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Title: **Island Park Union Free School District and Island Park Administrators Association (2005)**

Employer Name: **Island Park Union Free School District**

Union: **Island Park Administrators Association**

Local:

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2005 – 2009

Agreement Between
Island Park Union Free School District
And
Island Park Administrators' Association

RECEIVED

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

Island Park Union Free School District
Island Park, New York

ADMINISTRATORS' AGREEMENT

This agreement is made between the Board of Education, hereinafter referred to as the "Board," and the Administrators of the District.

The parties hereto agree as follows:

Article I. Term of Agreement

This agreement shall remain in full force and effect from July 1, 2005 through June 30, 2009.

Article II. Duties and Responsibilities

- A. The Administrators agree to perform all services and duties imposed upon an Administrator by the Education Law of the State of New York, Regulations of the Commissioner of Education, Job Descriptions and Board Policy.
- B. Administrators will present annually to the Superintendent proposals for professional development or alternative educational experiences. The program must be one that is mutually agreed upon by the superintendent and the administrator. The district will pay the tuition for the program and reasonable expenses incurred during attendance. Administrators will take appropriate measures to disseminate information received in the program to the Superintendent, colleagues and teachers.

Article III. Change of Status

The Superintendent will discuss any change in status of an Administrator prior to recommending such change to the Board. Whenever possible, notice will be given six (6) months prior to such change.

Article IV. Salary and Benefits

- A. Salary increases in each year of the contract will be 4.0%. See Schedule A.
- B. The Director of Student Services will receive a salary enhancement of \$4,000.
- C. The Director of Student Services will work a 12-month year.

Article IV. Salary and Benefits (Continued)

D. Longevity:

▪Longevity payment of \$1,500 commencing in years 7 and 15 of service in the Island Park School District.

▪Longevity payments will not be included in base salary for purposes of the application of annual salary increases but shall be paid continuously each year a member is eligible.

E. Earned Degrees:

Starting salary shall be established based upon experience and degrees earned to date. Degrees earned subsequent to employment provided course of study has been approved by the Superintendent at time of matriculation, shall be compensated as follows:

2 nd MA	\$950
PD	\$950
Doctorate	\$1300

F. Vacations:

Each Administrator shall be entitled to a vacation of one month (22 workdays) during each school year. Vacations shall be taken during July and August, unless the Superintendent approves an alternate arrangement.

G. Sick Leave:

1. Administrator shall be granted fifteen (15) days sick leave per year. Unused sick days shall accumulate to a maximum of 210 days.

2. An Administrator, who so elects, shall be paid annually at the rate of one two hundred tenth (1/210) of salary for fifty (50) percent of the number of days over seven (7) that would otherwise be added to accumulated sick leave. Requests for such payment must be made in writing by June 30 each year.

H. Personal Leave:

Administrator shall be granted personal leave at the discretion of the Superintendent.

Article IV. Salary and Benefits (Continued)

I. Health and Dental Insurance:

The Board shall provide the following insurance programs for each Administrator:

1. Health Insurance for individual, individual and dependent and dependent students, pursuant to the Empire Plan Core+. Payment each year for participation in this plan will be as follows:

	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
I.P. UFSD	85%	84%	83%	80%
Ind. Principals	15%	16%	17%	20%

Employees with five years of service in the Island Park School District who retire in the New York State Teachers' Retirement System will receive health insurance during retirement at the payment rate of 15% for individuals.

2. Administrators shall be eligible to join each section of the District's Section 125, Internal Revenue Code, Flexible Spending Plan.
3. Dental Insurance coverage will be increased to a maximum of \$3,000 for each Administrator (Standard District Plan). Administrators desiring family coverage may select such plan and pay the difference between the family rate and the sum paid by the Board for individual coverage.

The Island Park UFSD shall provide this individual dental insurance at its sole cost and expense.

J. Disability Insurance:

Disability insurance shall be provided as per the District plan for School Administrators.

K. Life Insurance:

Term life insurance, in the face amount of \$100,000 will be provided for each Administrator with premiums fully paid by the Island Park UFSD.

L. Car Allowance:

A car allowance in lieu of salary may be received upon request by an Administrator.

Article IV. Salary and Benefits (Continued)

M. Legal Defense:

The Board shall provide fully paid legal counsel, who will personally represent the Administrator before law enforcement as well as judicial authorities, in any case, hearing, trial or proceeding in which the Administrator is accused or has charges preferred against the Administrator by any individual or group where those charges relate to performance of duties within the scope of employment. Where the Administrator is found guilty of charges preferred by the Board, said Administrator shall be financially responsible for all legal fees and expenses.

N. Terminal Pay:

Upon retirement, death, disability, resignation, or termination of services, an Administrator will be granted terminal pay, in an amount equal to 30% of the then current daily rate of pay, based upon a 210 day work year, for each day of accumulated sick leave as tabulated on the effective date of termination. If the Administrator dies while in the employ of the district, any amount due under this provision shall be payable to the Administrator's estate. Payment shall be made within ninety (90) days.

O. Terminal Leave:

Administrators with ten years of service in the Island park School District and eligible to retire in the New York State Teachers' Retirement System will receive a payment of \$25,000 in addition to reimbursement for unused sick days. Administrators desiring to take advantage of this provision will notify the Superintendent by January 1 in the year they plan to retire.

P. Bereavement Days:

Each Administrator is entitled to three (3) days leave for the purpose of attending the funeral of a member of the immediate family. Immediate family shall mean spouse and children, brother, sister, mother, father, mother-in-law, father-in-law, grandparents, grandchildren, son-in-law, daughter-in-law, sister-in-law, brother-in-law. In the event of the death of parents, a spouse or children, this leave can be extended to five day by the Superintendent.

Article IV. Salary and Benefits (Continued)

Q. Meetings:

Administrators will attend four PTA meetings each year in September, November, February and April. They will alternate attendance at the remaining six meetings.

Administrators will attend Board meetings at the request of the Superintendent.

Administrators requested by the Superintendent to attend overnight student activities will be compensated at a rate of 1.5 times the teachers' pay for the event.

Article V. Grievance Procedure

Stage I.

- An employee may present a grievance in writing to the Superintendent or designee within ten (10) days of the act or condition, which is the basis of the grievance.
- The Superintendent or designee shall within five (5) days of receipt of the grievance meet and confer with the aggrieved party to arrive at a satisfactory resolution.
- The Superintendent or designee shall provide a decision in writing within ten (10) days of the conference.

Stage II.

- Within five (5) days of receipt of the Superintendent's decision, the aggrieved party may appeal to the Board of Education.
- Within fifteen (15) days of receipt of the appeal, the Board shall consider the complaint and conduct investigations and hearings as deemed necessary.
- The Board shall communicate the final decision to both parties within thirty (30) days of receipt of the appeal.

Stage III.

- Within ten (10) days of receipt of the Board's decision, the aggrieved may submit the dispute to arbitration.

Article V. Grievance Procedure (Continued)

- The proceeding may be initiated by filing an appropriate notice with the American Arbitration Association. This notice shall include a brief statement setting forth precisely the issue to be decided and the specific provision of the Agreement claimed to have been violated. A copy of said notice shall be simultaneously submitted to the other party. The Voluntary Labor Arbitration Rules shall apply to all proceedings under Stage III.
- The Arbitrator shall limit his/her decision strictly to the application and interpretation of the provisions of this Agreement and he/she shall be without power of authority to make any decisions.
 - a) contrary to, or inconsistent with, or modifying or varying in any way, the terms of this Agreement or of applicable law or rules or regulations having the force and effect of law;
 - b) limiting or interfering in any way with the powers, duties and responsibilities of the Board under its bylaws (provided such bylaws do not conflict with the provisions of the collective negotiations agreement in effect at the time of the award), applicable laws or rules and regulations having the force and effect of law;
 - c) involving powers or duties imposed by law upon the Superintendent and/or the Board of Education, including but not limited to action taken pursuant to §3012 of the Education Law.
- The decision of the Arbitrator, if made in accordance with his/her jurisdiction and authority under the Agreement, will be accepted as final by the parties and both will abide with it.

Grievance Rules

- Copies of all documents submitted as evidence shall be available to all parties.
- Failure to respond to the grievance within the specified time limits shall permit the aggrieved to proceed to the next level.
- Failure to appeal within the specified time limits shall be deemed acceptance of the decision at the last step.
- Days shall be school days.
- Time limits may be extended or shortened by mutual agreement.
- Appeals shall be in writing indicating specifically how the decision is erroneous and the remedy desired.
- Notices of conference shall be sent to all parties to the proceeding.

Article V. Grievance Procedure (Continued)

- The grievance stated in Stage I shall not be changed, altered or modified at any subsequent stage.
- Parties shall share equally in the expense of arbitration.

Article VI. Signature

This Agreement shall remain in force and effect from July 1, 2005 to and including June 30, 2009.

IN WITNESS WHEREOF, the parties have hereunto subscribed their signatures.

Island Park Union Free School District, Island Park, New York

Dr. Edward Price, Superintendent of Schools

Island Park Administrators' Association

Miss Gloria Maffettone, President

**Island Park Administrators' Association
Island Park, New York**

**SALARY SCHEDULE
2005 - 2008**

Pupil Personnel Director

	2005-2006	2006-2007	2007-2008	2008-2009
Prior Year Base Salary	103,421	115,543	120,165	124,972
Professional Development	1500			
Spec. Ed. Adjustment	4,000			
	(108,921)			
Merit 2%	2178			
	(111,099)			
4% Increase	4,444	4622	4807	4999
Base Salary	115,543	120,165	124,972	129,971
Longevity	1500	1500	1500	1500
Total Compensation	117,043	121,665	126,472	131,471

Elementary Principal

	2005-2006	2006-2007	2007-2008	2008-2009
Prior Year Base Salary	121,534	130,514	135,735	141,164
Professional Development	1500			
	(123,034)			
Merit 2%	2460			
	(125,494)			
4% Increase	5020	5221	5429	5,647
Base Salary	130,514	135,735	141,164	146,811
Longevity 7	1500	1500	1500	1500
Longevity 15		1500	1500	1500
Total Compensation	132,014	138,735	144,164	149,811

Middle School Principal

	2005-2006	2006-2007	2007-2008	2008-2009
Prior Year Base Salary	122,596	131,641	136,907	142,383
Professional Development	1500			
	(124,096)			
Merit 2%	2482			
	(126,578)			
4% Increase	5063	5266	5476	5695
Base Salary	131,641	136,907	142,383	148,078
Longevity 7				1500
Longevity 15				
Total Compensation	131,641	136,907	142,383	149,578

Dean of Students

	2005-2006	2006-2007	2007-2008	2008-2009
Prior Year Base Salary		(90,000)	93,330	97,063
Professional Development		1500		
Longevity 7				
Longevity 15				
Merit 2%		1830		
4% Increase			3733	3883
Total Compensation		93,330	97,063	100,946