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Contract Database Metadata Elements

Title: **Moriah Central School District and Moriah Central Administrators Association (MCAA) (2004)**

Employer Name: **Moriah Central School District**

Union: **Moriah Central Administrators Association (MCAA)**

Local:

Effective Date: **07/30/04**

Expiration Date: **06/30/08**

PERB ID Number: **5658**

Unit Size: **3**

Number of Pages: **6**

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AD 1
5658

AGREEMENT

Between the

SUPERINTENDENT OF SCHOOLS OF THE
MORIAH CENTRAL SCHOOL DISTRICT

and the

MORIAH CENTRAL
ADMINISTRATORS' ASSOCIATION

July 30, 2004 -- ~~June 30, 2008~~

RECEIVED

DEC 23 2004

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

MH073004-13

The following agreement from the June 5, 2000 agreement will be incorporated into this agreement:

Article VIII, Section 6.

Effective July 1, 2000, any Administrator who has five (5) or more years of service to the District will receive, in retirement, the same health insurance that they received while working for the District, at no cost to the Administrator.

ARTICLE II

RECOGNITION

The Board recognizes MCAA as the exclusive bargaining agent and representative for all certified administrators except the Superintendent.

ARTICLE V

WORK YEAR, VACATION, LEAVES

1. The work year for the positions covered by this Agreement shall be as follows:
 - A. Elementary School principal - July 1 to June 30 (11 months)
 - B. Secondary School Principal - July 1 to June 30 (11 months)
 - C. All Association members will follow the regular school calendar plus twenty (20) days.
 - D. Administrators covered by this agreement will be paid their per diem rate for any days worked beyond the 20 days mentioned in paragraph C.

3. LEAVES:

The work year shall not include any of the following defined periods of time for which the member is hereby specifically authorized to use for the following purposes:

A. SICK LEAVE: Unit Member shall be allowed sick leave without loss of salary of fourteen (14) days for Administrators who have served three (3) years or less in the District and fifteen (15) days for Administrators who have served more than three (3) years in the District. Such leave will be used in cases of personal sickness or personal physical disability including pregnancy-related illness or disability. If the member does not utilize the full amount of sick leave allowed in any work year, the amount not so utilized shall be accumulated from year to year. There shall be two-hundred (200) days' limitation on the total number of sick leave days which may be accumulated. On the first day of each work year the member shall be credited with all accumulated sick leave days from the previous work years. The Board shall maintain an account of sick leave days accumulated by and allowed to each member and shall on the first day of each year inform the member in writing of the number of sick leave days credited to their account. The District may require a physician's certificate attesting to a period of disability that lasts four (4) or more consecutive days.

Unit Members will receive a bonus of \$500 for using zero (0) sick days in any contract year. Unit Members will receive a bonus of \$400 for using only one (1) sick day in any contract year. Unit Members will receive a bonus of \$300 for using only two (2) sick days in any contract year. Unit Members will receive a bonus of \$200 for using only three (3) sick days in any contract year.

B. PERSONAL DAYS: (Deletion)Unit Members will be granted three (3) days of personal leave annually. With the approval of the Superintendent, these personal days may be used in conjunction with vacation and/or holidays. Unused personal days will accrue as sick leave days. A member may use his/her personal leave days as bereavement leave for death in the immediate family. Upon written request to the Superintendent of Schools and with the approval of the Superintendent of Schools additional bereavement leave may be taken using sick leave days.

ARTICLE VIII

FRINGE BENEFITS

1. Effective July 1, 2004, all Unit Members who opt for health insurance coverage shall pay 10% of the total premium cost for individual coverage and 10% of the premium cost for dependent coverage. A 125c plan will be implemented for all years of the Contract.
5. Determination of payment will be as such: The payment amount will be calculated by determining how many unused sick leave days for retirement incentive purposes the administrator has accumulated, and multiplying that number of days by fifty (\$50.00) dollars. The maximum number of sick leave days for retirement incentive purposes shall be limited to two hundred (200) days.
8. In the event that another District Bargaining Unit secures a health insurance buyout contractual provision, a similar provision will be added to the MCAA agreement.

ARTICLE XX

COMPENSATION

Compensation shall be paid in accordance with the following:

2004-05: Salary increases for each Unit Member shall be 4.0%, retroactive to July 1, 2004.

2005-06: Salary increases for each Unit Member shall be 4.0%, effective July 1, 2005.

2006-07: Salary increases for each Unit Member shall be 5.0%, effective July 1, 2006.

2007-08: Salary increases for each Unit Member shall be 5.0%, effective July 1, 2007.

Effective July 1, 2005, Unit Members will receive longevity increases, added to their base salary, based on the following schedule:

After 3 years of service to the District - \$500

After 5 years of service to the District - an additional \$500

After 10 years of service to the District - an additional \$500

After 15 years of service to the District - an additional \$500

Note: With the inception of this article, Unit Members will receive the sum of the longevity steps for which they are eligible, e.g., a Unit Member who has completed 5 years of service to the District would receive a longevity increase of \$1000.

ARTICLE XXI

DURATION

This Agreement shall constitute the full and complete commitment between both parties upon ratification by both parties and it shall be effective from July 1, 2004 through June 30, 2008. IN WITNESS WHEREOF, the parties have executed this Agreement on the 18th day of August 2004.

SUPERINTENDENT OF SCHOOLS:

MORIAH CENTRAL ADMINISTRATORS
ASSOCIATION:

Harold P. Dreseth
Superintendent

Carrie W. Neuman

Katay H. Carr
President, MCAA