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#### **Contract Database Metadata Elements**

Title: **Granville Central School District and Granville Central School Administrators Association (2006)**

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Union: **Granville Central School Administrators Association**

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NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD  
NOV 17 2006

ADMINISTRATION

**PROFESSIONAL AGREEMENT**  
**BETWEEN THE**  
**CHIEF EXECUTIVE OFFICER**  
**OF THE**  
**GRANVILLE CENTRAL SCHOOL DISTRICT**  
**AND THE**  
**GRANVILLE ADMINISTRATORS' ASSOCIATION**

**JULY 1, 2006 -- JUNE 30, 2009**

**PREAMBLE**

In order to effectuate and to encourage and increase the effective and harmonious working relationship between the Granville Board of Education (hereinafter called "District") and the Administrative employees of the District, (hereinafter called "Administrators"), represented by the Granville Central School Administrators' Association, affiliated with the School Administrators Association of New York State (hereinafter called "Association"), and the Chief Executive Officer of the District, (hereinafter called "Superintendent") and the Association enter this Agreement, subject to the ratification of the Board of Education of the Granville Central School District and the membership of the Association.

**ARTICLE 1**

**RECOGNITION**

A. The Board of Education of the Granville Central School District recognizes the Granville Administrators Association as the exclusive bargaining agent and representative for all Building Principals, Assistant Principals, Director of Curriculum and Instruction and Director of Pupil Personnel Services of the Granville Central School District. Excluded from said recognition and said unit are all other district employees.

B. The words "Terms and conditions of employment" as used in this Agreement are defined as in Section 201 of the New York State Public Employees' Fair Employment Act.

C. The Administrators affirm that it shall not assert the right to strike against any government, to assist or participate in any such strike, or to impose an obligation to conduct, assist, or participate in any such strike.

D. The District recognizes the Administrators for purposes of collective negotiations pursuant to the Public Employees' Fair Employment Act and agrees to negotiate with said Administrators as the Chief Executive Officer, with respect to salaries, wages, hours, and other terms and conditions of employment, and in the administration of grievances arising thereunder.

**ARTICLE 2**

**SAVINGS CLAUSE:** The Board of Education and the Association agree if any provision of this agreement is or shall be judged contrary to law in a court or administrative agency of competent jurisdiction, then such provision shall not be applicable or performed or enforced or subject to the grievance procedure, except to the extent permitted by law. However, all other provisions of the Agreement will continue in effect. Upon any provisions being so deemed invalid, the parties shall enter into collective negotiations to arrive at a substitute provision.

**ARTICLE 3**

**WORKING CONDITIONS**

**A. Administrator's Personnel File:**

1. No material derogatory of an Administrator shall be placed in her/his file unless the Administrator has had an opportunity to review the material. The Administrator shall have the right to respond in writing within thirty (30) calendar days to any material filed, and her/his response shall be attached to and become a part of the file copy.

2. An Administrator shall have the right, upon reasonable request, to review the contents of his/her personnel file and make copies of any documents in it. The review of the file shall be during the open office hours of the District and no file may be removed from the office. Excluded from such review are pre-employment recommendations and documents.
  3. Except as may otherwise be required by law and the regular personnel practices of the District, an Administrator's personnel file may not be open to review. An administrators personnel file may be reviewed by members of the Board of Education as a personnel issue when the Board acts in its official capacity.
  4. No anonymous complaints shall be made part of an Administrator's file.
- B. **Principal's Authority:** The Board and Administrators recognize that each Administrator has responsibilities for matters pertaining to organization, direction of personnel, and school management. All of the responsibilities are to be fulfilled in harmony with the standards and goals for the schools and the District as directed by and in cooperation with the Superintendent.
- C. **Attendance at Conferences/Meetings:** Administrators shall be permitted to attend State and Regional professional conferences at the discretion of the Superintendent within limits of the available funds.
- D. **Participation in Professional Organizations:** The Board recognizes that participation in the activities of professional organizations will contribute to the professional growth of the Administrators and thus be beneficial to the District. Accordingly, the Superintendent may approve requests by members of the association to participate in such activities to the extent that, in her/his judgment, they do not unreasonably impinge upon performance of each such individual's duties in the Granville schools, it being understood that special effort will be made to accommodate the needs of an individual who is undertaking some infrequent, special responsibility such as president of her/his professional association. It is expected that, in the normal situation, the Board's authority in this regard will be exercised by the Superintendent.
- E. **Instructional Staffing:** While final recommendations and selection of staff members is the duty of the Superintendent and the Board, building Principals will be involved in interviews and staff selection within their buildings.
- F. **Staff Evaluation:** Performance appraisal of all District employees is necessary for the maintenance of a high caliber staff and a high morale among staff members. It is the responsibility of building Administrator's to evaluate all staff members for whom she/he is responsible in accordance with District regulations.

**ARTICLE 4**  
**LEGAL PROTECTION**

1. In matters of Administrator discipline, the District will follow the process of applicable State Education and Decisional Law.
2. The District is responsible to defend any civil or criminal action or proceeding growing out of disciplinary action taken against any pupil of the District while in discharge of an Administrator's duties and within the scope of the Administrator's employment, or any action taken by an Administrator in the regular scope of the Administrator's employment and an Administrator must give to the Board within ten (10) calendar days either the original or a copy of any summons, complaint, process notice, demand or pleading.

**ARTICLE 5****WORK YEAR AND VACATIONS**

- A. The work year for Granville Central School District Administrators shall be as follows:
1. The work schedule for Twelve (12) month administrative positions is defined as July 1 through June 30, including 25 vacation days, and the following thirteen (13) holidays: July 4, Labor Day, Columbus Day, Veteran's Day, Thanksgiving day and following day, Christmas Day and following day, New Year's Day, Martin Luther King Day, President's Day, Good Friday [except as it may be a day of session], and Memorial Day. Any Administrators vacation days taken during the teachers vacation calendar between the first day of school and graduation day shall not be subject to the Superintendent's approval, but the Administrator shall notify the Superintendent of the days on which vacation will be taken seven calendar days prior to the vacation. Administrators shall take allotted vacation at a time when students are not in session except as may otherwise be approved by the Superintendent of Schools. All vacations between graduation day in June and the first day of school in September are subject to the approval of the Superintendent. Administrators who are entitled to vacation will submit their vacation schedules as far in advance as possible but not less than fourteen calendar days in advance for the Superintendent's approval. Administrators will be required to report on snow days.
  2. All eleven (11) month administrator positions shall work from September 1 through and including June 30 when school is in session. In addition he/she shall work an additional twenty (20) days. The additional days worked beyond the school year will not be assigned in the last two (2) weeks of July and the first two (2) weeks of August. If interviews are scheduled during that time, Administrators may be invited to attend. Administrators will be required to report on snow days.
  3. All ten (10) month administrator positions shall work from September 1 through and including June 30 when school is in session. In addition he/she shall work an additional ten (10) days. The additional days worked beyond the school year will not be assigned in the last two (2) weeks of July and the first two (2) weeks of August. If interviews are scheduled during that time, Administrators may be invited to attend. Administrators will be required to report on snow days.
  4. It is agreed that the work schedule of administrators varies according to responsibilities. For those working in the summer, summer hours for Administrators shall be from 8:00 A.M. until 3:00 P.M. including a one-hour lunch period. However, it is understood that Administrators will work the hours necessary to complete the duties of the position.
  5. Members of the GAA bargaining unit may buy back up to five (5) unused vacation days per year at the rate of 1/236 of that year's salary. The District will be notified by June 1 should the Administrators intend to buy back any vacation days and will be paid in the first paycheck of the following school year.
  6. Effective July 1, 2006, up to 10 vacation days may be carried over from one year to the next.
  7. Unused Vacation Days – While it is generally anticipated that vacation time will be used annually, it is also understood by the parties hereto that such cannot always be taken without disruption to the operation of the school. The Board recognizes the right of members of the Association to take vacation time annually, but realizes that members of the Association may not take vacation time annually for reasons beneficial to the District.

- B. In order to prevent such members from being penalized, it is agreed that members of the Association shall be permitted to accumulate unused vacation time up to a total of:
  - 1. Fifty (50) days for ten and eleven-month employees and fifty-five (55) days for twelve-month employees. Remuneration will be paid for such unused vacation days up to the maximum number of days set forth above upon separation or retirement of a member of the Association from the District. Such remuneration will be based upon the member's, daily salary at the time of such separation or retirement.
- C. The District shall provide each Administrator with written notice of the number of unused vacation days twice each year, with the first paycheck in July and the first paycheck in February.

**ARTICLE 6  
RESIDENCY**

Effective July 1, 1996, all administrators are required to reside in the Granville Central School District. All administrators hired before July 1, 1996, shall be exempt from the residency requirement.

**ARTICLE 7  
RIGHTS AND RESPONSIBILITIES OF ADMINISTRATORS**

The Superintendent agrees to meet and consult with building administrators to discuss matters of mutual concern and matters affecting the administrator's building which are not covered by the Agreement and do not involve terms and conditions of employment. The Administrators recognize the final decision making is reserved to the Superintendent of Schools and the Board of Education.

All Administrators, in fulfilling the responsibilities of their positions, will act in a moral, legal, ethical, and professional manner, in accordance with the code of ethics of their professional associations (SAANYS, NASSP, NAESP).

**ARTICLE 8  
DISTRIBUTION OF AGREEMENT**

The District will take the responsibility of having the agreement duplicated. The District will provide each Administrator with a copy of the agreement as soon after ratification by both parties as is practicable. The District will provide two additional copies of the Agreement to the President of the Association. The District will provide a copy of the Agreement to new hires within two (2) weeks of his/her appointment.

**ARTICLE 9  
EDUCATIONAL COURSES**

The District will reimburse Administrators for tuition expenses incurred to take courses related to or required for their employment. Prior approval by the Superintendent to take said courses is necessary before reimbursement is authorized. Courses are to be completed with a grade of B or above before reimbursement.

**ARTICLE 10  
LEAVES**

**SICK LEAVE**

Members of the Association shall annually be entitled to 1.5 days per month of sick days:

- 12-Month Administrators 18 days per year credited on July 1
- 11-Month Administrators 16.5 days per year credited on July 1
- 10-Month Administrators 15 days per year credited on July 1

1. Days of sick leave shall be accumulated at this rate without limit.
2. Each year, each Administrator will be provided with an account of the number of sick days accumulated.
3. As of July 1, 2006, each new Administrator hired from outside the district shall be credited with 36 days of sick leave for 12 month administrators and 25 days of sick leave for all other Administrators on his/her first day of employment. Such Administrator shall not receive additional accumulation until he/she has accumulated 36 sick days or 25 sick days respectively as detailed in number 1 of this article. Each new administrator hired from within the district shall be credited with the number of sick leave days he/she had accumulated as a teacher.
4. Notwithstanding the foregoing limitations, the parties agree that in the event of a prolonged illness or disability, an Administrator may apply for additional sick days and the Board agrees to consider such requests in good faith and as circumstances dictate.
5. Days will be pro-rated whether an Administrator is hired or leaves during the school year. Should an administrator leave during the school year and the number of pro-rated days exceed his/her allotment, the amount of days exceeding the pro-rated amount will be deducted from his/her final check.

**FAMILY ILLNESS**

1. The Board of Education, recognizing the need for leave to care for family illness, provides a maximum of five (5) days for family illness per year to be deducted from the annual sick leave accrual. Family leave can be used when members of the immediate family and close relatives; namely, mother, father, sister, brother, sister-in-law, brother-in-law, mother-in-law, father-in-law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, or anyone directly dependent upon and residing with the employee are involved.
2. An Administrator who is in need of family illness days in excess of the five (5) days provided herein will be granted such additional days upon the approval of the Superintendent of Schools. Such additional days, if granted, will be subtracted from the administrator's accumulated sick leave.
3. These days will be pro-rated if an Administrator is hired during the school year.
4. Family Illness Leave may not be accumulated.

**PERSONAL LEAVE**

1. Twelve (12) month members of the Association shall be allowed three (3) personal days per year. Eleven (11) month or Ten (10) month members shall be allowed two (2) personal days per year.
2. Such absences shall be used for those personal matters, which cannot be scheduled outside of the school day. It shall not be used to extend vacations, holidays or weekends for the pursuit of pleasurable and recreational activities or to provide extra days of vacation. Administrators desiring personal leave will provide the School District, through the office of the Superintendent, at least three (3) days prior to the intended absence.
3. Personal leave shall be granted without reasons by the Superintendent when the request is within the limitations previously described.
4. Nothing above is intended to preclude inquiry or investigation to ascertain that the reason for requesting personal leave is, in fact, to conduct personal business, which cannot be scheduled outside the school day.
5. Any Administrator who is in need of personal leave days in excess of the days provided herein will be granted such additional days upon approval of the Superintendent of Schools. Such additional days, if granted, will be subtracted from the Administrator's accumulated sick leave.
6. Unused personal days shall be added to accumulated sick leave on an unlimited basis.
7. Any Administrator who believes he/she has been denied privileges in relation to personal leave may institute regular grievance procedure as outlined in the above policy procedure.
8. These days will be pro-rated if an Administrator is hired during the school year.

**BEREAVEMENT LEAVE**

1. Administrator's may be absent from work without loss of pay by reason of death in the family up to a maximum period of five (5) school days, for family members and shall include mother, father, sister, brother, spouse or children.
2. Three (3) school days commencing from the date of death of the family member shall include sister-in-law, brother-in-law, mother-in-law, father-in-law, grandmother, grandfather, grandchildren, grandmother-in-law, grandfather-in-law, or anyone directly dependent upon and residing with the employee.
3. Bereavement leave may not be accumulated.

**PARENTAL LEAVE**

A parental leave without pay shall be granted by the Board of Education under the following conditions:

1. Administrators may use sick leave for pregnancy related disabilities in accordance with the attending physician's decision. An Administrator desiring a leave of absence for maternity or child-rearing shall request one at least ninety (90) days prior to commencement of the leave.
2. An Administrator desiring a leave of absence for maternity or child-rearing shall request one at least ninety (90) days prior to commencement of the leave.



3. An unpaid parental leave should begin upon the birth or adoption of the child and shall continue through the remainder of that school year. Extensions of unpaid leaves beyond the period remaining in the school year in which the unpaid leave begins may be granted at the discretion of the Board of Education in semesters, rather than in full school years. Leave will not be granted beyond three (3) complete semesters after the leave commences. Administrators shall give at least sixty (60) calendar days notice, in writing, of a request to return to service, or request an extension of leave.
4. Throughout the duration of the leave, the School District shall not be obligated to pay for any benefits to, or on behalf of, the Administrator involved. In addition, the time of the leave shall not be counted toward the Administrator's seniority or accrual of tenure with the School District.

### **SICK LEAVE BANK**

Effective July 1, 2006, A Sick Leave Bank is established for Administrators in the Granville Central School District. The purpose for the Bank is to provide additional sick leave for those participating Unit members who have a prolonged catastrophic or long-term illness and have exhausted their available sick leave. Such bank shall be made up of sick leave provided under Article 10, Sick Leave Bank, of this Agreement. Administrators desiring to participate in the bank must contribute a minimum of two (2) days at the beginning of the school year they choose to become a sick bank member. The following year a contribution of up to one day per Administrator per year from the accumulated sick leave of Administrators will be placed in the Sick Bank until the maximum number of days is equal to five (5) times the number of Administrators. Administrators agree to contribute additional days as necessary to replenish the Bank. An Administrator must be a participating member of the bank to be eligible for benefits from the bank.

A The granting of such extended leave benefits shall be subject to the following conditions:

1. The Administrator's accumulated sick leave is exhausted.
2. The Administrator provides medical evidence acceptable to the District and the Association of the extended nature of the disability
3. The Association must approve the granting of the days in writing.

B. The District and the association reserve the right to withhold such extended leave benefits when:

1. The Administrator cannot continue to provide evidence acceptable to the District and the Association of the continuation of disability when requested to do so by either the District or the Association.
2. The Administrator may qualify for disability retirement under the Teachers' Retirement System.

## **ARTICLE 11**

### **FRINGE BENEFITS**

#### **HEALTH INSURANCE**

- A. For Administrators whose effective date of employment is prior to July 1, 2006, the District will provide either Blue Cross-Matrix I (effective July 1, 1984), BC-BS PPO plan, or the HMO plan. All Administrators whose effective date of employment is on or after July 1, 2006, will have the option of BC-BS PPO plan, or the HMO plan. Effective July 1, 2006, any Administrator, currently covered with either BC-BS PPO Plan or the HMO plan, will not be allowed to convert to Blue Cross Matrix plan. Any member of the Association choosing to avail herself/himself of the District Health Insurance coverage shall contribute to the premium of such coverage as follows:

0.25% 5 Nov 12

2006-07	Individual	7%	Family	13%
2007-08	Individual	8%	Family	13%
2008-09	Individual	9%	Family	14%

- B. The Plan is a part of the Agreement and may only be changed with the consent of both parties to this Agreement. However, the District may, at its option, upon 60 calendar days' written notice to the Association, move to a plan that is fully comparable to the current plan.
- C. Contributions to Health Insurance Coverage shall be deducted from each paycheck of the Association members in 20 equal amounts September through June.
- D. Administrators hired prior to July 1, 2006, who retire pursuant to the New York State Teachers Retirement System with ten (10) years of continuous service in the District shall have their individual health, not dental, insurance reimbursed by the District. Administrators hired after on or after July 1, 2006, who retire pursuant to the New York State Teachers Retirement System and retire with fifteen (15) years of continuous service in the District shall have their individual health, not dental, insurance reimbursed by the District.
- E. Presently, Administrators do not have any members who voluntarily waive health insurance coverage; therefore, effective July 1, 2006 Administrator's who elect not to take the health insurance coverage will receive a \$2,500 incentive for family coverage or \$1,000 for single coverage, payable no later than November 30 of the school year. This election shall be by written notice to the Superintendent no later than September 1 of each school year. Administrators who have waived coverage may re-enter the plan once in each school year by notifying the district prior to the first day of the month in which the administrator wishes to re-enter. Any member who elects the buyout of the insurance will supply proof of alternate coverage. Re-entry into the health plan shall be permitted under the following conditions:

1. The amounts paid by the District as incentive on a pro-rata basis shall be paid back prior to re-entry.
2. Any re-entry of participation in said plan shall be subject to administrative regulations of the Health Insurance Program. (Unless a trigger event occurs, re-entry is limited to March 1st of each school year.) Once this option is exercised, unless a trigger event occurs, the individual will be ineligible for insurance for the duration of that school fiscal year.
3. The parties agree that a "trigger event" shall be defined as the loss of alternate health insurance coverage.
4. On an annual basis an employee is covered under the health insurance program unless the employee opts out by September 1<sup>st</sup>.

**DENTAL INSURANCE:**

The District will pay 95% of all actual premiums. The District will provide the Blue Cross-Blue Shield Dental Plan or its equivalent for bargaining unit employees and their families. The plan is a portion of the agreement and the District may change carriers as long as there is no reduction in benefits to Unit members.

**BENEFITS FUND**

For each Administrator, the District shall establish a benefits fund of \$250 for each year of this agreement. The fund will be used for reimbursements of uninsured medical, dental, eye care, prescriptions, and other medically related expenses for the Administrator and his/her family members, or for the purchase of additional insurance including disability insurance. Reimbursement will be made

within two weeks of the submission of receipts. Any monies not expended by June 30 of any year shall not be carried over for the Administrator to the subsequent year.

### **IRS SECTION 125 PLAN**

The District will institute an Internal Revenue Code Sec. 125 plan. The District and the Association will mutually agree on a plan administrator. The plan will be a full cafeteria plan with all benefits and allowances as listed in IRS legislation. The maximum district administration cost per plan participant shall not exceed \$36 per year unless the District realizes additional savings, in which case the District will pay an amount up to that savings realized per plan participant. The maximum amount of non-premium contributions in the first year of the plan shall not exceed \$3000. The District and the Association shall mutually agree upon the starting date of the plan.

### **ARTICLE 12 ASSOCIATION DUES**

**Deduction:** The Board shall deduct from the salaries of the members of the Granville Administrators' Association dues for the professional Association as individually authorized in writing on a form provided by the State Headquarters of School Administrators Association of New York State (SAANYS).

### **ARTICLE 13 GRADUATE STUDY**

1. Administrators shall be granted a salary increment at the rate of \$65.00 per credit hour up to a maximum of twelve credit hours.
2. For credit hours earned above minimum certification hours, any courses to be taken must first be submitted to the Superintendent for her/his prior written approval. The Superintendent's approval shall be based upon whether the intended course of study is related to and is likely to improve the Administrators position in the school.
3. The graduate study increment shall take effect on the pay period following submission to the Superintendent of successful completion of the course and shall be prorated for any portion of a contract year depending upon the date of submission of completion to the Superintendent.
4. Graduate study increments shall be included in determining salary increments and vacation pay upon separation or retirement.

### **ARTICLE 14 GRIEVANCE PROCEDURE**

**Purpose –** It is the policy of the parties that all grievances be resolved informally or at the earliest possible stage of this grievance procedure. However, both parties recognize that the procedure must be available without any fear of discrimination because of its use.

#### **Definitions:**

Grievance shall mean any claimed violation, misinterpretation or inequitable application of the contract, law, or past practice or policies affecting working conditions only. An "aggrieved party" is an Administrator or group of Administrators who submit a grievance or on whose behalf a grievance is submitted, or the Association where the member requests. Past Practice - Any consistent, system-wide past practice.

**Submission of Grievances**

1. Before submission of a written grievance, the aggrieved party must attempt to resolve it informally.
2. Each grievance shall be submitted in writing and shall identify the aggrieved party, the provision of this Agreement involved in the grievance, the time when and the place where the alleged events or conditions constituting the grievance existed and, if known, the identity of the person responsible for causing such events or conditions and a general statement of the grievance and redress sought by the aggrieved party.
3. A grievance shall be deemed waived unless it is submitted within thirty (30) calendar days after the aggrieved party knew or should have known of the events or conditions on which it is based.
4. An Administrator or group Administrators may submit grievances, which affect them personally and submit such grievances to the Superintendent. The Association may submit any grievance where the member requests. It shall be submitted directly to the Superintendent. By agreement of the Association and the Superintendent, any grievance may be submitted directly to arbitration.

**Grievance Procedure**

1. The Superintendent or her/his designated representative shall, upon request, confer with the aggrieved parties with respect to the grievance and then shall deliver to the aggrieved parties a written statement of her/his position with respect to it no later than fourteen (14) calendar days after it is received by her/him.
2. In the event the Administrator or Association who has requested the Association to pursue the grievance is not satisfied with the statement of the Superintendent with respect to a grievance, it may, within thirty (30) calendar days after receiving such statement, refer the grievance to the District (Board of Education). All written records and material related to the grievance, including a written statement of the grievance, shall be forwarded to the District along with a written request for the District to consider the grievance. Within thirty (30) calendar days after receipt of the written statement of the grievance and related material, the District will meet at a confidential meeting to consider the grievance. Within fifteen (15) calendar days of this meeting or a mutually agreeable time the District will issue a written statement to the aggrieved outlining its findings with respect to disposition of the grievance.
3. In the event the aggrieved where the Association has been requested to represent the aggrieved is not satisfied with the District's disposition of the grievance, the grievance may within twenty-five (25) calendar days of receipt of statement of disposition be referred to arbitration. The arbitrator will be selected from lists provided by and in accordance with the rules promulgated by the Public Employment Relations Board of the State of New York. The arbitrator's decision will be in writing and will set forth his/her findings, reasonings and conclusions on the issue submitted. The arbitrator will be without power or authority to make any decision, which requires the commission of an act prohibited by law or which is in violation of the terms of this Agreement.

4. The decision of the arbitrator shall have no power to alter, add, or detract from the provisions of this Agreement. The cost of the services and expenses of the arbitrator will be shared equally by the District and the Association.

## **ARTICLE 15 ATTENDANCE RECOGNITION**

The District and the Administrators (Association) have agreed to provide a form of recognition for those Administrators who exhibit exemplary attendance. Administrators who have not used more than three (3) days of their allotted time for the year, sick or family leave, during the school year, will be compensated by the School District in the amount of five hundred dollars (\$500.00) per school year.

## **ARTICLE 16 RETIREMENT**

**Retirement:** An Administrator will qualify for the Retirement Incentive if he/she meets the following:

1. The Administrator must be eligible for retirement in accordance with the established policies of the New York State Teachers' Retirement System.
2. An Administrator wishing to receive the retirement incentive shall submit a written letter of resignation for retirement purposes at least six (6) months prior to the Administrator's effective date of retirement.
3. The retiree will elect one of the following methods of payment:
  - A lump sum paid on October 1 after retirement.
  - A lump sum paid on July 1, one year after retirement.

### **Twenty (20) years of Service:**

An Administrator who retires with 20 years of service in the Granville Central School District shall be eligible as follows, subject to a maximum payout of up to \$20,000.

- 1<sup>st</sup> year of eligibility for retirement with full benefits pursuant to the New York State Teachers Retirement System: 100% of accumulated sick leave at \$100.00 per day.

### **Fifteen (15) years of Service:**

An Administrator who retires with 15 years of service in the Granville Central School District shall be eligible as follows, subject to a maximum payout of up to \$15,000.

- 1<sup>st</sup> year of eligibility for retirement with full benefits pursuant to the New York State Teachers Retirement System: 100% of accumulated sick leave at \$75.00 per day.

### **Ten (10) years of Service:**

An Administrator who retires with 10 years of service in the Granville Central School District shall be eligible as follows, subject to a maximum payout of up to \$10,000.

- 1<sup>st</sup> year of eligibility for retirement with full benefits pursuant to the New York State Teachers Retirement System: 100% of accumulated sick leave at \$50.00 per day.

**ARTICLE 17  
NEGOTIATION PROCESS**

Not later than February 15<sup>th</sup> of the year preceding the termination of this agreement, the Superintendent and the Association will exchange proposals for negotiations. Negotiations will occur at times mutually acceptable to both parties.

**ARTICLE 18  
TERM OF AGREEMENT**

This written Agreement shall be effective for the period from July 1, 2006, and extending through June 30, 2009. During the term of this Agreement, modifications and changes to it shall be made only through the mutual written consent of the parties. No other organization may be granted bargaining rights for employees covered by the Agreement for the duration of the Agreement.

**ARTICLE 19  
ADMINISTRATORS' SALARIES**

Administrative salaries shall be increased on July 1 of each year as follows:

<u>YEAR</u>	<u>INCREASE</u>
2006-07	4.0 % * (Includes 1% successor increase)
2007-08	4.0 %
2008-09	4.0 %

Whenever a per diem rate is needed, it shall be 1/220 for 11-month and 10-month Administrators, Administrators, and 1/236 for 12-month Administrators.

On July 1, 2009 and each July thereafter, until agreement is reached on a successor Agreement to this Agreement, any Administrator who is continuing employment in the District shall have her/his salary increased by one percent (1 %).

**ARTICLE 20  
GOALS AND OBJECTIVES**

Each September, each administrator will meet with the Superintendent for the purpose of mutually developing yearly goals and objectives. After the meeting(s) takes place a written copy of the agreed upon goals and objectives will be given to the Administrator. At the conclusion of the year, the Administrator and the Superintendent will meet to review to what extent the goals and objectives have been accomplished. These goals and objectives will become a part of the Administrator's evaluation.

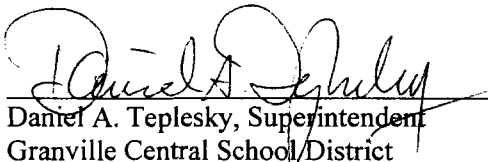
**ARTICLE 21  
REQUIREMENT PER TAYLOR LAW**

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.



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David Ford, President  
Granville Central School Administrators' Association

November 13, 2006  
Date



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Daniel A. Teplesky, Superintendent  
Granville Central School District

November 13, 2006  
Date