

MEMORANDUM OF AGREEMENT

between

Vernon Education Association

and

Vernon Board of Education

The Vernon Board of Education (hereinafter referred to as "Board") and the Vernon Education Association (hereinafter referred to as "Association") (hereinafter collectively referred to as "Parties") have reached the following agreement in relation to the continuation of the salary columns headed "BA+15", MA+15" and "6th Yr+30" (hereinafter referred to collectively as "+Columns") in collective bargaining agreements (hereinafter referred to as "CBA" or "CBAs") commencing on or after July 1, 2017.

- A. The teacher salary schedules for the 2017-21 CBA will not include salary columns for the +Columns, but the +Columns will be maintained and available until June 30, 2021 to teachers hired before July 1, 2017, and who have not completed and verified course work for movement to either the MA, 6th YR or Ph.D. column. The +Columns will be included in the salary schedule calculations for the 2017-21 CBA and teachers as identified above will be paid as if they were on such columns during this CBA.
- B. At the end of the 2017-21 CBA, the +Columns will no longer be maintained or available to teachers under subsequent CBAs. Any teacher who, as of June 30, 2021, has not completed and verified course work for movement to either the MA, 6th YR or Ph.D. column, as applicable, (hereinafter referred to as "Displaced Teacher") will revert back to the BA, MA or 6th Yr salary column, as applicable, and be placed at the lowest step on such applicable column that will not result in a decrease in pay. Thereafter, Displaced Teachers will remain and advance upon such column until they meet the contractual requirements for advancement to one of the remaining salary columns.¹
- C. Any Displaced Teacher who, on June 30, 2021 is being paid at a rate higher than the maximum salary in the salary column to which they would otherwise be reverting will be maintained at his/her existing rate of pay on June 30, 2021 until such time as the maximum rate in the salary column to which he/she would otherwise have reverted meets or exceeds such rate or he/she contractually qualifies to move to a higher salary column in the then-existing CBA.

¹ The displaced +Columns that will be used in for the 2017-21 years only are attached hereto as Appendix A.

- D. This Agreement contains the entire agreement between the Parties with respect to Displaced Teachers and the elimination of the +Columns. This Agreement requires no action on the part of any Party to do any act or other thing other than that expressly stated in this Agreement. Further, no oral representations or promises have been made that are not embodied and set forth in this Agreement.
- E. The Board and the Association agree that this Agreement has no precedential value beyond the scope of its terms and shall not be cited as precedent by either the Board or the Association in any legal proceedings or in any other disputes between the Parties other than to enforce the terms of this Agreement.
- F. The laws of the State of Connecticut govern this Agreement.

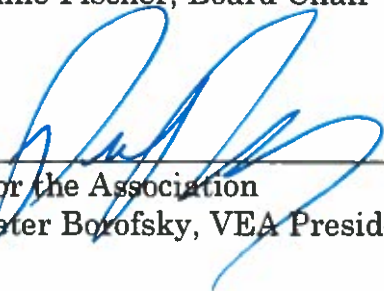
By their signature below, the Parties agree to the terms and conditions of this Agreement.



For the Board
Anne Fischer, Board Chair

2/13/17

Date



For the Association
Peter Borofsky, VEA President

2/13/17

Date

APPENDIX A
+Columns

2017-2018

Step	BA+15	MA+15	6 th Yr +30
1.5	\$52,156	\$56,060	\$57,478
2.5	\$54,661	\$59,014	\$60,469
3.5	\$57,286	\$62,123	\$63,616
4.5	\$60,038	\$65,396	\$66,926
5.5	\$62,921	\$68,841	\$70,410
6.5	\$65,943	\$72,467	\$74,073
7.5	\$69,110	\$76,285	\$77,927
8.5	\$72,792	\$80,720	\$82,404
9.5	\$77,536	\$86,302	\$88,038
10	\$80,218	\$89,408	\$91,172

See Attached

2018-2019

Step	BA+15	MA+15	6 th Yr +30
1	\$51,412	\$55,135	\$56,546
2	\$53,881	\$58,039	\$59,490
3	\$56,469	\$61,098	\$62,586
4	\$59,181	\$64,316	\$65,842
5	\$62,024	\$67,705	\$69,269
6	\$65,002	\$71,272	\$72,874
7	\$68,124	\$75,026	\$76,664
8	\$71,395	\$78,979	\$80,654
9	\$75,558	\$83,978	\$85,703
10	\$80,972	\$90,249	\$92,029

See Attached

APPENDIX A
+Columns
 (con't.)

2019-2020

Step	BA+15	MA+15	6 th Yr +30
1.5	\$53,315	\$57,306	\$58,755
2.5	\$55,876	\$60,326	\$61,813
3.5	\$58,560	\$63,504	\$65,030
4.5	\$61,372	\$66,849	\$68,414
5.5	\$64,319	\$70,371	\$71,974
6.5	\$67,409	\$74,078	\$75,719
7.5	\$70,646	\$77,981	\$79,658
8.5	\$74,410	\$82,514	\$84,235
9.5	\$79,259	\$88,220	\$89,995
10	\$82,000	\$91,395	\$93,198

See Attached

2020-2021

Step	BA+15	MA+15	6 th Yr +30
1	\$52,739	\$56,558	\$58,006
2	\$55,272	\$59,538	\$61,026
3	\$57,927	\$62,675	\$64,202
4	\$60,709	\$65,977	\$67,542
5	\$63,625	\$69,453	\$71,058
6	\$66,680	\$73,112	\$74,755
7	\$69,883	\$76,963	\$78,644
8	\$73,238	\$81,018	\$82,736
9	\$77,509	\$86,146	\$87,915
10	\$83,062	\$92,579	\$94,405

See Attached

VEA Contract
2017-2021

2017-18

Step	BA	BA+15	MA	MA+15	6TH YR	6THYR+30	PHD
1.5	50,814	52,156	54,197	56,060	57,478	58,613	59,668
2.5	53,307	54,661	57,110	59,014	60,469	61,696	62,814
3.5	55,924	57,286	60,180	62,123	63,616	64,940	66,126
4.5	58,669	60,038	63,415	65,396	66,926	68,355	69,612
5.5	61,547	62,921	66,824	68,841	70,410	71,950	73,283
6.5	64,568	65,943	70,416	72,467	74,073	75,733	77,146
7.5	67,736	69,110	74,201	76,285	77,927	79,716	81,213
8.5	71,419	72,792	78,597	80,720	82,404	84,342	85,937
9.5	76,159	77,536	84,131	86,302	88,038	90,144	91,851
10	78,838	80,218	87,212	89,408	91,172	93,363	95,127

Contract

Step	BA	MA	6TH Yr	Ph.D.
1.5	\$50,814	\$54,197	\$58,613	\$59,668
2.5	\$53,307	\$57,110	\$61,696	\$62,814
3.5	\$55,924	\$60,180	\$64,940	\$66,126
4.5	\$58,669	\$63,415	\$68,355	\$69,612
5.5	\$61,547	\$66,824	\$71,950	\$73,283
6.5	\$64,568	\$70,416	\$75,733	\$77,146
7.5	\$67,736	\$74,201	\$79,716	\$81,213
8.5	\$71,419	\$78,597	\$84,342	\$85,937
9.5	\$76,159	\$84,131	\$90,144	\$91,851
10	\$78,838	\$87,212	\$93,363	\$95,127

VERNON PUBLIC SCHOOLS APPROVED	
<i>Joseph Macary</i>	<i>6/8/12</i>
JOSEPH MACARY Superintendent of Schools	DATE

Peter Borofsky
Peter Borofsky
VEA President

VEA Contract
2017-2021

2018-19

Step	BA	BA+15	MA	MA+15	6TH YR	6THYR+30	PHD
1	50,064	51,412	53,275	55,135	56,546	57,648	58,682
2	52,520	53,881	56,139	58,039	59,490	60,680	61,776
3	55,097	56,469	59,156	61,098	62,586	63,871	65,033
4	57,802	59,181	62,335	64,316	65,842	67,230	68,462
5	60,639	62,024	65,686	67,705	69,269	70,765	72,072
6	63,614	65,002	69,217	71,272	72,874	74,487	75,871
7	66,736	68,124	72,939	75,026	76,664	78,403	79,871
8	70,010	71,395	76,859	78,979	80,654	82,527	84,082
9	74,170	75,558	81,813	83,978	85,703	87,743	89,408
10	79,579	80,972	88,032	90,249	92,029	94,240	96,021

Contract

Step	BA	MA	6TH Yr	Ph.D.
1	\$50,064	\$53,275	\$57,648	\$58,682
2	\$52,520	\$56,139	\$60,680	\$61,776
3	\$55,097	\$59,156	\$63,871	\$65,033
4	\$57,802	\$62,335	\$67,230	\$68,462
5	\$60,639	\$65,686	\$70,765	\$72,072
6	\$63,614	\$69,217	\$74,487	\$75,871
7	\$66,736	\$72,939	\$78,403	\$79,871
8	\$70,010	\$76,859	\$82,527	\$84,082
9	\$74,170	\$81,813	\$87,743	\$89,408
10	\$79,579	\$88,032	\$94,240	\$96,021

VERNON PUBLIC SCHOOLS
APPROVED
Joseph Macary 6/8/12
JOSEPH MACARY DATE
Superintendent of Schools

Peter Barabky
Peter Barabky
VEA President

VEA Contract
2017-2021

2019-20

Step	BA	BA+15	MA	MA+15	6TH YR	6THYR+30	PHD
1.5	51,943	53,315	55,402	57,306	58,755	59,916	60,994
2.5	54,492	55,876	58,380	60,326	61,813	63,067	64,210
3.5	57,167	58,560	61,517	63,504	65,030	66,383	67,595
4.5	59,973	61,372	64,824	66,849	68,414	69,874	71,159
5.5	62,915	64,319	68,308	70,371	71,974	73,549	74,911
6.5	66,003	67,409	71,981	74,078	75,719	77,416	78,860
7.5	69,242	70,646	75,850	77,981	79,658	81,487	83,018
8.5	73,006	74,410	80,344	82,514	84,235	86,216	87,847
9.5	77,851	79,259	86,001	88,220	89,995	92,147	93,892
10	80,590	82,000	89,150	91,395	93,198	95,437	97,240

Contract

Step	BA	MA	6 th Yr	Ph.D.
1.5	\$51,913	\$55,402	\$59,916	\$60,994
2.5	\$51,492	\$58,380	\$63,067	\$64,210
3.5	\$57,167	\$61,517	\$66,383	\$67,595
4.5	\$59,973	\$64,824	\$69,874	\$71,159
5.5	\$62,915	\$68,308	\$73,549	\$74,911
6.5	\$66,003	\$71,981	\$77,416	\$78,860
7.5	\$69,242	\$75,850	\$81,487	\$83,018
8.5	\$73,006	\$80,344	\$86,216	\$87,847
9.5	\$77,851	\$86,001	\$92,147	\$93,892
10	\$80,590	\$89,150	\$95,437	\$97,240

VERNON PUBLIC SCHOOLS
APPROVED
Joseph Macary 6/8/17
JOSEPH MACARY DATE
Superintendent of Schools

Peter Borody
Peter Borody
VEA President

VEA Contract
2017-2021

2020-21

Step	BA	BA+15	MA	MA+15	6TH YR	6THYR+30	PHD
1	51,356	52,739	54,650	56,558	58,006	59,137	60,197
2	53,876	55,272	57,588	59,538	61,026	62,247	63,371
3	56,519	57,927	60,683	62,675	64,202	65,520	66,712
4	59,294	60,709	63,945	65,977	67,542	68,966	70,229
5	62,204	63,625	67,382	69,453	71,058	72,592	73,933
6	65,256	66,680	71,004	73,112	74,755	76,410	77,830
7	68,459	69,883	74,822	76,963	78,644	80,427	81,933
8	71,817	73,238	78,843	81,018	82,736	84,657	86,253
9	76,085	77,509	83,925	86,146	87,915	90,008	91,716
10	81,634	83,062	90,304	92,579	94,405	96,673	98,500

Contract

Step	BA	MA	6TH Yr	Ph.D.
1	\$51,356	\$54,650	\$59,137	\$60,197
2	\$53,876	\$57,588	\$62,247	\$63,371
3	\$56,519	\$60,683	\$65,520	\$66,712
4	\$59,294	\$63.95	\$68,966	\$70,229
5	\$62,204	\$67,382	\$72,592	\$73,933
6	\$65,256	\$71,004	\$76,410	\$77,830
7	\$68,459	\$74,822	\$80,427	\$81,933
8	\$71,817	\$78,843	\$84,657	\$86,253
9	\$76,085	\$83,925	\$90,008	\$91,716
10	\$81,634	\$90,304	\$96,673	\$98,500

VERNON PUBLIC SCHOOLS
APPROVED
Joseph Macary 6/8/17
JOSEPH MACARY DATE
Superintendent of Schools

Peter Borotsky
Peter Borotsky
VEA President