



Cornell University
ILR School

NYS PERB Contract Collection – Metadata Header

This contract is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial educational use only.

Some variations from the original paper document may have occurred during the digitization process, and some appendices or tables may be absent. Subsequent changes, revisions, and corrections may apply to this document.

For more information about the PERB Contract Collection, see <http://digitalcommons.ilr.cornell.edu/perbcontracts/>

Or contact us:

Catherwood Library, Ives Hall, Cornell University, Ithaca, NY 14853
607-254-5370 ilrref@cornell.edu

Contract Database Metadata Elements

Title: **Cheektowaga Central School District and Cheektowaga Central School District Administrative and Supervisory Unit (2002)**

Employer Name: **Cheektowaga Central School District**

Union: **Cheektowaga Central School District Administrative and Supervisory Unit**

Local:

Effective Date: **07/01/02**

Expiration Date: **06/30/05**

Number of Pages: **5**

For additional research information and assistance, please visit the Research page of the Catherwood website - <http://www.ilr.cornell.edu/library/research/>

For additional information on the ILR School, <http://www.ilr.cornell.edu/>

AD 1
4755

AGREEMENT

between the

**CHEEKTOWAGA CENTRAL SCHOOL DISTRICT
ADMINISTRATIVE AND SUPERVISORY UNIT**

and the

**CHEEKTOWAGA CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION**

and

DR. LESLIE B. LEWIS as SUPERINTENDENT

for the period

JULY 1, 2002 to JUNE 30, 2005

RECEIVED

JAN 03 2005

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

8

ARTICLE I

RECOGNITION AND DURATION

The Board of Education of Cheektowaga Central School District hereby recognizes the Cheektowaga Central School District Administrative and Supervisory Unit as the exclusive negotiating agent for the administrative and supervisory staff inclusive of Principals, Assistant Principals, Director of Athletics and the Director of Pupil Services for the period commencing July 1, 2002 and ending June 30, 2005.

ARTICLE II

CONTRACT DURATION

This agreement shall be in effect from July 1, 2002 to June 30, 2005 and contains all agreements and understandings relating to wages, hours and terms and conditions of employment between the contracting parties.

ARTICLE III

FRINGE BENEFITS

It is the intent of the Board of Education to provide benefits in terms of legal holidays, leaves of absence, sick and personal leave, health and hospitalization insurance, and retirement benefits on the same basis for which it is provided to members of the teaching staff as set forth in the current contract with the Cheektowaga Central Teachers Association, except that Unit members may accrue eighteen (18) days of sick leave each year with a maximum cumulative sick leave of 275 days. The Board shall contribute toward the medical plan with negotiated riders and benefit trust plan an amount comparable to that contributed on behalf of the teachers; however, the administrators' contributions are waived. It is further agreed that if there is a reduction in benefits in the negotiated agreement with the teachers, the Board will hold harmless the members of the Cheektowaga Central School District Administrative and Supervisory Unit.

Each member of the Unit shall receive twenty-two (22) vacation days annually. Unused vacation days only may be carried over through the following July 31 of the year in which they are available. If additional work must be done, interviewing conducted, etc., on a holiday, it is assumed that the administrative personnel will make arrangements to be present in school.

The district agrees to pay annual professional association membership dues at a rate not to exceed \$600 per member.

ARTICLE IV

GENERAL AREAS

The Administration is delegated full authority after approval by the Board to place into practice those innovations, which after careful studies, seem to be in the best interest of pupils and the community.

The Administration has the power to assign teachers to those tenure areas where they are certified and to those subjects approved by the Board that a forward-looking policy indicates.

The Administration has the approval to call and conduct such staff and faculty meetings as necessary for the efficient operation of the system. Such meetings are to be held after regular school hours, but not later than 5:00 p.m. All faculty members must be present when so indicated under penalty of possible charges of insubordination. Whenever possible, at least two days notice shall be given. The number of such staff meetings per month shall be reasonable in number.

The Administration is given the authority to assign faculty members to extra curricular activities, bus duty, proctoring, games, hall duty, etc., to assure an efficient, controlled educational program within available funds.

All criticism or complaints from teachers, parents and pupils must first be referred to the Building Principal for settlement before the Superintendent or the Board may take action. As a building head, it is his/her prerogative to attempt settlement first and he/she should not be by-passed. The only exceptions to this paragraph are complaints of a possible Title IX or Americans with Disability Act violation, which may be referred to the appropriate District Compliance Officer as named by the Board of Education.

The advice of the Administration is sought before instituting new policies or changing established policies. The Administration is consulted regarding budget requests for the building under his/her supervision. Once a budget has been established and approved, there are no unnecessary delays in securing the needed materials.

The Board will seriously consider the recommendation of the administrative staff for providing necessary personnel to carry out the requirements of the educational program.

ARTICLE V

COMPENSATION

The following salaries shall be established for the positions listed herein for the period of July 1, 2002 to June 30, 2005.

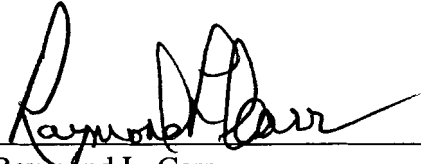
<u>POSITION</u>	<u>2002-2003</u> <u>SALARY</u>	<u>2003-2004</u> <u>SALARY</u>	<u>2004-2005</u> <u>SALARY</u>
Principal, Junior/Senior High School	\$86,550	\$89,550	\$92,550
Principal, Union East Elementary School	\$74,050	\$78,050	\$82,050
Principal, Pine Hill Primary Center	\$77,413	\$80,413	\$83,416
Ass't. Principal, Junior High School	\$70,809	\$74,809	\$78,809
Ass't. Principal, Senior High School	\$66,550	\$70,550	\$74,550
House Principal, Union East Elementary	\$67,286	\$71,286	\$75,286
Director of Athletics	\$59,000	\$63,500	\$67,500
Director of Pupil Services	\$87,484	\$90,484	\$93,484

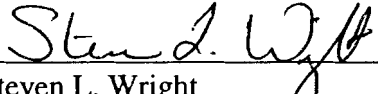
The entry salary of newly appointed members of the Unit will be established by mutual agreement between the appointee and the District. Salaries for succeeding years will be determined based upon the negotiated increases reflected in the above listings.

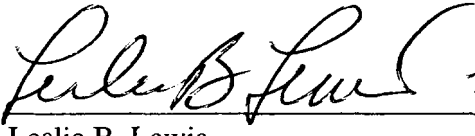
Holders of a Masters Degree shall receive a stipend of \$3,000. Longevity credit for years of service in education shall be granted as follows: eight (8) years - \$1,200; thirteen (13) years - \$1,500; twenty (20) years - \$2,000; twenty-five (25) years - \$2,600.

ARTICLE VI
PROTECTION OF ADMINISTRATORS
AND
SUPERVISORS

A liability insurance policy presented to the Administrative and Supervisory Unit by the Board on May 26, 1969 shall remain in full force and effect.

Approved:  7/25/03
Raymond L. Carr Date
President, Cheektowaga Central School
District Board of Education

Approved:  7/23/03
Steven L. Wright Date
President, Cheektowaga Central School
District Administrative & Supervisory Unit

Approved:  7/23/03
Leslie B. Lewis Date
Superintendent, Cheektowaga Central
School District

Note: Even though this agreement was signed in July 2003, the terms of the agreement were negotiated and agreed upon during the summer of 2002 and were implemented during the 2002-2003 school year.