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Union: **Uniondale Administrators Association**

Local:

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AD1/6360

AGREEMENT

-between-

UNIONDALE UNION FREE SCHOOL DISTRICT

-and-

UNIONDALE ADMINISTRATORS ASSOCIATION

July 1, 2004 - June 30, 2008

RECEIVED

FEB 20 2007

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

41

AGREEMENT made this 6th day of ~~November, 2006~~ ^{February 2007} by and between UNIONDALE UNION FREE SCHOOL DISTRICT (hereinafter referred to as the "District") and the UNIONDALE ADMINISTRATORS ASSOCIATION (hereinafter referred to as the "Association"). All references to supervisory personnel not included in the Association shall hereinafter be referred to as the "Administration".

WC

WHEREAS, the Association was, on the 8th day of October, 1968, recognized by the District for the purposes of collective bargaining and the settlement of grievances for the members of the Supervisory Negotiating Unit, and

WHEREAS, it is understood and agreed that the District may create or substantially alter existing positions, and

WHEREAS, negotiations have been completed between the parties pursuant to the provisions of the Public Employees Fair Employment Act;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, it is mutually agreed as follows:

ARTICLE I. RECOGNITION

The Association shall be, subject to the provisions of the Public Employees Fair Employment Act, the collective bargaining agent for a unit composed of all Principals, Assistant Principals, the Administrative Assistants for Central Registration, Early Childhood Programs, Testing Assessments and Grants, Nursing Services and the Directors of Physical Education, Athletics and Health, Science, English Language Arts, Special Services, Pupil Personnel Services/Committee on

Special Education, Technology Services, Social Studies, Art/Music, Occupational Education, Second Languages, Mathematics, Guidance/Scholarship Recruitment/Academic Rigor, Library Media Services/Instructional Integration of Technology, and the Coordinator of SASI, and the Deans of Students.

ARTICLE II. ASSOCIATION USE OF SCHOOL FACILITIES

The Association may use a member's office for the meetings of its members or committee thereof at reasonable times outside of school hours without cost or prior approval. At all other times, or for the use of other facilities, applications for such use shall be made in accordance with District policy and regulations for the use of school facilities.

ARTICLE III. EVALUATION OF ASSOCIATION MEMBERS

Evaluations may be made of members of the unit by their superiors, the Deputy Superintendent, and the Superintendent of Schools. Such evaluations shall be in writing, subject to, review with the person evaluated. Any evaluation review with a member of the unit shall be conducted by the Superintendent of Schools or another supervisory person in the next higher level of administrative authority.

A member of the unit shall be notified by April 1 of the Superintendent's intention to terminate a member of the unit, or withhold all or part of a salary increase for a member of the unit, based on an evaluation which involves a rating which is unsatisfactory. Such evaluation is subject to review by the Board. The April 1st notice requirement shall not preclude the District from terminating a member of the unit, or withholding all or part of a salary increase for a member of the unit based on events which occur, or become known, after April 1st, which result in a rating which is unsatisfactory.

Nothing contained herein shall preclude the District from having outside surveys or studies made by qualified persons or organizations provided that, if such studies or surveys include individual evaluations of

Administrators, copies of the reports of such studies are furnished to the Association and copies of such individual evaluations shall be furnished to the person evaluated.

ARTICLE IV. ADMINISTRATORS' FILES

An Administrator may examine his/her personnel file, except for material which is of a confidential nature, at reasonable times. Upon such examination, he/she shall have the right to make his comments in writing as to any non-confidential material in his/her file and such written comments shall be attached to the material to which it refers. He/she shall also have the right, at his/her own cost and expense, to make copies of such non-confidential material.

A copy of any derogatory or critical material pertaining to an Administrator's conduct, service, character or personality shall be forwarded to the Administrator at the time the material is filed. Administrators shall acknowledge that they have read such material by affixing their signature on the actual copy to be filed, with the understanding that such signature merely signifies that the material to be filed has been read and does not necessarily indicate agreement with its content.

ARTICLE V. LEAVES OF ABSENCE

A. Immediate Family - is defined, for purposes of this Article, as an Administrator's spouse, children, foster children, step-children, parents, foster parents, parents-in-law, brothers, sisters, or other relatives for whose financial or physical care the Administrator is responsible. An Administrator shall not be considered responsible for said "other" relative unless said person resides in the same residence as the Administrator and is deductible upon the Administrator's United States Income Tax Return.

B. Sick Leave - Members of the bargaining unit shall earn twelve (12) days of sick leave with full pay per year cumulative to a maximum of 225 days.

In addition those members of the unit whose employment includes regular service during July and/or August of each school year shall be entitled to an additional sick leave day for each twenty (20) working days of such service (without apportionment for lesser period). Said summer sick leave days shall be cumulative as regular sick leave. The District reserves the right to require a doctor's certification of illness or injury for summer sick leave days so used.

In the event an Administrator has used all his/her sick leave, or has not yet earned his/her annual sick leave, the District shall advance him/her all, or a portion, of his/her annual sick leave provided the Administrator executes an authorization to the District permitting the District to deduct from his/her pay the amount of advanced sick leave which has not been accrued at the time the Administrator permanently leaves the District.

C. Leaves Because of Illness of Someone Other Than an Administrator - An Administrator shall be granted leave with pay chargeable to Sick Leave for the following reasons:

1. If absence is necessitated by exposure to contagious disease in which the health of students or other employees would be impaired by the Administrator's attendance. Such absence shall be subject to the approval of the school doctor, whose decision as to necessity shall be final. This decision shall be made after a consultation with the individual's family physician, if requested.

2. In the case of illness or serious injury to a member of the Administrator's immediate family which necessitated the Administrator's absence from work because of the need for the personal attention of the Administrator.

3. Such leave shall not exceed twelve (12) days in any one school year.

D. Child Care Leave - Upon request, an Administrator will be granted a leave of absence without pay, not to exceed two years' duration, for the care of a newly-born infant or adopted child or for the preparation for same. Upon return from such Leave, they shall be reinstated to the same or comparable position and shall advance to the next step on the salary schedule, when applicable, on the basis of their professional preparation.

Such leave shall be without pay or other employee benefits, except that Administrators may, at their own cost and expense, continue as an enrolled member of a group benefit plan.

Such leave shall commence insofar as possible at either the beginning of the school year or the beginning of a semester. Such leaves shall terminate at the beginning of the school year.

E. Death Leave - An Administrator shall be granted up to a maximum of five (5) days of leave with full pay during the school year for the death of each member of his/her immediate family, and his/her grandparents, provided that the Administrator attends the services, if any, for the deceased. Such leave shall not be cumulative, if unused, and shall not be charged against sick leave. In the event of the death of an Administrator's spouse, the leave may be extended to a maximum of ten (10) days. In the event of the death of a relative who is not in the immediate family, death leave may be granted at the sole discretion of the Superintendent. In the event of the death of a close friend, the Administrator may take personal business leave.

F. Personal Business Leave - An Administrator shall be allowed up to three (3) days of leave with full pay, one of which shall be deducted from sick leave, during each school year for the purpose of transacting or attending to personal business which requires absence during school hours. Members of the unit hired on or after July 1, 1980 shall be allowed up to two (2)

days of leave with full pay during each school year for the purpose of transacting or attending to personal business which requires absence during school hours.

A list of acceptable reasons for such leave days is annexed hereto. Except in emergencies, an Administrator desiring to leave hereunder shall give his Building Principal or immediate supervisor written application therefore at least three (3) school days in advance of the day he proposes to be absent. Such leave shall not be cumulative and shall be subject to the Board's approval through the Superintendent of Schools. The applicant shall indicate the reason for which the leave is being taken. Approval will not be denied except in the event of an emergency.

Personal Business Leave shall be used only for the purpose of handling personal affairs which cannot be transacted on the weekend or after school hours. It is not for casual or indiscriminate use. Any Administrator who, by willful misrepresentation, violates this policy shall forfeit any further right hereunder until reinstated by the Board on recommendation of the Superintendent of Schools.

In unusual circumstances the Superintendent may in his/her sole discretion grant additional personal leave. In exercising his/her discretion the Superintendent shall take into account, among other reasons, an administrator's prior use of personal leave in the District.

G. Extended Leaves of Absence - Extended leaves of absence without pay may be granted to Administrators for any purpose provided that:

1. The person receiving the leave in good faith expresses in writing his intention to return to this District for at least a period of one (1) year thereafter, and

2. Such leave shall commence, insofar as possible, at either the beginning of the school year or the beginning of a semester. Such leaves shall terminate at the beginning of the school year.

H. Jury Duty - Employees summoned for jury service will be paid the difference between their regular daily rate of pay and the daily jury service fee for each day they are required to serve as jurors.

ARTICLE VI. ATTENDANCE INCENTIVE

Members of the unit who do not absent themselves from work during the year shall be entitled to a \$1,000 attendance incentive.

Members of the unit who do not absent themselves from work during the year for more than three (3) days shall be entitled to a \$500 attendance incentive.

Absences covered herein shall only be those charged to sick and personal leave.

Payments shall be made in a separate check as soon as possible following the end of the school year.

This provision shall expire on June 30, 2008 notwithstanding the Triborough Law.

ARTICLE VII. MEAL REIMBURSEMENT

Members of the unit shall receive meal reimbursement to a maximum of \$30 per meal and \$1,000 per year for meals on evenings when such members attend Board of Education, PTA and/or Open House meetings. District supplied vouchers with receipts shall be submitted for reimbursement.

Reimbursement within the maximums described above may also be made for meals not covered therein upon recommendation of the Superintendent with the approval of the Board.

ARTICLE VIII. VACANCIES

If any of the positions covered by this Agreement become vacant for any reason, the District

agrees to use due diligence in locating and appointing a successor for said position. Unless the position is to be terminated, the District agrees to give notice to the Association, to the staff of each school, and to other sources of applicants within ten (10) days following the Board's next regular meeting. Said notice shall include the job description, job requirements and procedures for application. Said procedures shall include a termination date for the receipt of applications not later than ninety (90) days thereafter. If no acceptable candidate has been found within that period, the District agrees to reissue notices with respect to said vacancy.

The District agrees, unless the said position is to be terminated, not later than the close of the current school year, to make an interim appointment to fill the vacancy, including reasonable remuneration.

The Association may grieve alleged violations of this provision.

ARTICLE IX. TAX-SHELTERED ANNUITIES

Members of the unit shall be eligible to participate in Tax-Sheltered Annuities available to the District.

ARTICLE X. GRIEVANCE PROCEDURE

All members of the unit are guaranteed the right to be heard and to present their grievances in accordance with the following plan. Decisions shall be rendered judiciously and promptly.

Definitions

1. "Grievance" - a complaint by a member of the unit that (1) there has been as to him/her a violation, misinterpretation, or inequitable application of any of the provisions of this Agreement, or (2) he/she has been treated unfairly or inequitably by reason of an act or conditions (a) which

is contrary to established District policy or practice, or (b) which would unfairly or inequitably alter or extend his/her duties and responsibilities except that no "grievance" shall apply to any matter as to which (1) any rule or regulation of the State Commissioner of Education has the force and effect of law, or (2) the Board is without authority to act.

2. "Aggrieved Party" - refers to a member of the unit who files a grievance.
3. "Days" - refers to working school days of the school year.
4. "School Year" - refers to the period of time commencing on September 1 and running through the following June 30th.

5. It is understood that the Association may file a grievance on its own behalf only in those instances involving an alleged violation of the provisions of this Agreement involving rights of the Association, (e.g., Article II, VI).

Procedural Stages

Step One: Any member of the unit having a grievance shall discuss it with his Building Principal or the Administrator or member of the Administration at the next level of administrative authority with the objective of resolving the matter informally. The aggrieved party may appear alone or with a representative of the Association. The presentation of such a grievance shall take place within fifteen (15) days following the time the aggrieved party is aware of the act or condition which is the basis of the grievance. The aggrieved party and the Building Principal or other Administrator or member of the Administration shall, within five (5) days of presentation of the grievance, confer on the grievance with a view to arriving at a mutually satisfactory resolution of the grievance.

Step Two: If the grievance is not resolved informally, it shall be reduced to writing on

the proper form and presented to the Superintendent of Schools within five (5) days after the notice of no resolution. Within fifteen (15) days after receipt of the written grievance, the Superintendent of Schools shall conduct a hearing on the grievance, and within five (5) days thereafter render a written decision to the aggrieved party, with a copy to the Association if it has been represented in the proceedings.

Step Three: A grievance dispute, which was not resolved by the foregoing may be submitted by the aggrieved party to arbitration for an advisory ruling if it involves the application or interpretation of this Agreement. If it has arisen with respect to established practices or policies of the District, it may be submitted to arbitration for a ruling solely as to whether District policies or practices were either disregarded or applied in such a discriminatory, arbitrary, or capricious manner as to constitute an abuse of discretion.

The aggrieved party may proceed personally or through the Association.

The proceeding shall be initiated by filing with the District and the American Arbitration Association a Notice of Arbitration within ten (10) days after receipt of the decision concluding Step Two hereof. The Notice shall include a brief statement setting forth precisely the issue to be decided by the Arbitrator and the specific provision of the Agreement, policy or practice of the District which is involved. The Notice shall be filed with a request for the appointment of an Arbitrator.

The parties agree to endeavor to meet the earliest possible hearing date request of the Arbitrator and his/her advisory ruling or decision shall be rendered not later than ten (10) days from the date of the closing of the hearing. It shall be in writing and shall set forth his/her ruling or decision and his/her opinion on the issues submitted, and may recommend an appropriate remedy where he/she finds a violation.

The Arbitrator's fee and filing fee, if any, will be shared equally by the aggrieved party or the Association and the District.

Within twenty (20) days of the receipt of the Arbitrator's decision, the District shall advise the Association and/or the aggrieved party of its acceptance or rejection, in whole or in part. If the District fails to so advise, the Arbitrator's decision shall become final.

Step Four: A grievance dispute which has not been resolved by the foregoing may be submitted by the aggrieved party to a final hearing before the Board of Education. Petition for such a hearing shall be made within ten (10) days after receipt, directly or indirectly, of the District's advice with respect to the Arbitrator's decision, and shall be accompanied by a copy of all prior notices, petitions, decisions, etc. The Petition and accompanying papers may be served on the District Clerk or a member of the Board of Education. A hearing shall be held within fifteen (15) days and a decision rendered thereafter within thirty (30) days of the hearing's close, with copies to the Association and to the aggrieved party.

General Principles

1. Failure to communicate the decisions with respect to Step One shall permit the lodging of an appeal at the next step of the proceeding within the time which would have been allotted had the decision been timely rendered.
2. Any decision which is not appealed within the specified time limits will be deemed to have been accepted by the Association and/or the aggrieved party, and the grievance will be deemed to be discontinued, further appeal thereon being barred.
3. No grievances which are substantially similar to a prior grievance which has been denied at Step Three shall be brought by another member of the unit unless the prior grievance was denied

due to a violation of time limits.

4. The Association may pursue a group grievance on behalf members of the Association provided those included become a party to the procedure by signing the grievance.

5. All parties shall make every reasonable effort to conclude the grievance process prior to the close of the school year, but no aggrieved party shall be obliged to continue through a step of this procedure after June 30th of any year and prior to September 1 following. The parties may, however, agree to continue.

6. At any time a notice is required and additional information is required to accompany such notice, the notice may include a request for an additional time period of not more than ten (10) days within which to submit such additional information.

ARTICLE XI. GRIEVANCE PROCEDURES OF THE OTHER EMPLOYEE UNITS

Whenever another employee unit or a member thereof institutes a grievance whose resolution may affect or conflict with the normal duties, responsibilities or functions of any of the members of the Association, the Association shall be notified as soon as practicable, but in any event within thirty (30) days. The Association may be represented at all conferences and hearings and may be heard thereat. Failure to appear or to be heard shall preclude further objection with respect to the decisions or rulings. If the Association appears and indicates a request for same, it shall be furnished with copies of the pertinent documents relating thereto, including copies of the decisions.

ARTICLE XII. CONFERENCES AND CONVENTIONS

The educational program of the Uniondale Public Schools depends, to a large extent, on communications with other school districts in the county, the state and the nation, so that the District

may keep abreast of new ideas, programs and experimentations and also share our own ideas with others.

Methods of doing this include:

1. Participating in the activities of professional organizations on a local, state and national level;
2. Attending conferences, conventions and workshops;
3. Visiting schools where innovative projects or experimentations are occurring;
4. Participating in the Middle States Association Program of visitations.

The Board of Education, the Superintendent of Schools and the members of the Uniondale Administrators Association should continuously investigate and evaluate the available conferences, conventions, workshops and locations of innovative programs and cooperatively select those that would be beneficial to the District's own program or to the professional growth of any individual UAA member.

Requests for attendance and/or reimbursement for attendance at conferences or to make specific visitations shall be submitted to the Superintendent on forms supplied by the District and shall include the purpose of the conference and the benefits to be derived by the District. The Superintendent shall provide a written response to the applicant within thirty (30) days following the request. In the event of a denial, this response shall include the reason therefor.

ARTICLE XIII. INSURANCE

A. Health Insurance

1. Members of the unit and their dependents shall be eligible for coverage under the Empire State Health Insurance Plan and any options available thereunder. The District shall pay 85% of the cost of such coverage for unit members.

2.a. Members hired on or after July 1, 1986 shall not be eligible for health insurance by the District if they are eligible for coverage under the plan of a spouse, provided the spouse's coverage is comparable to the health insurance plan being provided by the District for other members of the bargaining unit. This shall not preclude the employee from enrolling for coverage at a time when he/she is aware that the spouse's coverage will terminate. The enrollment date shall not allow for dual coverage.

b. For purposes of determining comparability, a plan shall be deemed comparable even if the employee's spouse's plan contains a contributory factor, provided the District opts to allow the employee to withdraw and receive the annual payments with an additional stipend equivalent to the dollar amount paid by the employee's spouse towards his or her health insurance coverage in excess of the amount the employee would be required to contribute under this Agreement.

c. A plan shall not be deemed noncomparable solely because an employee's spouse may not carry the plan into retirement. In such instances, the employee will be eligible for the District's plan if the employee's spouse loses coverage, retires or leaves employment, or at the time the District employee retires.

3. Members of the unit who are eligible and enrolled in the District's health

insurance plan and who withdraw from the District's plan shall receive \$1,500 if they were covered by the family plan and \$750 if they were receiving individual coverage, provided they remain eligible and uncovered under such plan for a period of twelve (12) consecutive months. Such payments shall be made at the end of the twelve-month period and annually thereafter, provided such administrators are still eligible and uncovered under the District's plan. Nothing contained herein shall preclude an eligible member from reentering the plan at any time provided, however, that in the case of a member who reenters in less than twelve months or on a date prior to an annual payment, no payments shall be made.

4. The District may switch carriers to another plan providing comparable coverage to the statewide plan. At least ninety (90) days' notice shall be given to the Association. In the event of a dispute as to the coverage of the new plan, the dispute shall be submitted to arbitration, provided, however, that such grievance shall be instituted at the Superintendent's Level and provided further that for this case only the decision of the Arbitrator shall be final and binding. The plan shall not be switched until a decision from the Arbitrator has been rendered.

5. In the event the District negotiates a change in carriers with the UTA, the Association shall be subject to the same coverage.

6. The District shall provide an IRC § 125 Plan with regard to the contributions made by employees toward the cost of their health insurance (Section A.1, above) and the opt-out bonus (Section 3, above).

B. Group Life Insurance – The District shall provide and pay the full premium for Group Life Insurance in an amount of \$150,000 for each Administrator who is regularly employed on a full-time basis. Such coverage shall become effective as soon as possible following the signing of this agreement.

For newly-employed Administrators, such insurance shall not be effective for a period of four months from the first day of work.

C. Dental Insurance - The District agrees to provide dental insurance coverage to its Administrators equal to the coverage it provides its teachers.

D. Long-Term Disability Insurance - The District shall contribute up to the rate of \$900 per year (\$75.00 per month) per participant towards the premium for a disability insurance plan mutually acceptable to the parties.

The District shall provide notice of any rate changes in the plan as soon as practicable.

ARTICLE XIV. TERMINAL ALLOWANCE

The District agrees to pay a terminal allowance of at least \$20,000 to tenured unit members upon retirement, provided such members have at least 15 years of service in the District. The method of payment of this allowance shall be specified by the Administrator in writing prior to the time of retirement. Payments shall be made no later than the last pay period in December following retirement. Except in medical emergencies, the Administrator shall notify the District at least 120 days prior to the effective date of retirement and the District shall notify the Administrator not less than sixty (60) days prior to the retirement date as to the amount of the terminal allowance.

Members of the unit who use in excess of 45 sick and/or personal days in their last three (3) years of service shall not be eligible for the \$20,000 minimum. Such unit members shall have their Terminal Allowance determined by the Board in its sole nongrievable discretion.

ARTICLE XV. SALARIES

1. Subject to other provisions in the contract, e.g., Article III, wage increases and salaries for the duration of this Agreement are reflected in attached appendices.

- a. For the 2004-2005 school year, there shall be a 2.5% increase on salary plus one new step for principals.
- b. For the 2005-2006 school year, there shall be a 3.0% increase on salary, plus another new step for principals and one new step for assistant principals and administrative assistants.
- c. For the 2006-2007 school year, there shall be a 3.0% increase on salary plus a third new step for principals, a second new step for assistant principals and administrative assistants, and a \$2,500 one time payment off schedule for each of the directors who were on top step effective June 30, 2003.
- d. For the 2007-2008 school year there shall be a 3.0% increase on salary schedule.

2. The time worked beyond the ten-month school year (September 1 June 30), heretofore referred to as "Additional Time," shall not be enlarged or diminished during the term of this Agreement unless prior consultation and discussion is entered into with the individuals whose schedule would be affected, and reasonable notice of the change is provided.

3. If an Administrator is required to perform additional work or to attend meetings beyond his/her current "Additional Time," he/she shall have the option of accepting the appropriate additional pay or of receiving compensating time off, which time, however, is subject to the approval of the Superintendent. If an administrator has his/her "Additional Time" reduced, his/her compensation shall be reduced accordingly.

4. Providing that it does not duplicate or conflict with his/her professional duties,

obligations or responsibilities, an Administrator may administer, lead, participate, teach or supervise youth educational functions or activities. If a teacher in the District receives additional compensation for such work, nothing in this Agreement shall prevent an Administrator from receiving such compensation, provided that said work is outside the area of his/her responsibility.

5. The parties shall negotiate the minimum starting salary for all newly-created positions within the bargaining unit, hiring, the District may exceed these minimums at its discretion.

In the event a newly-created position must be filled prior to an agreement on the minimum salaries referred to above, said vacancy may be filled by the District at a salary which shall be subject to adjustment, if necessary.

6. Directors shall perform supervision of the Alternative School as part of their normal job duties. Unit members on payroll prior to June 30, 2005, shall be compensated for Alternative School supervision they provide for the 2004-05 and 2005-06 school years. Effective July 1, 2006, all Directors shall provide Alternative School supervision without any additional compensation.

7. Newly hired members of the unit may be placed on any step of the salary schedule when hired. If employed prior to February 1 of a school year, they shall advance to the next step on the following July 1. If employed subsequent to February 1 of a school year, they shall advance to the next step the July 1 following the first July 1st subsequent to their hiring.

8. Members of the unit who are tenured and have ten (10) years of administrative unit service in the District shall receive an annual stipend of \$2,500 added to their salary. Such service award may be withheld at the non-grievable discretion of the Superintendent of Schools for less than satisfactory service.

9. A \$2,000 differential shall be payable to all members of the unit upon attainment of the Doctorate degree.

ARTICLE XVI. JOINT OBJECTIVES

The Board, the Superintendent and the UAA are the leadership team in the District.

When the leadership team agrees upon a specific goal, the necessary steps in implementation should commence. Constant evaluation by the Board, the Superintendent and the UAA must take place.

The Community should also be constantly made aware of progress and eventually of completion.

Through the establishment of definite objectives which will be implemented by staff and Administrators working in conjunction with the Superintendent and the Board, a true pattern for progress will be established in Uniondale.

We believe the UAA should have the professional responsibility of policing its own membership. To this end, a standing committee of UAA members will be formed to enforce a strict code of ethical behavior based on (but modified to meet our needs) the code of ethics of both the National Association of Secondary School Principals and the National Association of Elementary School Principals. The responsibility of the committee will be to work with the Board and the Superintendent with a view toward correcting any conditions of malfeasance, misfeasance or non-feasance on the part of any UAA member. Furthermore, it will be the function of this Ethics Committee of the UAA to admonish or reprimand any member of the UAA who is not abiding by the standards of our professional association.

ARTICLE XVII. SABBATICALS

The District, in its sole discretion, may grant or deny requests for sabbatical leaves of absence to members of the Association. Request for sabbaticals shall be judged on an individual ad hoc basis.

Requests for sabbaticals shall be made in writing to the Superintendent by February 1, and the written response of the Superintendent shall be given by April 1.

ARTICLE XVIII. TERM OF AGREEMENT

The terms of this Agreement shall remain in full force and effect for the period of July 1, 2004 through and including June 30, 2008.

ARTICLE XIX. MISCELLANEOUS PROVISIONS

1. This Agreement shall constitute the full and complete Agreement between the parties with respect to the provisions included, and may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement.

2. This Agreement shall supersede any rules, regulations or practices of the District which shall be contrary to or inconsistent with its terms. The District agrees that it will not establish any rules, regulations or policies contrary to the terms of this Agreement unless required to do so by law or regulation of the Commissioner of Education having the force and effect by law.

3. In the event that any other negotiating unit in the District requests or demands things which would have an effect on the position, duties, responsibilities, functions or working conditions of this unit, the District may, in its discretion, call upon the Association or any of the

Administrators to participate in the negotiations for the purpose of eliminating controversy between the units. In the event that the Association does not enter into such negotiations, it is agreed that the Association shall abide by the decision reached in such negotiations. Neither the Association nor any of the Administrators shall be required to negotiate on behalf of the District with any other negotiating unit, but may be requested to serve as members of study committees or as resource persons and witnesses in Fact-Finding.

4. This Agreement shall supersede any individual arrangements, agreements or contracts between the District and an individual Administrator.

5. If any provision of this Agreement shall be found contrary to law, all other provisions will continue in full force and effect.

ARTICLE XX. TAYLOR LAW NOTICE

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 THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

IN WITNESS WHEREOF, the parties have set their hands and seals this 6th day of Feb
February, 2006. 7 ce

UNIONDALE UNION FREE
SCHOOL DISTRICT


Superintendent

UNIONDALE ADMINISTRATORS
ASSOCIATION


President

REASONS FOR PERSONAL LEAVE

1. Real property title and mortgage closings.
2. Income tax hearings required by the state, city or federal governments.
3. Adoption hearings.
4. Court appearances.
5. Graduation exercises of Administrator, spouse or child.
6. Emergency hospital registration for family member.
7. Honors and awards ceremony involving Administrator, spouse or child.
8. Emergency family situations.

WORK YEAR: ADMINISTRATIVE STAFF

“12 Months:” 22 Vacation Days

Director of English Language Arts
Director of Pupil Personnel Services/Committee on Special Education
Director of Special Services
Director of Physical Education, Athletics, Recreation, and Health
Director of Second Languages
Director of Technology Services
Director of Science
Director of Mathematics
Director of Social Studies
Director of Art/Music
Director of Occupational Education
Director of Guidance/Scholarship ,
~~Director of~~ Recruitment/Academic Rigor *uc*
Director of Library Media Services/Instructional Integration of Technology
Administrative Assistant

“11 Months” 22 Vacation Days; Off during recesses and
district-approved holidays* when teachers are off.

Secondary School Principals
Second School Assistant Principals
Dean of Students
Elementary School Principals
Elementary School Assistant Principals

“10 Months” Work September 1 – June 30; plus 10 days during the summer.
Off during recesses and holidays * when teachers are off.

Notes

Vacation days and summer work schedules are subject to the approval of the Superintendent or designee.

An Administrator who leaves the District’s employment prior his/her anniversary date shall be entitled to pro-rated vacation benefits for that year. If such individual has already received more than his/her prorated vacation entitlement, pay for the excess time shall be deducted from his/her final wages.

*Does not include the days prior to the opening of school in September and the days following the close of school, with the exception of Labor Day.

SALARY SCHEDULE

2005-06	Principal H.S	Principal M.S.	Principal Elem.	Asst. Pr. H.S.	Asst. Pr. M.S.	Asst. Pr. Elem.	Directors	Admin. Asst.
1	105,621	102,427	88,789	80,511	77,957	68,188	86,893	80,850
2	108,196	105,002	91,364	83,086	80,532	70,763	89,468	83,425
3	110,771	107,577	93,939	85,661	83,107	73,338	92,043	86,000
4	113,346	110,152	96,514	88,236	85,682	75,913	94,618	88,575
5	115,921	112,727	99,089	90,811	88,257	78,488	97,193	91,150
6	118,496	115,302	101,664	93,386	90,832	81,063	99,768	93,725
7	121,071	117,877	104,239	95,961	93,407	83,638	102,343	96,300
8	123,646	120,452	106,814	98,536	95,982	86,213	104,918	98,875
9	126,221	123,027	109,389	101,111	98,557	88,788	107,493	101,450
10	128,796	125,602	111,964	103,686	101,132	91,363	110,068	104,025
11	131,371	128,177	114,539	106,261	103,707	93,938	112,643	106,600
12	133,946	130,752	117,114	108,836	106,282	96,513	115,218	109,175
13	136,521	133,327	119,689	111,411	108,857	99,088	117,793	111,750
14	139,096	135,902	122,264	113,986	111,432	101,663	120,368	114,325
15	141,671	138,477	124,839	116,561	114,007	104,238	122,943	116,900
16	144,246	141,052	127,414	119,136	116,582	106,813	125,518	119,474
17	146,821	143,627	129,989	121,711	119,157	109,388	128,093	
18	149,396	146,202	132,564	124,286	121,657	111,963		
19	151,971	148,777	135,139			114,538		
20			137,714					

2006-07	Principal H.S	Principal M.S.	Principal Elem.	Asst. Pr. H.S.	Asst. Pr. M.S.	Asst. Pr. Elem.	Directors	Admin. Asst.
1	108,790	105,500	91,453	82,926	77,957	70,234	89,500	83,275
2	111,442	108,152	94,105	85,579	80,532	72,886	92,152	85,928
3	114,094	110,805	96,757	88,231	85,600	75,538	94,804	88,580
4	116,747	113,457	99,410	90,883	88,252	78,190	97,456	91,232
5	119,399	116,109	102,062	93,535	90,904	80,843	100,109	93,884
6	122,051	118,761	104,714	96,188	93,557	83,495	102,761	96,537
7	124,703	121,414	107,366	98,840	96,209	86,147	105,413	99,189
8	127,356	124,066	110,019	101,492	98,861	88,799	108,065	101,841
9	130,008	126,718	112,671	104,144	101,513	91,452	110,718	104,493
10	132,660	129,370	115,323	106,797	104,166	94,104	113,370	107,146
11	135,312	132,023	117,975	109,449	106,818	96,756	116,022	109,798
12	137,965	134,675	120,628	112,101	109,470	99,408	118,674	112,450
13	140,617	137,327	123,280	114,753	112,122	102,061	121,327	115,102
14	143,269	139,979	125,932	117,406	114,775	104,713	123,979	117,755
15	145,921	142,632	128,584	120,058	117,427	107,365	126,631	120,407
16	148,574	145,284	131,237	122,710	120,079	110,017	129,283	123,059
17	151,226	147,936	133,889	125,362	122,731	112,670	131,936	125,633
18	153,878	150,588	136,541	128,015	125,384	115,322		
19	156,530	153,241	139,193	130,667	127,884	117,974		
20	159,183	155,893	141,846			120,549		
21			144,498					

2007-08	Principal H.S	Principal M.S.	Principal Elem.	Asst. Pr. H.S.	Asst. Pr. M.S.	Asst. Pr. Elem.	Directors	Admin. Asst.
1	112,054	108,665	94,196	85,414	80,295	72,341	92,185	85,774
2	114,786	111,397	96,928	88,146	82,948	75,073	94,916	88,505
3	117,517	114,129	99,660	90,878	88,168	77,804	97,648	91,237
4	120,249	116,861	102,392	93,610	90,900	80,536	100,380	93,969
5	122,981	119,592	105,124	96,341	93,631	83,268	103,112	96,701
6	125,713	122,324	107,855	99,073	96,363	86,000	105,844	99,433
7	128,445	125,056	110,587	101,805	99,095	88,732	108,576	102,165
8	131,176	127,788	113,319	104,537	101,827	91,463	111,307	104,896
9	133,908	130,520	116,051	107,269	104,559	94,195	114,039	107,628
10	136,640	133,252	118,783	110,000	107,290	96,927	116,771	110,360
11	139,372	135,983	121,515	112,732	110,022	99,659	119,503	113,092
12	142,104	138,715	124,246	115,464	112,754	102,391	122,235	115,824
13	144,836	141,447	126,978	118,196	115,486	105,123	124,966	118,555
14	147,567	144,179	129,710	120,928	118,218	107,854	127,698	121,287
15	150,299	146,911	132,442	123,660	120,950	110,586	130,430	124,019
16	153,031	149,642	135,174	126,391	123,681	113,318	133,162	126,751
17	155,763	152,374	137,905	129,123	126,413	116,050	135,894	129,402
18	158,495	155,106	140,637	131,855	129,145	118,782		
19	161,226	157,838	143,369	134,587	131,721	121,513		
20	163,958	160,570	146,101			124,165		
21			148,833					