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Union: **Catskill Administrators' Association**

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AGREEMENT

BETWEEN

THE CATSKILL CENTRAL SCHOOL DISTRICT

AND

THE CATSKILL ADMINISTRATORS' ASSOCIATION

JULY 1, 2009 - JUNE 30, 2012

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This AGREEMENT as to terms and conditions of employment is effective July 1, 2009 through June 30, 2012 between the Superintendent of the Catskill Central School District ("District") and the Catskill Administrators' Association ("Association") by which it is mutually agreed as follows:

ARTICLE 1 - RECOGNITION

The District has recognized the Association for purposes of collective negotiations as the exclusive representative of a negotiating unit consisting of all building level administrators, including all principals, assistant principals and full-time curriculum and technology coordinators within the District. Unless otherwise indicated, persons in this unit will be referred in this Agreement as "Administrators." Administrative assistants shall mean only those titles possessing administrative certification from the State Education Department as defined in the Civil Service Law. Unit work presently being performed will not be contracted to outside agencies nor delegated to other units without prior notification and consent by the Association.

ARTICLE 2 - RIGHTS OF THE DISTRICT

2.1 The District retains all rights, power and authority exercised or had by it prior to the time this Agreement was entered upon except as specifically limited by the express provisions of this Agreement.

ARTICLE 3 - RIGHTS OF THE ASSOCIATION

3.1 The District agrees to make available to the Negotiating Committee of the Association, information with respect to the present financial resources of the District, provided such information is requested in writing, readily available to the District and is neither preliminary nor tentative in character. Nothing herein provided shall require the District to produce information not required to be produced pursuant to Article 14 of the Civil Service Law or the Freedom of Information Law.

3.2 PAYROLL DEDUCTIONS FOR ASSOCIATION DUES

A. The District agrees to deduct from the salaries of administrators, dues for the Association, and its affiliates, when voluntarily authorized in writing by each administrator desirous of having his or her dues deducted. Authorization, once filed with the Business Office, shall continue in effect until revoked by the administrator on a form provided by the Association and filed with the Business Office. To be effective, authorizations or revocations must be filed on or before the first day of the current school year, and the first deduction shall be made on the second check of the school year.

B. The Association shall, at least sixty days prior to the beginning of each school year, give written notification to the Business Office of the amount of its dues and to those of its affiliates, which are to be deducted in that school year under such authorizations. The amounts of the deductions for these dues shall not be subject to change during the entire school year. For the purpose of this Article, the term "school year" shall mean the twelve-month period beginning

with the opening of school in the fall of each year. Dues deducted shall be sent to the professional association so designated by the Association and agreed to by the District.

C. The right to refund to administrators monies deducted from their salaries under such authorizations shall lie solely with the Association. The Association agrees to reimburse any administrator for the amount of any dues deducted by the District and paid to the Association, which deduction is by error in excess of the prior deduction, and agrees to hold the District harmless from any claim of excessive deductions.

3.3 OTHER PAYROLL DEDUCTIONS

The District agrees to continue to make voluntary payroll deductions upon written authorization therefore, from the salaries of administrators, for the following: N.Y.S. Teachers' Retirement Loan; tax sheltered annuity; dental health plan; U.S. Savings Bond purchases; a credit union designated by the Association; a payroll direct deposit program with a bank designated by each unit member; and to disburse these deductions for the purpose intended. Procedures for payroll deductions shall be established by the Business Manager.

ARTICLE 4 - GRIEVANCE PROCEDURE

4.1 GENERAL PROVISIONS

A. A grievance is a claimed violation or misinterpretation of a specific provision of this Agreement. It shall include grievances brought by the Association on behalf of any Association member or group of members or by the Board against the Association.

B. All grievances shall include the name and position of the aggrieved party, the time and place of the grievance, the identity of the person claimed to be responsible for the grievance, the contract provision allegedly violated and a statement of the nature of grievance and the redress sought.

C. A grievance shall be deemed waived unless it is submitted within thirty working days after the aggrieved party knew or should have known of the events or conditions on which it is based and, in no event, later than five days after the end of the school year. Grievances occurring during the summer may be filed within five working days after the opening of school.

D. The District and the Association will facilitate any investigation which may be required and make available any and all material and relevant documents, communications, and records concerning the grievance.

E. The grievant shall have the right to representation at all stages of the grievance procedure and to confront and cross-examine all witnesses called against him or her, and to testify and call witnesses on his or her own behalf.

F. No interference, coercion, restraint, discrimination, or reprisal of any kind at any time will be taken by the District or by any member of the administration against the Association or any other participant in the grievance procedure.

G. Failure by the District to hold a hearing or submit decisions within the time limits set forth herein, shall be construed as a denial of the grievance and the grievance may be appealed to the next stage.

4.2 GRIEVANCE PROCEDURE

A. Stage 1. The grievance shall be presented in writing to the Superintendent or his/her designees who shall hold a hearing within five working days of the submission of the grievance and render a written decision within five working days thereafter.

B. Stage 2. Within ten working days of the disposition of the grievance at Stage 1, the Association may request the Board to schedule a further hearing with respect to the grievance, or may file with the Superintendent and the American Arbitration Association a demand for arbitration. If the Board agrees to hold a further hearing, the hearing before the Board or a committee thereof, shall be held within ten working days of the submission of the request therefore. The written decision of the Board shall be rendered within five working days of the hearing.

In the event the decision of the Board does not resolve the grievance or if the Board declines to schedule the hearing or does not respond to the Association's request for a hearing within ten days, the Association may demand arbitration of the grievance by filing a Demand for Arbitration with the Superintendent and the American Arbitration Association within ten working days of the date of the Board's decision or the date when the Board declined to schedule a further hearing.

4.3 ARBITRATION

A. Following the submission of the Demand for Arbitration to the Superintendent, the matter shall be set for hearing by both parties arranging to submit the case before one of the following three arbitrators, who shall be selected to the extent practicable on a rotating basis with due consideration given to their availability:

- 1. Jeffrey Selchick
- 2. Louis Patack
- 3. Bonnie Siber Weinstock

B. Once an arbitrator has been chosen pursuant to Section 4.3(A) above, the parties shall follow the Voluntary Labor Arbitration Rules of the American Arbitration Association.

C. The arbitrator shall be without power or authority to make any decision which requires the commission of any act prohibited by law or which is violative of the terms of this Agreement. The arbitrator shall have no power to alter, add to, or detract from the provisions of this

Agreement. The decision of the arbitrator will be accepted as final and binding by the parties to the dispute and both will abide by it.

D. The cost of the services of the arbitrator will be divided equally between the District and the Association.

ARTICLE 5 - RIGHTS OF ADMINISTRATORS

5.1 INDEMNITY AGAINST CLAIMS

As provided in Section 3028 of the Education Law, the District agrees to hold administrators harmless from any financial loss, including attorneys' fees, arising out of any claim, demand, suit, criminal prosecution or judgment by reason of an act by such administrator, within or without the school building, provided such administrator, at the time of the act or omission complained of, was acting in the discharge of his or her duties within the scope of his or her employment, or under the direction of the District.

5.2 PERSONAL INJURY BENEFIT

The District shall reimburse administrators for the reasonable cost of replacing or repairing dentures, eyeglasses, hearing aids or similar bodily appurtenances not covered by Workers' Compensation or the District's health or dental plan, which are damaged, destroyed or lost as a result of identifiable acts of vandalism or violence suffered by an administrator while the administrator was acting in the discharge of his or her duties within the scope of his or her employment.

The District shall reimburse administrators up to \$350 per incident for clothing per criteria in 5.2, and reimbursement based on replacement cost.

5.3 EVALUATION

A. Evaluation of administrators shall be done only by the Superintendent. Evaluation of an assistant principal will be completed by the Superintendent and the principal of the building to which the assistant principal is assigned.

B. Administrators will establish yearly goals with the Superintendent of Schools based on discussions with the approval of the Superintendent.

C. The Superintendent will meet with each Administrator to discuss the yearly evaluation. The completed evaluation will be delivered to the respective Administrator by the Superintendent by August 15th. The administrator will acknowledge by signature that he/she has seen the evaluation and may attach a written response to be signed and dated by the Superintendent.

D. The format and guidelines of the administrative evaluation tool shall be developed in consultation with the Superintendent.

E. Non-Tenured Administrators

1. Non-tenured administrators will be evaluated twice annually by the Superintendent. The Superintendent will discuss performance to date with the Administrator within 6 months of beginning employment.

2. The Superintendent will meet with the Administrator to discuss each evaluation. The completed evaluation will be signed by the Superintendent and non-tenured Administrator.

3. The non-tenured Administrator may attach a written response to the evaluation.

4. An indication of the Administrator's status in response to continued employment will be forwarded in writing by the Superintendent to the non-tenured Administrator no later than 60 days from the date on which a tenure decision must be made by the District. Should the District give less than 60 days, the District would be responsible to pay the entire 60 days.

5.4 PROFESSIONAL PERSONNEL FILE

A. Complaints by staff members, by parents of students, by students, community organizations or other interested parties, which are directed toward an administrator, shall be called to the administrator's attention as soon as possible. If an answer is appropriate, the administrator shall have the opportunity to reply.

B. The administrator shall promptly be given the opportunity to discuss any complaints with the complainant and the opportunity to make a written reply. Administrators are not expected to respond to non-specific or anonymous complaints.

C. No complaint directed against an administrator shall be used in evaluating an administrator unless formalized as indicated in Section 5.4.B.

D. The official District file shall be maintained in the central office. Administrators shall have the right upon request to review the content of their files, excluding privileged information, such as confidential credentials and references obtained during original appointment. An administrator shall be entitled to have a personally selected representative of the Association accompany him or her during such review. The review shall be made in the company of the Superintendent or his or her designated representative.

E. No material, excluding privileged information as described in the above paragraph, which is derogatory to an administrator's conduct, service, character, or personality shall be filed, unless the administrator has had an opportunity to examine the material. The administrator must sign the actual copy to be filed with the understanding that he or she has examined the materials. The signature does not necessarily indicate agreement with its content. The administrator may file a written response or related information to any material in his or her file.

F. The administrative group feels it is appropriate to inspect a file upon a motion of the Board.

ARTICLE 6 - LEAVES OF ABSENCE

6.1 SICK LEAVE

A. A personal illness is any condition which prevents an administrator (or a member of his or her immediate family) from attendance to duties including doctor or dental appointments and laboratory tests either as an out-patient or in-patient.

B. Administrators who are absent on account of personal illness or because of illness in the immediate family shall be entitled to sick leave with full pay for 18 days per school year, cumulative to 240 days, except that during the first three years of service to the District, administrators shall be entitled to 13 days per school year with a 15 day increment added to their sick leave accumulation at the end of three years.

C. "Immediate family" is defined as the spouse, children, parents, grandparents of either the administrator or the administrator's spouse and any other member of the household of which the administrator is a part. The definition of "immediate family" may be expanded to individual circumstances at the Superintendent's discretion.

D. The Superintendent of Schools may, in his/her discretion, require a doctor's certificate covering the absence and may further determine that an illness in the immediate family should not entitle the administrator to receive a compensated sick leave.

E. Administrators shall notify the Superintendent of absence due to illness and shall indicate the probable day of return. Immediately upon return to duty, the administrator shall file a statement with the Superintendent indicating the reason for the absence.

F. The Business Office will prepare a statement of accumulated sick leave including number of days accumulated from the previous year, number of days of leave used during the year and a final total of accumulated sick days. This information will be included with the last paycheck issued in June.

G. For the duration of this Agreement, a sick leave bank shall be established. Administrators electing to participate in such bank shall submit to the District a waiver of no more than two days of accumulated sick leave. The Association shall contribute a maximum of 72 days to the sick leave bank. All administrators shall be eligible to participate after one (1) year of service in the District. Any administrators not electing to waive two days shall not be eligible to receive time from the sick leave bank. The bank shall be administered by a committee of one representative appointed by the District and one representative appointed by the Association who shall act upon withdrawals. Withdrawals from the sick leave bank shall be limited to administrators who are involved in extended disability resulting from illness or accidents, and who have also exhausted their sick leave time. The decisions of the above committee shall be final and binding upon the

administrators, the District and the Association with respect to the administration of the sick leave bank.

6.2 PAYMENT FOR UNUSED SICK LEAVE

An administrator with at least ten (10) years of service in the District who elects to retire between July 1 and September 1 and provides six (6) months written notice is eligible to receive a payment for their unused sick leave. The payment will be based on 25% of his/her unused sick time at their per diem rate of pay based on 1/240 of his/her regular contract salary, including longevity, at the time of retirement.

District shall agree to make the payment of unused sick leave as set forth in 6.2 as an employer non-elective contribution to the 403(b) account of each covered employee. The Catskill Administrator's Association and the District will enter into a MOA specifying the terms.

Once the administrator has given notice to retire, the administrator's estate may be paid. The payment will be made within 30 to 60 days after retirement.

6.3 PERSONAL LEAVE

A. Bargaining unit members shall be entitled to two (2) days for religious observance with full pay each school year.

B. A maximum of three (3) days per year will be granted to administrators for compensated personal leave. The days may be used for personal business which cannot be conducted on other than a school day. If an administrator needs more than three (3) days of personal leave in a given year, up to two (2) days of sick leave may be converted to use as personal leave; but, under no circumstances may more than five (5) days of compensated personal leave be taken in a given year. The reason for personal leave shall be stated only as "personal." Except in the case of emergencies, notice of the intent to take personal leave shall be given in writing to the Superintendent at least two (2) days in advance. It is understood that there are unacceptable uses for personal leave such as vacation, personal illness as defined in Section 6.1(A), recreational pursuits, economic gains, other employment, seeking new employment, or marriage. If it is subsequently determined that an administrator has abused the personal leave privileges, such absence shall result in an appropriate salary deduction.

C. Personal leave credits unused as of the end of each school year shall accumulate as sick leave.

6.4 BEREAVEMENT LEAVE

Five days leave will be granted, not accumulative, for absence by reason of death in the immediate family. Immediate family is the brother, sister, parent, spouse child or grandchild of the administrator or his or her spouse. The definition of immediate family may be expanded in individual circumstances at the Superintendent's discretion.

6.5 PARENTAL LEAVE

A Parental Leave of Absence without salary for a period of no more than two (2) years may be granted an administrator upon written request.

6.6 PROFESSIONAL IMPROVEMENT LEAVE

Professional improvement leave will be granted to qualified administrators who have been in the service of the Catskill Central School District for a continuous period of at least seven (7) years, under the following conditions:

1. The leave is to be of demonstrable benefit to the school system.
2. Application is to be made at least six months before the beginning of the school year, in writing, with the detailed plan of how the time is to be spent and how it will benefit the District.
3. The applicant is to sign a statement agreeing that:
 - a. the leave is not for the purpose of additional employment;
 - b. leave will only be granted pending the employment of a fully qualified replacement;
 - c. upon return, the administrator will give at least one (1) full year of full-time employment to the system, he or she will submit a written report of the accomplishments and evaluation within two (2) months to the appropriate administrator, and he or she will cooperate in an appropriate supervisory follow-up within six (6) months of return.
4. Leave will be granted for two semesters at one-half pay, or one semester at full pay, under the above conditions. Full tenure rights will be retained and payments for social security, retirement and health insurance will be maintained by the District at the normal rate. The term of the leave will be considered a period of full time employment for all purposes. One administrator will be granted leave during any one year.
5. The Board of Education reserves the final right of acceptance or rejection of all applications for Professional Improvement Leave. Its decision will be based on benefit of such leave to the School District and the availability of a qualified substitute administrator.

6.7 STUDY LEAVE

A leave of absence for study or cultural travel without salary shall be granted on the approval of the Board based upon specific plans for such study or travel.

6.8 MILITARY LEAVE

A leave of absence for military service without salary shall be granted to any administrator who enters any branch of the armed forces of the United States for an extended period of duty. These administrators shall be entitled to all rights of re-employment by the Board as provided by the State and Federal Law.

6.9 EXCHANGE ADMINISTRATOR LEAVE

With the approval of the Board, leave for exchange administrator positions may be granted to tenured administrators.

6.10 VACATION

A. Administrators shall receive twenty-seven (27) days of vacation annually. Such days shall be scheduled during periods when school is not in session and shall be subject to the reasonable operating needs of the District. Nothing herein shall prevent the granting of individual vacation days or days when school is in session, with the approval of the Superintendent of Schools.

B. Effective July 1 of each school year, the full yearly allocation of vacation days is credited to each administrator. This allows vacation time to be primarily utilized during the summer months thereby reducing the impact on the time when school is in session. In the event that an administrator leaves the service of the District prior to the following June 30th, then the administrator will have the credited amount reduced in a pro-rata method. If an administrator has used more vacation days than he/she has earned (more than 2.25 vacation days per month), then his/her final paycheck will be reduced accordingly.

C. Commencing June 30, 1998, a tenured administrator will be allowed to carry over, from one school year to the next, thirty (30) vacation days. Vacation days, in excess of thirty (30) days, not taken before June 30th of the school year in which they are earned shall be lost except as specifically set forth in the paragraph. A tenured administrator who is unable to use all of his or her vacation leave within the school year in which it is earned by reason of the administrator's assignment as a Summer school principal may request permission from the Superintendent to carry over more than thirty (30) days into the next school year, such days shall be used within the school year following that in which they were earned. Upon retirement or voluntary resignation from the service of the District, an administrator will be paid for accumulated vacation days, up to a maximum of thirty (30), at the administrator's daily rate in effect during the year which the administrator last performed actual service for the District.

D. Commencing June 30, 1998, a non-tenured administrator will be allowed to carry over, from one school year to the next, no more than ten (10) vacation days. Vacation days, in excess of ten (10) days, not taken before June 30th of the school year in which they are earned shall be lost except as specifically set forth in the paragraph. A non-tenured administrator who is unable to use all of his or her vacation leave within the school year in which it is earned by reason of the administrator's assignment as a Summer school principal may request permission from the Superintendent to carry over more than ten (10) days into the next school year, such days shall be

used within the school year following that in which they were earned. Upon retirement or voluntary resignation from the service of the District, an administrator will be paid for accumulated vacation days, up to a maximum of thirty (30), at the administrator's daily rate in effect during the year in which the administrator last performs actual service for the District.

E. An administrator is allowed to sell-back vacation days equal to the administrator's number of years service as of July 1. The sell-back of vacation days can be requested any time prior to June 30th and is calculated based upon the prior year's salary. (If you were to sell back four (4) days in 2001-2002, the sell-back is based upon the year in which the vacation is earned and accumulated. In effect, if you sell-back four (4) vacation days in 2001-2002, it is calculated at your 2000-2001 salary. Payment will be made within thirty (30) days of the request).

F. Administrators may sell back up to the number of days equivalent to their years of service to a maximum of ten (10) days. Therefore, the maximum number of vacation days to sell-back allowed after ten (10) years of service would be ten (10) days.

6.11 PEACE CORPS AND JOB CORPS LEAVE

Leave of absence without salary will be granted to any tenured administrator who has completed five years of employment with the Board and joins the Peace Corps or Job Corps as a full-time participant. This time shall not extend for more than two school years.

6.12 JURY DUTY

On proof of the necessity of jury service, and after the administrator's request for exemption or adjournment has been denied, an administrator shall be granted leave for the purpose without charge to other leave credits, provided that he or she has agreed, in writing, prior to and as a condition of the granting of such leave to deliver to the Superintendent, for the deposit in the general fund of the District, all fees paid to such employee for such jury service.

6.13 SPECIAL LEAVE

With the consent of the Board, an administrator who does not qualify for another type of leave authorized by this Agreement may be granted an extended leave of absence for special reason acceptable to the Board. This leave shall be without salary and shall not exceed a period of two years.

6.14 GENERAL PROVISIONS

A. An administrator on leave of absence for military service, exchange teaching, professional improvements, Job Corps, or study leave shall be advanced on the salary schedule during the period of the leave of absence. No administrators on other extended leave of absence shall be advanced on the salary schedule during the period of leave. Leave of absence shall not be granted when other gainful employment is the purpose.

B. Return to duty from extended leaves of absence shall be subject to the following conditions:

1. Satisfactory evidence of physical and mental health shall be filed with the District before the administrator is returned to duty.
2. Extended leave of absence without pay for a period of less than one semester may be granted by the Board upon the recommendation of the Superintendent.

6.15 SNOW DAYS

Members of the bargaining unit shall not be required to report to work on snow days and emergency closing days when the faculty is not required to report to work. On such days, unit members may work from home, after making a request to do so of the Superintendent by e-mail or telephone communications. Unit members who do work from home shall report the end of their work day to the Superintendent by email or telephone. In the alternative, a unit member may take available contractual leave day or days on snow days and emergency closing days.

ARTICLE 7 - SALARY AND OTHER BENEFITS

7.1 - SALARY - NEW SALARIES FOR 2009 THROUGH 2012

Effective July 1, 2009, bargaining unit members shall be placed on the attached base salary schedule (annexed hereto as Appendix A) at the step that reflects the salary closest to their 2008-2009 school year salary, for their job title, but, greater.

Unit members shall receive a 3% increase to their step placement effective 1/1/2010 and the entire schedule shall be increased by the same percentage on that date. Unit members shall advance a step on the schedule effective 1/1/2011 and again effective 1/1/2012. The salary schedule shall sunset, becoming null and void, close of business on June 30, 2012.

For salary purposes, the Contract year for administrators begins on July 1 and ends on June 30. Administrators hired after July 1 will have their salaries prorated for their first year of employment. Salary increases for all administrators will take effect on January 1 for the duration of this Agreement.

In the event that the District negotiates with its several bargaining units a modification of pay dates, it is agreed that the District may then set as its pay dates the 15th of the month and the last day of the month, with adjustments made when such days fall on a weekend or holiday, then the pay date will be moved to the Friday before or Monday after the weekend or holiday.

7.2 LONGEVITY REIMBURSEMENTS

Effective July 1, 2009, longevity steps will be paid to administrators who have completed 5, 10, 15 and 20 years of service in the Catskill Central School District (combined service as a teacher

and as an administrator) or the former districts now comprising the Catskill Central School District. The amounts awarded for the service will be as follows:

5 th year	\$800
10 th year	\$900
15 th year	\$1000
20 th year	\$1200

These longevity payments shall be cumulative.

7.3 HEALTH INSURANCE

A. The District will provide the administrators with the same health and dental insurance benefits as provided to the Catskill Teachers' Association. The indemnity plan shall not be an option for employees hired on or after the date of ratification of this contract by the Board of Education.

B. Any administrator eligible to participate in the District's health insurance plan shall have the option of withdrawing from participation in such plan and shall execute any and all documents necessary to effect such withdrawal. In the event of such withdrawal, the District shall pay to such administrator the following sums, based upon the coverage provided the administrator received as of June 30:

Family or Two-Person Coverage	\$1000/yr
Individual Coverage	\$ 499/yr

C. The option to withdraw shall be exercised in the month of June in each school year. The sum provided under this section shall be paid during the month of July. In case of such withdrawal, the District shall no longer be required to contribute towards the cost of such insurance for the balance of the school year. With the approval of the Superintendent and, to the extent the District's health insurance plan permits, an employee may rejoin the plan before the end of that school year upon (1) repayment of the pro-rata portion of sums paid under this section; and (2) upon establishing a change of circumstance of an emergency nature. It is understood that in situations where both spouses are employed by the District or domestic partners are both employed by the District, the buy-out will be unavailable in that the health insurance coverage for them shall consist of one family plan or two single plans, with no buy-out being available to them.

D. The administrators agree to make the following premium contributions to the health and drug insurance plan.

10% of the total premiums of any plan selected by the administrator.

Effective July 1, 2009, the deductible for the Health Insurance Indemnity Plan shall be:

Family or Two-Person Coverage	\$ 300
Individual Coverage	\$ 100

In addition, there shall be a co-payment requirement of *up to* \$10.00 for generic prescriptions and *up to* \$20.00 for brand name prescriptions under the District's Prescription Drug Plan.

7.4 PROFESSIONAL DEVELOPMENT

The District shall make available a total of \$1000 for each administrator in each year of this Agreement to be used as determined by the Association with the Superintendent's approval in each year of this Agreement for administrators to attend professional conferences, workshops and to obtain graduate credit which are agreed upon by the Superintendent, Administrator and the Association. This money may also be used for the purchase of professional resources. The Superintendent shall not unreasonably deny any requests for the use of such money.

7.5 SUMMER SCHOOL PRINCIPAL

The position of Summer School principal will be first offered to members of the Administrator's Association. An administrator must advise the District in writing by March 15th of his/her interest in the position. Administrators who agree to be a Summer school principal will be paid the stipend as follows:

HS/MS stipend for summer school	\$5,500
Elementary stipend	\$2,500

No administrator may be involuntarily assigned as Summer School principal.

7.6 DOCTORATE DEGREE STIPEND

Effective July 1, 2009, administrators who have earned an Ed.D. Degree will receive a bonus of \$1,000 which will be permanently added to annual salary and administrators who have earned a Ph.D. will receive a bonus of \$1,250 which will be permanently added to annual salary.

ARTICLE 8 - PROFESSIONAL RESPONSIBILITIES

8.1 Each administrator is responsible for the administration of the building to which he or she is assigned and such district-wide responsibilities as have traditionally been performed by administrators.

8.2 In furtherance thereof, administrators shall perform all of the duties at such times as are and have been customarily expected and as may be reasonably required by the Board of Education and the Superintendent to carry out their responsibilities. The above, however, shall not be considered to limit or preclude the administrators from bargaining with the District over

the impact of substantial changes in the current terms and conditions of their employment including changes in job responsibilities.

ARTICLE 9 - CONFORMITY TO LAW SAVINGS CLAUSE

9.1 CONFORMITY TO LAW

If any provision of this Agreement of any application of the Agreement to any administrator or group of administrators shall be found contrary to law, then such provision or application shall be deemed invalid, except to the extent permitted by law, but all other provisions hereof shall continue in full force and effect.

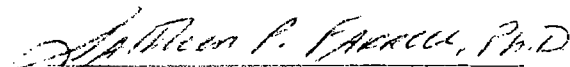
9.2 NOTICE REQUIRED BY SECTION 204-a, CIVIL SERVICE LAW

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.

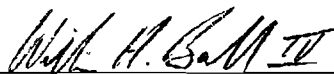
ARTICLE 10 - DURATION OF AGREEMENT

This Agreement shall take effect July 1, 2009 and shall continue in full force through June 30, 2012.

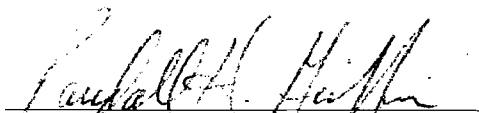
IN WITNESS WHEREOF, the District and the Association have signed and ratified this Agreement on August 26, 2009.



Superintendent



President of Catskill Administrators
Association



President, Board of Education

APPENDIX A – 2009–2012 SALARY SCHEDULES

Base Salary Schedule*

Step	Principal	Assistant Principal	Directors & Coordinators	Assistant Directors & Coordinators
1	\$85,000	\$78,500	\$74,500	\$68,500
2	\$87,125	\$80,463	\$76,363	\$70,212
3	\$89,303	\$82,474	\$78,272	\$71,968
4	\$91,536	\$84,536	\$80,228	\$73,767
5	\$93,825	\$86,649	\$82,234	\$75,611
6	\$96,170	\$88,816	\$84,290	\$77,501
7	\$98,574	\$91,035	\$86,397	\$79,439
8	\$101,038	\$93,312	\$88,557	\$81,425
9	\$103,564	\$95,645	\$90,771	\$83,461
10	\$106,153	\$98,036	\$93,040	\$85,547
11	\$108,807	\$100,487	\$95,366	\$87,686
12	\$111,527	\$102,999	\$97,750	\$89,878
13	\$114,315	\$105,574	\$100,194	\$92,125
14	\$117,173	\$108,213	\$102,699	\$94,428
15	\$120,102	\$110,918	\$105,267	\$96,789
16	\$123,104	\$113,691	\$107,899	\$99,209
17	\$126,182	\$116,533	\$110,596	\$101,689
18	\$129,337	\$119,446	\$113,361	\$104,231
19	\$132,570	\$122,432	\$116,195	\$106,837
20	\$135,884	\$125,493	\$119,100	\$109,508

Salary Schedule Effective January 1, 2010-June 30, 2012*

Step	Principal	Assistant Principal	Directors & Coordinators	Assistant Directors & Coordinators
1	\$87,550	\$80,855	\$76,735	\$70,555
2	\$89,739	\$82,876	\$78,653	\$72,318
3	\$91,982	\$84,948	\$80,620	\$74,127
4	\$94,282	\$87,072	\$82,635	\$75,980
5	\$96,640	\$89,249	\$84,701	\$77,880
6	\$99,055	\$91,480	\$86,819	\$79,826
7	\$101,531	\$93,766	\$88,989	\$81,822
8	\$104,069	\$96,111	\$91,214	\$83,868
9	\$106,671	\$98,514	\$93,494	\$85,964
10	\$109,338	\$100,977	\$95,831	\$88,114
11	\$112,071	\$103,501	\$98,227	\$90,316
12	\$114,873	\$106,089	\$100,683	\$92,574
13	\$117,745	\$108,741	\$103,200	\$94,889
14	\$120,688	\$111,460	\$105,780	\$97,261
15	\$123,706	\$114,246	\$108,425	\$99,692
16	\$126,797	\$117,102	\$111,136	\$102,185
17	\$129,967	\$120,029	\$113,914	\$104,740
18	\$133,217	\$123,029	\$116,762	\$107,358
19	\$136,548	\$126,105	\$119,681	\$110,042
20	\$139,961	\$129,258	\$122,673	\$112,793

*These Salary Schedules shall sunset, becoming null and void in their entireties, effective close of business June 30, 2012. Unit members' placements and movements along the above salary schedules are governed by the terms of Article 7, Section 7.1 of the Agreement between the District and the CAA.