

AGREEMENT
BETWEEN THE
MILFORD SCHOOL COMMITTEE
AND THE
MILFORD SCHOOL
ADMINSTRATOR'S
ASSOCIATION

July 1, 2023 – June 30, 2026

Pursuant to the provisions of Chapter 150E of the General Laws of Massachusetts, the School Committee of the Town of Milford (hereinafter referred to as the “Committee”) and the Milford School Administrators’ Association (hereinafter referred to as the “Association”) have agreed to the following terms and conditions of employment:

ARTICLE 1

RECOGNITION

1. In accordance with the certification of the Massachusetts Labor Relations Commission in Case No. MCR-3055, the Committee recognizes the Association for the purpose of collective bargaining as the exclusive representative of a unit consisting of the following administrative employees of the Milford School system:

All Assistant Principals.

ARTICLE II

MANAGEMENT RIGHTS

1. The Committee and/or the appropriate Administrator as charged by law retain the right to direct professional employees, to hire, evaluate, promote, transfer, assign and retain professional employees within the school system, and to suspend, demote, discharge or take other disciplinary action against them for just cause or for other legitimate reasons, to maintain efficient operations and qualitative standards of performance and to determine the methods, means and personnel by which such operations and standards are to be implemented, provided that such rights shall not be exercised in violation of any article contained in this Agreement.

2. The Committee and the Superintendent of Schools likewise retain the right to promulgate rules and regulations pertaining to the employees covered by this Agreement, so long as such rules and regulations do not conflict with any term or condition of this Agreement.

3. As to all matters not covered by this Agreement, the Committee and the School Administration retains the powers, rights and duties that it has by law and may exercise same without any such exercise being made the subject of arbitration.

ARTICLE III

SOURCE OF RIGHTS AND OBLIGATIONS

1. The provisions of this contract set forth the entire agreement of the School Committee and Association on wages, hours, conditions of employment and all other matters. Other than statutorily conferred rights and imposed obligations, this contract is the exclusive and controlling source of reference for determining the rights and obligations of the parties.

2. Wages, hours, conditions of employment or any other matter covered by this Agreement may not be unilaterally terminated or modified during the term of this Agreement.

3. The Committee agrees to amend the existing Rules, Regulations and Policies of the Milford School Department so that such Rules, Regulations and Policies will conform to any changes made by this Agreement.

ARTICLE IV
AGENCY FEE AND
PAYROLL DEDUCTIONS

1. Payroll deductions will be made for members of the Association who have a tax-sheltered annuity and for such other purposes as the School Committee or the Town make deductions from the salaries of other employees.

2. The Committee agrees to deduct from the salary of each Administrator who authorizes the Committee to do so the Association's dues and/or assessments.

3. For any Administrator who is not a member in good standing of the Association, it shall be a condition of employment during the life of this collective bargaining agreement that, on or after the thirtieth day following the beginning of such Administrator's employment or the effective date of this Agreement, whichever is later, he shall pay an agency service fee to the Association which shall be in an amount equal to the amount required to become and remain a member in good standing of the Association subject to the provisions contained in Chapter 50E, Section 12, of the General Laws of the Commonwealth of Massachusetts. Any such agency service fee may be deducted from the salary of any such employee who signs an authorization form permitting such deductions and shall be transmitted to the Association together with the regular dues transmitted pursuant to Section 2.

ARTICLE V

GRIEVANCE AND ARBITRATION PROCEDURE

1. **Definition.** A grievance is a complaint by an Administrator or by the Association or by the Committee that is based upon an alleged violation of or variance from the provisions of this Agreement or the interpretation and application thereof.

2. **Purpose.** The purpose of the procedure set forth hereinafter is to produce prompt and equitable solutions to those problems which, from time to time, arise and affect the conditions of employment covered by this contract. The Committee and the Association desire that such procedure shall always be as informal and confidential as may be appropriate for the grievance involved at the procedural level involved.

3. **General.**

a. Since it is important that grievances be processed as rapidly as possible, the number of days at each step shall be the maximum allowed for taking a grievance to a higher step. The time limits so specified may be extended only by written mutual agreement.

b. Grievances submitted in written form shall be responded to in writing.

c. The Committee will, upon request, make available to all parties in interest school department records and documents in its possession necessary to the processing of any grievance.

d. Formal meetings provided for in the Grievance Procedure will be held during non-school hours whenever possible to allow participants to be available for their contributions to the proceedings.

4. Procedure.

a. The aggrieved Administrator will first discuss the grievance either with the Assistant Superintendent or, in cases where the Administrator does not report directly to the Assistant Superintendent, with his immediate superior within two weeks after the occurrence of the matter from which the grievance arose or within two weeks after the aggrieved Administrator becomes aware of such occurrence, whichever is later.

b. If not disposed of to the Administrator's satisfaction, the grievance may be presented to the Association's Grievance Committee. Thereafter, and in cases in which the Association is the grieving party, the Grievance Committee shall have full responsibility for processing the grievance.

c. The Grievance Committee may present an individual Administrator's grievance to the Superintendent in writing within two weeks after the presentation at Step 1. Grievances in which the Association is the grieving party shall be instituted at this level. The Superintendent shall meet with the Grievance Committee and provide a written answer to the grievance within two weeks after its submission to him.

d. If the Superintendent's answer does not satisfactorily dispose of the grievance, the Grievance Committee may refer it to the School Committee in writing within two weeks after its receipt of the Superintendent's written answer. The School Committee shall meet with the Grievance Committee in executive session and provide a written answer to the grievant within two weeks after the submission of the grievance to it. Grievances of the School Committee shall be instituted at this level.

e. If the School Committee's answer does not satisfactorily dispose of the grievance (or the Grievance Committee's answer in the case of a grievance

instituted by the School Committee), the Grievance Committee (or the School Committee) may refer the grievance to the American Arbitration Association or to a mutually agreed upon arbitrator within four weeks after its receipt of the School Committee's (or the Grievance Committee's) answer. The decision of the Arbitrator shall be final and binding upon the parties. The Arbitrator shall not add to, subtract from or modify in any way the terms of this Agreement. Any fees or expenses incurred in connection with an arbitration proceeding shall be shared equally between the parties.

5. Personnel Record. No written communication, other document or record relating to any grievance, shall be filed in the personnel file maintained by the School Department of Milford for any employee involved in presenting such grievance unless they constitute the subject matter of the grievance. Should the grievance be resolved at any level in favor of the aggrieved Administrator, all such material contained in his personnel file will, in the absence of an agreement between the Committee and the Association to the contrary, be removed.

ARTICLE VI

SCHOOL CALENDAR

The school year calendar will be developed by the Central Office Administration in compliance with State Laws and rules and regulations of the Massachusetts Department of Education. Prior to its submission to the School Committee, it will be given to the Association for comment and/or suggestions for modification. Should any comments or suggestions be received by the Central Office Administration within five (5) calendar days after the calendar is submitted, they will be presented to the Committee for its serious consideration.

ARTICLE VII

VACANCIES AND PROMOTIONS

1. Whenever any vacancy in an administrative position within the bargaining unit represented by the Association occurs, notification of the vacancy will be delivered to the Association as soon as is practicable. The qualifications for the position, its duties and compensation shall be set forth in the notification.

2. All Administrators within the Milford School System will be given adequate opportunity to apply for such vacancies. The length of service and qualifications of all such applicants shall be duly considered for such position. All Administrators who apply for such a position shall receive written notification of the appointment within one week after it is made.

3. Administrators shall also be provided with copies of notices of all available positions in Summer School, Evening School and Federal Programs in order to afford them an opportunity to apply for such positions.

4. Appointments to all administrative vacancies and other positions shall be made without regard to race, creed, color, religion, national origin, sex or marital status.

ARTICLE VIII

SICK LEAVE

1. Sick Leave will be granted on the basis of fifteen (15) days per year with unused sick leave accumulating to a maximum of Two hundred and fifty (250) days. The written policy of the Milford School Committee regarding sick leave which is presently

in force is hereby incorporated by reference as if set out in full at this point, except where inconsistent with the provisions of this Agreement.

2. Each Administrator will receive an accounting of the number of sick leave days accumulated by the first day of school of each contract year.

3. Up to five (5) days of sick leave per year may be used for illness in the immediate family, meaning the employee's spouse, child, parent, or other relative who lives within the employee's household.

ARTICLE IX

SICK LEAVE BANK

1. The School Committee shall maintain a common Sick Leave Bank for use of personnel represented by the Milford Teachers' Association and the Milford School Administrators' Association who have exhausted fourteen (14) days of accumulated annual sick leave days by virtue of fourteen (14) or more consecutive days of absenteeism from work during the school year.

2. At the beginning of each school year the Committee shall set aside in the Bank a number of sick leave days equal to the number of professional personnel employed in the two bargaining units until 750 days have been deposited. Subsequent to this number the Committee shall replenish the Bank at the beginning of each school year with whatever number of days are required to maintain the 750 maximum.

3. Employees may receive benefits of the Sick Leave Bank subject to the following conditions:

a. A minimum of fourteen (14) days of sick leave are accumulated and exhausted as provided for in Paragraph 1 above.

b. Applications for benefits shall be in writing to the Superintendent of Schools accompanied by a doctor's certificate as to the physical inability of an employee to resume his teaching and/or administrative duties. The School Committee reserves the right to invoke a medical panel to substantiate the certification of the employee's physician.

c. An employee may only draw from the Bank three (3) days for every four (4) he or she has accumulated. (Example: if a teacher or Administrator has accumulated forty (40) days before an illness, the teacher or Administrator may draw a maximum of thirty (30) days from the Bank upon exhausting the forty (40) days credited to his or her account).

d. Once an employee has drawn any number of days from the Bank, he shall be required to re-accumulate the required number of days (i.e. fourteen (14)) and to meet the conditions of Paragraphs (a) and (b) above before he may use the Bank again.

4. Sick days drawn from the Bank by Administrators shall be actual work days excluding weekends, holidays, school closings and vacation periods.

5. A three-member committee composed of one member of the Milford Teachers' Association, one member of the Milford School Administrators' Association and the Superintendent of Schools or his designee shall administer the Sick Leave Bank with respect to the maintenance of records on the days deposited and withdrawn and the eligibility of applicants to draw from the Bank. The Sick Leave Bank Committee member designated by the Milford Teachers' Association shall have responsibility only with respect to personnel represented by that organization and the Sick Leave Bank Committee member designated by the Milford School Administrators' Association shall

have responsibility only with respect to personnel represented by that organization. In the event of a disagreement by the representative of the Association and the Superintendent of Schools, the Association may appeal the matter to the School Committee as a grievance pursuant to Paragraph 4(e) of Article V.

ARTICLE X

FUNERAL LEAVE

1. In the event of death in the immediate family of an Administrator, he will be granted leave with pay not to exceed four (4) consecutive working days, and such leave shall not be charged to sick leave or vacation leave. For the purpose of this section, immediate family shall mean: mother, father, brother, sister, mother-in-law, father-in-law, sons, daughters, wives, husbands, grandchildren, or any other relative who lives in the immediate household.

2. In the event of the death of an Administrator's grandparent, brother-in-law, sister-in-law, son-in-law, daughter-in-law, aunt, uncle, niece or nephew, the Administrator will be granted leave of one day with pay.

3. Further funeral leave, either in terms of additional days or in terms of leave for additional relatives, may be granted in the discretion of the Superintendent.

ARTICLE XI

PERSONAL LEAVE

1. Administrators will be entitled to three (3) days of leave of absence for personal use with pay each school year, not accumulative, provided:

a. The notice for leave is made to the School Superintendent twenty-four hours in advance thereof. If less than twenty-four hours' notice is given, an explanation must be given for not meeting the time requirement.

b. The reason for the personal leave sought is given, and

c. The days for which leave is sought do not immediately precede or follow holidays or vacations.

2. In addition to leaves of absence for personal use, Administrators are entitled to said leaves of absence for:

a. Time necessary for representatives of the Association to attend conferences and meetings relevant to concerns of Administrators or the Association, in accordance with the following:

i. Each year, subject to appropriation, one Administrator will be allowed to attend a national conference and two Administrators a regional conference within their field of administration at Committee expenses, but not to exceed \$1,200 for a national conference and \$800 for a regional conference.

ii. Upon execution of this Agreement, a "lottery" or "lotteries" will be held to determine the order of attendance over a period of years sufficient to set each Administrator for attendance at one national and two regional conferences over a ten-year period.

b. Leave as necessary to allow an Administrator to accept summer study grants when such programs commence not more than ten (10) school days prior to the last day of school. Not more than one Administrator will be granted this leave in one school year.

c. A leave of absence without pay or increment of up to one (1) year will be granted for the purpose of caring for a sick member of the immediate family or to

pursue career alternatives. Additional leave may be granted at the discretion of the Committee.

d. Additional personal leave to be granted at the discretion of the Superintendent.

ARTICLE XII

MATERNITY LEAVE

1. Leave without pay, except for such periods during which they are disabled due to their pregnancy, shall be allowed to all female Administrators for reasons of pregnancy. Such leave shall not be for more than eighteen months from the time of departure.

2. Notification of pregnancy shall be given in writing to the Superintendent of Schools when pregnancy has been verified by a physician; such notice shall be given not later than the third month of such pregnancy, except in extenuating circumstances.

3. The pregnant Administrator and her physician shall determine the date on which leave will be granted. Except for a situation beyond an Administrator's control, a two (2) week advance notice, in writing, shall be given to the Superintendent prior to the commencement of prenatal leave. The notice shall also include the amount of post-natal leave sought. Should the Administrator request an increase or decrease in maternity leave following a successful termination of pregnancy, she shall be granted such request at the discretion of the School Committee. In case of an unsuccessful pregnancy, an Administrator may return to her employ, prior to the termination of the post-natal leave previously granted, provided that a two (2) week advance notice is given, and she complies with Paragraph 4 below.

4. Before the Administrator returns to her employ, she shall provide the Superintendent of Schools with a medical statement from her physician attesting to her fitness to resume her duties.

5. All benefits to which an Administrator is entitled at the time of her leave of absence, including unused accumulated sick leave and personal leave, will be restored to her upon her return, and she will be assigned to the same position which she held at the time of such leave, if available and/or as required by applicable statute. If the same position is not vacant, the Administrator will be assigned to the most nearly equivalent position which is available (i.e., vacant) at the time of her return and for which she is certified and qualified.

6. Maternity leave shall not be considered equivalent to administrative time as time relates to the ratio schedule or tenure when an Administrator is on maternity leave for more than a total of four months of the school year. If such leave totals four months or less, the Administrator shall be permitted to progress to the next step of the ratio schedule for the following year and shall be given credit for the year in which she was absent for the purpose of tenure.

ARTICLE XIII

SABBATICAL LEAVE

Upon recommendation of the Superintendent of Schools, sabbatical leaves may be granted for study to members of the Association by the Committee subject to the following conditions:

1. Not more than one (1) Administrator will 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 by the Superintendent of Schools, not later than December 31, and action must be taken on all such requests not later than March 1 of the school year preceding the school year for which the sabbatical leave is requested.

3. The Administrator must have completed at least seven (7) consecutive full school years of service in the Milford School System.

4. Administrators on sabbatical leave will be paid at one hundred (100%) percent of their regular salary rate for six (6) months, or fifty (50%) percent of their regular salary for twelve (12) months, provided that such pay, when added to any program grant, will not exceed their regular salary rate.

5. Prior to being granted sabbatical leave, an Administrator shall enter into a written agreement with the Milford School Committee than, upon termination of such leave, he will return to the service of the Milford School system for a period equal to twice the length of the leave. In default of completing such service, he shall refund to the School Committee the salary received by him while on leave, unless such default is due to illness, disability, discharge, death or other circumstances beyond the control of the individual.

6. Prior to the beginning of a sabbatical leave, an Administrator shall, after consultation with the Superintendent or his designee, identify an educational need of the Milford Public Schools, and address himself to that need during his year of study. This may include, but not be limited to research projects, term papers, or an equivalent activity, which should be compatible with his program of studies. Such work should be

submitted to the Superintendent upon the Administrator's return to his duties in the Milford School System.

ARTICLE XIV

MILITARY LEAVE

1. An Administrator who is required as a member of the National Guard or as a reserve member of one of the United States Armed Forces to be absent from his position for the purposes of active annual training duty or encampment for a period of not more than seventeen (17) days in a calendar year, shall be granted pay for those days while he is absent from his duties. The amount of pay will be the difference between the Administrator's salary and the compensation received from the military during said period.

2. An Administrator (other than one on temporary status) who leaves the employment of the Milford School System for the purpose of entering the Armed Forces of the United States, shall be re-employed by the Committee in accordance with the provisions of the Selective Service Act of 1948, as amended by the Universal Military Training and Selective Service Act of 1951, the Armed Forces Reserve Act of 1955, and as such Acts may be hereafter amended.

ARTICLE XV

USE OF SCHOOL FACILITIES

The Association will have the right to use school buildings without cost at reasonable times for meetings and programs involving its members, provided space is available. The cost of any extra custodial service required because of such Association activities will be borne by the Association.

ARTICLE XVI

SCHOOL COMMITTEE MEETINGS

The Committee agrees to make available to the President of the Association copies of its official agendas and approved minutes of meetings.

ARTICLE XVII

ADMINISTRATOR EVALUATION

1. All monitoring or observation of the work performance of an Administrator shall be conducted openly and with full knowledge of the Administrator. The use of eavesdropping, public address or audio systems and similar surveillance devices shall be strictly prohibited. Administrators will be given a copy of any evaluation report prepared by their superiors and will have the right to discuss such report with their superiors.

2. The form for reporting of evaluations by a superior will be mutually agreeable to the Association and the Committee.

3. Administrators will have the right, upon making an appointment and a written request, to review the contents of their personnel file. An Administrator will be entitled to have a representative of the Association accompany him/her during such review.

4. No material derogatory to an Administrator's conduct, service, character or personality will be placed in his/her personnel file unless the Administrator has had an opportunity to review the material. The Administrator will acknowledge that he has had the opportunity to review such material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with

the contents thereof. The Administrator will have the right to submit a written answer to such material and his/her answer shall be reviewed by the Superintendent of Schools and attached to the file copy.

5. No Administrator will be discharged, suspended, disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage without just cause.

ARTICLE XVIII

PAYMENT FOR COURSES

1. Conditions for Payment. The School Committee will pay the full tuition cost of courses (and registration fees) taken by Administrators or the difference between the total tuition cost and any grants or G.I. Bill of Rights payments received by Administrators for payment of such tuition costs, subject to the following conditions:

a. The School Committee's obligation to pay for the full tuition cost of courses is limited to fifty (50%) percent of the actual tuition cost, or the tuition cost of courses of equal credits, at Massachusetts State Colleges/Universities, whichever is higher.

b. There will be no payment of courses that exceed two (2) in number for any given year between September 1 and August 31 when such courses are not part of a graduate degree program of study. If part of a graduate degree program of study, payment will be made for a maximum of three (3) courses.

c. The dates and times of day the course or courses are given cannot conflict with the designated work day of the Administrator.

d. Courses are to be taken in a program working toward an earned Masters, Ph.D. degree and/or a program of study approved by the Superintendent of Schools and the School Committee.

e. Courses are to be taken from an accredited college or university, approved by the Superintendent of Schools and the School Committee.

f. A grade of 80 percent, its equivalent, or higher, must be received by the Administrator in each course for which payment is sought, or where no grades are given, evidence of satisfactory completion; provided an Administrator in a graduate degree program may receive a total of two grades of less than 80 percent, or its equivalent, if the college or university where the courses are taken recognizes such grades as passing for the graduate degree program.

2. Time of Payment. Payment for each course is to be made to the Administrator upon duly authorized receipt of payment by the Administrator.

3. Reimbursement. Should an Administrator voluntarily leave the school system within two full school years following the completion of courses, such Administrator is required to reimburse the School Committee for the tuition of all courses that had been previously paid by the School Committee during that period.

ARTICLE XIX

JURY DUTY

An Administrator called to jury duty will be placed on leave with full pay, less any compensation received for such duty.

ARTICLE XX

SALARY SCHEDULE

SECTION A.

During the term of this Agreement, Administrators' salaries shall be as set forth below:

HIGH SCHOOL AND MIDDLE SCHOOL ASSISTANT PRINCIPALS

<u>STEP</u>	<u>7/1/2023</u>	<u>7/1/2024</u>	<u>7/1/2025</u>
1	\$115,307	\$119,631	\$124,117
2	\$118,765	\$123,218	\$127,839
3	\$122,836	\$127,442	\$132,221
4	\$124,365	\$129,029	\$133,867
10 th Anniv.*	\$128,897	\$133,732	\$138,747

*Anniversary of service in a position(s) within the bargaining unit covered by this Agreement.

SECTION B – Longevity Pay. Longevity payments shall be made for years in service to the Milford Schools as follows:

20 – 24 years - \$500

25 + years - \$1000

Payments shall be made annually to each Administrator then working in the system who has achieved the requisite years in service by December 1st of that year. Payments shall be made, by separate check, on the first non-bi-weekly pay date after December 1st.

ARTICLE XXI

VACATIONS – SUMMER SCHEDULE

1. After one (1) full year of service in a position covered by this Agreement Administrators will be entitled to four (4) weeks of vacation per year. Once an employee has ten (10) years of service, including all years worked in public education in a teaching or administrative capacity, such annual vacation entitlement shall be increased to five (5) weeks. Years of service shall include all years worked in public education in a teaching or administrative capacity. Administrators shall work the same or substantially same schedule and number of hours a day during the summer months as during the school term; the precise schedule shall be determined by the Superintendent of Schools or his designee upon consultation with the individual Administrators. (Administrators employed upon the date of execution hereof shall be grandfathered in relation to vacations under the language within the Contract in effect as of June 30, 2006.)

2. Arrangements for vacation time will be initiated by the individual Administrators through the submission of a written request of the selected time to the Superintendent on or before April 1. Every reasonable attempt, consistent with the primary consideration of workload requirements, will be made to satisfy the desires of each Administrator.

3. If a conflict arises during scheduling of vacation periods, the Administrator who was the first to submit his/her request will be given first preference of the desired time, with subsequent choices based on the same criteria. Should requests be concurrently made and a conflict arises during the scheduling, first preference will be given to the Administrator occupying the highest paid position.

4. Administrators shall be permitted to carry over up to ten (10) unused vacation days from one fiscal year into the following fiscal year.

ARTICLE XXII

HOLIDAYS

In addition to all legal holidays which are recognized by the Milford Public Schools, or which occur during vacation periods when school is not in session, Administrators shall be granted the day after Thanksgiving and designated Energy Days as paid holidays. Further, they shall be granted the day before Christmas and the day before New Year's Day as paid holidays, and also the half day before Christmas is a scheduled school day such day shall not be a holiday. In the case of a holiday falling on a Saturday or Sunday, which the Milford Public Schools observe by closing school on the preceding Friday or on the following Monday, Administrators shall receive the day of observance as a paid holiday. If any such holiday is not observed by the closing of school and a particular day is designated as a compensatory day off for any such holiday for the members of the non-professional staff, then the Administrators shall receive the same compensatory day off for the holiday.

Administrators may take one or two other days off in the school year, for reason of sincerely held religious belief in lieu of the Day Before Christmas or the Day Before New Years upon prior written notice to the Administration and upon the conditions that they work the day which would otherwise be a holiday.

ARTICLE XXIII

INDEMNIFICATION

The Committee shall continue to provide liability coverage for all Administrators in the amount of \$1,000,000 to indemnify them against suits brought against them in the performance of their administrative duties.

ARTICLE XXIV

HEALTH INSURANCE

A. The contribution toward the premiums for HMO plans shall be on the basis of 70% Town contribution towards premiums and 30% Employee contribution towards premiums, for both Individual and Family plans.

B. The contribution toward premiums for PPO plans (or any replacement Indemnity Plans) shall be 50% for the Town and 50% for the Employee, both Individual and Family plans. All other insurances shall be subject to the same contribution rate of 50% for the Town and 50% for the Employee, for Individual or Family plans, as appropriate.

C. Effective May 1, 2007, to the extent permitted by law, present and future retired employees who retire(d) as members of the Milford School Administrators Association bargaining unit and who participate in Massachusetts Teachers Retirement System, and who are otherwise eligible to choose and participate in HMO plans, shall be entitled to participate in said plans on the basis of 70% contribution towards premium for the Town and 30% for the retiree.

In the event that action by any town body or other agency causes contributions by such retirees towards HMO plans to increase above 30% for such retirees, then at such time the rates for HMOs for active employees described in Subsection A above shall return to a 75% contribution for the Town and 25% contribution for the Employee.

MISCELLANEOUS WORKING CONDITIONS

1. In acknowledgement of the fact that situations may occasionally arise when an Administrator may, for personal reasons, find it necessary to seek a deviation in his daily work routine such as, but not inclusive of, leaving work early or reporting late, it is agreed that requests for same will be made to the Superintendent, or in his absence, the Assistant Superintendent, in advance thereof.

2. Administrators shall be paid as expense for out of town travel required of them in their own vehicle, the sum of thirty-five (\$.545) cents per mile.

3. Administrators assigned to handle sick calls from teachers and arrange substitutes shall be allowed to leave work two hours early during the summer school vacation months.

4. The Committee shall purchase group term life insurance in the amount of \$50,000 covering the life of each Administrator while such Administrator is employed in a position covered by this contract, providing insurance against the death of such employee while still so employed whether such death is job-related or not. Employees not eligible for such insurance by age or otherwise shall be deemed to be still covered by VIII, Section 3 of the contract expired on August 31, 1989.

5. In the event of a Reduction in Force, within categories as set forth under Article XX where there are more than one position (e.g. Middle School Assistant Principals and High School Assistant Principals), the senior person in the affected category will have the right to “bump” into the position of another person serving in that same category who have less time and service in said category.

ARTICLE XXV

NO STRIKES

Neither the Association nor its members will unlawfully engage in, induce or encourage any strike, work stoppage, slowdown or withholding of services by any administrators covered by this Agreement.

ARTICLE XXVI

DURATION

1. This contract shall be effective as of July 1, 2023 and shall remain in full force and effect until June 30, 2026 and from year to year thereafter unless either party submits a re-opener request as hereinafter provided.

2. Either party may reopen negotiations for a successor contract by sending the other a letter indicating its desire to do so at any time after November 1, 2025. Negotiations for a successor contract shall begin within three weeks after either party requests their commencement.

MILFORD SCHOOL COMMITTEE

MILFORD SCHOOL ADMINISTRATORS ASSOCIATION

By: Paul [unclear]
Matt [unclear]
Adrian [unclear]
John [unclear]
[unclear]
[unclear]

By: [unclear]
Amy [unclear]
[unclear]
[unclear]
Melissa [unclear]

Dated: 5/25/23