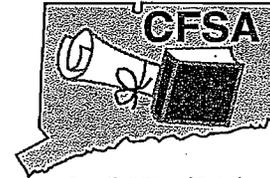




CONNECTICUT FEDERATION OF  
SCHOOL ADMINISTRATORS  
AFSA - AFL-CIO



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President

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Mr. Edward J. Roman  
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Dr. James Thompson  
Treasurer

February 28, 2007

To: Senator Thomas Gaffey  
Representative Andrew Fleischmann  
Co-Chairman Education Committee  
And  
Members of the Education Committee

From: Roch J. Girard  
President

RE: Support for the following Bills:

**S.B. No. 1114: An Act Implementing the Governor's Budget Recommendation  
Regarding Education:**

As stated in last week's committee hearing, CFSA is pleased to see that the Governor and the legislature have placed many educational initiatives front and center in this legislative session. We basically support most of the Governor's recommendations. Please refer to our testimony I wrote last week.

**We are very supportive of S.B. 1281 (Raised): An Act Concerning Pension  
Portability for School Superintendents and Additional Retirement Credit for School  
Administrators.**

This raised bill addresses an area of concern for those administrators whose contract work year is 11-12 months. The present retirement formula credits all teachers, administrators and superintendents on their salary based on a 10 month work year. Though the salary process is fair to all, the issue of the work year is not equitable for administrators/superintendents who are contracted to work 11-12 months. This bill would give credit for, and reflects the real work year, for administrators/superintendents, who work 11-12 months. This bill does not grant something that 11-12 month employees have not earned.

The job requirements and responsibilities for the 11-12 month work year have radically changed. The summer workload is now as intense as the work year itself. Talk to any

administrator or superintendent. - They will tell you that there is no more of what we used to call "down time". One year simply rolls over into another year.

Schools are no longer closed during the summer months. Schools are now used by the community year round. We no longer just have "summer school" for high school students who need to make up credit. Schools now offer remedial classes/instruction; hold in-service workshops; and offer professional development sessions. Many schools conduct PPT's during the summer. Administrators schedule their buildings for the next school year; interview new teachers and staff; as well as meet with new parents and students. The work requirements inherent in the NCLB, the data collection, and program planning all take so much time. The list goes on and on.

What we are saying is that schools aren't what they used to be. They require full time attention and the persons giving that attention are the 11-12 month administrators and superintendents.

We believe that now is the time to address this concern. We are not asking for something we have not earned!

We propose that a partial credit be given for each of the months worked, in example: the full 1.0 credit for working the regular 10 month school year, but adding a 0.1 credit for 11 month administrators, and a .2 credit for 12 month working administrators. Using this formula, an 11 month administrator after a 10 year period, would have earned a full year's credit towards retirement. In five years, the 12 month administrators would have earned a full year's credit towards retirement. We believe this a fair and equitable formula which can be used to fully reflect the working year for 11-12 month administrators and superintendents.

**CFSA also supports Raised Bill No. 1283: An Act Concerning the Advisory Committee on Connecticut's Technical High Schools.**

Our technical schools are doing a great job. These schools serve Connecticut in a unique way. Reconstituting the state-wide technical high school advisory committee should advance their work. The broad representation from business and industry; the superintendents' and Boards of Education members; legislative appointees; labor; parents; SDE personnel; and the public are all needed. I would respectfully ask that you **add a school administrator** to the list in that he/she is the one responsible for the operations of the school. We would be pleased to offer someone from our administrators union to serve on this committee, in that CFSA represents Vocational-Technical Administrators.

Thank you for your attention in these matters.