

Stamford Board of Education  
Stamford Education Association  
November 9, 2020

**TENTATIVE AGREEMENT**  
**subject to ratification by both parties**

I. Duration:

- Amend Article 33 to read:

This Agreement shall be in full force and effect from July 1, ~~2018~~ **2021** through and including June 30, ~~2021~~ **2022**. Notwithstanding the foregoing, Article 6 shall be subject to reopener negotiations in accordance with the provisions of Article 6.

II. Salary:

- At the beginning of the 2021-2022 school year, the maximum step in each salary track shall be increased by 1.125%
- At the beginning of the 2021-2022 school year, each step below the maximum step in each salary track shall be increased by 0.5%
- Teachers not yet on a maximum step shall move one full step at the midpoint of the year. The parties may agree to implement this element of the Tentative Agreement by the Board's paying such teachers a uniform amount through the 2021-2022 school year that will be the same amount in total that teachers not yet at maximum would receive for the year by being advanced one full step at the midpoint of the 2021-2022 school year.
- All stipends shall increase by 1% for 2021-2022.

III. Insurance:

- There shall be no change in the insurance provisions of the contract for 2021-2022.

IV. Technical changes to Article 30:

- Amend Article 30(B), (C), and (D) to read:

B(1) All unit members *may* ~~shall, as a condition of continued employment, join the bargaining agent and pay dues or pay a service fee to the bargaining agent in an amount no greater than the portion of the local, state and national combined membership dues of the bargaining agent used to underwrite the costs of collective bargaining, contract administration and grievance adjustment. The bargaining agent shall certify to the Board the amount of said service fee no later than January~~

~~1st of each school year.~~

- (2) The Board shall deduct dues from the pay of each member of the Association in equal amounts on the second payday of each month commencing in September and ending in June. ~~The Board shall deduct service fees from the pay of teachers who are not members of the Association in equal amounts on the second payday of each month, commencing in January and ending in June.~~
- (3) ~~The Association shall meet its legal obligations to inform nonmembers as to the service fees and their deductions, and the Board shall refer all inquiries concerning service fees to the Association.~~
- (4) The parties agree that, under Article ~~32~~ **30(C)**, in the event a unit member resigns or otherwise terminates his/her employment or receives an unpaid leave of absence, the Association shall inform the Payroll Department, City of Stamford, of the amount of dues ~~or service fees~~ to be deducted from the final check.

C. Unit members whose employment commences after the start of the school year shall pay a prorated amount of dues ~~or service fees~~ equal to the percentage of the school year remaining. In the event a unit member resigns or otherwise terminates his/her employment or receives an unpaid leave of absence, annual dues ~~or the service fee~~ shall be deducted from the final check.

D. The Board agrees to forward to the Association Treasurer each month a check in the amount of dues ~~and service fees~~ deducted during that month.

All proposals made by either party not addressed above are hereby withdrawn.

STAMFORD BOARD OF  
EDUCATION

STAMFORD EDUCATION  
ASSOCIATION

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Andy George

Diane Phanos

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