

AGREEMENT
BETWEEN THE PORTLAND BOARD OF
EDUCATION AND THE
PORTLAND ASSOCIATION OF SCHOOL
ADMINISTRATORS

COVERING THE PERIOD

July 1, 2025 to June 30, 2028

.....

ADMINISTRATORS' CONTRACT

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ARTICLE 1

TERM OF AGREEMENT

This Agreement is made and entered into on this _____ day of _____ 2024, by and between the Portland Board of Education (hereinafter referred to as the "Board") and the Portland Association of School Administrators (hereinafter referred to as the "Association"). This Agreement shall be in force from July 1, 2025 to June 30, 2028.

ARTICLE 2

RECOGNITION

The Board recognizes the Portland Association of School Administrators as the exclusive bargaining representative of all those certified professional employees who are employed by the Board of Education of the Town of Portland and who are eligible for membership in the "administrators' unit" as defined in 10-153b(a) et seq. of the Connecticut General Statutes.

ARTICLE 3

NON-DISCRIMINATION

The Board affirms its policy to ensure equal employment opportunity for all persons and to prohibit discrimination in employment because of race, color; religious creed, age, marital status, national origin, sex, sexual orientation, or physical disability and to provide equal access to all categories of employment not limited to but including: upgrading; demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation, including fringe benefits; employment selection or selection for training; and promotion or tenure. The provisions of this Article are set forth in this Agreement for informational purposes only, and shall not be subject to the grievance procedure.

ARTICLE 4

RIGHT TO MANAGE

It is recognized that the Board has and will continue to retain, whether exercised or not, the right, responsibility and prerogatives to direct the operation of the public schools in the Town of Portland, including, but not limited to, the following:

- to maintain public elementary and secondary schools and such other education activities as in its judgment will best serve the interests of the Town of Portland;
- to give the children of Portland as nearly equal advantages as may be practicable;
- to determine the size of all classes and the subjects to be taught herein;
- to decide the need for school facilities;
- to determine the need and program for the summer school, if any;
- to determine the maintenance and operation of buildings, lands, apparatus and other property used for school purposes;
- to determine the number, age and qualifications of the pupils to be admitted into each



- school;
- to employ, assign and transfer personnel in the employees' unit;
 - to suspend or dismiss the employees of the schools;
 - to designate the schools which shall be attended by the various children within the Town;
 - to make such provisions as will enable each child of school age, residing in the Town, to attend school for the period required by law, and provide for the transportation of children whenever it is reasonable and desirable;
 - to prescribe rules for management, studies, classification and discipline for the public schools;
 - to decide the textbooks to be used;
 - to make rules for the arrangement, use and safekeeping of school libraries, and to approve the books selected therefore, and to approve plans for school buildings;
 - to prepare and submit budgets and, in its sole discretion, expend monies appropriated by the Town for the maintenance of the schools, and to make such transfers of funds within the appropriate budget as it shall deem desirable.

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 the Agreement. No action taken by the Board with respect to such rights, responsibilities and prerogatives, other than as there are specific provisions herein elsewhere contained, shall be subject to the grievance provision of this contract.

ARTICLE 5
DUES DEDUCTION

The Board agrees that upon submission of a dues checkoff card for payroll deduction of his/her dues, the proper deduction will be made each month from the employee's salary and forwarded to the Association.

Deductions for new members of the bargaining unit shall commence within thirty days following the effective date of employment.

The Association shall hold the Board harmless against any and all claims, demands, liabilities, lawsuits, attorney fees, or other costs, which may arise out of or by reason of actions taken against the Board in administering this Article.

ARTICLE 6
GRIEVANCE PROCEDURE

A. Definition

A "grievance" shall mean a complaint by an employee that there has been a violation, misinterpretation or misapplication of the specific provisions of this Agreement, or a claim that there has been a failure to follow the established procedures of the school district's evaluation program, as provided for in Section 10-151b of the Connecticut General Statutes. As used in this Article, the term "employee" shall mean either: (1) an individual employee, (2) a group of employees having the same grievance, or (3) the Association.



The word "day" as used in this Article shall mean work days for administrators.

B. Procedures

1. The employee (or administrator) shall first discuss the problem with his/her immediate supervisor (the Superintendent or his/her designee) in an effort to resolve the problem informally.
2. If, after such discussion, the employee is not satisfied, he/she shall have the right to have the Association assist in further efforts to resolve the problem informally with the Superintendent or his/her designee.
3. Failing satisfactory settlement of the problem, the employee may, within ten (10) days of the meeting with the Superintendent or his/her designee, appeal in writing to the Superintendent or his/her designee. (Grievance Form Appendix B)
4. The Superintendent shall, within ten (10) days of the meeting, render his/her decision and the reasons in writing to the aggrieved employee, with copies to the Association and to the Board of Education.
5. Still failing satisfaction, the employee may, within ten (10) days of the date of the Superintendent's (or his/her designee) decision, appeal in writing, to the Board of Education. The Board, or its designated committee, shall meet with the employee and an Association representative within twenty (20) days for the purpose of addressing the grievance.
6. The Board shall, within fifteen (15) days of the meeting with the employee, render its decision in writing to the employee, with copies to the Superintendent and the Association.
7. In the event a dispute cannot be settled under the above procedures, within fifteen (15) days of the Board's decision, the Association may submit such dispute to an arbitrator upon whom they may mutually agree or, absent such agreement, to the American Arbitration Association in accordance with its administrative procedures and practices. The decision of the arbitrator shall be final and binding as provided by law. Fees and expenses resulting from any such arbitration shall be borne equally by the Association and the Board.
8. No reprisals shall be taken against any participant in the grievance procedure by reasons of such participation.
9. Either party may call upon professional services at any step in the grievance procedure.
10. Any time limits specified above may be extended by written agreements of said parties.
11. The Association may submit any intended class action grievance to the Superintendent or his/her designee, and the Superintendent shall rule within five (5) duty days if any other administrator has the authority to resolve the grievance. If no other administrator has the authority to resolve the grievance, the Superintendent or his/her designee shall respond within ten (10) duty days from the initial submission of the grievance.



ARTICLE 7
REDUCTION IN FORCE

A. It is understood that it is within the discretion of the Board of Education to eliminate or create any position, program, department, or school, or to reorganize or assign the staff thereof. If, in the Board's judgment, it is necessary to reduce administrative staff, identification of the administrators to be reduced or terminated shall be made in accordance with the procedures in this Article. This procedure shall in no way preclude the Superintendent from making any transfer or reassignment, for any reason.

B. The following criteria shall be considered in determining the employees to be affected by a reduction in force. These factors are not weighted or arranged in order of importance, but are all to be considered in reaching a decision.

1. Training, certification, and experience related to the category or categories to which the administrator is eligible for transfer.
2. Evaluations of job performance. Evaluation of the quality of performance of an administrator will be based on the formal yearly written evaluations as required by the approved Portland evaluation program over the preceding three (3) years.
3. Unique experience, abilities, skills, or knowledge valuable to the district.
4. Total administrative experience in the Portland Public School District.
5. Total experience as a certified employee in the Portland Public School District.

C. Recall

Administrators reduced in position or terminated due to a reduction in force shall be placed on a recall list for one (1) year from the date of the reduction. Such administrators shall be given preferential treatment for reappointment to an administrative position that becomes available. The Superintendent's determination on such reappointment shall be based on the criteria in Section B of this Article. Notice of reappointment shall be in writing. Any employee who fails to respond within ten (10) working days shall no longer have any rights under this Article. It is the responsibility of the employee concerned to provide the office of the Superintendent with any change of address.

D. The salary of any administrator reassigned to a lower paying administrative position or a teaching position as the result of a reduction in force or restructuring of position, shall be paid the per diem rate of their previous administrative position for each day worked in the new assignment for one (1) year. After one year, their salary shall revert to the salary of the new position.

ARTICLE 8
HOLIDAYS

Legal paid holidays shall include: Independence Day, Labor Day, Columbus Day/Indigenous Peoples', Veterans Day, Thanksgiving Day, the day following Thanksgiving, Christmas Day, the day before or after Christmas at the discretion of the Superintendent, New Years Day; Martin Luther King Day, Presidents' Day, Good Friday, Memorial Day, and one (1) floating holiday to be selected by the Board. Should the Board decide to hold school on one (1) or more of these holidays as allowed by law, the date of the substitute holiday(s) shall be established by the Board. If Juneteenth occurs on a workday, Juneteenth shall be observed as a



holiday.

With the exception of bereavement leave, religious leave, scheduled vacation approved in advance by the Superintendent, and other legitimate unforeseeable emergencies verified in writing by the employee and approved by the Superintendent in her discretion, no employee shall be absent on paid personal or other paid leave on either the last working day before or the first working day after a paid holiday. Requests for emergency exceptions must be submitted within five (5) days of the holiday in writing with verification.

ARTICLE 9
VACATION PERIOD

All twelve (12) month administrators shall receive twenty-five (25) vacation days.

With the approval of the Superintendent, an administrator may carry over a maximum of five (5) vacation days from one year to the next. However, the number of vacation days an administrator is entitled to in any given year shall not exceed thirty (30) days. In exceptional circumstances (i.e. building projects) with the approval of the Superintendent of Schools, an administrator may carry over more than five (5) vacation days from one year to the next. Under such circumstances an administrator's vacation time for a given year may exceed thirty (30) days.

Any administrator leaving the employ of the Portland Public Schools shall be entitled to payment of 1/222 of his/her current salary for fifteen days of unused vacation leave for that year.

ARTICLE 10
SICK LEAVE

Sick leave shall be in the amount of eighteen (18) days per year cumulative to one hundred seventy (170) days. The total sick leave available for a given year becomes useable with the beginning of a year. Once sick leave days have accumulated to the contracted maximum, they will remain in a bank for the individual employee to be used as necessary. Each year, thereafter, yearly-allocated sick leave will be available for use in the current year but will not be cumulative.

Effective July 1, 2022, the sick bank shall be discontinued. If employees have contributed days to the bank, the days shall be returned to the employees on 7/1/22, up to the maximum accumulation of 170.

On the rare occasion when an employee with four (4) years of completed service with the Board may have an extended period of disability due to catastrophic illness which extends beyond the amount of sick leave covered by his/her accumulated sick leave and all other available leave time, that employee may request that the Association establish a Sick Leave Donation on his/her behalf. Administrators may donate up to ten (10) days of their accumulated sick leave to be used by the applicant, if needed. The donated days may be used exclusively by the applicant. Any unused, donated days will be forfeited.



ARTICLE 11
PERSONAL LEAVE

Five (5) personal leave days with full pay will be available each year to all administrators for the following reasons: moving from personal residence, religious holiday, family illness, imperative family obligation and compulsory legal matters. Additional days may be granted at the discretion of the Superintendent of Schools. Employees shall be required to apply to the Superintendent in writing at least 5 working days in advance of a requested personal day, stating the reason for the requested personal leave. Said statement of reasons shall be treated as confidential. Exceptions to the above advance written notification requirement may be made by the Superintendent in his/her discretion in cases of death in the immediate family or other imperative obligations which are not known five (5) days in advance and which are verified by the Administrator in writing. In instances where the employee is unaware of the need for personal leave at least five (5) days in advance as provided above, the employee shall file a written request with verification as provided above within five days.

No personal leave shall be allowed on either the last day before or first day after a holiday or vacation, excepting only bereavement leave, religious leave, and other legitimate, unforeseen emergencies verified in writing by the Administrator and approved by the Superintendent in his/her discretion. Requests for personal day(s) in these instances shall be filed in writing, with verification, within five days after the absence.

The Board as a practice will not grant leaves of absence to staff members for their own marriages, honeymoons, or pleasure trips.

ARTICLE 12
BEREAVEMENT LEAVE

Employees will be allowed a total of five (5) days of bereavement leave for the death of a member of the employee's immediate family. For purposes of this Section, "immediate family" shall be defined as the administrators' spouse, children (including foster children), parents, and any other person living in the administrators' household (such as a grandchild living with the administrator) provided that use of leave for such individuals is approved by the Superintendent. Up to three (3) may be used for grandparents, grandchildren, siblings, in-laws. A denial of a request to use bereavement for a person living in the administrators' household shall not be subject to the grievance and arbitration procedure.

ARTICLE 13
CONFERENCE LEAVE

Administrators may be granted an unspecified number of days with full pay and expenses at the discretion of the Superintendent of Schools, for such purposes as visiting days, institutes, organization meetings, conferences, and community relation's activities.



ARTICLE 14
GENERAL LEAVE

By receipt of written notification prior to March 1st of the year preceding the leave, and upon recommendation of the Superintendent of Schools, the Board may permit administrators to take leave not in excess of two contract years in length for rest, restoration of health, study, alleviation of hardship involving themselves or their immediate families, or other reasons acceptable to the Board.

Any person granted such leave should receive no compensation during the period. The employee granted such leave may continue his/her medical and insurance coverage by paying his/her premiums to the Board during said leave.

Consideration will be given to return the administrator to an equivalent administrative position, but no position will be guaranteed under this Article. The administrator's years of service in Portland, status, and accumulated sick leave will be the same when he/she returns to his/her position, as it was when he/she left his/her position.

ARTICLE 15
MATERNITY PROVISIONS

A. Maternity Leave

The Board and the Association recognize that administrators are entitled to leave for maternity related disability in accordance with law.

B. Child Rearing Leave

Any tenured administrator may be entitled upon written request submitted to the Superintendent, to extended leave without pay for the purpose of child rearing apart from any period of child-birth disability leave.

ARTICLE 16
RETIREMENT BENEFIT

An administrator who retires at any age or experience has the option to continue in the Board of Education's group health insurance programs at the group rate and at the retired employee's own expense until the member is eligible for Medicare.

ARTICLE 17
PROFESSIONAL DUES

Administrators will be reimbursed for dues to one (1) professional organization relating to their areas of assignment as approved by the Superintendent of Schools, subject to budgetary limitations.

ARTICLE 18
STAFF DEVELOPMENT

A. Tuition Payments

The Board of Education will pay up to one thousand dollars (\$1,000) a course capped at six thousand dollars (\$6,000) for college courses that are successfully completed by the administrators and which have been approved in advance of being taken by the Superintendent of Schools. The monies shall be divided equally on a per course basis until the maximum of six thousand dollars (\$6,000.00) is reached. In order to receive course reimbursement, the administrator must receive a letter grade of B or above or a decimal grade of eighty (80) or above.

ARTICLE 19
VANDALISM DAMAGE

Administrators will be reimbursed for loss to personal property resulting from school related vandalism, limited to the excess of that reimbursed by the individual's own insurance.

ARTICLE 20
TRANSPORTATION ALLOWANCE

All administrators covered by this Agreement who are required to use their own personal transportation during the work day shall be reimbursed at the prevailing Internal Revenue Service rate.

ARTICLE 21
JOB DESCRIPTION

The impact on working conditions of any change in an administrative unit job description shall be negotiable.

The duties or responsibilities of any position in this bargaining unit shall not be altered or increased other than "de minimus" without prior negotiations with the Association to the extent required by law.

ARTICLE 22
COMPLETENESS OF AGREEMENT

It is agreed that negotiations will not be reopened on any item specifically covered by this Agreement during the life of this Agreement. The above will not preclude the parties from mutually agreeing to reopen any item(s).



ARTICLE 23
SAVINGS CLAUSE

If any portion of this Agreement is ruled invalid for any reason, the remainder of the Agreement shall remain in full force and effect. This Agreement may not be modified in whole or in part by the parties except by an Instrument in writing duly executed by both parties.

ARTICLE 24
INSURANCE BENEFITS

- A. The Board of Education will provide the following insurance benefits for full- time and part-time administrators who may select insurance coverage from Medical/Dental Plans described in Section D and E below.
- B. Group Term Life Insurance: Equivalent to two and one-half (2½) times an administrator's annual salary.
- C. Group Long Term Disability Insurance: Administrators shall be allowed to participate in the Town's long-term disability plan, which shall be administered and offered in accordance with the provisions of the insurance policy. Such plan shall have an elimination period of one hundred eighty (180) days, or after use of accumulated sick leave, whichever is longer, and provides a monetary benefit of sixty-six and two-thirds (66 2/3) of monthly earnings to a maximum benefit of eight thousand dollars (\$8,000.00) per month. If an administrator elects to increase the monthly benefit, he/she will assume the additional cost.
- D. Group Medical: The Portland Board of Education shall provide administrators with one of the following plans at the option of the administrator subject to the premium share contributions set forth herein.

High Deductible Health Plan - Summary of Plan Design:

The HDHP shall have a \$2,500.00 single and \$5,000.00 family deductible for in network services. Prescription drugs are covered as part of the program and are subject to the deductible. Once the deductible is met there shall be no coinsurance in network for covered services, except for prescriptions. Upon satisfaction of the HDHP deductible, prescriptions subject to a managed three tier drug rider with co-pays of \$10.00 Generic/\$30.00 Brand Name/\$60.00 Non Formulary Brand Name co-pay (unlimited maximum) (2x retail co-payment for 90-day supply).

Gastric bypass, unlimited infertility benefits and no pre-authorization on high-cost diagnostics shall be excluded from the HDHP.

Out of pocket maximum: in network \$3,500.00 for the individual and \$7,000.00 for the family.

Out of network medical services will be subject to a 70% plan/30% member coinsurance.

Out of pocket maximum: out of network \$5,000.00 for the individual and \$10,000.00 for the family.

The HDHP described above shall be the only insurance plan.

Effective July 1, 2025, the Board will contribute \$1,125 toward the deductible for employees enrolled in a single plan and \$2,250 toward the deductible of employees enrolled in a two person/family plan into the employee's established Health Savings Account ("HSA"). Effective July 1, 2026, the Board will contribute \$1,000 toward the deductible for employees enrolled in a single plan and \$2,000 toward the deductible of employees enrolled in a two person/family plan into the employee's established Health Savings Account ("HSA").

The Board's contribution toward the deductible will be deposited into the HSA accounts throughout the course of the contract year on a quarterly basis (on or about July 31st, October 31st, January 31st and April 30th).

The parties acknowledge that the Board's contribution toward the funding of the HDHP 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 employees. The Board shall have no obligation to fund any portion of the HDHP deductible for retirees or other individuals upon their separation from employment.

Any administrator who enrolls in the HDHP and is not eligible for tax advantaged contributions to an HSA will be provided with quarterly payments through payroll that are equal to the same dollar amount as the Board pays for an employee who is eligible for contributions toward the HSA, at the administrator's level of insurance (single, single + 1 or family). Such payments shall be taxable.

E. Group Dental Coverage

Plan 1: Flex Dental Plan- No orthodontia, unlimited calendar year maximum

Category 1 - Diagnostic and Preventive Service (100%)

Category 2 - Basic Services (50%)

Category 3 - Major Services (50%)

Plan 2: Flex Dental Plan - with orthodontia, \$1,500 calendar year maximum

Category 1, 2 and 3

Category 1 - Diagnostic and Preventive Service (100%)

Category 2 - Basic Services (80%)

Category 3 - Major Services (50%)

Category 4 - Orthodontics (50%) \$1,500 per member per lifetime to age 19

Deductible: Category 2 & 3; Individual \$50, Family \$150

F. Premium Share

- Full-Time Administrators

	Life	LTD	HDHP	Dental
2025-26	0%	0%	20%	25%
2026-27	0%	0%	21%	25%
2027-28	0%	0%	22%	25%

Effective January 1, 2026, the Board shall offer a wellness program to which administrators may voluntarily participate. Administrators, their spouses, and dependents who participate in this wellness program will be given the period between January 1, 2026 through December 31, 2026 to voluntarily fulfill the preventative care requirements in the program and, if those requirements are met, the administrator shall be eligible for a 1% premium cost reduction effective July 1, 2027.

- Part-Time Administrators

In order to be eligible for insurance benefits, an administrator must work at least 30 hours per week. Administrators who work less than 30 hours per week shall not be eligible for insurance benefits but administrators hired on or after July 1, 2006 shall be entitled to all other benefits enjoyed by full-time administrators on a pro-rated basis.

G. Change of Carriers

In each case when the name of the particular company or specific plan has been used, the intent is to indicate a specific type of insurance benefit and not to establish a relationship with one particular company or any specific type of insurance benefit with other companies. The Board shall have the right to change insurance carriers in whole or in part, in order to provide the insurance coverage set forth below, provided that the overall level of benefits provided under the plan(s) which result from the change in carriers or third party administrators are comparable to the plan(s) described above, in terms of coverage, benefits and administration.

Prior to any change in insurance plans, administrators or carriers, the Board shall notify and consult the Association. The representative of the insurance carrier/administrator shall meet with the President of the Association to explain any proposed changes. If the President does not approve of a proposed change as recommended by the Superintendent, he/she shall submit a written statement detailing the reasons for such disapproval specifically listing the changes in the level of benefits, service or administration to which he/she objects. The Association must submit this written statement within thirty (30) days of meeting with the insurance representative. Failure to submit such statement within the thirty (30) day time period shall be deemed approval of the proposed plan and a waiver of any right to arbitrate the issue.

If the Association disapproves of any change pursuant to the written statement noted above, it may submit the issue to arbitration within fifteen (15) calendar days of receipt of notice from the Superintendent that the Board intends to implement the new plan. The sole substantive issue of arbitration shall be: Is the proposed insurance plan(s) comparable to the existing plan(s) in terms of benefits, coverage and administration? Arbitration in accordance with the rules of the American Arbitration Association shall be the exclusive method for deciding the above issue.

H. Section 125

Subject to law, including the rules and regulations of the Internal Revenue Service, the Board shall maintain a Section 125 salary reduction agreement, which shall be designed to permit exclusion from taxable income of the employee's share of the benefit insurance premiums.

I. Insurance Waiver

Administrators shall have an option to decline coverage for health and dental benefits. If the member declines, he or she shall receive one thousand dollars (\$1,000.00) annually on July 1st of each contracted year.

ARTICLE 25

SALARY

A. Salary schedules for the term of this contract are outlined in Appendix A.

B. Any administrator hired to fill a vacant position may be hired by the Board at an annual salary rate within the range of five percent (5%) below to ten percent (10%) above the

salary stated in the schedule in Appendix A. Administrators hired above the scale shall receive the GWI granted to other administrators, unless negotiated otherwise by the Association and the Board. Administrators hired below the scale shall move to the salary stated in the schedule in Appendix A on the July 1 that immediately follows the employee's hire date, so long as the administrator has been employed by the Board for at least 6 months. If the administrator has been employed by the Board less than 6 months as of July 1, the administrator shall move to the salary stated in the schedule in Appendix A on the following July 1.

- C. The parties recognize that the Board has the exclusive right to create and eliminate positions.

ARTICLE 26

EXTRA DUTIES

Administrators who are assigned special duties or projects by the Superintendent or the Board of Education that are deemed to be beyond the usual scope of duties may receive a stipend, the rate of which would be determined by agreement between the Board of Education and PASA.

In the event that a stipended position (reference the current teacher's Agreement) has not been filled and the vacancy will adversely affect the operation of the school system, an administrator may fill said position and shall be paid the stipend for said position.

A stipend of \$1,444.18 for a Ph.D. or Ed.D. will be given in 2025-26, 2026-27 and 2027-28.

ARTICLE 27

JUST CAUSE

If the Superintendent of Schools imposes discipline on an administrator in the form of a written disciplinary memorandum or letter, disciplinary suspension without pay, or a disciplinary transfer or disciplinary reassignment to a lower paying position, such action shall be taken only for just cause. This just cause provision shall exclude and not be applicable to oral/verbal reprimands or warnings, or terminations or non-renewals pursuant to the Connecticut Teacher Tenure Law, Sec. 10-151 of the General Statutes.

ARTICLE 28

MEMBER ACCESS

Representatives of the Association shall be permitted to conduct official Association business on school property at reasonable times, provided that it shall not interfere with scheduled meetings or any duties or responsibilities of employees.

If the Board conducts a new administrator orientation program, the Association shall be provided a reasonable time to meet with any new administrators attending the orientation.

The Board shall notify the Association President in writing of all new hires within ten (10) calendar days of hire.



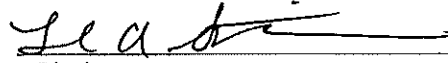
ARTICLE 29

DURATION

This Agreement between the Portland Board of Education and the Portland Association of School Administrators covering the period July 1, 2025 to June 30, 2028 attested to on this date, October 10, 2024.



President
Portland Association of School
Administrators



Chairperson
Portland Board of Education,
or designated representative

APPENDIX A

	2025-26	2026-27	2027-28
	2.75%	3.00%	2.75%
Portland High School Principal	\$181,947.07	\$187,405.48	\$192,559.13
Portland Middle School Principal	\$173,898.43	\$179,115.38	\$184,041.05
Elementary School Principal	\$161,782.24	\$166,635.71	\$171,218.19
Director of Student Services	\$161,782.24	\$166,635.71	\$171,218.19
Director of Curriculum, Instruction and Technology	\$168,002.27	\$173,042.34	\$177,801.00
Assistant Principal with Responsibilities for Athletics	\$123,846.65	\$127,562.05	\$131,070.01

For the duration of the 2025-2028 contract, each administrator shall have his/her base salary increased by three thousand seven hundred and twenty dollars (\$3,720) from which total base salary the administrator shall pay through a reduction in his/her total base salary (elective deferral) the amount of three thousand seven hundred and twenty dollars (\$3,720) each year to an annuity.

APPENDIX B

GRIEVANCE FORM

GRIEVANCE No. _____

Date of Filing _____

Stage

1) Superintendent

2) Board

1. GRIEVANT _____

2. POSITION _____

3. Contract provision(s) allegedly violated _____

4. Time, date, place of occurrence _____

5. STATEMENT OF THE GRIEVANCE (Include events and conditions of the Grievance and persons responsible)

6. REDRESS SOUGHT

7. I will _____ will not _____ be represented by the Association.

Date Submitted: _____

_____ Grievant

Date Received: _____

_____ Position