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Contract Database Metadata Elements

Title: **South Huntington Union Free School District and South Huntington Chairpersons Association (SHCA), (2006) (MOA)**

Employer Name: **South Huntington Union Free School District**

Union: **South Huntington Chairpersons Association (SHCA)**

Local:

Effective Date: **07/01/06**

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AD2/8327

MEMORANDUM OF AGREEMENT

between the

**SOUTH HUNTINGTON UNION FREE
SCHOOL DISTRICT**

and the

**SOUTH HUNTINGTON
CHAIRPERSONS' ASSOCIATION**

July 1, 2006

through

June 30, 2010

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

Memorandum of Agreement

1. RECOGNITION

The Board of Education, South Huntington Union Free School District, having determined that the South Huntington Chairpersons' Association (SHCA) is supported by a majority of the chairperson, hereby recognized the SHCA as the exclusive negotiating agent for the chairpersons in such unit (Appendix A).

2. TERMS AND CONDITIONS

All terms and conditions of the Teachers' contract, except as herein indicated, shall be applicable to the SHCA.

3. SALARIES

The salary schedules for the chairpersons shall be as indicated on Appendix B and Appendix C, subject to educational advancement. All chairpersons on Steps 1-3 as of June 30, 2006, will remain on Appendix B until they reach Step 5 when they will be placed on Appendix C. All chairpersons on Step 4 or 5 as of June 30, 2006, and all appointed after this date will be placed on Appendix C. When all chairpersons are placed on Appendix C, July 1, 2008, Appendix B will cease to exist.

Longevity payments to be calculated as follows:

- a. Chairpersons who have completed ten (10) continuous years of service in the District will be paid an additional 4.0% of the current BA Step 1 salary of the South Huntington Teachers' Association collective bargaining agreement with the District beginning in July of their eleventh (11th) year.
- b. Chairpersons who have completed fifteen (15) continuous years of service in the District will be paid an additional 4.5% of the current BA Step 1 salary of the South Huntington Teachers' Association collective bargaining agreement with the District beginning in July of their

sixteenth (16th) year. This amount shall be cumulative with the ten- (10) year payment.

- c. Chairpersons who have completed twenty (20) continuous years of service in the District will be paid an additional 5.0% of the current BA Step 1 salary of the South Huntington Teachers' Association collective bargaining agreement with the District beginning in the July of their twenty-first (21st) year. This amount shall be cumulative with the ten- (10) and fifteen- (15) year payments.
- d. Chairpersons who have completed twenty-five (25) continuous years of service in the District will be paid an additional 5.5% of the current BA Step 1 salary of the South Huntington Teachers' Association collective bargaining agreement with the District beginning in July of their twenty-sixth (26th) year. This amount shall be cumulative with the ten- (10), fifteen- (15) and twenty-(20) year payments.

The annual salary as indicated above shall be paid beginning with the first Friday after school opens and concludes on the last work day.

4. WORK YEAR AND DAY

The work year for the SHCA shall include six (6) work days between the end of the school year in June and the commencement of the succeeding school year in September. Notification of the six (6) scheduled work days during the June-September period will be given on or before March 1. Any additional days during the work year, beyond the six (6), shall be compensated at the rate of 1/200th of the chairperson's salary.

Chairpersons' work schedules shall reflect a flexible instruction day and establish conditions for flexible use of supervisory time and personnel to deliver optimal services to the students.

Each chairperson shall teach a maximum of two (2) periods per day. Chairpersons who travel between secondary schools shall be relieved of duty assignments (Refer to Appendix D for other duties and responsibilities of the Department Chairpersons.)

It is agreed that on occasion, or when necessary, applicable clauses pertaining to the Middle and High School in Article 5 of the Teachers' Agreement, dealing with the terms and conditions of a flexible instruction day, may be waived upon by mutual agreement of the Department Chairperson and the Building Administrator.

5. **SUMMER CURRICULUM PROJECTS**

Chairpersons who are requested to participate in or review summer curriculum projects shall be paid an hourly rate for services rendered. Such rate shall be based on the home instruction rate established annually for the teachers.

6. **GRIEVANCE PROCEDURE**

An individual having a grievance pertaining to terms and conditions of employment shall discuss the matter with the principal. Appeals can be made to the Superintendent and, subsequently, to the Board of Education should the SHCA support the grievance. The decision of the Board shall be final and binding.

7. **SICK LEAVE**

Current chairpersons shall be granted sixteen (16) sick leave days per year, with unlimited accumulation. Chairpersons do not participate in the Teachers' Sick Bank.

8. In the event that a chairpersons' position may be exceeded, the Superintendent will make every effort to place the individual.

9. **RETIREMENT INCENTIVE**

- a. 15 years of continuous employment in the South Huntington School District;
- b. chairperson must become eligible for retirement during the term of this contract;
- c. 40% of unused sick time with a cap of 90 days paid at the retiree's per diem rate;
- d. this clause sunsets at the end of this contract.

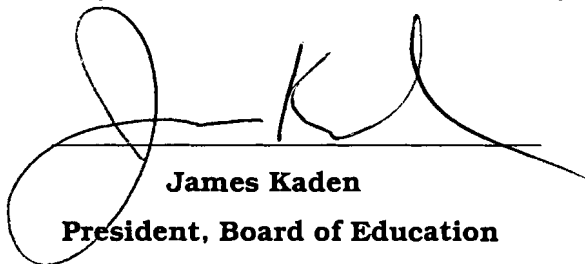
10. MISCELLANEOUS

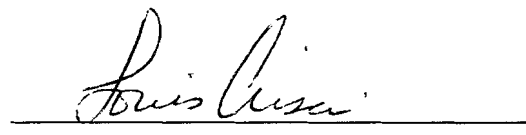
The SHCA agrees that there shall be no strikes, work stoppages, or other concerted refusal to perform work by the employees covered by this Agreement nor any instigation thereof.

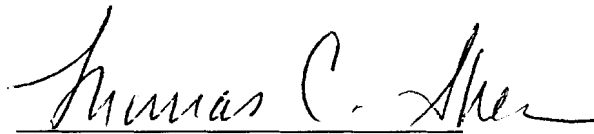
IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

11. LENGTH OF AGREEMENT

The terms and conditions of this Agreement shall commence on July 1, 2006 and continue in effect through June 30, 2011. Either party may, in writing, prior to April 2011, request that this Agreement be reopened and Amendments resulting from such negotiations take effect the following July 1 or at such other time as may be mutually agreeable to the parties.


James Kaden
President, Board of Education


Louis Crisci
South Huntington Chairpersons'
Association


Thomas C. Shea, Ed.D., J.D.
Superintendent of Schools

Dated: 07/05/06

APPENDIX A

DEPARTMENT CHAIRPERSON'S LISTING

GRADES 6 - 8:

Special Education

Social Studies

English/Reading

Mathematics

Guidance/Home Careers

Grades 9 - 12:

Guidance

Special Education

English/Reading

Science/Health

Mathematics

Grades 6 - 12:

World Languages

South Huntington Chairpersons' Association

Appendix B

GRADE LEVEL		2006-2007		
9-12	July 2006	July 2006	July 2006	July 2006
6-12	MA+30	MA + 45	MA + 60	DOCTORATE
1	74102	77471	80838	83084
2	77471	80838	83084	86453
3	93706	96310	100215	104117
4	96310	100215	104117	108023
5	100215	102101	110711	111927

GRADE LEVEL		2006-2007		
6-8	July 2006	July 2006	July 2006	July 2006
7-8	MA+30	MA + 45	MA + 60	DOCTORATE
1	71856	74102	76347	78593
2	74102	76347	78593	83084
3	86787	91104	96310	100215
4	91104	96310	100311	104770
5	96310	100215	106076	109993

GRADE LEVEL		2006-2007		
9-12	July 2006	July 2006	July 2006	July 2006
6-12	MA+30	MA + 45	MA + 60	DOCTORATE
1	87497	90997	94637	98422
2	90997	94637	98422	102359
3	94637	98422	102359	106453
4	98422	102359	106453	110711
5	102359	106453	110711	115140

Appendix C

GRADE LEVEL		2006-2007		
6-8	July 2006	July 2006	July 2006	July 2006
7-8	MA+30	MA + 45	MA + 60	DOCTORATE
1	83834	87186	90674	94301
2	87186	90674	94301	98073
3	90674	94301	98073	101996
4	94301	98073	101996	106076
5	98073	101996	106076	110320

South Huntington Chairpersons' Association**Appendix B**

GRADE LEVEL		2007-2008			
9-12	July 2007	July 2007	July 2007	July 2007	
6-12	MA+30	MA + 45	MA + 60	DOCTORATE	
1	76696	80183	83667	85992	
2	80183	83667	85992	89479	
3	96986	99681	103723	107761	
4	99681	103723	107761	111804	
5	103723	105674	114586	115845	

GRADE LEVEL		2007-2008			
6-8	July 2007	July 2007	July 2007	July 2007	
7-8	MA+30	MA + 45	MA + 60	DOCTORATE	
1	74371	76696	79019	81344	
2	76696	79019	81344	85992	
3	89825	94292	99681	103723	
4	94292	99681	103822	108437	
5	99681	103723	109789	113843	

GRADE LEVEL		2007-2008			
9-12	July 2007	July 2007	July 2007	July 2007	
6-12	MA+30	MA + 45	MA + 60	DOCTORATE	
1	90559	94182	97949	101867	
2	94182	97949	101867	105941	
3	97949	101867	105941	110179	
4	101867	105941	110179	114586	
5	105941	110179	114586	119170	

Appendix C

GRADE LEVEL		2007-2008			
6-8	July 2007	July 2007	July 2007	July 2007	
7-8	MA+30	MA + 45	MA + 60	DOCTORATE	
1	86768	90239	93848	97602	
2	90238	93848	97602	101506	
3	93848	97602	101506	105567	
4	97601	101506	105567	109789	
5	101506	105567	109789	114181	

South Huntington Chairpersons' Association**Appendix C**

GRADE LEVEL		2008-2009		
9-12	July 2008	July 2008	July 2008	July 2008
6-12	MA+30	MA + 45	MA + 60	DOCTORATE
1	93729	97478	101377	105432
2	97949	101377	105432	109649
3	101867	105432	109649	114035
4	105942	109649	114035	118597
5	110179	114035	118597	123340

GRADE LEVEL				
6-8	July 2008	July 2008	July 2008	July 2008
7-8	MA+30	MA + 45	MA + 60	DOCTORATE
1	89805	93397	97133	101018
2	93397	97133	101018	105059
3	97133	101018	105059	109262
4	101018	105059	109262	113632
5	105059	109262	113632	118177

South Huntington Chairpersons' Association

Appendix C

GRADE LEVEL		2009-2010		
9-12	July 2009	July 2009	July 2009	July 2009
6-12	MA+30	MA + 45	MA + 60	DOCTORATE
1	97010	100890	104926	109123
2	100890	104926	109123	113488
3	104926	109123	113488	118027
4	109123	113488	118027	122749
5	113488	118027	122749	127659

GRADE LEVEL		2009-2010		
6-8	July 2009	July 2009	July 2009	July 2009
7-8	MA+30	MA + 45	MA + 60	DOCTORATE
1	92948	96666	100533	104554
2	96666	100533	104554	108736
3	100533	104554	108736	113086
4	104554	108736	113086	117609
5	108736	113086	117609	122314

South Huntington Chairpersons' Association

Appendix C

GRADE LEVEL		2010-2011			
9-12	July 2010	July 2010	July 2010	July 2010	
6-12	MA+30	MA + 45	MA + 60	DOCTORATE	
1	100401	104417	108594	112937	
2	104417	108594	112937	117455	
3	108594	112937	117455	122153	
4	112937	117455	122153	127039	
5	117455	122153	127039	132121	

GRADE LEVEL		2010-2011			
6-8	July 2010	July 2010	July 2010	July 2010	
7-8	MA+30	MA + 45	MA + 60	DOCTORATE	
1	96201	100049	104051	108213	
2	100049	104051	108213	112542	
3	104051	108213	112542	117043	
4	108213	112542	117043	121725	
5	112542	117043	121725	126594	

APPENDIX D

POSITION GUIDE

DEPARTMENT CHAIRPERSON

TERMS OF EMPLOYMENT:

Ten-month administrative position, governed by the negotiated agreement with the South Huntington Chairpersons' Association.

JOB GOAL:

To provide leadership, coordination and innovation in the assigned curricular area(s). Assists the Principal in the leadership, supervision and management of all phases of the specific departmental program.

PERFORMANCE ACTIVITIES:

A. Leadership

1. Assists in establishing department curriculum objectives and develops a plan for the implementation and evaluation of these objectives.
2. Recommends, implements and monitors additions and/or modifications of existing curriculum offerings through research and experimentation.
3. Implements an ongoing program of curriculum evaluation through classroom observations, staff meetings and utilization of student outcomes.
4. Familiarizes staff with new ideas and approaches in instruction, classroom materials and student evaluation procedures.
5. Keeps informed of educational innovations and trends as they relate to department concerns.
6. Develops and maintains a department library.
7. Maintains regular articulation with other schools in the district regarding the instructional program.
8. Acts as a resource person for department members on curriculum questions.
9. Assists the principal in maintaining a secure and safe instructional environment.

B. SUPERVISORY

1. Assists in the recruitment, screening, hiring, training and scheduling of department personnel.
2. Assists in the orientation and supervision of new, substitute and student teachers.
3. Assists department teachers in the handling of day-to-day instructional problems.
4. Makes classroom visitations of department personnel and provides follow-up consultation.
5. Completes written evaluations of observations and teacher performance and makes recommendations to the principal for tenure, continued employment or dismissal of department personnel.
6. Reviews and constructively evaluates weekly lesson plans.
7. Assists teachers in maintaining a secure and safe instructional environment.

C. MANAGEMENT

1. Conducts department meetings and attends relevant school, district and professional meetings, as necessary.
2. Prepares the department budget and assumes the responsibility for the ordering, inventorying and distributing of all departmental instructional materials.
3. Assists in identifying and utilizing community resources for the department program.
4. Assists the principal in interpreting grading policies, promotional policies and the district's instructional program to parents and the community.

D. OTHER RESPONSIBILITIES

To complete all other related duties as assigned by the Building Principal.