

4. The grantee of the sabbatical leave will receive credit on the salary scale for the sabbatical year.
5. Proposed sabbatical leaves will be available only for approved scholarly programs to be carried on in an accredited institution of higher learning which shall be itemized in the application.
6. The proposed program of study must be directly related to the SSASA member's work in the Stonington Public School System and must offer a potential to the individual and to the school system.
7. Upon return the Association member shall be placed in an assignment similar to the position held prior to said sabbatical.
8. The grantee as a condition to the acceptance of the sabbatical leave is required to report in writing to the Superintendent once each semester, (December 1 and April 1) indicating the extent of the study and the nature of the courses taken.
9. A SSASA member granted sabbatical leave shall be paid fifty percent (50%) of his/her annual salary minus any program grant received by such Association member.
A SSASA member granted a one-semester sabbatical leave (between September 1 and June 30) will be paid one hundred percent (100%) of his/her salary for that semester only, minus any program grant received by such Association member.
10. The SSASA member granted sabbatical leave is expected to return to employment in the Stonington school system for a minimum of three consecutive years following the year of the sabbatical leave. If said member fails to return to the system for the full three year period, he/she shall be obligated to pay the prorated share of the monies received from the system during the sabbatical year equal to the proportion of the three year period not completed.

ARTICLE 10
Salaries

The following salaries will be in effect for the years noted:

| <u>Position</u> | <u>2013-2014</u> | <u>2014-2015</u> | <u>2015-2016</u> |
|--------------------------------|-------------------------|-------------------------|-------------------------|
| | 2.5% | 2.5% | 2.5% |
| | | | |
| High School Principal | \$135,425 | \$138,811 | \$142,281 |
| | | | |
| Middle School Principal | | | |
| Mystic Middle School | \$124,239 | \$127,345 | \$130,529 |

| | | | |
|--|-----------|-----------|-----------|
| Pawcatuck Middle School | \$124,239 | \$127,345 | \$130,529 |
| Elementary School Principal | | | |
| Deans Mill School | \$118,250 | \$121,206 | \$124,236 |
| West Broad School | \$118,250 | \$121,206 | \$124,236 |
| West Vine School | \$118,250 | \$121,206 | \$124,236 |
| Director of Special Services | \$118,413 | \$121,373 | \$124,407 |
| High School Assistant | \$116,344 | \$119,253 | \$122,234 |
| Middle School Assistant | \$111,047 | \$113,823 | \$116,669 |
| Elementary Assistant | \$105,750 | \$108,394 | \$111,104 |
| Coordinator of Student Supports | \$92,162 | \$94,466 | \$96,828 |
| Elementary Program Facilitator | \$81,319 | \$83,352 | \$85,436 |
| Middle School Dean of Students | \$81,319 | \$83,352 | \$85,436 |

Plus \$1,000 differential for doctorate degree

A. Salary for 12 month part-time administrators working less than full-time shall be paid on a pro-rata basis.

The Board shall, at its discretion, be allowed to hire new full-time administrators at a starting salary up to ten percent (10%) below the applicable rate listed herein. Notwithstanding the starting rate, new administrators must be raised to the full salary applicable to their position by their third year of employment with the Board.

B. Part-time 12 month administrators and full-time 10 month administrators shall work 20 additional days beyond the teacher work year on days to be scheduled by the Superintendent after consultation with the part-time administrator's supervisor (i.e. building principal or Director of Special Services) if requested.

ARTICLE 11
Travel Allowance

| | <u>2013-14</u> | <u>2014-15</u> | <u>2015-16</u> |
|--|----------------|----------------|----------------|
| Principals/Assistant Principals/Coordinator Of Student Supports | \$525 | \$550 | \$550 |
| Director of Special Services | \$675 | \$700 | \$700 |