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**Contract Database Metadata Elements**

Title: **Kingston City School District and Administrative and Supervisory Personnel Association (1999)**

Employer Name: **Kingston City School District**

Union: **Administrative and Supervisory Personnel Association**

Local:

Effective Date: **07/01/99**

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**5410\_06302002**

Kingston City School District And  
Admin & Supervisory Personnel Assn

317 SD  
9860 AD1

**COLLECTIVE NEGOTIATIONS AGREEMENT**

between

**THE CITY SCHOOL DISTRICT  
OF THE CITY OF KINGSTON, NEW YORK**

and

**THE ADMINISTRATIVE AND SUPERVISORY  
PERSONNEL ASSOCIATION**

July 1, 1999 – June 30, 2002

**NYS PUBLIC EMPLOYMENT RELATIONS BOARD  
RECEIVED**

**SEP 20 2000**

**CONCILIATION**

"IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL."

Section 100

RECOGNITION

On the 6th day of March, 1969, the Kingston City School District recognized the Administrative and Supervisory Personnel Association as the exclusive bargaining agent for the negotiating unit defined as all building principals, building vice-principals, building assistant principals, directors, and coordinators. This recognition shall remain in effect until challenged.

Section 200

FRINGE BENEFITS

201 - Sick Leave

a. Sick leave shall be credited at the rate of one per month of employment for non-tenured unit members and 1.5 days per month of employment for tenured unit members with unlimited accumulation. Each unit member shall be credited in September of each year with the total amount of sick leave for which they are entitled for that year and the District shall report to each unit member in September of each year the total amount of sick leave accrued.

b. The estate of a unit member shall receive, upon the unit member's death, \$35.00 for each unused sick day the unit member had at the time of his/her death. The unit member will receive \$35.00 for each unused sick day - with a cap established at 200 days - at the time of retirement.

c. If unit members exhaust their sick leave days they may request permission from the superintendent to borrow against vacation days which will be earned but unused during any period subsequent to the request, but prior to the end of the following school year.

202 - Unit members with less than twenty (20) years of service in the District shall be granted 3 personal business days per school year subsequent to the approval of the superintendent or his/her designee. After 20 years of service in the district, unit members shall be granted four (4) personal business days per year. Unused personal business days shall be added to accumulated sick leave.

203 - Leaves for serious illness in the unit member's immediate family shall be granted providing the member makes a formal request to the superintendent that the absence be deducted from the unit member's accumulated sick leave.

204 - Absences due to death of members of the unit member's immediate family shall be granted to a maximum of five (5) days for funeral. The term "immediate family" shall include father, mother, sister, brother, husband, wife, son, daughter, father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandparents and grandchildren, additional considerations with the superintendent's approval.

205 - Leaves for religious holidays shall be granted only when absence from work is required by the unit member's religion.

206 - Leaves of absence shall be granted without pay subject to the recommendation of the superintendent for:

a. Professional growth, up to and including the doctorate, providing it is in the area in which the member is working or will work in the district, acceptance of a grant, scholarship, fellowship, or other such professional or educational award.

b. Convalescence from a serious illness or accident.

c. Any other reason approved by the superintendent.

207 - Insurance

- a. The district agrees to pay 95% of the cost for health insurance premiums for unit members hired on or before June 7, 1995 effective July 1, 1995. The district agrees to pay 90% of the cost for health insurance premiums for unit members hired after June 7, 1995. Effective January 27, 1987, unit members will commence a \$3.00 co-payment for the prescription drug card. Notwithstanding the above, the district's obligation of funding health insurance premiums for unit members who participate in health maintenance organization coverage shall be limited to the dollar amounts required of the district for contribution towards individual and/or family premium costs under the district's health insurance program (e.g., Empire Blue Cross-Blue Shield).
- b. The district shall maintain a primary insurance coverage (\$10.00) deductible to protect members of the unit against personal property losses, excluding cash and automobiles.
- c. Dental insurance shall be established for each unit member.

Section 300

GRIEVANCE PROCEDURE

- 301 - Any bargaining unit member or members of the ASPA unit (the grievant") claiming a violation, misinterpretation or inequitable application of this Agreement shall discuss it with his/her immediate supervisor. A grievance filed by the ASPA, and not on behalf of a particular member or members, may be raised with the superintendent or his/her designee. The grievant is entitled to be represented by an ASPA member. This discussion shall be held within ten (10) working days of the claimed violation, misrepresentation or inequitable application of this Agreement.
- 302 - If the grievant is not satisfied that the problem has been resolved, then the grievant, ASPA president, or a designee shall meet with the superintendent or his/her designee. The superintendent shall render a written decision within thirty (30) working days of the meeting.
- 303 - Not later than twenty (20) working days after such written decision has been received by the grievant, the ASPA may submit the grievance to arbitration pursuant to the labor arbitration rules of the American Arbitration Association. The decision of the arbitrator shall be final and binding. All arbitration fees and costs shall be borne by the Association.
- 304 - The arbitrator shall be without power or authority to make any decision, which requires the commission of any act, prohibited by law or which is violative of the terms of this Agreement. The arbitrator shall have not power to alter, add to or detract from the provisions of this Agreement.
- 305 - The failure of the superintendent or his/her designee or anyone against whom a grievance has been filed to comply with the time limits or other requirements of this grievance procedure shall permit the grievant to proceed to the next step.

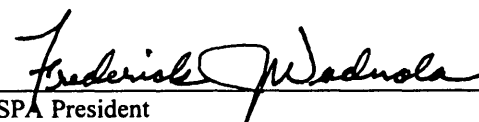
Section 400

MISCELLANEOUS

- 401 - This agreement shall be in force from July 1, 1999 to June 30, 2002. Package submission date for negotiations for the next contract period shall be no later than March 20, 2002. Negotiations on the package shall begin as soon as possible after exchange.

SO AGREED on this 9<sup>th</sup> day of June 1999,

  
\_\_\_\_\_  
Superintendent of Schools

  
\_\_\_\_\_  
ASPA President

APPENDIX A  
ADMINISTRATIVE - SUPERVISORY SALARY SCHEDULE

<u>RANGE</u>	<u>POSITIONS</u>	1999- 2000 - 10 MONTHS		2000- 2001 - 10 MONTHS		2001- 2002 - 10 MONTHS	
		<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
Level I	Coordinator of Spec. Ed./CSE	\$44,371	\$72,715	\$44,371	\$75,540	\$44,371	\$78,486
Level II	Vice Principal – Elementary/CPSE Chair.	\$45,094	\$73,759	\$45,094	\$76,636	\$45,094	\$79,625
Level III	Principals with 20 or fewer professional staff Assistant Principals – Kingston High School	\$45,802	\$74,806	\$45,802	\$77,723	\$45,802	\$80,754
Level IV	Directors Principals with 21-29 professional staff Vice Principals, JWB and MCM	\$46,543	\$75,850	\$46,543	\$78,808	\$46,543	\$81,882
Level V	Principals with (30-40) professional staff Vice Principal – Kingston High School	\$46,877	\$76,319	\$46,877	\$79,295	\$46,877	\$82,387
Level VI	Principals with (41-60) professional staff	\$47,372	\$76,981	\$47,372	\$79,983	\$47,372	\$83,102
Level VII	Principals with (61-90) professional staff	\$47,674	\$77,449	\$47,674	\$80,470	\$47,674	\$83,608
Level VIII	Principals with 91 or more professional staff	\$49,115	\$81,968	\$49,115	\$85,165	\$49,115	\$88,486

- a. An individual assigned to 11 months will receive an additional 1/10th of salary.
- b. Per diem rate 1/200th of 10 month basic salary.
- c. Movement within the range shall be 20% of the difference between a member's salary and the top of the range and their placement on the new salary schedule to maximum of \$500.00. Minimum range movement will be \$300.00 or top of range. (Including 11th month.)
- d. Unit members who have completed twenty (20) years of service in our District shall receive a longevity payment of \$750.00.  
Unit members who have completed twenty-five (25) years of service shall receive a longevity payment of \$1,250.00

SUPPLEMENTAL SALARY SCHEDULE

Stipend for earned doctorate

\$ 300