

**AGREEMENT**

**between**

**THE BETHEL BOARD OF EDUCATION**

**and**

**THE BETHEL ADMINISTRATORS' ASSOCIATION**

**July 1, 2013 through June 30, 2015**

# **AGREEMENT**

**between**

**THE BETHEL BOARD OF EDUCATION**

**and**

**THE BETHEL ADMINISTRATORS' ASSOCIATION**

## **ARTICLE I - RECOGNITION**

The Board of Education (hereinafter referred to as the "Board") recognizes the Bethel Administrators' Association (hereinafter referred to as the "B.A.A.") as the exclusive representative of all certified administrative personnel below the rank of Assistant Superintendent who are employed in full-time positions requiring an intermediate administrator's or supervisor's certificate, or the equivalent thereof, and not excluded from the purview of Public Act 811, Section 10-153b of the Connecticut General Statutes for the purpose of negotiations with respect to salary and other conditions of employment.

## **ARTICLE II - RIGHTS OF THE BOARD OF EDUCATION**

It is recognized that the Board has and will continue to retain, whether exercised or not, the sole and unquestioned right, responsibility, and prerogative to determine and administer educational policies, to direct the operation of the schools, to appoint and assign the staff, to prescribe the work to be performed by the staff, and to do all things necessary to control, supervise and manage the operations of the school system and its professional staff under governing laws. These rights, responsibilities and prerogatives are not subject to delegation in whole or in part, except that the same shall not be exercised in a manner inconsistent with, or in violation of, any of the specific terms and provisions of this Agreement.

The rights of the Board are vested exclusively in the Board acting by itself or through the Superintendent or designee.

## **ARTICLE III - GRIEVANCE PROCEDURE**

### **A. Purpose**

The purpose of this procedure is to secure at the lowest possible administrative level, equitable solutions to problems which may arise affecting the welfare or working conditions of administrators. Both parties agree that all proceedings shall be kept confidential.

B. Definitions

1. "Grievance" shall mean a claim based either on an event or circumstance which affects the conditions of employment of an administrator or a group of administrators or on the language of this contract or a breach thereof.
2. A "grievant" is the person or persons making the claim.
3. "Administrator" shall mean any employee or group of administrative employees eligible for membership in the B.A.A.
4. A "party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.
5. "Superintendent" for the purpose of this section shall mean and include the Superintendent and/or his/her designee.
6. "Days" shall mean working days.
7. "Association" shall mean the Bethel Administrators' Association.

C. Informal Procedure

1. If an administrator feels that he/she may have a grievance, he/she shall first discuss the matter with the Superintendent or his/her designee in an effort to resolve the problem informally.
2. If, after such discussion, the administrator is not satisfied with the disposition of the matter, he/she shall have the right to have the Association assist him/her in further efforts to resolve the problem informally with the Superintendent or his/her designee.
3. A grievance shall be deemed waived unless it is submitted within thirty (30) days after the aggrieved party knew or should have known of the events or conditions on which it is based.

D. Formal Procedure

1. Level One - Superintendent of Schools
  - a. The Association, on behalf of its members, shall file written grievances with the Superintendent of Schools.

- b. The Superintendent shall, within five (5) days after the receipt of the referral, meet with the aggrieved administrator and representative(s) from the B.A.A. for the purpose of resolving the grievance.
- c. The Superintendent shall, within ten (10) days after the hearing, render his/her decision and the reasons therefor in writing to the aggrieved administrator with copies to the Association and to the Board.

2. Level Two - Board of Education

- a. If the Association is not satisfied with the disposition of his/her grievance at Level One, he/she may file the grievance for appeal to the Board of Education within fifteen (15) days after the meeting at Level One.
- b. The Board of Education shall, within twenty (20) days after receipt of the appeal, meet with the aggrieved administrator and representative(s) from the B.A.A. for the purpose of resolving the grievance.
- c. The Board shall, within fifteen (15) days after such meeting, render its decision and the reasons therefor in writing to the aggrieved administrator, with copies to the Association and Superintendent.

3. Level Three - Arbitration

- a. The Association, on behalf of its members, may submit the grievance to final and binding arbitration before an arbitrator selected in accordance with the voluntary Rules of Labor Arbitration of the American Arbitration Association, provided that, such submission is made within ten (10) days after the decision was rendered or should have been rendered at Level Two and, provided further, such grievance may be arbitrated under the American Arbitration Association's expedited rules.
- b. The arbitrator shall have no authority to add to, subtract from, or modify the terms of the Agreement. The fees and expenses of arbitration shall be borne equally by the parties.
- c. If the Association fails at any level to appeal a grievance to the next level within the specified time limits, the grievance shall be deemed waived. Failure of the Board at any level to comply with time limits regarding responding to a grievance shall permit the Association to appeal the grievance to the next level.

4. Rights of Administrators to Representation

- a. No reprisals of any kind shall be taken by either party against any participant

- in the grievance procedure by reason of such participation.
- b. The parties may, if they so desire, call upon professional services for consultation or assistance at any step in the grievance procedure.
- c. The time limits specified herein may be extended by written agreement of the parties.

**ARTICLE IV - JUST CAUSE**

No administrator shall be disciplined, reprimanded, reduced in rank or compensation, suspended, dismissed or deprived of any professional advantage, without reasonable and just cause. Grievances may be brought under this Article only when such action is not subject to the procedures of the Teacher Tenure Act.

**ARTICLE V - WORK YEAR**

- A. The Board and the B.A.A. recognize that the professional responsibilities of administrators require a significant number of hours of work that extend beyond the normal school day. Administrators shall attend Board of Education meetings when agenda items relate to their roles or at the request of the Superintendent.
- B. Administrators shall have the following paid holidays provided school is not in session. If school is in session on any of the listed holidays, the holiday(s) may be taken at any other time that school is not in session.

New Year's Day	Martin Luther King Day	President's Day
Good Friday	Memorial Day	Independence Day
Labor Day	Columbus Day	Veterans Day
Thanksgiving Day	Day after Thanksgiving	Christmas Day
New Year's Eve	Religious Holiday of Choice	

- C. Administrators who are designated to work on a 12 month contract year shall receive vacation in accordance with the following schedule:
  1. For administrators hired before July 1, 1991, a total of thirty days vacation for each school year.
  2. For administrators hired on or after July 1, 1991, a total of twenty-five days vacation for each school year.
  3. In the first year of employment, newly hired administrators shall be eligible for vacation based upon a ratio of 2.083 days for each month to be worked in that year.
  4. Up to seven days of vacation may be carried over to the following year if such carryover is approved by the Superintendent. Carried over vacation must be used or

lost in the coming year.

5. Upon termination, retirement or death of an administrator, the Board will pay to the administrator or to his/her estate any unused accrued vacation days remaining, including approved carry over vacation days, as of the date of termination, retirement, or death, at the per diem rate. The per diem rate will be based on the salary at the time of termination, retirement or death and will include any applicable longevity payment received by the administrator.

#### **ARTICLE VI - SICK LEAVE**

- A. All twelve-month school administrators shall be granted annually eighteen (18) days of sick leave with full pay and allowed to accumulate unused sick leave to a maximum of 223 days.
- B. Upon retirement from the teaching/administrator profession under the Section 10-183b et seq. of the Connecticut General Statutes, an administrator shall receive a sum equal to 60% of his/her accumulated sick leave (up to 60% of a maximum of 223 days), payable over three (3) years in July of each year. Upon death, the administrator's beneficiary shall receive a sum equal to 60% of his/her accumulated sick leave (up to 60% of a maximum of 223 days), payable in the same manner, unless the beneficiary is a surviving spouse who shall be given the option to be paid the full amount in a lump sum. If a lump sum payment is elected, payment will be made within two (2) weeks of the Board's receipt of the option. The rate paid will be based on the salary at the time of retirement or death and will include any applicable longevity payment received by the administrator.
- C. An administrator covered by this agreement who has accumulated the maximum number of days of sick leave, may use the current allocation of 18 days per year before diminishing the accumulated days.
- D. Work-Related Injury

Work-related injury or illness shall be compensated in accordance with the Workers' Compensation Act, as amended from time to time. Any administrator who receives workers' compensation payments shall receive the difference between net base salary at the time of disablement and the workers' compensation payment. Said difference shall be paid for the period of Temporary Total Disability up to a maximum of six (6) months. Thereafter, at the administrators' option, said difference may be continued as long as the administrator is receiving Temporary Total Disability benefits and provided the administrator has accumulated sick leave which shall be charged on a pro rata basis at the rate of one-third (1/3) day for each day of payment.

#### **ARTICLE VII - LONGEVITY**

Administrators employed by the Bethel Board of Education shall receive annually an

additional sum of money based on longevity. This money will be added to the administrator's salary and calculated on service as an administrator and/or teacher with the Bethel Board of Education and shall be paid annually in accordance with the following schedule (which shall not be cumulative.):

1. after 10 years - \$ 500
2. after 15 years - \$ 800
3. after 20 years - \$1,200
4. after 30 years - \$2,400

## ARTICLE VIII - INSURANCE

A. The Bethel Board of Education shall provide the following insurance benefits:

1. Participation in and Contribution to Medical and Dental Insurance Premiums.
  - (a) All administrators may elect to participate in the medical and dental insurance programs offered by the Board and may enroll their eligible family members.
  - (b) The administrator shall contribute, by payroll deduction, the following portion of the HSA insurance premium: 18% in 2013-14 and 18% in 2014-15.
  - (c) Administrators may elect not to take the Board offered health insurance plan. Those choosing not to take the plan must prove they have coverage elsewhere, not through the Bethel Board of Education, and will be paid the following payment which will be subject to all applicable taxes:
    - i. Single \$1,000
    - ii. Employee + 1 \$2,000
    - iii. Family \$3,000

### 2. Medical Insurance

Effective July 1, 2013, the Board shall offer two insurance plans, which shall be an Open Access Plan and an HSA plan with deductibles of \$2000/\$4,000. The HSA (Health Savings Account) plan shall be the core insurance plan. For any administrator wishing to remain in the Open Access Plan, the Board will contribute toward the cost of that plan, an amount equal to the dollar amount contributed by the Board toward the premium of the HSA plan for the administrator's coverage level. Any administrator remaining enrolled in the Open Access Plan shall pay the full difference between the dollar amount contributed by the Board and the full cost of the Open Access Plan.

The Board will fund fifty percent (50%) of the applicable HSA deductible amount for each full-time administrator who elects coverage under the high

deductible/HSA plan (with pro-rated funding of the deductible for part-time administrators). For the 2013-14 school year, the Board's contribution toward the HSA deductible will be deposited into the HSA accounts on August 1. Effective July 1, 2014, the Board's contribution toward the HSA deductible will be deposited into the HSA accounts in two equal installments on or around August 1 and February 1. 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. For any plan year in which an administrator is enrolled in the high deductible/HSA plan for only a portion of the plan year, the Board's contribution toward the funding of the deductible shall be pro-rated.

3. Dental Insurance.

Full service dental plan and orthodontia rider subject to an annual deductible of \$75 (individual) and \$150 (family) and an annual maximum benefit of \$1,200.

4. The Board shall provide an Eye Glass Discount Card Program in which each administrator may participate at his/her own expense.

B. Group Life and Accidental Death and Dismemberment Insurance shall be provided in an amount equal to three times the administrator's annual salary raised to the next highest \$1,000.00. Said insurance shall also provide the Total Disability Benefit and the Exchange Privilege.

C. Long Term Disability Income

The Board agrees to provide a group Long-Term Disability plan for employees who are completely disabled, in accordance with the plan definitions and specifications as provided to the B.A.A. These specifications are controlling and are deemed to be included herein with the same force and effect as if more fully set forth at length.

Employees eligible under this plan shall be paid benefits commencing on the week following the exhaustion of sick leave benefits as provided in Article VII above and such benefits shall continue until age 65 provided the employee continues to meet eligibility requirements. The benefit formula is 60% of basic monthly earnings to a maximum of Four Thousand Eight Hundred Dollars (\$4,800) per month with offsets, if any, as provided in the specifications.

D. An administrator, upon retiring, shall be allowed to carry his/her group health insurance with the Board of Education and to pay for such insurance upon receiving a bill from the Bethel Board of Education, providing such coverage is permissible under the then current



contract of insurance between the Board and the insurance carrier.

- E. In addition to current life insurance coverage, an employee may elect to purchase additional life insurance, at the group term rate charged to the Board, in an amount not to exceed one year's salary provided such coverage continues to be acceptable to the carrier.
- F. The Board shall have the right to change insurance carriers provided the new carrier provides comparable coverage and service.

### **ARTICLE IX - LEAVES OF ABSENCE**

- A. All full-time administrators shall be entitled to the following absences with full pay. Administrators working less than full-time but at least as much as half-time will receive such leave on a pro rata basis.

- 1. Emergency Days - Three (3) days per year.

An "emergency day" is hereby defined as a day of absence which is necessitated by any of the following events which prevents the administrator from reporting to work as scheduled:

- a. Marriage of self or children or of parents, siblings or siblings of spouse where attendance at ceremony requires absence of administrator from school;
- b. Serious illness of the administrator's spouse, child, or other member of the administrator's immediate household for whose care the administrator is responsible;
- c. High School or College graduation exercises for graduation of self, spouse, son, daughter, or siblings where attendance at ceremony requires absence of administrator from school;
- d. Birth of own child, requiring absence of administrator from school;
- e. Death of a relative (other than as outlined in Funeral Leave) requiring absence of administrator from school;
- f. Handling of legal matters requiring absence of administrator from school;
- g. Other emergency reasons.

Permission for emergency days must be requested in writing setting forth the reasons therefore, and must be submitted to the Superintendent at least 24 hours prior to the requested use. If the emergency is so urgent as to make 24 hours notice impossible, the

request shall be made orally as soon as practicable, either in person or by telephone, to the Superintendent, and must later be confirmed in writing. Permission to use an emergency day or days shall be granted or denied on the basis of necessity as determined by the Superintendent in response to each individual request.

2. Funeral Leave - Five (5) days per year.

Each administrator shall be permitted to leave, without loss of regular pay, for a death in the administrator's immediate family. "Immediate family" is defined as the administrator's spouse, parent, parent-in-law, child, grandparent, brother or sister.

3. Religious Leave - Three (3) days per year.

Absence with pay will be allowed members for Religious Observances requiring that no work be performed.

4. Current practice concerning absence with pay for worthwhile educational experience or for trips involving school business when such absences will benefit the system as a whole shall be continued. All absences for this purpose must have the prior approval of the Superintendent.

5. The Superintendent may grant additional days with pay (not to exceed two (2) days per year) for unusual and unexpected circumstances associated with the provisions of this Section.

6. In the event that circumstances arise whereby an administrator exceeds the allotted number of days for any of the provisions of this Section, the administrator may have excess days deducted from vacation time with the Superintendent's approval. If vacation is not requested or is requested and not approved, there shall be deducted from his/her salary for each such day an amount equal to the administrator's daily rate.

B. Pregnancy and Childrearing Leave

1. Pregnancy Leave

Disability caused or contributed to by pregnancy, miscarriage, abortion, childbirth and recovery there from shall be treated as temporary illness for all job related purposes. Policies involving commencement and duration of leave, the availability of seniority and other benefits and privileges, protection under health insurance plans, and payment of sick leave shall be applied to disability due to conditions of pregnancy on the same terms and conditions as they are applied to illness.

2. Length of Disability

The length of an administrator's disability due to conditions of pregnancy shall be determined by the administrator's physician and the administrator shall provide her physician's determination to the Superintendent's office as soon as it is available. Said physician shall specify the time period he/she expects the administrator to be unable to work due to the conditions of pregnancy, setting forth the date the administrator will have to cease working and the date the administrator may be expected to be able to return to work.

3. Childrearing Leave

Childrearing leave shall be treated as a leave of absence without pay in accordance with Section F. of this Article.

C. Military Leave

Military leave shall be granted in accordance with the provisions of Sections 10-156c and 10-156d of the Connecticut General Statutes.

D. Professional Purposes Leave

Leave, other than Sabbatical Leave, may be granted by the Board for the purposes of professional improvement. Administrators may return to their previous position or to another position mutually agreed to without loss of tenure and with full credit for experience for salary purposes. Professional Purposes Leave shall be without pay and fringe benefits. However, administrators may continue insurance benefits at their own expense if permitted by the insurance carrier.

E. Sabbatical Leave

In order to improve the educational program of the school system and to stimulate professional growth of the personnel, Sabbatical Leaves may be granted by the Board. Notification to the applicant shall be made by the Board on the January 15th following the date of application.

1. No more than one administrator shall be absent on Sabbatical Leave at any one time.
2. Requests for Sabbatical Leave must be received by the Superintendent in writing, in such form as may be required under normal circumstances, not later than November 1st, of the year preceding the school year Sabbatical Leave is requested.
3. The administrator shall be eligible once after at least seven (7) consecutive full years of active service in the Bethel Public School System.
4. The Sabbatical Leave shall be for a full academic year, and the administrator shall be paid 60% of his/her annual salary rate, provided that the total compensation and the

Sabbatical pay does not exceed the professional staff member's full annual salary. If such does occur, the Sabbatical pay will be reduced to an amount necessary to effect the balance.

5. No application for Sabbatical Leave shall be granted unless the applicant first agrees in writing that he/she will return at the end of the Sabbatical Leave for three (3) full academic years to the Bethel School System, or he/she will reimburse the Bethel Board of Education for the full amount of any Sabbatical Leave pay which he/she may have received. If the three (3) years commitment is not met, the reimbursement will be prorated. The Board will not seek reimbursement if extenuating circumstances should arise such as illness, injury, etc.
6. While on Sabbatical Leave, the administrator shall be entitled to receive all health and insurance benefits provided in the contract.
7. Sabbatical Leaves shall not be granted to fulfill standard certification requirements.
8. Administrators returning from Sabbatical Leave are guaranteed re-appointment to former positions with credit for leave as if it were local administrative experience. Administrators on leave are to report activities to the Superintendent for transmittal to the Board to aid in evaluating the entire leave program.

F. Leave of Absence Without Pay

1. Upon the recommendations of the Superintendent, the Board may permit administrators to take a leave of absence without pay not to exceed one (1) year in length for any valid reason as determined by the Superintendent.
2. In considering whether to recommend such leave, the Superintendent shall take the following factors into account and shall report them to the Board when recommending such leave:
  - a. The administrator's need for the leave.
  - b. Length of time the administrator has served in the Bethel Schools.
  - c. Benefit which would result for the Bethel school system.
  - d. Expectation that the administrator will return to the Bethel School System.
  - e. The requirements of the Federal Family Medical Leave Act.
3. The administrator is guaranteed a return to his/her previous position at the end of the leave.

4. Any administrator granted a leave without pay shall not qualify for fringe benefits during the period of the leave. However, the administrator may continue insurance benefits at his/her own expense if permitted by the insurance carrier.
5. An administrator on a leave of absence without pay shall not accrue seniority and shall not receive credit for the time of the leave for salary purposes.
6. Applications for leave under this Section shall be made at least thirty (30) days prior to the commencement of the leave requested.

G. Jury Duty

Any administrator who is called for jury duty shall receive the necessary leave to fulfill his/her legal obligation. The administrator shall receive a rate of pay equal to the difference between his/her salary and the jury fee.

H. Notification of Date of Return from Leave

The date on which an administrator intends to return from any extended leave, including leave provided by Sections B, C, D, E and F of this Article, shall be stated on the administrator's application for leave. Said date shall be reconfirmed in writing no later than April 1st of the leave year. Failure to reconfirm shall be deemed to be a resignation.

**ARTICLE X - REDUCTION IN STAFF**

- A. Where an administrator's job is eliminated as a result of a reduction in staff, the Board will make every reasonable effort to place the individual so affected in another position in the system consistent with the displaced employee's qualifications and certifications and as permitted by the terms of the collective bargaining agreements with other groups of certified employees.
- B. An administrator who is displaced either by the elimination of his/her position or by another administrator shall be placed in another administrative position of equal or lower rank provided:
  1. The displaced administrator is qualified and certified for the position;
  2. The displaced administrator is immediately able to perform the job; and
  3. The position is vacant or the displaced administrator has more service as a Bethel administrator than the incumbent.
- C. Administrative classifications shall rank as follows:
  1. First, Principal/Director of Special Education/Associate High School Principal.

2. Second, Assistant Principal.
  3. Third, Supervisor of Reading and Language Arts.
- D. To determine the qualifications and ability of the displaced administrator to perform, several factors shall be considered including, but not limited to, the administrator's administrative and teaching certifications, his/her past performance and evaluations as an administrator, his/her prior administrative and classroom experience, and his/her education.
  - E. An administrator who is displaced to a lower paying administrative position shall continue to be paid at his/her current salary until the salary of the new position equals or exceeds the original salary.
  - F. If there is no administrative position available, the displaced administrator shall be placed as a teacher in accordance with the terms of the collective bargaining agreement between the Bethel Board of Education and the Bethel Education Association and Connecticut statutory and case law.
  - G. A displaced administrator shall remain on a recall list for the position from which he/she was displaced for a period of time which shall be the shorter of:
    - a. The length of time the Administrator held the position from which he/she was displaced, or;
    - b. Twenty-four (24) months.

#### **ARTICLE XI - SALARY**

- A. Salaries shall be paid to administrators in accordance with Appendix A of this Agreement which is incorporated herein by reference. Newly hired administrators or individuals promoted to a higher paying administrator classification shall be paid at a salary fixed by the Board but in no event less than the minimum in the first year of employment, nor less than 3% below the maximum in the second year of employment, nor less than the maximum in the third year of employment and thereafter.
- B. Administrators who are promoted from one position within the bargaining unit to another position within the bargaining unit shall be paid a salary in the new position that is no less than the salary received in the previous position.
- C. Any administrator who is appointed to act on a temporary basis in another bargaining unit position shall be paid no less than the salary of the predecessor incumbent for the duration of the temporary assignment.
- D. The Board shall notify the Association President whenever a new administrator is hired or a

new bargaining unit position is created. The notice shall include the salary. In the case of a new position, Appendix A shall be revised to list the new position and salary range.

- E. 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 equal to two and one-half percent (2.5%) of an administrator's cash compensation (as set forth in Appendix A) which the administrator elects to have 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) tax sheltered annuity of his/her choice from the accounts offered by the Board.
- F. Upon completion of an accredited Doctorate of Education program, an administrator shall receive an annual salary adjustment of \$1,500.00.

**ARTICLE XII - DUES DEDUCTION**

The Board agrees to deduct from the pay of those employees presently covered by this Agreement, the regular monthly dues or service fees as established by the Association, and agrees to remit to the Association all such deductions upon receipt of a written authorization form signed by the employee and no deduction shall be made which is prohibited by applicable law. The Association agrees to defend and save the Board harmless from any claims made against it as a result of the provisions of this Article.

**ARTICLE XIII - SAVINGS CLAUSE**

If any provision of this Agreement is, or shall at anytime be found to be contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law, and the Association and the Board shall jointly consider the effect of such findings and determine future action, if any, with respect to the area of such provision. In the event that any provision of this Agreement is, or shall at any time, be contrary to law, all other provisions of this Agreement shall continue in effect.

**ARTICLE XIV - DURATION**

This Agreement shall be effective as of July 1, 2013 and shall continue in full force through June 30, 2015.

**IN WITNESS WHEREOF**, the parties hereto cause this instrument to be executed and signed by their mutually authorized officers or representatives.

**BETHEL ADMINISTRATORS'  
ASSOCIATION**

**BETHEL BOARD OF EDUCATION**

By \_\_\_\_\_

By \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

**APPENDIX A**

**Bethel Administrators' Salaries**

	<b>2013-14</b>	<b>2014-15</b>
H.S. Principal		
Minimum	\$140,986	\$143,453
Maximum	\$149,455	\$152,070
M.S. Principal		
Director of Special Education		
Associate High School Principal		
Minimum	\$135,409	\$137,779
Maximum	\$143,534	\$146,046
E. S. Principal		
Minimum	\$128,149	\$130,392
Maximum	\$135,839	\$138,216
H.S. Asst. Principal		
Minimum	\$124,209	\$126,383
Maximum	\$131,661	\$133,965
M.S. Asst. Principal		
Supervisor of Special Education		
Minimum	\$115,265	\$117,282
Maximum	\$122,183	\$124,321
Supervisor of Reading and Language Arts		
Supervisor of Information Technology		
Minimum	\$125,693	\$127,893
Maximum	\$133,235	\$135,567

**Added to the Above Schedule**

Doctorate	\$1,500
Elective Annuity	2.5%
Longevity	Per Article VII



## **APPENDIX B**

### **Bethel Administrators' Stipends**

Grades 3-8 CMT Coordinator	\$3,000 annually
Grade 10 CAPT Coordinator	1,000 annually
BHS Master Scheduling Coordinator	2,000 annually