

## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“Agreement”) is made by and between the New Haven Board of Education (the “Board”) and the School Administrators Association of New Haven, Inc. (the “Association”) (individually, a “Party” and collectively, the “Parties”).

**WHEREAS**, the Parties are parties to a collective bargaining agreement effective July 1, 2020 through June 30, 2023 (“Collective Bargaining Agreement”), and

**WHEREAS**, Article XIII, Section 1(a) of the Collective Bargaining Agreement (Leaves of Absence) provides as follows:

This benefit will not be available to administrators who become members of the bargaining unit after June 30, 2020.

**WHEREAS**, the parties wish to clarify the language in Article XIII, Section 1(a);

**WHEREAS**, the parties also wish to clarify the current language of Article XIII, Section 1(b)(1) of the Collective Bargaining Agreement (Leaves of Absence) to assure consistent treatment of 10-month administrators and 12-month administrators by providing that administrators in both groups will receive the annual allotment of sick days when the administrator has accrued the maximum amount of sick leave as set forth below;

**WHEREAS**, the parties also recognize that Munis, the payroll system utilized by the Board, is unable to calculate additional days of accrual once an administrator has reached the maximum allotment of sick days and thus the Board is unable to technically comply with the current provisions of Article XIII, Section b(4) of the Collective Bargaining Agreement;

**WHEREAS**, the parties have negotiated over these issues and now wish to memorialize the terms of their agreement for the duration of the Collective Bargaining Agreement.

**NOW, WHEREFORE** the Parties agree:

1. Article XIII, Leaves of Absence, shall be amended to read as follows:

ARTICLE XIII - Leaves of  
Absence

Section 1 Sick Leave

(a) Upon the retirement or death of a member of the professional administrative staff employed as an administrator prior to July 1, 1994, said member or his/her survivors shall be paid for accumulated sick leave days up to, but not to exceed, the following limits:

10 month administrators: 64 days  
12 month administrators: 73 days

Upon retirement or death of an employee who is hired on or after July 1, 1994 or who becomes an administrator on or after July 1, 1994, said employee or his/her survivors shall be paid for accumulated sick leave as follows:

- 10 month administrators: 34% of his/her accumulated sick leave
- 12 month administrators: 34% of his/her accumulated sick leave

This *retirement* benefit will not be available to ~~administrators certified employees who become members administrators of the bargaining unit as defined by Conn. Gen. Stat. § 10-153b(a)~~ after June 30, 2020.

(b)

1. Administrators on a ten (10) month schedule shall be entitled to sixteen (16) sick days each school year which may be accumulated to a total of two hundred fifteen (215) days. *Notwithstanding the foregoing, the maximum number of days of accumulated sick leave for the purposes of Section 1(a) above will remain one hundred and seventy (170) days.*

~~2. Employees who are hired on or after July 1, 1994 or who become administrators on or after July 1, 1994 and who work a ten (10) month schedule shall be entitled to sixteen (16) sick days each school year which may be accumulated to a total of one hundred and sixty (160).~~

~~3. Administrators on a twelve (12) month schedule shall be entitled to nineteen (19) sick days each school year which may be accumulated to a total of one hundred and seventy (170) two hundred fifteen (215) days. Notwithstanding the foregoing, the maximum number of days of accumulated sick leave for the purposes of Section 1(a) above will remain one hundred and seventy (170) days.~~

~~4. Employees who are hired on or after July 1, 1994 or who become administrators on or after July 1, 1994 and who work a twelve (12) month schedule shall be entitled to nineteen (19) sick days each school year which may be accumulated to a total of two hundred fifteen (215) days. When administrators have accumulated the maximum sick leave accrual, they will be granted their annual sick leave allotment on July 1 of each year in addition to their accumulated sick leave. This annual allotment shall not be considered accumulated sick leave for purposes of Section 1(a) above.~~

2. The Parties agree that this Agreement represents the complete understanding of the Parties and no other promises or agreements shall be binding or modify this Agreement unless in writing and signed by the Parties.

3. This Agreement shall be effective upon execution by both Parties and will be in effect until June 30, 2023.

IN WITNESS WHEREOF, the Parties, intending to be bound by the above terms and conditions, have set their hands on the dates noted below:

NEW HAVEN BOARD OF EDUCATION

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Dr. Iline Tracey, Superintendent

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Date

SCHOOL ADMINISTRATORS ASSOCIATION OF NEW HAVEN, INC.

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Sequella Coleman

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Date