

MEMORANDUM OF AGREEMENT

The Manchester Board of Education (the "Board") and the Manchester School Administrators Association (the "MSAA") agree as follows:

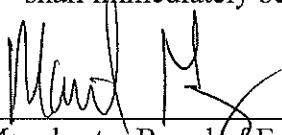
1. The current collective bargaining agreement between the Board and the Association (the "2015-18 Collective Bargaining Agreement") expires on June 30, 2018.
2. The parties hereby agree to extend the duration of the 2015-18 Collective Bargaining Agreement for one additional year, up through and including June 30, 2019, and to modify the 2015-18 Collective Bargaining Agreement as set forth in this Memorandum of Agreement. Except as modified in this Memorandum of Agreement, all provisions of the 2015-18 Collective Bargaining Agreement shall remain in full force and effect through June 30, 2019.
3. The parties agree as follows regarding salaries:
 - a) The salaries for the 2016-17 contract year, as set forth in Appendix A of the 2015-18 Collective Bargaining Agreement, shall remain in effect, without any increase, during the 2017-18 contract year. There shall be no step advancements during the 2017-18 contract year.
 - b) The salary increases originally scheduled to be implemented for the 2017-18 contract year, as set forth in Appendix A of the 2015-18 Collective Bargaining Agreement, shall be implemented for the 2018-19 contract year. Administrators who are eligible for a step increase in accordance with Article XXI, Section D.3 of the 2015-18 Collective Bargaining Agreement shall advance one step on the salary schedule at the beginning of the 2018-19 contract year.
 - c) The revised salary schedules, based on the terms set forth in this Memorandum of Agreement, are attached hereto.
4. The following insurance premium contributions shall apply for the 2017-18 and 2018-19 contract years:

	<u>2017-18</u>	<u>2018-19</u>
Employee Contribution	16.0%	17.5%

5. In consideration of the provisions of this Memorandum of Agreement, the Board agrees that the total number of positions in the administrators' bargaining unit as of the signing of this Memorandum of Agreement will not be reduced

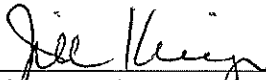
during the 2017-18 contract year, except by mutual agreement of the Board and the MSAA.

6. The parties recognize that this Memorandum of Agreement extending the Agreement is subject to ratification by both the MSAA and the Board. The parties acknowledge further that if the Memorandum of Agreement is ratified by both the MSAA and the Board, then the parties' agreement to extend the collective bargaining agreement through June 30, 2019 must then be filed with the Town Clerk for the Town of Manchester, in accordance with the Teacher Negotiation Act. In the event that: a) either the MSAA or the Board reject this Memorandum of Agreement; or b) the legislative body for the Town of Manchester votes to reject the agreement to extend the collective bargaining agreement through June 30, 2019 in accordance with the provisions of the Teacher Negotiation Act, the parties agree that this Memorandum of Agreement shall immediately become null and void.



For the Manchester Board of Education

Date: 6/21/17



For the Manchester School
Administrators Association

Date: 6/21/17

APPENDIX A: ADMINISTRATORS' SALARY SCHEDULE

Class	Step	2016-17 & 17-18	2018-19	Class	Step	2016-17 & 17-18	2018-19	Class	Step	2016-17 & 17-18	2018-19						
		Bentley Director (210 days)	100,251			102,056	Secondary Assistant Principals (including Bennet) & Coordinator of Vocational Services (220 days)			1	111,617	113,626	Bennet Principal (220 days)	1	117,587	119,704	
		2	103,905			105,775	2			116,141	118,232	2	122,232	124,432			
		3	107,403			109,336	3			119,577	121,729	3	126,875	129,159			
		3a	109,267			111,234	3a			122,088	124,286	3a	129,319	131,647			
4	111,130	113,130	4	124,600	126,843	4	131,762	134,134									
4a	112,878	114,910	4a	126,818	129,101	4a	134,368	136,787									
5	117,018	119,592	5	131,730	134,628	5	139,833	142,909									
Athletic Director (210 days)	Step	2016-17 & 17-18	2018-19	Class	Step	2016-17 & 17-18	2018-19	Class	Step	2016-17 & 17-18	2018-19						
		1	100,251			102,056	Supervisors, K-12 Instructional Tech. Spec. & Dir of School Counseling (220 days)			1	105,026	106,916	Adult Education Coordinator (220 days)**	1	105,026	106,916	
		2	103,904			105,774	2			108,851	110,810	2	108,851	110,810			
		3	107,402			109,335	3			112,516	114,541	3	112,516	114,541			
		3a	109,266			111,233	3a			114,468	116,528	3a	114,468	116,528			
4	111,129	113,129	4	116,421	118,517	4	116,421	118,517									
4a	112,877	114,909	4a	118,254	120,383	4a	118,254	120,383									
5	117,018	119,592	5	122,592	125,289	5	122,592	125,289									
Class	Step	2016-17 & 17-18	2018-19	Class	Step	2016-17 & 17-18	2018-19	Class	Step	2016-17 & 17-18	2018-19						
		Elementary Principals, MRA Director & Head Start Principal (220 days)	1			115,793	117,877			Middle School Principals & Dir. of Teaching & Learning & Dir of Performance, Evaluation & Talent Development (220 days)	1	118,731	120,868	Elementary Assistant Principal (210 days)	1	106,545	108,463
		2	120,004			122,164	2			123,483	125,706	2	123,483	125,706			
		3	124,142			126,377	3			128,235	130,543	3	128,235	130,543			
		3a	125,928			128,195	3a			130,734	133,087	3a	130,734	133,087			
4	127,714	130,013	4	133,233	135,631	4	133,233	135,631									
4a	130,180	132,523	4a	135,901	138,347	4a	135,901	138,347									
5	135,416	138,395	5	141,459	144,571	5	141,459	144,571									
Class	Step	2016-17 & 17-18	2018-19	Class	Step	2016-17 & 17-18	2018-19	Class	Step	2016-17 & 17-18	2018-19						
		High School Principal (220 days)	1			129,045	131,368			High School Principal (220 days)	1	129,045	131,368				
		2	133,747			136,154	2			133,747	136,154						
		3	138,530			141,024	3			138,530	141,024						
		3a	141,096			143,636	3a			141,096	143,636						
4	143,662	146,248	4	143,662	146,248												
4a	145,990	148,618	4a	145,990	148,618												
5	151,415	154,746	5	151,415	154,746												

A doctoral stipend of \$2,500 will be paid to all other administrators with an earned doctorate effective the school year following the receipt of the doctoral degree.

**Notwithstanding the salary schedule for the Adult Education Coordinator as set forth in the schedule above, the current incumbent holding that position is grandfathered:

2016-17 and 2017-18 salary for current incumbent: \$129,020

2018-19 salary for current incumbent: \$131,858

***Stipend for New Horizons Program: \$15,000 per year for each administrator (based on two administrators sharing such responsibilities).