the duration of the disability or until 65 years of age if enrolled in the buy-up long-term disability plan. CREC pays half of the premium for this buy-up disability income insurance. The Basic Disability income insurance provides up to 50% of monthly income to a maximum of \$1,000 at the time of disability for the duration of the disability or until age 65 years of age. CREC pays 100% of the premium for this basic insurance. Administrators who are disabled and unable to work shall apply for disability coverage to start when he/she is eligible, and benefits received from such disability coverage shall be reimbursed to CREC during any period that the employee receives paid sick leave.

Article 9: Reduction in Force

- A. The CREC Council recognizes that from time to time it may be necessary to eliminate positions within CREC due to declining enrollments, budgetary circumstances, changes in programs or services, or other factors beyond the control of CREC. It is further recognized that CREC is a unique educational agency in many ways. Of prime concern to a reduction in force are the facts that CREC is actually an umbrella for a number of divisions. Individuals employed in such divisions have been hired for their unique abilities and/or experience. Further, the income for the agency comes from no single source, but is related specifically to each division. For the reasons stated above, CREC will deal with the reduction in force issue on a division-by-division basis.
- B. Reduction in force pursuant to this procedure shall be effected separately within each CREC division.

Any reduction in staff in CREC division(s) shall first be accomplished through normal attrition, including retirement or resignations, to the extent that notice of such attrition has been given to the Board at the time that action on reductions is necessary. The lateral transfer (voluntary or involuntary) of staff members from one division to another,

where appropriate, may also be used to minimize the impact of staff reductions. If involuntary staff reduction is necessary, not less than four (4) week's written notice will be given to the employee concerned and the following process will be used.

C. Reduction in force procedures for certified administrators are as follows:

1. Within each division (*i.e.*, Magnet Schools, Student Services, CRG), the following staff pools will be created:
 - a. All non-tenured administrators in the division in which the position is to be eliminated.
 - b. All tenured administrators in the division in which the position is to be eliminated.
 - c. In reducing staff in a division all non-tenured administrators in the division shall be removed before any tenured administrators within the division provided that the remaining administrators are certified and qualified to do the work.
2. On the condition that the affected administrators are properly certified and qualified for the position to which he or she may be assigned, the order of layoff within the affected division shall be by seniority within the respective staff pools (tenured and non-tenured), provided that under no circumstances shall this procedure operate to cause a promotion (*i.e.*, assignment to a higher salary level). For purposes of this procedure, seniority shall be defined as the uninterrupted length of time an individual is employed by CREC in an administrative position. Such time must be on a regular full-time basis excluding substitute work.

Subject to the foregoing and to the override set forth in Paragraph 3 below, the staff member with the least seniority in the division shall be laid off first (except that a tenured administrator, if qualified, shall always bump a non-tenured administrator). An administrator bumped from an administrator's position shall then be subject to the reduction in force procedures in the teachers collective bargaining agreement in accordance with law.

3. The Executive Director or his/her designee may override seniority if these conditions exist:
 - a. The override option will insure optimum staffing vis a vis student needs;
 - b. The junior staff member possesses unique characteristics for the position in question. The unique characteristics shall be defined by the Executive Director or his/her designee and stated in writing to the more senior administrator who has his/her seniority overridden;
 - c. To effectuate a seniority override, the Executive Director or his/her designee shall demonstrate that the staff member retained in a position is superior in his/her qualifications and such superior qualifications are communicated in writing to those having their seniority overridden.

In exercising his/her judgement under this paragraph c, the Executive Director or his/her designee shall ask the following questions:

- i. Is member certified for the position?
- ii. Is member more senior than the other member in that position?

- iii. Is member more qualified than less senior member?
 - d. The decision of the Executive Director or his/her designee to modify the strict application of seniority shall be subject to review under Connecticut General Statutes §10-151 inclusive if the affected unit member is subject to contract termination due to layoff;
 - e. The standard by which the decision of the Executive Director or his/her designee shall be judged in either grievance proceedings or in Section 10-151 proceedings is whether the decision to exercise the seniority override is reasonable. A decision that is reasonable shall be upheld.
4. Recall
- a. Any administrator whose contract is non-renewed or terminated pursuant to this reduction-in-force procedure shall remain on a recall list for two (2) years following the date of termination or non-renewal.
 - b. If a vacancy occurs in the division from which the administrator was laid off, an administrator on the recall list shall be recalled to that position, provided that (1) such recall does not constitute a promotion, and (2) the Executive Director determines that the administrator is qualified for the position. In determining whether the administrator is qualified to be recalled to a vacant position, the decision of the Executive Director shall be reasonable.

Article 10: Retirement Plan and Annuity Benefit

CREC will make available a 403(b) Savings and Retirement Plan available to all Administrators. In addition, CREC will contribute \$500 each quarter to the annuity account of all administrators actively participating in the 403(b) plan. This contribution shall increase to \$750 for administrators with more than 10 years of administrative service.

Article 11: Life Insurance

Life insurance will be provided to Administrators equal to twice the employee's annual salary to the nearest thousand dollars. CREC pays 100% of the life insurance premiums for Administrators.

Article 12: Tuition Reimbursement

- A. Administrators employed by CREC for one year or more are eligible to receive tuition reimbursement for a maximum of \$2,000 per year, up to a maximum annual total expenditure by CREC of \$30,000, if the following conditions are satisfied: (a) all courses must be approved by Administrator's immediate supervisor, (b) grade of "B" or better must be achieved, (c) a receipt from the college must be submitted for reimbursement. Reimbursement will be paid after the completion of the course, unless approved by an immediate supervisor.

- B. For an earned Ed.D. or Ph.D. degree from an accredited university and related to the administrator's job responsibilities, a differential of \$4,000 will be paid above the appropriate salary range.

Article 13: Mileage Reimbursement

All administrators covered by this Agreement who are required to use their own personal transportation during the workday shall be reimbursed at the IRS rate.

Article 14: Salaries

- A. Members will be placed on salary steps according to a separate memorandum of agreement.
- B. Members shall be given credit for administrative experience outside of CREC, as deemed appropriate by the Executive Director.
- C. Administrators with a doctoral degree will be given \$4,000 in addition to their salary according to step placement.

Article 15: Severability

In the event that any provision or portion of this Agreement is ultimately ruled invalid for any reason by an authority of established and competent legal jurisdiction, the balance and the remainder of this Agreement shall remain in full force and effect.

Article 16: Duration

This agreement shall become effective July 1, 2020, and shall be in full force and effect until June 30, 2023, inclusive.

5/4/2020

Date

CAPITOL REGION EDUCATION COUNCIL

DocuSigned by:
BY: Christopher Wilson
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5/4/2020

Date

CAPITOL REGION EDUCATION COUNCIL
ADMINISTRATORS' ASSOCIATION

DocuSigned by:
BY: Katrina Phlo
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Appendix A

2020-21

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
A	River Street Director	\$152,772	\$155,828	\$158,944	\$162,123	\$165,365	\$168,673
B	6-12 High School Principal	\$147,844	\$150,801	\$153,817	\$156,893	\$160,031	\$163,232
C	9-12 HS Principal, Director Pupil Services	\$144,887	\$147,785	\$150,740	\$153,755	\$156,830	\$159,967
D	Middle School Principal, PK-8 Principal	\$142,642	\$145,495	\$148,405	\$151,373	\$154,400	\$157,488
E	Elementary Principal,	\$140,944	\$143,763	\$146,639	\$149,571	\$152,563	\$155,614
F	IMPACT Principal, Soundbridge Director, Polaris Director	\$135,031	\$137,732	\$140,486	\$143,296	\$146,162	\$149,085
G	6-12 AP, 9-12 AP, River Street Asst. Director, CRG Managing Director, IPM Asst. Dir.	\$130,102	\$132,704	\$135,358	\$138,065	\$140,827	\$143,643
H	Middle School AP, Athletic Director	\$125,174	\$127,678	\$130,231	\$132,836	\$135,492	\$138,202
I	Elementary AP, PK-8 AP, Central Office Supervisors, CRG Coordinator,	\$120,246	\$122,651	\$125,104	\$127,606	\$130,158	\$132,761
J	Deans (208 Days), CRG Senior Ed Specialist, FVDC	\$110,390	\$112,598	\$114,850	\$117,147	\$119,490	\$121,880

2021-22

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
A	River Street Director	\$154,460	\$157,549	\$160,700	\$163,914	\$167,193	\$170,537
B	6-12 High School Principal	\$149,478	\$152,467	\$155,517	\$158,627	\$161,800	\$165,036
C	9-12 HS Principal, Director Pupil Services	\$146,488	\$149,418	\$152,406	\$155,454	\$158,563	\$161,735
D	Middle School Principal, PK-8 Principal	\$144,218	\$147,103	\$150,045	\$153,046	\$156,106	\$159,229
E	Elementary Principal,	\$142,502	\$145,352	\$148,259	\$151,224	\$154,249	\$157,333
F	IMPACT Principal, Soundbridge Director, Polaris Director	\$136,523	\$139,254	\$142,039	\$144,879	\$147,777	\$150,733
G	6-12 AP, 9-12 AP, River Street Asst. Director, CRG Managing Director, IPM Asst. Dir.	\$131,540	\$134,170	\$136,854	\$139,591	\$142,383	\$145,230
H	Middle School AP, Athletic Director	\$126,557	\$129,088	\$131,670	\$134,304	\$136,990	\$139,729
I	Elementary AP, PK-8 AP, Central Office Supervisors, CRG Coordinator,	\$121,575	\$124,006	\$126,486	\$129,016	\$131,596	\$134,228
J	Deans (208 Days), CRG Senior Ed Specialist, FVDC	\$111,610	\$113,842	\$116,119	\$118,441	\$120,810	\$123,226

2022-23

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
A	River Street Director	\$156,226	\$159,350	\$162,537	\$165,788	\$169,104	\$172,486
B	6-12 High School Principal	\$151,186	\$154,210	\$157,294	\$160,440	\$163,649	\$166,922
C	9-12 HS Principal, Director Pupil Services	\$148,162	\$151,126	\$154,148	\$157,231	\$160,376	\$163,583
D	Middle School Principal, PK-8 Principal	\$145,867	\$148,784	\$151,760	\$154,795	\$157,891	\$161,049
E	Elementary Principal,	\$144,131	\$147,013	\$149,953	\$152,953	\$156,012	\$159,132
F	IMPACT Principal, Soundbridge Director, Polaris Director	\$138,084	\$140,845	\$143,662	\$146,535	\$149,466	\$152,455
G	6-12 AP, 9-12 AP, River Street Asst. Director, CRG Managing Director, IPM Asst. Dir.	\$133,043	\$135,704	\$138,418	\$141,186	\$144,010	\$146,890
H	Middle School AP, Athletic Director	\$128,004	\$130,564	\$133,175	\$135,839	\$138,555	\$141,327
I	Elementary AP, PK-8 AP, Central Office Supervisors, CRG Coordinator,	\$122,964	\$125,424	\$127,932	\$130,491	\$133,101	\$135,763
J	Deans (208 Days), CRG Senior Ed Specialist, FVDC	\$112,886	\$115,143	\$117,446	\$119,795	\$122,191	\$124,635

MEMORANDUM OF UNDERSTANDING

1. CREC proposes to maintain by MOU the current provision for 30 vacation days for Thomas Parvenski, Joyce West and Jean Moura, given their greater responsibilities.
2. In the recently-concluded negotiations, CREC and the CREC Administrators' Association agreed that members of the bargaining unit shall be placed on the salary schedule and shall move on the salary schedule from year to year during the contract term in accordance with the attached chart, with the understanding that such members remain assigned to positions in the same salary group. This agreement is valid from July 1st 2020 until June 30th 2023.

CAPITOL REGION EDUCATION COUNCIL

CREC ADMINISTRATORS' ASSOCIATION

DocuSigned by:
Christopher Wilson
By _____
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Date 5/4/2020 _____

DocuSigned by:
Katrina Plo
By _____
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Date 5/4/2020 _____