

BETWEEN  
THE BERLIN BOARD OF EDUCATION  
AND  
ASSOCIATION OF BERLIN ADMINISTRATORS

July 1, 2025 – June 30, 2029

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*Kathy Gleason*

BERLIN, CT.

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THIS AGREEMENT IS MADE AND ENTERED INTO by and between the BERLIN BOARD OF EDUCATION (hereinafter called the "Board") and the ASSOCIATION OF BERLIN ADMINISTRATORS (hereinafter called the "ABA").

### PREAMBLE

WHEREAS, the Board and the ABA recognize the importance of sustaining a high level of standards and morale among the professional staff, maintaining a harmonious relationship between the Board and said staff, encouraging responsible participation by said staff in the improvement and development of the Berlin School System, and assuring necessary, usual and beneficial communications between the Board and said staff.

NOW THEREFORE, in consideration of these premises and other good consideration, the Board and the ABA agree as hereinafter set forth.

### ARTICLE I RECOGNITION

- 1.0 The Board recognizes the ABA as the exclusive representative as defined in Connecticut General Statutes, §10-153(b)(a)(1), as amended, for Board of Education certified professional employees employed in positions requiring an intermediate administrator or supervisory certificate and not excluded from the purview of §10-153a-g, inclusive, excluding the Director of Pupil Personnel Services, for the purposes of negotiating salaries and other conditions of employment.

### ARTICLE II MANAGEMENT RIGHTS

- 2.0 It is recognized that the Board retains and will continue to retain, whether exercised or not, the right, responsibility and prerogative to direct the operation of the Berlin Public Schools in all its aspects, 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, or of the Connecticut General Statutes.
- 2.1 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, rules and regulations.

**ARTICLE III**  
**EVALUATIONS**

- 3.0 Administrators shall have the opportunity to review and discuss any evaluation reports with their supervisors, and to review the contents of any evaluation reports originated in this system which are contained in their personnel files as maintained by the Superintendent's office.

**ARTICLE IV**  
**REDUCTION IN FORCE**

- 4.0 The Board shall notify the ABA of any planned elimination of position(s). The Board shall first identify the classification in which a position will be eliminated. Within that classification, the employee with the least administrative seniority shall be displaced.

The displaced administrator within the affected classification shall be offered any vacant administrative position for which the administrator is certified and qualified, provided that such appointment does not constitute a promotion.

If there is no such vacancy, the displaced administrator shall be permitted to bump the least senior administrator in another classification in which he/she has had previous experience in any school district, and for which he/she remains certified and qualified, provided that the displaced administrator has greater administrative seniority, and provided that such appointment does not constitute a promotion.

For the purposes of this section, "administrative seniority" means an administrator's total continuous employment within the administrators' bargaining unit.

For the purposes of this section, "classification" shall mean each separate job title, as set forth in Appendix A.

For the purposes of this section, "promotion" shall mean any classification in a higher salary group (based on the salary groups in Appendix A).

- 4.1 The name of the administrator displaced due to a reduction in force shall be placed on a reappointment list and shall remain on such list for a period of twenty-four (24) months, provided such administrator does not refuse a reappointment to a position for which he is qualified and certified, as determined by the Superintendent of Schools. Any such administrator on the reappointment list shall receive an offer of employment as soon as possible. If the offer is in writing it shall be by certified mail to his last known address. The administrator shall accept or reject a written offer of appointment in writing within ten (10) calendar days of receipt, or if an oral offer, within three (3) calendar days. An oral offer of the Board should be confirmed in writing as soon as possible. Upon acceptance of an appointment, the administrator shall receive a written offer of employment as soon as possible.

- 4.2 An administrator who is reappointed from the list shall be entitled to reinstatement of any benefits earned or accrued at the time of layoff. Salary increments, if any, accumulated sick leave and fringe benefits shall resume where they left off.
- 4.3 An administrator on the recall list shall have the right to continue, at his option, group plans for medical and life insurance at his own expense subject to any restrictions imposed by the carrier.

ARTICLE V  
ASSOCIATION DUES

- 5.0 Upon the submission of a voluntary written authorization signed by an administrator, the Board agrees to deduct from the salary of the administrator an amount equal to the Association membership dues by means of payroll deductions.

The Association shall indemnify and hold the Board harmless from any and all demands, suits, complaints and claims, including reasonable attorney's fees caused by or arising out of the administration or enforcement of this Article.

ARTICLE VI  
GRIEVANCE

- 6.0 A "grievance" shall mean: a) a claim by an administrator or group of administrators or the ABA that there has been a violation, misinterpretation, or misapplication of a specific provision of this Agreement; b) a violation of the rules, regulations, administrative directives or policies of the Board; or c) that there has been a failure to follow the established procedures of the school district's evaluation plan. At all levels of the formal grievance procedure after the preliminary level, the ABA has the right to be present.

**Level One—Informal Process**

- 6.1 If an administrator feels that he may have reason for implementing the grievance procedure, he shall first discuss the matter with his immediate supervisor in an effort to resolve the problem.

**Level Two—Superintendent of Schools**

- 6.2 If the administrator is not satisfied with such informal discussion, he may file a written grievance with the Superintendent of Schools. ALL WRITTEN GRIEVANCES MUST BE SUBMITTED WITHIN THIRTY (30) WORKING DAYS FROM THE DATE ON WHICH THE ADMINISTRATOR KNEW OR SHOULD HAVE KNOWN OF THE ACT OR CONDITION COMPLAINED OF.

- 6.3 Within ten (10) working days from the filing of the written grievance, the Superintendent shall schedule a meeting with the grievant. The grievant may have a representative of the ABA at this and all subsequent levels of the grievance procedure. Within five (5) working days of such meeting, the Superintendent shall render his decision in writing. Failure by the Superintendent to submit a decision within the applicable time limits shall permit the grievant to proceed to the next level. Failure by the grievant to make written request for appeal to the next level shall constitute acceptance of the decision of the Superintendent.

#### **Level Three—Board of Education**

- 6.4 If the grievant is dissatisfied with the decision of the Superintendent, he must, within ten (10) working days from the date of the written decision of the Superintendent request in writing a hearing before the Board of Education. The Board, or a committee designated by the Board, shall schedule such hearing within twenty (20) working days from receipt of the grievant request. The Board (or Board-designated committee, as applicable) shall render its decision in writing within five (5) working days from the date of such hearing.

#### **Level Four—Arbitration**

- 6.5 In the event that the Association is not satisfied with the disposition of the grievance at Level Three, or in the event that no decision has been rendered within five (5) working days after the Level Three hearing, the Association will have the right to submit the grievance to the American Dispute Resolution Center, Inc. (ADRC). In order to do so, the Association must file a written demand for arbitration with the ADRC, with a copy to the Superintendent, within fifteen (15) working days of the receipt of the Level Three response or the passage of the deadline for such response. Notwithstanding the foregoing, nothing herein shall preclude the parties within said fifteen (15) day period from agreeing voluntarily upon an arbitrator of their own choice.

The costs of the ADRC and arbitrator shall be shared equally by the Board and the Association. The arbitration will be conducted in accordance with the rules of the ADRC. The arbitrator shall have no authority to add to, subtract from or modify the language of the Agreement. The decision of the arbitrator shall be final and binding, except as otherwise provided by law.

Grievances alleging a violation of the rules, regulations, administrative directives or policies of the Board, and grievances alleging that there has been a failure to follow the procedures of the school district's evaluation plan, shall not be subject to arbitration, but may be processed to Level Three.

- 6.6 All time limits may be extended by mutual consent in writing.
- 6.7 All written grievances shall contain at least the following information:
- (a) The name of the grievant(s).
  - (b) The date(s) on which the alleged act or condition occurred.

- (c) The specific violation as defined in paragraph 6.0 of this Agreement.
- (d) A description of the act or condition complained of.
- (e) The requested remedy.

ARTICLE VII  
GENERAL PROVISIONS

- 7.0 The Board shall provide indemnification for administrators in accordance with the provisions of Section 10-235 and 10-236a of the Connecticut General Statutes.
- 7.1 All openings for positions covered by the Administrative Salary Schedule and positions paying a salary differential shall be listed on a notice and posted in each school as far in advance of the appointment as possible.
- 7.2 If any portion of this Agreement is ruled invalid by a court of competent jurisdiction, the remainder of the Agreement shall remain in full force and effect. However, the Association and the Board shall then discuss the impact, if any, of such severance on the salaries or conditions of employment of the bargaining unit members, subject to Section 10-153f(e) of the Connecticut General Statutes.
- 7.3 This Agreement shall not be altered, amended, or extended unless agreed by both parties hereto, which Agreement shall be in writing signed by both the Board and the ABA. Any amendment shall be appended hereto and made a part hereof.
- 7.4 Administrators who use their own motor vehicle in order to carry out authorized duties for the Berlin Board of Education shall be reimbursed at the I.R.S. mileage rate.
- 7.5 No administrator shall be reduced in pay or rank as a disciplinary measure without just cause.

ARTICLE VIII  
WORK YEAR/LEAVES

- 8.0 With the exception of the Dean of Students, the work year for all administrators covered by this Agreement shall be twelve (12) months:

The work year for the Dean of Students shall consist of the teacher work year plus an additional seventeen (17) days. The Board and the Association agree that the salaries for the Dean of Students, as set forth in the collective bargaining agreement, are based on a teacher work year consisting of 188 days.

If the Board requires an administrator to work additional days beyond their applicable work year, the administrator shall be paid per diem compensation for each such additional day worked. Per diem compensation shall be equal to the administrator's base salary divided by the total number of paid days in the administrator's regular work year.

8.1 There shall be fifteen (15) paid holidays, provided that school is not in session on any of the days set forth below. They shall consist of:

Independence Day	Day after Christmas
Labor Day	New Year's Eve
Columbus Day	New Year's Day
Thanksgiving Day	Martin Luther King Day
Day after Thanksgiving	Presidents' Day
Christmas Eve Day	Good Friday
Christmas Day	Memorial Day
	Juneteenth

In the event that school is in session on any of the holidays set forth above, the Board will provide a floating holiday in lieu of the holiday. Following consultation with the Association, the Board shall designate the date on which any floating holiday shall be taken by all administrators.

8.2 **Full-year Administrator Vacation:** During the first year of employment, an administrator who begins employment on July 1<sup>st</sup> will receive ten (10) days of vacation for the months of July and August. Thereafter, the administrator will receive an additional five (5) days of vacation on September 1<sup>st</sup> and an additional five (5) days of vacation on February 1<sup>st</sup>, for a total of twenty (20) days of vacation during the first year of employment. For an administrator who begins employment after July 1<sup>st</sup>, the number of vacation days shall be pro-rated. Beginning with the second year of employment, the administrator will receive twenty-seven (27) days of vacation between July 1 and June 30 under the conditions specified for all other administrators.

Notwithstanding the foregoing, if any administrator separates from employment with the Board after July 1 in any contract year, the number of vacation days available to that administrator shall be pro-rated, based on the number of days actually worked by the administrator in proportion to the full work year. The Superintendent or the Superintendent's designee will determine whether the pro-rated days credited to the administrator will be taken as vacation days or paid out to the administrator. If the administrator has taken a greater number of vacation days than the pro-rated number of vacation days prior to the administrator's separation from employment, then the administrator shall reimburse the district at the per diem rate for each day in excess of the pro-rated number of vacation days. Such reimbursement will be deducted from the administrator's final paychecks to the extent such checks are sufficient to cover the amount due to the Board. Up to five (5) vacation days carried over from the prior year (in accordance with the paragraph below) will be paid out if not used prior to the administrator's separation from employment.

Vacation shall be taken within the twelve (12) months of the year in which it is earned and shall not be cumulative. Under ordinary circumstances vacation shall be taken during the summer vacation period. If an administrator desires to schedule his/her vacation during student vacation periods other than summer vacation, he/she shall consult



with and seek the approval of the Superintendent. All vacation scheduling shall be granted at the discretion of the Superintendent. With the approval of the Superintendent, an Administrator may carry a maximum of five (5) unused vacation days into the following year. Any unused vacation days carried over in this manner must be used in the year following the one in which they were earned. Administrators shall be compensated at the administrator's per diem rate for up to six (6) days of unused vacation in excess of the five days permitted to be carried over under this section.

If it is requested or approved in writing by the Superintendent or his designee for an administrator to work during his/her vacation periods or school holidays, the administrator shall be allowed to re-schedule the vacation/holiday period at a different time subject to the Superintendent's approval.

- 8.3 With the exception of Dean of Students, each administrator shall be entitled to sick leave with full pay of eighteen (18) days each school year. Unused sick leave shall be accumulated year to year, so long as the administrator remains continuously in the service of the Board, and as authorized by the Board, subject to a maximum accumulation of two hundred twenty-five (225) days. Notwithstanding the foregoing, any administrator who has accrued more than two hundred twenty-five (225) sick days as of July 1, 2006 shall be permitted to retain such accumulated sick days, but shall not be permitted to accumulate any additional sick days on or after July 1, 2006 unless and until such time as such administrator's total sick leave accumulation falls below two hundred twenty-five (225) days. Sick leave days used by an administrator in any contract year shall first be charged to the administrator's 18-day sick leave allotment for that year, prior to any charge against the administrator's accumulated sick leave.

Any administrator hired on or after July 1, 2003 will receive thirty-six (36) days of sick leave upon entry into the school district, provided that the Superintendent shall have the right, in the Superintendent's sole discretion, to grant the administrator up to ninety (90) days of sick leave upon hire. Commencing with the second year of employment, the administrator will be entitled to additional sick leave with full pay of eighteen (18) days each school year and all other sick leave provisions provided to administrators in this agreement.

- 8.4 Each administrator serving as Dean of Students shall be entitled to sick leave with full pay of fifteen (15) days each school year. Unused sick leave shall be accumulated year to year, so long as the administrator remains continuously in the service of the Board, and as authorized by the Board, subject to a maximum accumulation of one hundred eighty (180) days.
- 8.5 For any administrator who becomes disabled and who has fewer accumulated sick days than the maximum sick leave accumulation set forth in Section 8.3 or 8.4 at the commencement of such disability, the Board shall continue in effect for such administrator health and dental insurance coverage for the administrator and the administrator's eligible dependents through the date on which the administrator

would have exhausted his or her accumulated sick leave had the administrator had the maximum sick leave accumulation available. Such health and dental insurance coverage shall be provided to the administrator on the same terms and conditions as those applicable to actively employed administrators, including the premium contribution requirements applicable to such actively employed administrators, as set forth in this Agreement. Nothing herein shall be construed as additional leave.

- 8.6 All administrators shall be entitled annually to days for personal leave with adequate notice to, and at the discretion of the Superintendent of Schools.
- 8.7 If an Administrator exhausts his or her accumulated sick leave, he or she may ask the Superintendent to recommend an extension of sick leave. The Board, in its discretion, may approve such extension of sick leave based upon the Superintendent's recommendation.

The Superintendent, in consultation with the Board's medical advisor, may approve an Administrator's absence due to childhood communicable disease which has been determined to result from contact made in school. Any such approved absences will not be charged against the Administrator's sick leave.

- 8.8 Disabilities arising from or related to pregnancy shall be treated in the same manner as any other disability, in accordance with federal and state law.

An administrator may be granted, upon written request submitted to the Superintendent at least sixty (60) days in advance of commencement of leave, an extended leave without pay for purposes of childrearing. If such leave is granted, it shall commence immediately upon expiration of maternity related disability leave, if applicable, or otherwise on date of birth or adoption. Childrearing leave may be granted at the discretion of the Board, without discrimination between requests by male and female administrators, on such terms and conditions as may be imposed by the Board at the time of the request. If the leave commences before January 1, it shall end at the beginning of school in the following fall, except as otherwise determined by the Superintendent. If the leave commences after January 1, it shall end one year from the following fall, except as otherwise determined by the Superintendent. Notwithstanding any provision in this Agreement, the Board will comply with the provisions of the Family and Medical Leave Act. Administrators for whom the Board approves a childrearing leave shall not lose any accrued seniority or benefits, or eligibility to return to their original or equivalent position, by reason of such leave.

**ARTICLE IX  
FRINGE BENEFITS**

9.0 Subject to the provisions of Section 9.1 below, the Board shall provide full-time administrators, including Dean of Students, with the following health insurance coverage, or comparable coverage:

A High Deductible/Health Savings Account (H.S.A.) plan, including the following components:

	In-Network	Out-of-Network
Annual Deductible (individual/aggregate family)	\$2,500/5,000	
Co-insurance	N/A	20% after deductible up to co-insurance maximum
Co-insurance Maximum (individual/aggregate family)	N/A	\$3,000/6,000
Cost Share Maximum (individual/aggregate family)	\$5,500/\$9,200	
Lifetime Maximum	Unlimited	\$1,000,000
Preventive Care	Deductible not applicable	20% co-insurance after deductible, subject to co- insurance limits
Prescription Drug Coverage	Treated as any other medical expense, subject to the post-deductible co-payments set forth below.	

Following exhaustion of the deductible, prescription drugs shall be subject to post-deductible co-payments of \$10/25/40 (retail), and a two times co-payment for mail order.

The Board will fund fifty percent (50%) of the applicable HSA deductible amount (with pro-rated funding of the deductible for employees hired after July 1<sup>st</sup> and for part-time employees). One-half of the Board's contribution toward the HSA plan deductible will be deposited into the HSA accounts in September, and the remaining one-half of the Board's contribution will be deposited into the HSA accounts in January. The parties acknowledge that the Board's contribution toward the funding of the HSA plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for actively employed administrators. The Board shall have no obligation to fund any portion of the HSA deductible for retirees or other individuals upon their separation from employment.

Wellness Incentive: The health insurance plan set forth in this Article shall include a wellness incentive program, designed to provide early diagnosis and appropriate information to individuals enrolled in the plan so that they and their health care professionals can determine appropriate, timely courses of treatment as needed. The wellness program will include age-based preventive physical examinations and age-based preventive screenings. If an administrator and the

administrator's spouse (as applicable) fulfill all applicable components of the wellness program during a plan year (July 1 through June 30), the Board will contribute the following additional amounts into the administrator's HSA during the following plan year:

Administrator Enrolled in Individual Coverage:	\$200
Administrator Enrolled in Two-person or Family Coverage:	\$400

9.1 Each administrator shall pay the following percentage of the premiums for health insurance:

<u>2025-26</u>	<u>2026-27</u>	<u>2027-28</u>	<u>2028-29</u>
23.25%	23.5%	23.75%	24.0%

9.2 The Board shall also provide full-time administrators, including Dean of Students, with dental coverage comparable to the dental plan in effect on June 30, 1996. Each administrator shall pay the following percentage of the premiums for the dental plan:

<u>2025-26</u>	<u>2026-27</u>	<u>2027-28</u>	<u>2028-29</u>
23.25%	23.5%	23.75%	24.0%

9.3 The Board will provide group term life insurance to all full-time administrators as follows:

- \$200,000 coverage for administrators with less than 5 years of service
- \$250,000 coverage starting on the renewal date after completing 5 years of service
- \$400,000 coverage starting on the renewal date after completing 6 years of service
- \$500,000 coverage starting on the renewal date after completing 7 years of service

For administrators with five or more years of service as of July 1, 2025, the group term life insurance benefit levels will be as follows:

- July 1, 2025: \$250,000 coverage
- July 1, 2026: \$400,000 coverage
- July 1, 2027: \$500,000 coverage

9.4 The Board shall also provide each administrator with long-term disability insurance with a 180-day elimination period, providing sixty percent (60%) of income, up to a maximum benefit of \$6,000 per month.

9.5 The Board shall have the right to change carriers/plans for any of the types of insurance described in this Article, provided that the overall level of benefits, when considered as a whole, remains substantially comparable.

9.6 The Board shall maintain a plan under Section 125 of the Internal Revenue Code, in order to allow administrators to pay their insurance premium contributions on a

pre-tax basis. The Board shall also make available on an optional basis, a Section 125 Flexible Spending Account for Medical Care Reimbursement (subject to IRS limits) and for Dependent Care (subject to IRS limits). Administrators participating in the Section 125 Flexible Spending Account for Medical Care Reimbursement and/or Dependent Care shall be responsible for paying all associated administrative costs.

- 9.7 If the Board receives notice that the total cost of a group health plan or plans offered under this contract will trigger an excise tax under Internal Revenue Code Section 4980I, or any other local, state or federal statute or regulation, during the term of this contract, the Board and the Association will, upon the request of the Board, engage in mid-term negotiations regarding the impact of such excise tax, in accordance with the Teacher Negotiation Act.

#### ARTICLE X SALARY SCHEDULE

- 10.0 The salary schedule is attached hereto as Appendix A. Each administrator working fewer than twelve (12) months shall be paid on a bi-weekly basis, in either one of the following two ways:

Option 1: On a bi-weekly basis, consisting of twenty-two (22) paychecks paid out over a ten-month period.

Option 2: On a bi-weekly basis, consisting of twenty-one (21) paychecks equaling 1/26 of the annual salary for each pay period, and a final check equaling 5/26 of the annual salary.

Administrators must elect either Option 1 or 2 by May 1 of the preceding year. If an administrator fails to do so, he/she shall be automatically enrolled in Option 1. All administrators will be paid by direct deposit.

- 10.1 Initial step placement at a position shall be made at the discretion of the Superintendent.
- 10.2 Any administrator who has not reached the top step of his/her track of the salary schedule will advance one step on July 1, 2025; July 1, 2026; July 1, 2027; and July 1, 2028.
- 10.3 The base salaries of administrators shall be comprised of the following two components: 1) cash compensation, in such amounts as are set forth in Appendix A; and 2) an additional sum as follows, as to which each administrator will arrange to have an elective deferral deducted from his/her salary on a pre-tax basis as permitted under IRC Section 403(b), as amended, and then contributed toward the purchase of a 403(b) annuity with a tax sheltered annuity of his/her

choice from the accounts offered by the Board. Both base salary components shall be payable in installments during the contract year, in accordance with Section 10.0 of the contract.

First five years of employment as an administrator in Berlin	\$1,000 per year
Years 6-10 as an administrator in Berlin	\$2,000 per year
Years 11-15 as an administrator in Berlin	\$3,000 per year
Years 16 and beyond as an administrator in Berlin	\$4,000 per year

(For administrators who complete five, ten or fifteen years of service as an administrator in Berlin during a contract year, the higher amounts set forth above shall be applied on the January 1 or July 1 following the completion of five years (whichever occurs first).

- 10.4 The Board agrees to reimburse the tuition costs of any administrator who satisfactorily completes any college course which is applicable to the job being performed by said administrator. As a condition precedent to the reimbursement of any such tuition costs, the administrator shall apply for reimbursement with the Superintendent prior to enrollment in the course. The Superintendent's decision whether such tuition is reimbursable shall be based on the value to the school system of the requested course. The Superintendent's decision shall be final and shall not be subject to the grievance procedure. Upon producing a transcript showing proof of satisfactory completion of the course, reimbursement shall be made by the Board to the administrator.

**ARTICLE XI**  
**COMPENSATION FOR ADVANCE NOTICE OF RETIREMENT**

- 11.1 Administrators who provide the Superintendent of Schools with a two-year written notice of retirement on or before July 1st will receive a \$4,000 retirement incentive, payable upon retirement. Administrators who provide a one-year written notice of retirement on or before July 1st will receive a \$2,500 retirement incentive, payable upon retirement.

If an Administrator who has provided such advance notice of retirement has a balance of at least 175 sick days at the time of retirement, the incentive will be increased by \$1,000.

- 11.2 Retirement Health Coverage Subsidy: Administrators who provide a retirement notice of two years, have served as an Administrator in the Berlin Public Schools for at least 20 years, and have a combined age and years of service totaling 75 or more, will be eligible for subsidized health coverage in the district's group health plan (under 65 plan). This subsidy will reflect the active employee health insurance subsidy, minus the Teachers' Retirement Board (TRB) contribution, for the Administrator and their spouse

(if applicable). This benefit will be available for a maximum of three years following retirement or until the participant becomes Medicare-eligible, whichever comes first.

To be eligible, Administrators must have been actively enrolled in the district health insurance plan prior to giving notice of retirement.

For the purposes of this provision, the term "retirement" shall mean that the administrator retires under the provisions of the Teachers' Retirement Act.

## ARTICLE XII DURATION

This Agreement contains the full and complete agreement between the Board and the Association on all negotiable issues, and neither party shall be required during the term thereof to negotiate upon any issue, whether it is covered or not covered in this Agreement, except as may otherwise be required by this Agreement and/or by law.

This Agreement shall remain in full force and effect from July 1, 2025 through June 30, 2029.

ARTICLE XIII  
SIGNATURE BLOCK

IN WITNESS WHEREOF, the parties hereunto have caused these presents to be executed by their proper officers, hereunto duly authorized, and their seals affixed hereto at Berlin, Connecticut on the 18<sup>th</sup> day of NOVEMBER 2024.

BERLIN BOARD OF EDUCATION

By Julia Dennis  
President

ASSOCIATION OF BERLIN ADMINISTRATORS

By Clayton Agre  
President



**APPENDIX A**  
**SALARY SCHEDULES**

**2025-26 (3% Increase)**

Step	H.S. Principal	H.S. Asst. Principal	M.S. Principal	M.S. Asst. Principal, Director of Athletics, Health & P.E., Spec Ed Supervisor	Elementary Principal, Director of Curriculum	Dean of Students
1	170,102	149,637	161,929	143,631	156,254	101,807
2	174,357	153,380	165,972	147,219	160,158	106,658
3	178,606	157,119	170,020	150,813	164,065	111,509
4	182,860	160,861	174,071	154,402	167,969	116,514
5	187,112	164,601	178,120	157,992	171,876	121,673

**2026-27 (3% Increase)**

Step	H.S. Principal	H.S. Asst. Principal	M.S. Principal	M.S. Asst. Principal, Director of Athletics, Health & P.E., Spec Ed Supervisor	Elementary Principal, Director of Curriculum	Dean of Students
1	175,206	154,126	166,787	147,940	160,942	104,861
2	179,588	157,982	170,951	151,635	164,963	109,857
3	183,964	161,833	175,121	155,337	168,987	114,854
4	188,346	165,687	179,293	159,034	173,008	120,009
5	192,725	169,539	183,464	162,731	177,032	125,323

**2027-28 (3% Increase)**

Step	H.S. Principal	H.S. Asst. Principal	M.S. Principal	M.S. Asst. Principal, Director of Athletics, Health & P.E., Spec Ed Supervisor	Elementary Principal, Director of Curriculum	Dean of Students
1	180,462	158,750	171,791	152,379	165,770	108,007
2	184,976	162,721	176,080	156,185	169,911	113,153
3	189,483	166,688	180,374	159,997	174,056	118,300
4	193,996	170,658	184,672	163,805	178,199	123,609
5	198,507	174,625	188,967	167,613	182,343	129,083

**2028-29 (3% Increase)**

Step	H.S. Principal	H.S. Asst Principal	M.S. Principal	M.S. Asst. Principal, Director of Athletics, Health & P.E., Spec Ed Supervisor	Elementary Principal, Director of Curriculum	Dean of Students
1	185,876	163,513	176,945	156,950	170,743	111,248
2	190,525	167,603	181,362	160,870	175,009	116,548
3	195,168	171,688	185,785	164,797	179,278	121,849
4	199,816	175,777	190,212	168,719	183,545	127,318
5	204,462	179,864	194,636	172,642	187,814	132,955

**Step Advancement**

Effective July 1, 2025, July 1, 2026, July 1, 2027 and July 1, 2028 any administrator not on the maximum step shall advance one step on the salary schedule applicable to the administrator's position.

Note: In addition to the amounts set forth in the salary schedules above, the base annual salary for any administrator holding a doctoral degree shall include the additional amount of \$2,500 per year.