

MEMORANDUM OF UNDERSTANDING
BETWEEN
NEW MILFORD BOARD OF EDUCATION
AND
CEA NEW MILFORD

Pursuant to Connecticut General Statutes Section 10-153d, the parties met to negotiate concerning salary increases and salary schedules for the second and third years of their July 1, 2018 through June 30, 2021 collective bargaining agreement. The parties reached an agreement to increase the salary schedules by 3% in each of those two years, inclusive of increment. In 2019-20, the cost of the increment is 2.6%; in 2020-21, the cost of the increment is 2.55%. The attached salary schedules reflect how the remainder of the increase was distributed in each of those two years. See too attached e-mail further explaining distribution.

NEW MILFORD BOARD OF EDUCATION

CEA NEW MILFORD

David A. Lawson

Ken Petitt

Board Chair

Date: March 1, 2019

Date: 3-1-19

APPENDIX A-2

SALARY SCHEDULE 2019-20

Step	BA	BA+12	BA+24	BA+30	MA	MA+12	MA+24	MA+30	6TH YR	PHD
1	50,766	51,174	51,581	51,785	53,294	53,703	54,111	54,315	55,827	58,846
2	52,047	52,464	52,882	53,091	54,638	55,056	55,471	55,680	57,227	60,320
3	53,344	53,774	54,203	54,415	56,007	56,434	56,863	57,079	58,664	61,843
4	54,656	55,097	55,540	55,760	57,399	57,840	58,283	58,503	60,140	63,413
5	55,981	56,436	56,895	57,125	58,817	59,274	59,733	59,961	61,654	65,043
6	57,322	57,795	58,268	58,505	60,264	60,741	61,304	61,451	63,209	66,725
7	58,826	59,321	59,815	60,061	61,896	62,386	62,881	63,129	64,960	68,623
8	61,071	61,589	62,107	62,364	64,279	64,796	65,310	65,569	67,485	71,314
9	63,606	64,149	64,691	64,960	66,968	67,511	68,053	68,324	70,332	74,347
10	66,460	67,032	67,602	67,887	70,000	70,570	71,140	71,427	73,538	77,762
11	69,672	70,274	70,877	71,178	73,407	74,010	74,613	74,913	77,145	81,608
12	73,448	74,088	74,725	75,043	77,407	78,045	78,685	79,004	81,368	86,093
13	77,052	77,729	78,408	78,747	81,199	81,867	82,349	82,689	85,203	90,228
14	79,738	80,417	81,094	81,436	83,918	84,590	85,171	85,513	88,023	93,050
15	87,112	87,820	88,529	88,885	91,515	92,224	92,931	93,287	95,915	101,176

All members not on the maximum step shall move up one step for 2019-20.

APPENDIX A-3(a)

SALARY SCHEDULE 2020-21

Step	BA	BA+12	BA+24	BA+30	MA	MA+12	MA+24	MA+30	6TH YR	PHD
2	52,047	52,464	52,882	53,091	54,638	55,056	55,471	55,680	57,227	60,320
3	53,344	53,774	54,203	54,415	56,007	56,434	56,863	57,079	58,664	61,843
4	54,656	55,097	55,540	55,760	57,399	57,840	58,283	58,503	60,140	63,413
5	55,981	56,436	56,895	57,125	58,817	59,274	59,733	59,961	61,654	65,043
6	57,322	57,795	58,268	58,505	60,264	60,741	61,304	61,451	63,209	66,725
7	58,826	59,321	59,815	60,061	61,896	62,386	62,881	63,129	64,960	68,623
8	61,071	61,589	62,107	62,364	64,279	64,796	65,310	65,569	67,485	71,314
9	63,606	64,149	64,691	64,960	66,968	67,511	68,053	68,324	70,332	74,347
10	66,393	66,965	67,535	67,819	69,930	70,500	71,069	71,355	73,464	77,684
11	69,602	70,203	70,806	71,107	73,334	73,936	74,539	74,838	77,068	81,526
12	73,304	73,928	74,553	74,866	77,180	77,805	78,430	78,741	81,057	85,688
13	76,893	77,539	78,187	78,511	80,907	81,555	82,201	82,524	84,922	89,718
14	80,629	81,299	81,969	82,305	84,789	85,460	86,129	86,465	88,949	93,920
14a	84,365	85,058	85,752	86,100	88,671	89,365	90,058	90,405	92,977	98,122
15	88,436	89,155	89,875	90,236	92,906	93,626	94,344	94,705	97,373	102,714

APPENDIX A-3(b)

SALARY SCHEDULE 2020-21

Step	BA	BA+12	BA+24	BA+30	MA	MA+12	MA+24	MA+30	6TH YR	PHD
1	52,047	52,464	52,882	53,091	54,638	55,056	55,471	55,680	57,227	60,320
2	53,344	53,774	54,203	54,415	56,007	56,434	56,863	57,079	58,664	61,843
3	54,656	55,097	55,540	55,760	57,399	57,840	58,283	58,503	60,140	63,413
4	55,981	56,436	56,895	57,125	58,817	59,274	59,733	59,961	61,654	65,043
5	57,322	57,795	58,268	58,505	60,264	60,741	61,304	61,451	63,209	66,725
6	58,826	59,321	59,815	60,061	61,896	62,386	62,881	63,129	64,960	68,623
7	61,071	61,589	62,107	62,364	64,279	64,796	65,310	65,569	67,485	71,314
8	63,606	64,149	64,691	64,960	66,968	67,511	68,053	68,324	70,332	74,347
9	66,393	66,965	67,535	67,819	69,930	70,500	71,069	71,355	73,464	77,684
10	69,602	70,203	70,806	71,107	73,334	73,936	74,539	74,838	77,068	81,526
11	73,304	73,928	74,553	74,866	77,180	77,805	78,430	78,741	81,057	85,688
12	76,893	77,539	78,187	78,511	80,907	81,555	82,201	82,524	84,922	89,718
13	80,629	81,299	81,969	82,305	84,789	85,460	86,129	86,465	88,949	93,920
14	84,365	85,058	85,752	86,100	88,671	89,365	90,058	90,405	92,977	98,122
15	88,436	89,155	89,875	90,236	92,906	93,626	94,344	94,705	97,373	102,714

On 6/30/21, the steps will be renumbered to read 1-15 (changing 14a back to 14) instead of 2-15 (with 14a).

From: Lamoureux, Rob [CT] <robl@cea.org>
Sent: Monday, December 17, 2018 3:24 PM
To: Giovannone, Anthony; Connon, William R.; Fiore, Cynthia [CT]
Cc: Baldeffi, Ellamae
Subject: RE: Update?

Importance: High

Good afternoon Bill—thanks for the recent email. I'm responding to the 9/28 email you referenced today, so that we're all on the same page.

The way I understand the settlement terms is that they incorporate step movement both years, with \$900 going to max in year one, and 1.52% going to max in year two. Of course, it's complicated somewhat by the year two insertion of a penultimate step, and explaining that to the membership indeed presents some challenges.

The first year is pretty straightforward: step movement, \$900 to max, no need to clarify.

For the second year (the third year, really, but the second year of this reopener), I would insert the penultimate step and label it "14a," while eliminating step 1. The resulting salary schedule would, for clarity's sake, begin with step 2, and end with steps 14, 14a, and 15; still a 15-step schedule. Anyone on step 1 in 2019-20 would move to step 2 for 2020-21; people on step 14 in 2019-20 would move to step 14a for 2020-21; and everyone else would simply advance one step. Step 15 would increase by \$900 in year one, and by 1.52% in year 2. On 6/30/21, I would propose renumbering the scale 1-15, instead of 2-15, renumbering 14a as the new step 14, and renumbering every other step (besides 15) as previous year, minus one...still leaving us with the 15-step schedule we agreed to.

Thanks again for the clarification, and hope everyone enjoys the holiday season!

Rob

Rob Lamoureux

CEA Uniserv Rep
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