

AGREEMENT
BETWEEN
DANBURY BOARD OF EDUCATION
AND
DANBURY SCHOOL ADMINISTRATORS ASSOCIATION
2025-2028

Preamble

This Agreement is made and entered into by and between the DANBURY BOARD OF EDUCATION (hereinafter referred to as the "Board") and The Danbury School Administrators Association (hereinafter referred to as the "Association").

ARTICLE I GENERAL

A. This Agreement is negotiated pursuant to applicable provisions of the General Statutes in order (a) to fix for its term the salaries, benefits, hours and other conditions of employment provided herein, and (b) to encourage and abet effective and harmonious working relationships between the Board and Administrators in order that the cause of public education may be best served in Danbury.

B. The Board and the Association recognize the importance of orderly, just and expeditious resolution of issues which may arise out of those provisions of this Agreement dealing with salaries and conditions of employment and, accordingly, agree herein upon a grievance procedure for the effective processing of such disputes, which procedure is hereinafter fully described.

C. The Board and the Association accept the provisions of this Agreement as cooperative commitments which they will in good faith honor, support and seek to fulfill, subject to the financial ability of the respective parties to perform under the provisions of governing law.

D. The Board and the Association recognize the importance of responsible participation by the entire Professional Staff in the educational process, planning, development and growth. To this end they agree to maintain communication to inform about programs, to guide in development and to assist in planning and growth either by committee, individual consultation or designated representatives.

E. Subject to applicable provisions of the General Statutes, the Board agrees not to negotiate with any administrators' organization other than the Association for the duration of this Agreement. Except for such negotiations, the Board shall be free to communicate with administrators or their representatives, or any other persons, individually or by group, for whatever purpose the Board may seem desirable in the discharge of its responsibilities.

F. Although reference is made to the Board or the Association as such, each reserves the right to continue to act as a whole, by committee, by designated representatives or by individual member. Designated representatives may be professional and not necessarily of the membership. Each party will provide to the other, upon request, satisfactory evidence or documentation (such as minutes or resolutions) of authority to act.

G. This Agreement shall constitute the policy of the Board and the Association in the subject areas covered by the Agreement for the duration of this

Agreement unless changed by mutual consent of the parties to this Agreement. Such mutually consented to change shall be in writing. Previously adopted policies, rules or regulations in conflict with this Agreement are superseded by this Agreement.

However, nothing in this Agreement which changes pre-existing Board policy will have retroactive applicability or operation.

H. Subject to the provisions of this Agreement, the Board and the Superintendent reserve and retain full rights, authority and discretion, in the proper discharge of their duties and responsibilities, to control, supervise and manage the School Department of the City of Danbury and its professional staff under governing law, ordinances, rules and regulations - Municipal, State and Federal. In all matters under this Agreement calling for the exercise of judgment or discretion on the part of the Board, the decision of the Board shall be final and binding, except where some standard of grievability is set forth in this Agreement and may apply, or if such judgment is claimed to be arbitrary or such discretion is claimed to have been abused.

I. Nothing in this Agreement shall in any way limit or contravene the authority of any Municipal, State or Federal board, commission, agency or other governmental body.

J. The Superintendent and the President of the Association or their respective representatives shall meet at least once a month during the school year to discuss matters of educational policy as well as matters which fall within the scope of this Agreement.

K. (1) During the terms of this Agreement, the Association agrees that neither the Association nor any Administrator shall be in an effort to effect a settlement of any disagreement with the Board engage in any strike or concerted refusal to render service.

(2) During the term of this Agreement, the Board agrees that neither it nor any of its employees shall cause the Administrator of this unit to be prevented from carrying out their assigned duties, by unilaterally closing the schools.

L. In order to provide continuity of communications, the Board shall provide to each Principal a cellphone with texting capabilities (e.g. a "smart phone") or its equivalent operating on the District's cellphone plan, to be maintained and kept in use as a part of the Principal's terms and conditions of employment.

M. All Articles and sections contained in this Agreement shall be implemented without regard to any basis prohibited by law.

ARTICLE II RECOGNITION

A. For the purposes of negotiations concerning salaries, benefits, hours and all other conditions of employment pursuant to applicable provisions of the Connecticut General Statutes, the Board hereby recognizes the Association as the exclusive

representative for the following certified professional employees of the Board who shall comprise the bargaining unit of administrators covered by this Agreement.

B. The following employees of the Board are excluded from the bargaining unit described in A above: the Superintendent of Schools; associate Superintendent(s); assistant Superintendent(s); certified professional employees who act for the Board in negotiations with certified professional personnel or who are directly responsible to the Board for personnel relations or budget preparation; employees of the Board not specifically included in the unit described in A hereof; and all non-certified employees of the Board.

C. The Association agrees to represent equally all members of the bargaining unit described in A above without regard to membership or participation in or association with the activities of the Association or any other employee organization, and to continue to admit Administrators to membership without qualification other than their employment by the Board in a bargaining unit position and their tendering of the dues uniformly required as a condition of retaining membership in the Association.

(1) The term "Superintendent" as used in this Agreement is hereby defined to mean the Superintendent of the Danbury Public Schools and/or his or her designee(s).

ARTICLE III APPENDICES

All appendices attached to this Agreement are included as a part of this Agreement and are considered to have the same status as if they were included in the main body of the Agreement.

ARTICLE IV ADMINISTRATOR DUTIES

A. Personnel covered by the Administrative Salary Schedule shall work at their assigned duties on a schedule which shall be determined individually by the Superintendent and the administrator. It is recognized that the proper performance of these duties may require more than normal working hours. In light of this responsibility, administrators shall not engage in athletic coaching or in leading co-curricular activities within the school district, provided that administrators engaged in such activities before July 1, 2013 may continue in such capacity.

ARTICLE V ASSIGNMENT OF PERSONNEL

A. Administrators. (1) Administrators shall receive their initial assignment from the Superintendent's office after approval by the Board.

(2) Administrators already in the system shall receive their assignment for the ensuing work year not later than June 1 of the then current work year from the Superintendent's office after approval by the Board, or as soon thereafter as practicable.

ARTICLE VI TRANSFER OF ADMINISTRATORS

A. Definitions

(1) Assignment shall mean an administrator's position within:

- a) A building, for building based positions
- b) A program, for program based positions

(2) Transfer shall mean movement from one building to another, or from one program to another.

B. Voluntary Transfers. Administrators who desire to transfer to another building shall file a written statement of such desire with the Superintendent by March 1.

C. Involuntary Transfers. (a) Administrators being involuntarily transferred will be transferred to a comparable position as far as is reasonably possible.

(b) An involuntary transfer will be made only after a meeting between the Administrator involved and the Superintendent, at which time the Administrator will be notified in writing of the reasons for transfer. The recommendation on all transfers rests with the Superintendent.

(c) Transfer determinations will be made according to the best interest of the Danbury Public Schools.

D. General. Notice of transfer shall be given to the Administrator as soon as practicable and under normal circumstances, not later than June 1.

ARTICLE VII REDUCTION IN STAFF

A. The Board recognizes that in meeting its statutory obligations to maintain good public elementary and secondary schools it must provide certified staff in such numbers as to meet the educational interests of the State and City of Danbury. However, recognizing that it may become necessary to reduce the number or type of staff positions under certain conditions, this Article will provide a fair and orderly process to govern the necessary reduction.

B. The Board shall have the sole and exclusive prerogative to eliminate administrator positions consistent with the provisions of state statute. Elimination of administrator positions may result from decrease in student enrollment, revisions in

curricula, program modifications, consolidation of existing positions or other circumstances determined by the Board.

C. If the Board is contemplating a reduction in staff, it will so notify the Association. At the time of notice to the Association, the Board shall provide to the Association the specific positions to be affected, the proposed time schedule and the reasons for the action.

(1) Prior to commencing the displacement of administrators or the consideration of the termination of their contracts of employment, the Board shall consider its ability to effectuate position elimination and/or reduction in staff through:

- (a) voluntary retirements
- (b) voluntary resignations
- (c) transfer of existing administrators

(2) In the event that the Board decides to eliminate an administrator's position, it shall apply the following criteria when determining displacement of the administrator to another position or the consideration of termination of the administrator's contract of employment:

1. Qualifications

- (a) area of certification(s) relevant to the position.
- (b) evaluations.
- (c) discipline and absenteeism records.

2. Length of service as an administrator in Danbury (Seniority).

D. In order to promote an orderly reduction in the administrative personnel, the following procedure shall be used:

(1) Any administrator relieved of his/her duties because of reduction of staff or elimination of position shall be offered an administrative opening if one exists, in his/her classification (as defined in Paragraph F, below).

(2) If there is no existing administrative opening in his/her classification, the displaced administrator shall be offered the position of an administrator who has the least seniority in his/her present classification if said displaced administrator is qualified as set forth above.

(3) If there is no existing administrative opening in his/her classification and the displaced administrator has the least seniority in his/her classification, he/she will be offered an administrative opening, if one exists, in any other administrative classification for which he/she is certified and qualified, firstly in a position that is closest in classification and pay to that of the position eliminated; provided, however, such appointment does not constitute a promotion. "Promotion" as used in this Article shall be determined by the hierarchy of positions set forth in Section F below.

(4) If there are no existing administrative openings in any administrative classifications, and the displaced administrator has the least seniority in his/her present classification, but has administrative seniority over an administrator in a position in another classification(s) for which the displaced administrator is certified and qualified, firstly in the position that is closest in classification and pay of the position eliminated, the displaced administrator will be offered such position; provided, however, such appointment does not constitute a promotion.

(5) If an administrator is relieved of his/her duties because of a reduction in staff or an elimination of position and another administrative position is not otherwise available as aforesaid, he/she will be offered a teaching position for which he/she is certified in accordance with the Reduction in Force procedure of the NEA-Danbury contract.

(6) If an administrator is relieved of his/her duties because of a reduction in staff or an elimination of position and is employed as a teacher, she/he will be given the experience credit on the salary schedule according to the teacher contract for his/her administrative and teaching experiences both within and outside the school system to the extent permitted by law, and shall retain all accumulated sick leave.

(7) Nothing herein will be construed as to limit the Board's or the administrator's rights under Section 10-151 (a) and (b) of the General Statutes.

(8) An involuntarily transferred or displaced administrator who receives a position in another administrative classification at the same or lower salary shall be paid on the same salary step for such position as his/her previous administrative position.

E. If, because of elimination of position or bumping from the elimination of position of another administrator, an administrator is displaced to a lower paying administrator's position or to a teacher position, or had his/her contract of employment terminated, the name of that person shall be placed on a reappointment list and remain on such list for a period of three years. If a comparable position, in both salary, responsibilities and certification, and within the same or lower tier as indicated in Appendix B, becomes vacant during such period, the Superintendent must select a person on the recall list by applying the criteria in Section C (2) above. The individual will be notified in writing by email and cellphone sent to the last email address and cellphone number the individual has supplied (on the appropriate form) to the Personnel Office at least thirty (30) calendar days prior to the anticipated date of re-employment. The individual shall accept or reject the offer of appointment in writing within ten (10) calendar days after receipt of such notification. If the individual rejects the appointment offer or does not respond according to this procedure, that name will be removed from the recall list. The provisions of this Article will not apply to any person whose contract has been terminated because of elimination of position should he or she take a comparable position in any other public school system during the three (3) year period immediately following termination.

F. The classifications referred to above are as follows:

1. High School Principal
2. Middle School Principal, Assistant Director of Special Education
3. Elementary Principal, ACE Principal
4. Curriculum Administrators, Associate Principal for Instruction, Special Education Supervisors
5. Assistant Principals (Secondary, Elementary)
6. Elementary Education Supervisors, SRBI Supervisor
7. Director of Adult Education and Summer School, Athletic Director
8. Reach/Endeavor Administrator

G. All accrued benefits to which an administrator was entitled at the time of his/her displacement or termination, including seniority rights, will be restored to the administrator upon his or her return.

ARTICLE VIII

PROMOTION TO BARGAINING UNIT POSITIONS

A. This Article includes all positions within the bargaining unit.

B. Vacancies in positions covered by this Article which are caused by death, retirement, discharge, resignation, or by the creation of a new position shall be filled pursuant to the following procedure:

(1) Such vacancies shall be adequately publicized, both within and outside the system, including a notice posted on the district website as far in advance of the date of filling such vacancy as possible (at least two [2] weeks in advance).

(2) Said notice of vacancy shall clearly set forth the qualifications for the position.

(3) Administrators who apply for vacancies under this Article shall file their application in writing with the person specified and within the time limit provided in the posted notice.

(4) Such vacancy shall be filled on the basis of qualification for the vacant post.

ARTICLE IX PROTECTION OF ADMINISTRATORS

A. Administrators shall report immediately in writing to their supervisor and/or to the Superintendent all cases of alleged assault suffered by them in connection with their employment.

B. Each report shall be transmitted by the Superintendent to the Board. Any reasonable request from the Administrator for information possessed by the Board and not privileged under law, shall be provided to the Administrator involved in the incident.

C. The Board agrees to provide legal counsel to defend any Administrator in any action arising out of any claim, demand, suit or judgment by reason of alleged negligence or other act resulting in accidental bodily injury to or death of any person, or in accidental damage to or destruction of property, within or without the school building, providing such Administrator, at the time of the accident resulting in such injury, damage or destruction, was acting in the discharge of his or her duties within the scope of his or her employment or under the direction of the Board. This provision shall be implemented in accordance with and subject to the limitations of Conn. Gen. Stat. § 10-235.

D. If criminal proceedings are brought against an Administrator alleging that he or she committed an assault, abused or neglected a child or failed to report the same in a timely manner in connection with his or her employment, and if the Administrator chooses to provide his or her own counsel for good cause and the Administrator prevails in the proceedings, then the Board shall reimburse the Administrator for reasonable counsel fees incurred by him or her in defending the proceeding, in accordance with Connecticut Statutes, Chapter 170, Section 10-235.

If civil proceedings are brought against an Administrator alleging that he or she committed an assault, or engaged in child neglect or abuse, or failed timely to report the same in connection with his or her employment, and if the Administrator chooses to provide his or her own counsel for good cause and the Administrator prevails in the proceedings, then the Board shall reimburse the Administrator for reasonable counsel fees incurred by him or her in defending the proceeding, in accordance with Connecticut Statutes, Chapter 170, Section 10-235.

E. Whenever an Administrator is absent from school as a result of personal injury compensable under Connecticut Workers' Compensation Laws, and caused by an assault arising out of and in the course of his or her employment, he or she shall be paid his or her full salary for the period of such absence without having such absence charged to the annual sick leave or accumulated sick leave. Any amount of salary payable pursuant to this section shall be reduced by the amount of any workers' compensation award for temporary disability due to the said assault injury for the period for which such salary is paid. The Board shall have the right to have the Administrator examined by a physician designated by the Board for the purpose of establishing the length of time during which the Administrator is temporarily disabled from performing his or her duties; and, in the event that there is no adjudication in the appropriate workers' compensation proceeding for the period of temporary disability, the opinion of the said physician as to the said period shall control.

F. The Administrator has the right to expect the student to know and follow school rules, respect the rights of others, comply with school authority and be diligent in his or her studies.

G. No Administrator shall be suspended, demoted or given a written reprimand without just cause.

ARTICLE X LEAVES OF ABSENCE

A. Sick Leave. (1) (a) Definition of Sick Leave Day. A sick leave day is hereby defined as a day of absence from work, without loss of pay, necessitated by the personal illness or injury of the Administrator.

(b) Administrators issued Contract A are entitled to a maximum of fifteen (15) sick leave days in each work year. Unused sick leave shall be accumulated from year to year, so long as the Administrator remains continuously in the services of the Board, and as authorized by the Board, up to but not in excess of one hundred fifty (150) working days.

(c) Administrators issued Contract B shall be entitled to a maximum of sixteen (16) sick leave days in each year. Unused sick leave shall be accumulated from year to year, so long as the Administrator remains continuously in the service of the Board, and as authorized by the Board, up to but not in excess of one hundred sixty (160) working days.

(d) Administrators issued Contract C and Contract D shall be entitled to a maximum of seventeen (17) sick leave days in each year. Unused sick leave shall be accumulated from year to year, so long as the Administrator remains continuously in the service of the Board, and as authorized by the Board, up to but not in excess of one hundred seventy (170) working days.

(e) Administrators shall be allowed to utilize five (5) days of sick leave without loss of pay during his/her respective work year for illness within the administrator's immediate family. Immediate family is defined as per Article X (E) (1).

(2) Administrators whose respective schools are closed by order of the Health Officer or the Superintendent shall not lose pay thereby and such absence shall not be charged to sick leave.

(3) In the event of absence of an Administrator for illness, for reasonable cause the Board may require that the Administrator provide a written statement from his/her physician explaining the reason for the absence(s) or that the Board provide an examination by an independent physician at the Board's expense.

(4) Administrators who have been absent because of illness or injury may be required to submit a doctor's certificate of fitness to return to work before resuming their duties. The Board shall pay any cost incurred by the Administrator and not covered by insurance for any examination required pursuant to this provision.

(5) Leave of absence for ill health not to exceed two (2) years may be granted, without pay, by the Board, such leave being subject to the regulations regarding retirement. By accepting a leave, the Administrator agrees that he/she has a duty to notify the Director of Personnel in writing by March 1 of his/her intent to return to active employment for the subsequent school year. Failure to comply with this condition shall constitute resignation of employment.

(6) No Administrator shall be absent from duty except for personal illness or emergency unless permission shall have first been obtained from the Superintendent. In all cases of illness or injury the Administrator shall notify the Superintendent at once in order that a proper substitute may be provided. No substitute shall be provided except by authorization of the Superintendent, nor shall the substitute be paid by anyone other than the Board.

(7) The Board recognizes that there are times when a serious and prolonged illness, or an accident which incapacitates for an extended period of time, will cause an Administrator to exhaust all accumulated sick leave. Individual hardships may ensue. In such instances, when requested, the Superintendent together with representatives of the Association will review the circumstances of the case and submit a recommendation to the Board for its consideration and action.

(8) Administrators shall not accept other employment when absent due to ill health, injury, or disability.

C. Convention, Conferences and Observation Leaves. (1) When it is evident that convention or conference attendance or the observation of an activity in another school building or school system will contribute to the effectiveness of the instructional program, the Superintendent, with reasonable limitations as to time and number of individuals involved, may grant convention or conference leaves, or permission to

observe an activity in another school building or school system to the Administrator without loss of pay.

(2) The Board agrees to reimburse all Administrators attending a convention or conference, or observing activities in another school system when reimbursement is approved by the Superintendent and is within budgetary allocations established for this purpose.

D. Personal Leave. (1) The Administrator with at least thirty (30) months of continuous service with the Danbury Public Schools and/or with tenure shall be permitted to take up to three (3) days of leave with salary, annually, for the conduct of the following matters of personal concern that cannot be conducted during non-school hours, such as:

- a. absence required for legal matters (e.g. subpoena, house closing).
- b. graduation of a member of the immediate household.
- c. an emergency over which the Administrator has no control.

Administrators not on tenure with less than thirty (30) months of continuous employment with the Danbury Public Schools shall be permitted to take two (2) school days of leave with salary, annually, for the conduct of such matters that cannot be conducted during non-school hours. An additional one (1) day of personal leave may be granted to such Administrators for the birth or adoption of their child. A request for such leave shall be made in writing to the Superintendent.

(2) Application for leave shall be made as far in advance as is practicable and, except for emergency, shall be made at least forty-eight (48) hours prior to the date of the leave, and shall state the reason for such leave starting with the third personal day.

(3) A request for personal leave, with salary, for the day before or for the day immediately following a holiday or school recess will be considered only in an emergency. The nature of the emergency must be outlined in the request. The request shall be subject to the approval of the Superintendent.

In unusual circumstances, the Superintendent may waive the limiting provisions of this section.

E. Bereavement Leave. (1) If explicitly reported, absence of an Administrator due to the death of a wife, husband, parent, parent-in-law, child, brother, sister, step-child, or member of the immediate household, shall be permitted without loss of pay, or deduction from sick leave or personal leave. Such absence shall not exceed five (5) days for each such death.

(2) Subject to the conditions outlined in Section E (1), one (1) day of absence shall be allowed for the death of an uncle, aunt, nephew, niece, first cousin,

grandparent, grandchild, brother-in-law or sister-in-law. One additional day may be granted where required for travel to the funeral.

F. Military Leave. Administrators who are members of a State or National Reserve component shall be entitled to up to fourteen (14) calendar days of leave with pay to serve with said component with pay equal to the difference between the Administrator's normal pay and compensation for such services, provided:

- (1) Such service is rendered during the school year.
- (2) Proof from the branch of the service involved must be submitted in writing to the Superintendent stating that such service cannot be rendered at any other time.
- (3) The leave shall not be deducted from sick leave or from personal days.

If such an Administrator is called to active duty, his or her family shall be permitted to continue in the group health insurance plan during the period of active duty on the same basis as the family of an Administrator who is actively employed. Notwithstanding, should any of the above conflict with state and/or federal laws with regard to leave for members of the Armed Services, including members of the Reserves, state and/or federal law shall control.

G. Leave for Official Association Duties. (1) When it is necessary for official representatives of the Association to engage in Association activities directly relating to the Association's duties as representatives of the Administrators, they shall be given such free time, without loss of pay or sick leave, as is necessary to perform any such activities. The Association and its officers recognize and agree that this privilege should not be abused.

- (2) Application for such leave shall be made in writing to the Superintendent as far in advance as practicable and ordinarily at least forty-eight (48) hours. Such leave will not be deducted from sick leave.
- (3) The Board reserves the right to withdraw this privilege when in the opinion of the Superintendent there is sufficient evidence of abuse. Such judgment will not be made arbitrarily, capriciously, or without rational basis in fact.

H. Maternity Leave. (1) Childbirth Leave. Medical disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom shall be treated as temporary disabilities for all job-related purposes. Policies involving commencement and duration of leave, the availability of extension, the accrual of seniority and other benefits and privileges, protection under health or temporary disability insurance plans, and payment of sick leave shall be applied to disability due to pregnancy or childbirth on the same terms and conditions as they are applied to other temporary medical disabilities.

(2) Childrearing Leave. The Administrator may apply for and may be granted a leave of absence for the purpose of childrearing after the birth or adoption of the child.

(a) The Administrator must apply for such leave at least sixty (60) days prior to the anticipated commencement of such leave. In the event there is a material change in circumstances, said Administrator may withdraw the request for such leave at any time prior to its commencement.

(b) The leave may extend for the remainder of the school year in which the child is born or adopted. An administrator wishing to extend the leave beyond the end of the school year in which the leave commences shall apply in writing for an extension for the ensuing school year. If the administrator wishes to extend said leave for a second year, application shall be made in writing. Such applications shall be filed by July 1, except that, as to a child born after May 30, a request for extension of leave shall be timely if filed by August 1.

(c) There shall be no compensation during this leave period.

(d) No experience on the salary schedule shall be granted during this period of leave.

(e) Credit toward accrual of experience or longevity shall not be granted for this period of leave.

(f) Sick leave not used during childbirth leave shall be restored upon return to the system.

(g) By accepting a leave, the Administrator agrees that he/she has a duty to notify the Director of Personnel in writing by March 1 of his/her intent to return to active employment. Failure to comply with this condition shall constitute resignation of employment. A Administrator returning to work after an approved leave longer than the year of the birth and one additional year shall be assigned a position in his/her area of certification, but shall not be guaranteed return to the position that he or she left to take leave.

I. Other Leaves. (1) An Administrator may be granted leave for one (1) day, without loss of salary, for participating in his or her own commencement exercises.

(2) An Administrator may be allowed leave without loss of salary, for the observance of religious holidays of his or her sect or group. Such leave is not to exceed three (3) days per school year. In unusual circumstances, the Superintendent may waive the limiting provisions of this section.

(3) An Administrator may be allowed leave, without loss of salary, to begin programs of study which result from foundation or scholarship grants and which necessitate personal presence in advance of the close of the school year. If the foundation or grant provides for a stipend in excess of the cost of tuition, books, lodging,

meals, and travel his or her per diem contracted salary shall be proportionately reduced for those days of approved leave.

J. Extended Personal Leaves. An Administrator may, at the discretion of the Board, be granted an unpaid leave of absence for a period of up to one school year. Written applications for such leaves shall be filed with the Personnel Director by July 1st preceding the year of the proposed leave. By February 1st of the year prior to expected return from the leave, the Administrator shall notify the Personnel Director of his/her intention to return. Failure to provide such notification in timely fashion shall constitute a resignation.

An Administrator returning from such leave shall be reemployed in a position for which he/she is certified and qualified and shall be compensated at the same salary step as he/she occupied before the leave. No benefits shall be provided during such a leave.

K. Unauthorized Leaves. No Administrator shall be absent except for reasons stated in this Article.

L. When leave provided to an administrator is qualified leave under the Family and Medical Leave Act, any available FMLA leave shall run concurrently with such leave under this Agreement.

ARTICLE XI GRIEVANCE PROCEDURE

A. Purpose. (1) The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems which may from time to time arise affecting the welfare or working conditions of Administrators. Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure.

(2) Nothing herein contained shall be construed as limiting the right of any Administrator having a grievance or dispute to discuss the matter informally with any appropriate member of the administration.

B. Definitions. (1) A "grievance" is hereby defined to mean a complaint beyond the informal stage, by an administrator, or a group of administrators, or the Association concerning an alleged misinterpretation, misapplication, or violation of a specific term or terms of this collective bargaining agreement or (2) a claim that there has been a failure to follow the established procedures of the School District's evaluation and support programs, as provided in Section 10-151b of the Conn. Gen. Stats.

(2) An "aggrieved person" is a person or group of persons making such a complaint.

C. Procedure. (1) Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as

maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

(2) In the event a grievance is filed on or after June 1, which if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is practicable.

(3) An Administrator with a complaint shall first discuss it with his or her immediate supervisor with the objective of resolving the matter informally.

(4) Level One. (a) In the event that the aggrieved person or the Association is not satisfied with the disposition of his or her complaint at the informal stage, the aggrieved person or the Association may file a grievance in writing to the Superintendent or his designee within five (5) school days after the informal stage decision or fifteen (15) school days after the complaint was presented informally, whichever is sooner.

(b) Within ten (10) school days after receipt of the written grievance by the Superintendent, the Superintendent shall meet with the aggrieved person and Association representative in an effort to resolve it.

(c) If an Administrator or the Association does not file a grievance in writing with the Superintendent within twenty-five (25) school days after the Administrator knew, or should have known, of the act or condition on which the grievance is based, then the grievance shall have been waived.

(5) Level Two. In the event that the aggrieved person or the Association is not satisfied with the disposition of the grievance at Level One, or in the event no decision has been rendered within ten (10) school days after meeting with the Superintendent, the aggrieved person or the Association may appeal in writing to the Chairperson of the Board of Education within five (5) school days after a decision by the Superintendent, or fifteen (15) school days after meeting with the Superintendent, whichever is sooner. Within ten (10) school days after receiving the appeal, a Board Committee shall meet with the aggrieved person and his/her Association representative for the purpose of resolving the grievance.

(6) Level Three. (a) In the event that the aggrieved person or the Association is not satisfied with the disposition of the appeal at Level Two, or in the event no decision has been rendered within ten (10) school days after meeting with the Board Committee, the Association may, within five (5) school days after a decision by the Board or fifteen (15) school days after meeting with the Board Committee, whichever is sooner, notify the Board of the Association's desire to submit the grievance to arbitration.

(b) Within ten (10) school days after written notice to seek arbitration has been given to the Board, the Association shall submit a Demand for

Arbitration to the American Arbitration Association in Hartford. Selection of an arbitrator shall be in accordance with the Voluntary Rules for Labor Arbitration of the American Arbitration Association.

(c) The arbitrator so selected shall confer with representatives of the Board and the Association and hold hearings promptly and unless extended by mutual agreement, shall issue his or her decision not later than thirty (30) days from the date of the closing of the hearings, or, if oral hearings have been waived, then from the date the final statements and proofs are submitted to him or her. The arbitrator's decision shall be in writing and shall set forth his or her findings of fact, reasoning and conclusions on the issues submitted. The Arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement, nor can he or she add to, subtract from or modify any terms of this Agreement, establish or change any salary rate or job classification. The decision of the arbitration shall be submitted to the Board and to the Association, and, subject to law, shall be final and binding, provided that the arbitrator shall not usurp the functions of the Board or the proper exercise of its judgment and discretion under law and this Agreement.

(d) The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel and subsistence expenses, shall be borne equally by the Board and the Association.

(7) Rights of Administrators to Representation.

(a) No reprisals of any kind shall be taken by any party of this Agreement against any aggrieved party, any witness or any other participant in the grievance procedure by reason of such participation.

(b) Any aggrieved person may be represented at all stages of this grievance procedure by an Association representative except Level 3. Only the Association can appeal a grievance decision to Level Three, Arbitration. If an Administrator chooses not to be represented by the Association and/or decides to retain private counsel at his/her own expense, such administrator shall pay for the cost of such private counsel in the grievance process and the Association shall have the right to be present and to state its views at all stages of this grievance procedure.

(8) Miscellaneous. (a) Decisions rendered at Level One and Two of the grievance procedure shall be in writing setting forth the decision and the reasons therefor and shall be promptly transmitted to all parties in interest. Decisions rendered at Level Three shall be in accordance with the procedures hereinbefore set out therefor.

(b) Forms for filing and processing grievances and other documents necessary under the procedure shall be those agreed upon by the Superintendent and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

ARTICLE XII
POLICIES AND REGULATIONS

A. At the start of each school year a complete copy of all Board policies and administrative procedures as accepted to date shall be available online. Other copies shall be available at the Superintendent's office. Any Administrator is free to consult an available copy of the policies.

B. All Administrators shall, at the start of each school, have available to him or her a complete copy of all administrative rules and regulations pertaining to their particular school. These policies, rules and regulations shall be available online or otherwise as the Superintendent may determine.

ARTICLE XIII
HEALTH INSURANCE AND RETIREMENT BENEFITS

A. The Board shall provide insurance benefits to those who are eligible for such benefits under the terms and conditions set forth in this Collective Bargaining Agreement as follows.

Benefits provided under this Article shall be effective during the period of this contract for all Administrators returning and from the first day of work until the end of this contract for Administrators employed after the effective date of this contract.

The Board will comply with all applicable State Statutes regarding insurance coverage for Administrators.

B. The Board shall provide the following health and insurance benefits for the individual Administrator or, where applicable, the family:

(1) High Deductible Health Plan with Health Care Savings Account

Annual Deductible

Single Coverage	\$2,000
Family Coverage	\$4,000

There shall be a 90% employer/10% employee co-insurance for in-network claims above the annual deductible for total out-of-pocket co-insurance maximums as follows:

2025-2028

Single Coverage	\$750
Family Coverage	\$1,500

Health Savings Account Employer Contributions:

2025-2028

Single Coverage \$1,000

Family Coverage \$2,000

Such employer contributions for active employees shall be made 25 % per quarter.

An administrator may apply to the Board for preliminary funding of the Board's contribution to the deductible in an emergency or catastrophic situation. It shall be in the sole discretion of the Superintendent or designee, on behalf of the Board, whether to grant such emergency distribution of preliminary funding of the Board's contribution to the deductible.

There shall be a 70%/30% coinsurance for out-of-network claims to a \$4000/\$8000 out-of-pocket limit.

Unit members not eligible to participate in the plan above shall be eligible for a similarly-designed HDHP with a Health Reimbursement Account.

(2) For the duration of this Agreement, Term Life Insurance shall be provided by the Board, to be equal to two (2) times the Administrator's total annual salary.

Total annual salary is defined as "that salary from which retirement contributions are deducted"

(3) Dependent Term Life Insurance:

(a) Spouse - \$2,000

(b) Children - \$1,000 (six [6] months to age twenty-one [21]; \$100 (fourteen [14] days to six [6] months).

(4) Survivor's Insurance -- the designated beneficiary of a deceased Administrator will receive \$200 per month for two (2) years plus \$100 per month for eight (8) years.

The specifics as outlined by master policy.

(5) Long Term Disability Insurance will be provided to members of the bargaining unit.

(a) Sixty percent (60%) of salary, not to exceed \$7,000 per month, for Administrators who suffer a long term disability. This insurance will become effective after ninety (90) calendar days of disability or when accrued sick leave in excess of ninety (90) calendar days is exhausted.

(b) The specific benefits provided are as defined in the master policy.

(6) Dental Coverage- A plan substantially equal or better in coverage than the coverage plan in place during 2021-22.

The specific benefits provided for the individual Administrator or, where applicable, the family, including dependents as provided by statute are as follows:

Preventive - 100% of charges incurred

Routine - 80% of charges incurred

Major - 60% of charges incurred

Maximum coverage - \$1,500 annually

Orthodontics - 50%

Orthodontics Maximum - \$1,000 lifetime

Individual Deductible - \$150

Family Deductible - \$300

(7) Premium Cost Sharing:

Effective July 1, 2025, the Board shall pay seventy-eight and five-tenths percent (78.5%) of the cost of premiums (or premium equivalent) for the coverages set forth in this paragraph B above for Administrators. Effective July 1, 2026, the Board shall pay seventy-eight percent (78%) of the cost of premiums (or premium equivalent) for the coverages set forth in this paragraph B above for Administrators. Effective July 1, 2027, the Board shall pay seventy-seven and five-tenths percent (77.5%) of the cost of premiums (or premium equivalent) for the coverages set forth in this paragraph B above for Administrators. Participating employees shall pay the balance of such cost through payroll deduction.

C. The Board shall provide the following additional health benefits:

(1) Annual flu shots

(2) Tine Test

(3) Hypertension Test

D. Whenever an Administrator is absent from school as a result of personal injury compensable under the Connecticut Workers' Compensation laws and caused by an accident (other than an assault) arising out of and in the course of his or her employment, he or she may elect to charge all or part of such absence during the period of temporary disability due to the accident to the sick leave days to his or her credit. If he or she elects payment, he or she shall receive the pay to which he or she is entitled less any workers' compensation award made for the temporary disability, and his or her sick leave shall be charged proportionately. In the absence of such election, he or she shall receive Workers' Compensation payments, and his or her sick leave credits shall not be reduced by any compensation payments. Acceptance of sick leave payments shall

constitute election to charge the absence for such period to the sick leave days to his or her credit.

E. All certified Administrators retiring from employment as such with the Board shall be allowed to purchase health insurance in accordance with statute, Conn. Gen. Section § 10-183t as it may be amended from time to time.

F. Those who work fewer than thirty (30) hours per week are not eligible for benefits provided in this Article. Notwithstanding, employees who work thirty (30) or more hours as employees of the Board of Education, but fewer than thirty (30) hours in a position covered by this Agreement shall be entitled to the benefits provided in this Article if the employee is employed in an administrator position that is at least a .6 FTE.

G. The Board may change the carrier for the insurance plans above, provided that the new plan is substantially equal to or better in coverage, benefits and function to members of the bargaining unit. The Association shall be consulted regarding any proposed insurance carrier change. Any dispute regarding "substantially equal" shall be resolved through the grievance procedure at the Arbitration Level, prior to implementation of any such change. In any event no change in carrier for the specific type of coverage will be made more frequently than once during the life of this Agreement.

H. Retirement Notice – Any Administrator who formally notifies the Board of Education in writing of his/her intent to retire at the conclusion of a particular school year by April 15 of that year shall continue to receive all insurance benefits set forth in this Article through August 31 of his/her retirement year.

ARTICLE XIV SALARIES

A. Salary Payments.

(1) Administrators issued Contract A may elect to accept their salary payments in twenty-one (21) or twenty-six (26) payments.

(2) Administrators issued Contract B may elect to accept their salary in twenty-four (24) or twenty-six (26) equal payments.

(3) Administrators issued Contract C may elect to accept their salary in twenty-four (24) or twenty-six (26) equal payments.

(4) Administrators issued Contract D will be paid in twenty-six (26) payments.

(5) Unless otherwise informed by August 15, the payroll department will issue payments in the same number as the previous year.

B. The Board hereby agrees to use the present salary forms.

C. The Salary Program of this section applies to all Administrators.

D. Credit for Military Service. Any Administrator may apply for military credit in achieving placement on the salary schedule. Military credit of one (1) year shall be granted for twelve (12) months military service, two (2) years for twenty-four (24) months or more continuous military service. The maximum credit applicable is two (2) years. No partial credits are applicable. The military service may have occurred at any time prior to or during employment in the Danbury School System.

E. Administrators newly hired to the system are effectively employed and entitled to salary after attendance at the first scheduled meeting or exercise of the current school year calendar.

F. Administrators who continue in the employ of the Board from the previous fiscal year are effectively employed as of July 1st of the new fiscal year and shall be credited with salary adjustments or movement for which they are eligible in years in which step movement is negotiated.

G. Any Administrator on a leave of absence with or without pay shall continue on the payroll at the salary step existent at the start of the leave. Adjustments in step and salary will be made as necessary when the leave is concluded.

H. In order to assure that the placement of personnel employed in new positions in the school system bears an appropriate relationship to the salaries and conditions of employment of other staff members, it is agreed that as a new Administrator position is established for the employment of certificated professional personnel, the Board and/or the Superintendent shall negotiate with the proper committee of the Association on the establishment of the salary and other conditions of employment for such position.

I. In the event of any change or reclassification by the Board of an administrative position, or in the event of any transfer or reassignment, the Administrators affected thereby shall be paid the salary called for in the new position, so long as it does not result in a reduction in pay, provided that in the event of transfer or reassignment by reason of discontinuance of a position on any grounds under present Connecticut General Statutes 10-151(b), the Administrators affected thereby shall be paid the salary called for in the new position, whether or not a reduction. The issue of competence or proper qualifications as aforesaid shall be specifically subject to the grievance procedure provided herein.

J. In order to advance from one Step on the Salary Schedule to the next higher Step in years in which step movement is negotiated, the Administrator's performance in the immediate preceding year must have been evaluated as at least "Proficient" and the Administrator must have worked at least ninety (90) days during the immediate preceding year as scheduled unless specifically provided elsewhere in this Agreement.

K. Administrative Salaries.

(1) Maximum differentials, type of contract, and holiday and vacation allowances for administrative positions covered by this Agreement as set forth in Appendix C.

(2) In departments where there is a Curriculum Administrator, the duties of the department chairperson will be carried out by the Curriculum Administrator.

(3) Positions may be added or removed by the Board so long as other provisions of this Agreement are followed.

(4) A person entering an administrative position shall negotiate with the Superintendent and the Board for his or her starting salary. If the person is a Teacher in the Danbury system, the starting salary shall be higher than his or her salary as a Teacher and in the direction of maximum as outlined in this Agreement.

(5) When an Administrator is requested in writing by the Superintendent to work beyond the time stipulated in his or her contract, he or she shall be paid on a pro-rata basis.

M. Termination of Employment Before the End of the School Year. In the event employment of an Administrator is terminated for any reason, the salary payable shall be determined as follows:

(1) Determine the number of work days that would normally accrue to the Administrator for a full schedule.

(2) Determine the number of school days worked or the sum of school days worked and days of approved leaves of absence with pay.

(3) Form a ratio of these numbers with (a) as the denominator and multiply this ratio by the contract rate of pay. The resulting product is the total salary to be paid, through the termination. All salary paid to the Administrator during the work year shall be subtracted from the amount, and the resulting difference shall be the balance of pay owed to the terminated Administrator.

(4) In no instance can this sum exceed contract salary.

N. (1) Administrators covered by contract A shall be compensated at a per diem rate for every work day over 201 days. Such 201 work days shall include the 184 days of school and 17 days consisting of 5 days immediately following the end of the school year and 12 days immediately prior to the start of the school year. For purposes of making salary adjustments for unpaid leave or when an administrator begins employment after the beginning of the work year or terminates employment before the end of the work year, the per diem rate shall be determined by dividing the total annual salary by 201. This schedule may be adjusted upon request of the administrator and approval of the Superintendent or designee.

(2) Administrators covered by contract B shall be compensated at a per diem rate for every work day over 206 days. Such 206 work days shall include the 184 days of school and 22 days consisting of 10 work days immediately following the end of the school year and 12 work days immediately prior to the start of the school year. For purposes of making salary adjustments for unpaid leave or when an administrator begins employment after the beginning of work year or terminates employment before the end of the work year, the per diem rate shall be determined by dividing the total annual salary by 206. This schedule may be adjusted upon request of the administrator and approval of the Superintendent or designee.

(3) Administrators covered by contract C shall be compensated at a per diem rate for every work day over 214 days. Such 214 work days are to be mutually scheduled by the administrator and the Superintendent or designee. For purposes of making salary adjustments for unpaid leave or when an administrator begins employment after the beginning of work year or terminates employment before the end of the work year, the per diem rate shall be determined by dividing the total annual salary by 214. This schedule may be adjusted upon request of the administrator and approval of the Superintendent or designee.

(4) Administrators covered by Contract D shall be full-time twelve-month employees. For the purposes of making salary adjustments for unpaid leaves or when an administrator begins employment by the end of the work year, the per diem rate shall be determined by dividing the administrator's total salary, including stipends, by 225. Administrators covered by Contract D shall be entitled to 24 vacation days each school year. Vacation shall be scheduled with the approval of the Superintendent or his/her designee. Administrators are discouraged from using vacation days (i) to extend December or April recess or the Thanksgiving weekend, (ii) in conjunction with personal days, or (iii) when a full-day professional development day is scheduled. Administrators shall not take vacation during the last week of school or the week following the last week of school or the first week of school or during the two weeks before the start of the school year. Notwithstanding the provisions of this section, vacation days may be taken with the approval of the Superintendent or his/her designee. Moreover, Administrators may carry over up to five vacation days into the next school year with the approval of the Superintendent or his/her designee, provided that such carry over days are not cumulative and shall be taken in that next school year.

ARTICLE XV TUITION PAYMENTS

The Board agrees to provide tuition reimbursement for course work and study in all courses required by the Board exclusive of certification needs. Reimbursement shall be 100% of the cost for tuition.

ARTICLE XVI SALARY DEDUCTIONS

A. (1) Conditions of Continued Employment. All administrators employed by the Danbury Board of Education may join the Association.

(2) Members. All administrators who elect to join the Association shall sign and deliver to the Association, if they have not already done so, an authorization for the payroll deduction of membership dues of the Association.

Administrator authorization for dues deduction will be in writing. Said authorization shall continue in effect from year to year unless such administrator shall notify the Board and the Association in writing not later than thirty (30) days prior to the commencement of the school year.

(3) Subsequent Employment. Those administrators commencing employment after the date of execution of this contract may, sign and deliver to the Board a written authorization for the deduction of Association membership dues as described in Section A. (2) of this Article.

(4) Forwarding of Monies. The Board agrees to forward to the Association each month all monies deducted that month for local dues.

(5) Lists. No later than the first paycheck in October of each school year, the Board shall provide the Association with a list of all Administrators of the Board and the positions held by said employees. The Board shall notify the Association monthly of any changes in said lists.

(6) The right to refund the administrators' monies deducted from their salaries under such authorization shall lie solely with the Association. The Association agrees to reimburse any employee for the amount of any dues deducted by the Board and paid to the Association, which deduction is by error in excess of the proper deduction, and agrees to hold the Board harmless from any claims of excessive deduction.

(7) The Association shall indemnify and save the Board and/or the town harmless against all claims, demands, suits, or other forms of liability, which may arise by reason of any action taken in making deductions and remitting the same to the Association pursuant to this Article.

B. Payroll deductions shall be provided for Association members for homeowners and automobile insurance policies with the agency to be designated by the Association.

These policies can be changed only for the following reasons:

- (1) To change coverage -- must be done prior to August 15.
- (2) Sale of property/automobile.
- (3) Purchase of new property/automobile.

C. The Board shall be held free and harmless from any liability in handling Association dues, payroll deductions, annuity deductions and any other deductions, authorized under the appropriate receiving agency, and may require a release from the Association.

D. The Board and the Association will annually review no later than April 30, the provisions of the Tax Sheltered Annuity Programs, which shall be jointly developed.

All changes in Tax Sheltered Annuity Programs must be done prior to July 15 for September 1st and prior to January 1 for changes effective February 1.

ARTICLE XVII NEGOTIATION OF SUCCESSOR AGREEMENT

A. All negotiations of a Successor Agreement are subject to the provisions of Chapter 166, Section 10-153a through 153g of the General Statutes. The Board and the Association agree to initiate negotiations over a Successor Agreement in a good faith effort on both sides to reach continuing agreement not only on salaries and other conditions of employment but on other matters of personnel policy and relationships which may then be of mutual concern and interest. Any agreement so negotiated shall apply to all members of the bargaining unit and shall be reduced to writing and signed by the parties.

B. During negotiations, the Board and the Association shall present relevant data, exchange points of view, and make proposals and counter-proposals. Each party shall make available to the other, upon request, information within its possession which is not privileged under law and which is relevant to the subject under discussion. Either party may, if it so desires, utilize the services of outside consultants and may call upon professional and lay representatives to assist in the negotiations.

C. If the negotiations described in Section A of this Article reach an impasse, the procedures set forth in the Connecticut General Statutes shall be followed with respect to those matters of salary and other conditions of employment covered by the Act.

ARTICLE XVIII THE CONSULTATION PROCEDURE

It is recognized by the Board and the Association that all situations and developments could not be anticipated at the time of negotiations of this document. To achieve rapport between the Board and the Association it is agreed that there shall be periodic informal meetings held between the negotiating groups of each organization. Such meetings shall be requested by the Association or the Board as deemed necessary by either party. In the event situations or developments indicate that the strict letter of this document cannot be adhered to and a change in the existing agreement is deemed necessary by the Board or the Association, then in such event the Board and the Association agree to the following procedure:

(1) If a proposal is initiated by the Association, it shall be submitted in writing with the request for a meeting to the Board, who shall acknowledge receipt within five (5) days thereafter and a committee designated by the Board shall meet with

the Association to discuss the proposal within fifteen (15) days thereafter. If as a result of this meeting or subsequent meetings arranged to the mutual satisfaction of the Association and the Committee of the Board, agreement is reached on the proposal, it shall be presented to the Board and the Association as a joint recommendation of the Committee and the Association. If the Board rejects the joint recommendation of the Committee and the Association, the Association shall have the right to negotiate the proposal with the Board as set forth in Paragraph (3) below.

(2) If the proposal is initiated by the Board, the Board shall submit the same in writing to the Association, which shall acknowledge receipt within five (5) days thereafter and meet with a committee of the Board to discuss the proposal within fifteen (15) days thereafter. If as a result of this meeting or subsequent meetings arranged to the mutual satisfaction of the Committee of the Board and the Association, agreement is reached on the proposal, it shall be presented to the Board and the Association as a joint recommendation of the Committee and Association. If the Association rejects the joint recommendation of the Committee and the Association, the Board shall have the right to negotiate the proposal with the Association as set forth in Paragraph three (3) below.

(3) Any proposal approved by both the Board and the Association shall be reduced in writing, signed by the Board and the Association, and shall become an addendum or an amendment to the existing agreement when appropriate.

(4) Nothing herein, however, shall require the Board or the Association to fulfill this consultation procedure as a condition precedent to accessing Section 10-153f (e) Conn. Gen. Stats.

ARTICLE XIX DURATION

The provisions of this Agreement shall be effective as of July 1, 2025 and shall continue and remain in full force and effect until June 30, 2028.

In the event that the Board and Association fail to secure a successor agreement prior to the termination of this Agreement the terms of this present Agreement will be extended and remain in effect until such time as a new Agreement is signed.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals of the day and year first above written.

DANBURY BOARD OF
EDUCATION

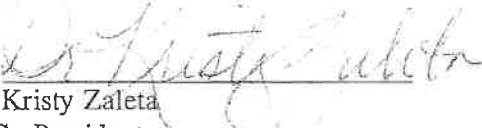
By:


Gladys Cooper
Its Chairperson

Date: 12/18/24

DANBURY SCHOOL
ADMINISTRATORS ASSOCIATION

By:


Dr. Kristy Zaleta
Its Co-President

Date: 12/12/24

DANBURY SCHOOL
ADMINISTRATORS ASSOCIATION

By:


Dr. Keshia Smith-Davis
Its Co-President

Date: 12/12/2024

APPENDIX A

2025-26				
Position	1	2	3	4
High School Principal	181,046	186,647	192,418	200,329
Middle School Principal	166,691	171,845	177,159	184,442
Assistant Director of Special Education	165,835	170,900	176,257	183,411
Elementary School Principal	152,282	156,993	161,847	168,500
ACE Principal	152,282	156,993	161,847	168,500
Associate Principal for Instruction	165,835	170,900	176,257	183,411
Curriculum Administrators (Humanities, STEM, ESL/World Language)	154,679	159,463	164,397	171,154
Special Education Supervisors (pre-K, Elementary, Middle, High School)	148,897	153,501	158,249	164,757
Assistant Principal - Secondary	148,897	153,501	158,249	164,757
Assistant Principal - Elementary	142,761	147,174	151,727	157,964
Elementary Education Supervisors (Literacy, Numeracy, ESL), SRBI Supervisor	142,761	147,174	151,727	157,964
Director of Adult Education & Summer School	159,051	163,970	169,039	175,991
Athletic Director	162,630	167,661	172,849	179,952
REACH/Endeavor Administrator	148,897	153,501	158,249	164,757

Any administrators not on the maximum step for their positions shall advance one step on July 1, 2025.

Unit members holding either the Ph.D. or Ed.D. degrees shall receive a stipend of \$2,000. Notwithstanding the foregoing, administrators admitted into a Ph.D. or Ed.D. program before January 1, 2012 shall receive a stipend of \$4,700.

2026-27				
Position	1	2	3	4
High School Principal	186,658	192,433	198,383	206,539
Middle School Principal	171,858	177,172	182,651	190,160
Assistant Director of Special Education	170,976	176,198	181,721	189,097
Elementary School Principal	157,003	161,860	166,864	173,724
ACE Principal	157,003	161,860	166,864	173,724
Associate Principal for Instruction	170,976	176,198	181,721	189,097
Curriculum Administrators (Humanities, STEM, ESL/World Language)	159,474	164,406	169,493	176,460
Special Education Supervisors (pre-K, Elementary, Middle, High School)	153,513	158,260	163,155	169,864
Assistant Principal - Secondary	153,513	158,260	163,155	169,864
Assistant Principal - Elementary	147,187	151,736	156,431	162,861
Elementary Education Supervisors (Literacy, Numeracy, ESL), SRBI Supervisor	147,187	151,736	156,431	162,861
Director of Adult Education & Summer School	163,982	169,053	174,279	181,447
Athletic Director	167,672	172,858	178,207	185,531
REACH/Endeavor Administrator	153,513	158,260	163,155	169,864

Any administrators not on the maximum step for their positions shall advance one step on July 1, 2026.

Unit members holding either the Ph.D. or Ed.D. degrees shall receive a stipend of \$2,000. Notwithstanding the foregoing, administrators admitted into a Ph.D. or Ed.D. program before January 1, 2012 shall receive a stipend of \$4,700.

2027-28				
Position	1	2	3	4
High School Principal	192,444	198,398	204,533	212,942
Middle School Principal	177,186	182,664	188,313	196,055
Assistant Director of Special Education	176,276	181,660	187,354	194,959
Elementary School Principal	161,870	166,878	172,037	179,109
ACE Principal	161,870	166,878	172,037	179,109
Associate Principal for Instruction	176,276	181,660	187,354	194,959
Curriculum Administrators (Humanities, STEM, ESL/World Language)	164,418	169,503	174,747	181,930
Special Education Supervisors (pre-K, Elementary, Middle, High School)	158,272	163,166	168,213	175,130
Assistant Principal - Secondary	158,272	163,166	168,213	175,130
Assistant Principal - Elementary	151,750	156,440	161,280	167,910
Elementary Education Supervisors (Literacy, Numeracy, ESL), SRBI Supervisor	151,750	156,440	161,280	167,910
Director of Adult Education & Summer School	169,065	174,294	179,682	187,072
Athletic Director	172,870	178,217	183,731	191,282
REACH/Endeavor Administrator	158,272	163,166	168,213	175,130

Any administrators not on the maximum step for their positions shall advance one step on July 1, 2027.

Unit members holding either the Ph.D. or Ed.D. degrees shall receive a stipend of \$2,000. Notwithstanding the foregoing, administrators admitted into a Ph.D. or Ed.D. program before January 1, 2012 shall receive a stipend of \$4,700.

APPENDIX B

Building Administrators

- Tier 1: High School Principal
- Tier 2: Middle School Principal
- Tier 3: Associate Principal for Instruction
- Tier 4: Elementary School Principal
Alternative Center of Excellence (ACE) Principal
- Tier 5: Assistant Principal -- Secondary
Assistant Principal --Elementary
- Tier 6: Athletic Director

District Administrators

- Tier 1: Assistant Director of Special Education
Curriculum Administrators (Humanities, STEM, World Language/ESL)
- Tier 2: Special Education Supervisors
Elementary Education Supervisors (Literacy, Math, ESL)
SRBI Supervisor
REACH/Endeavor Administrator
- Tier 3: Director of Adult Education and Summer School

A separate recall list will be maintained for the "Building Administrator" and "District Administrator" categories. For the purposes of Article VII E, "same or lower tier" shall mean the tier within the category of either "Building Administrator" or "District Administrator."

APPENDIX C
ADMINISTRATIVE WORK YEAR

POSITION	CONTRACT CLASS	WORK YEAR IN DAYS
High School Principal	12D	225
Middle School Principal	12D	225
Assistant Director of Special Education	12D	225
Elementary School Principal	11B	206
ACE Principal	11B	206
Associate Principal for Instruction	12D	225
Curriculum Administrators (Humanities, STEM, ESL/World Language)	11C	214
Special Education Supervisors (pre-K, Elementary, Middle, High Schools)	11B	206
Assistant Principal - Secondary	11B	206
Assistant Principal - Elementary	11B	206
Elementary Education Supervisors (Literacy, Numeracy, ESL)	11B	206
SRBI Supervisor	11B	206
Director of Adult Education and Summer School	12D	225
Athletic Director	11D	225
REACH/Endeavor Administrator	11B	206
Adult Education Evening Supervisor		As determined annually by the Director of Adult Education in keeping with the published WERACE school calendar

MEMORANDUM OF AGREEMENT

In the recently-concluded negotiations, the Danbury Board of Education and Danbury School Administrators Association agreed:

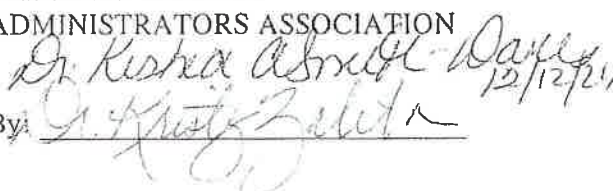
1. The parties will review all memoranda of agreement, including that attached to the contract. Any memorandum of agreement that is not re-executed by the parties shall be null and void, effective July 1, 2025.

DANBURY BOARD OF
EDUCATION

By: 

Date: 12/18/24

DANBURY SCHOOL
ADMINISTRATORS ASSOCIATION

By:  12/12/24

Date: 12/12/24