

TENTATIVE AGREEMENT

MEMORANDUM OF AGREEMENT

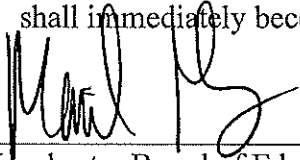
The Manchester Board of Education (the "Board") and the Manchester School Administrators Association (the "MSAA") agree as follows, subject to ratification by both parties:

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	16.0%	17.5%
Contribution		

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: _____

6/6/17



For the Manchester School
Administrators Association

Date: _____

6/6/17

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).

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)	1	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	Supervisors, K-12 Instructional Tech. Spec. & Dir of School Counseling (220 days)	Step	2016-17 & 17-18	2018-19	Adult Education Coordinator (220 days)**	Step	2016-17 & 17-18	2018-19
	1	100,251	102,056		1	105,026	106,916		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		
Elementary Principals, MRA Director & Head Start Principal (220 days)	Step	2016-17 & 17-18	2018-19	Middle School Principals & Dir. of Teaching & Learning & Dir of Performance, Evaluation & Talent Development (220 days)	Step	2016-17 & 17-18	2018-19	Elementary Assistant Principal (210 days)	Step	2016-17 & 17-18	2018-19
	1	115,793	117,877		1	118,731	120,868		1	106,545	108,463
	2	120,004	122,164		2	123,483	125,706		2	110,861	112,856
	3	124,142	126,377		3	128,235	130,543		3	114,141	116,196
	3a	125,928	128,195		3a	130,734	133,087		3a	116,539	118,637
	4	127,714	130,013	4	133,233	135,631	4	118,937	121,078		
	4a	130,180	132,523	4a	135,901	138,347	4a	121,053	123,232		
	5	135,416	138,395	5	141,459	144,571	5	125,740	128,506		
High School Principal (220 days)	Step	2016-17 & 17-18	2018-19		Step	2016-17 & 17-18	2018-19		Step	2016-17 & 17-18	2018-19
	1	129,045	131,368		1	118,731	120,868		1	106,545	108,463
	2	133,747	136,154		2	123,483	125,706		2	110,861	112,856
	3	138,530	141,024		3	128,235	130,543		3	114,141	116,196
	3a	141,096	143,636		3a	130,734	133,087		3a	116,539	118,637
	4	143,662	146,248		4	133,233	135,631		4	118,937	121,078
	4a	145,990	148,618		4a	135,901	138,347		4a	121,053	123,232
	5	151,415	154,746		5	141,459	144,571		5	125,740	128,506