



STATE OF CONNECTICUT
OFFICE OF POLICY AND MANAGEMENT
OFFICE OF LABOR RELATIONS

DATE: August 16, 2021

GENERAL NOTICE NO.: 2021-07

TO: Labor Relations Designees

FROM: Fae Brown-Brewton

RE: Legislative Approval of Classes Accreting into the Educational Professional (P-3B) Bargaining Unit

The Tentative Agreement between the State and the Connecticut State Employee Association SEIU Local 20021 regarding a modification of the Education Professional (P-3B) Bargaining Unit passed both houses of the Legislature on June 4, 2021. The Agreement covered employees in former management job classifications of State School Principal 1 and State School Principal 2. With the transition into the bargaining unit, transition was also made to a bargaining unit range pay plan. The impacted job titles and the salary plan are set forth in the table below. The transition was effective upon legislative approval. A list of the employees is attached hereto as “Exhibit A” and by reference incorporated herein.

Current Salary		Proposed Salary		
Job Title	Current Salary Schedule	Salary Schedule	Current Annual MP Range	Salary Change
State School Principal 1	MP 67	67	\$97,183-\$132,508	0
State School Principal 2	MP 69	69	\$105,113-\$143,324	0

General Wage Increase: Retroactive to June 19, 2020, the base annual salary for all employees in the titles identified above shall be increased by three and one-half percent (3.5%).

Incremental Movement: Inasmuch as the range plan does not have steps, the agreement allows for incremental movement within the range in lieu of steps. Therefore, retroactive to the payroll period that includes January 1, 2021, all employees in the titles identified above shall receive a two percent (2.0%) incremental increase in their salary not to exceed the top of the range. If any employee, by application of the incremental increase described above, exceeds the top of the range, said employee shall be paid the amount up to the top of the range, and the remainder of the two percent (2.0%) shall be paid as a lump sum payment. Employees at the top of the range shall be deemed to be on the top step of the pay plan. All employees shall have a January 1

Annual Increment date. This provision is applicable to those in the above classifications on June 19, 2020 including subsequent retirees.

Vacation Accrual: All current employees in the titles identified above are presently assigned to the managerial pay plan and receive managerial benefits. Those who have accumulated more than four hundred eighty (480) hours or sixty (60) days of vacation time, as of the date of legislative approval of this Agreement, such number of days shall be the maximum accumulation, and payout upon separation, for these employees. Should their vacation accrual ever drop to the maximum rate per Article 39 Section 4 of the P-3B Contract, their maximum vacation accrual shall be as prescribed by the P-3B Contract.

Overtime/Compensatory Time: In accordance with Article 18 Section 10 of the P-3B Contract, all employees in the titles identified above shall be classified as Exempt Employees. They are, therefore, eligible to accumulate Compensatory Time, on an hour for hour basis.

Bumping: Any bumping rights shall be determined within one year and in accordance with Article 37 of the P-3B Contract.

Range Plan: Per the Agreement, all of the above classifications shall remain on their existing range plans, but they shall be placed on the “SPP range plan,” but to facilitate the implementation of the tentative agreement in lieu SPP, they shall be placed on the “PP” pay plan at least through the end of any successor agreement to the 2016-2021 P-3B Contract.

Longevity: Employees who were an incumbent of any of the above titles on April 1, 2013 and had their longevity rolled into their salary as a result, will not be eligible for longevity while maintaining any of the above the titles. Any employee in the titles above who did not have longevity rolled into their salary in 2013 and were employed by the State as of July 1, 2011, shall be eligible for longevity in the amount of \$500 biannually.

Other Terms and Conditions: All economic items shall be effective upon legislative approval of this Agreement. Except as otherwise provided herein, the terms of the current P-3B Contract shall apply to all employees in the titles identified above.

If you have any questions, please email Tammy Kowalski at Tammy.Kowalski@ct.gov and she will direct it to the appropriate staff member.

S. Fae Brown-Brewton

Fae Brown-Brewton
Undersecretary for Labor Relations

EXHIBIT A

1. Scott Kupis: State School Principal 1
2. Matthew L. Reinke: State School Principal 1
3. Donald J. Slater: State School Principal 1
4. Lawrence A. Avitabile: State School Principal 2
5. Lenore Gagin: State School Principal 2
6. Michael J. Nunes: State School Principal 2
7. Veron C. Walters-Beaulieu: State School Principal 2