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PROFESSIONAL AGREEMENT

BETWEEN

**THE BOARD OF EDUCATION
OF THE RONDOUT VALLEY CENTRAL SCHOOL DISTRICT**

AND

**THE RONDOUT VALLEY ADMINISTRATORS' AND
PROFESSIONALS' ASSOCIATION**

**AT ACCORD
COUNTY OF ULSTER
STATE OF NEW YORK**

July 1, 2013 – June 30, 2016



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PREAMBLE

In order to effectuate the provision of Chapter 392 of the Laws of 1967 (the Public Employees' Fair Employment Act), to encourage and increase effective and harmonious working relationships between the Rondout Valley Central School Board of Education (hereinafter referred to as the "Board") and its administrators represented by the Rondout Valley Administrators' and Professionals' Association (hereinafter referred to as the "Association"), and to enable the professional employees more fully to participate in and contribute to the development of policies for the Rondout Valley Central School District (hereinafter referred to as the "District"), so that the cause of public education may best be served.

THIS AGREEMENT is made and entered into effective July 1, 2013 through June 30, 2016 by and between the Board and the Association.

ARTICLE I

RECOGNITION

The Board, having determined that the Association is supported by a majority of the administrators' and professionals' unit composed of principals, assistant principals, nurse practitioner, Chairpersons, Director of Technology, Director of Transportation, Director of Food Services, Computer Hardware Specialist, Computer Network Specialist, Director of Facilities & Operations, Building Maintenance Leader and School Grant Coordinator (hereinafter referred to as "administrators"), hereby recognizes the Association as the exclusive negotiating agent of the individuals in such unit. Such recognition shall extend for the maximum period allowed by law.

The Board agrees not to negotiate with any administrative organization other than this Association for the duration of this agreement.

ARTICLE II

NEGOTIATION PROCEDURES

A. It is contemplated that terms and conditions of employment provided in this Agreement shall remain in effect until altered by mutual agreement in writing between the parties. Nevertheless, because of the special nature of the public educational process, it is likewise recognized that matters of vital mutual concern to the parties may from time to time arise which have not been fully or adequately negotiated between them. It is in the public interest that the opportunity for mutual discussion of such matters be provided. The parties to this document commit themselves to such mutual discussion and agree to develop and expand existing forums for such discussion.

B. Neither party in any negotiations shall have any control over the selection of the representatives from within or outside the District. While no final agreement shall be executed without ratification by the Association and the Board, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and reach compromises in the course of negotiations.

ARTICLE III

GRIEVANCE PROCEDURES

A. Since the establishment and maintenance of a harmonious and co-operative relationship between the Board and its administrators is essential to the operation of the District, it is the purpose of this procedure to secure, at the earliest possible level, equitable solutions to alleged grievances of administrators. These procedures are presented to avoid the necessity of time consuming and costly proceedings before administrative agencies and/or in the courts.

B. 1. A grievance shall mean a claim by any person or group of persons in the administrators negotiating unit based upon any event or condition affecting his/her welfare and/or terms and conditions of employment.

2. Aggrieved party shall mean any person or group of persons in the administrators negotiating unit who files a grievance.

3. Grievance Committee shall be the committee created and constituted by the Association to consider grievances filed by a member of the unit.

C. 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 general statement of the nature of the grievance and the redress sought.

D. A grievance shall be deemed waived unless it is submitted within 30 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, no 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. Continuing alleged violations of this Agreement may be grieved at any time, provided, however, that any redress sought may not be retroactive prior to the date the grievance was filed.

E. 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.

F. Any aggrieved party, as defined in this article, may choose to have a representative of the Association with him/her or acting on his/her behalf at each level of 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.

H. Grievance Steps:

1. Stage I. The grievance shall be presented in writing to the Superintendent 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.

2. Stage II. Within ten working days of the disposition of the grievance at Stage I, 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 fifteen 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, 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.

I. Arbitration:

1. Following the submission of the Demand for Arbitration to the Superintendent, the parties shall select an arbitrator from the panel of arbitrators of the American Arbitration Association.

2. All demands for arbitration and all arbitrations shall be processed pursuant to the Voluntary Labor Arbitration Rules of the American Arbitration Association.

3. 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 the Agreement.

4. The cost of the services of the arbitrator will be divided equally between the Board and the Association.

ARTICLE IV

WORKING HOURS

Work Year

A. An administrator shall not be bound by clock hours or calendar dates. As a professional, the administrator recognizes that an administrator is on duty at all times and will schedule administrative activities on a "work to be done" basis. Administrators shall work such hours as are necessary to supervise student instructional programs and the teacher work day, or as assigned by their immediate supervisor, the Superintendent or his/her designee. It is expected that all administrators will obtain approval from their immediate supervisor for any time during the normal work day that they will be away from their buildings. Administrators may be directed by the Superintendent of Schools to attend Board of Education meetings. During the summer months (defined as the period between the first Monday after graduation and one week prior to Labor Day), administrators will report to their immediate supervisor if they will leave their building stating how they can be reached and the expected duration of their absence.

B. An administrator shall work a twelve (12) month work year. Except as set forth herein, each administrator shall receive twenty-five (25) days of vacation each year and may accumulate a bank of seventy (70) days. Notwithstanding the preceding sentence, effective July 1, 2011, each administrator shall, during their first three years of employment as an Association unit member, each year, receive 12 vacation days on July 1 and shall thereafter receive 12 additional vacation days on January 1. After the first three years of employment as an Association unit member, each administrator shall receive twenty-five (25) days of vacation each year on July 1.

Effective July 1, 2011, an administrator may 'carry-over' no more than ten (10) days per year of unused vacation days to be distributed under the following options:

- A. Bank up to a maximum of ten (10) days;
- B. Carry five (5) days into the following school year;
- C. Receive per diem pay for up to ten (10) vacation days per school year effective July 1, 2013; or
- D. A combination of the above categories, not to exceed the ten [10] days carry-over allowance, or the allocation in each category.

An administrator may not use more than five vacation days each year on days when school is in session. All vacation days shall be approved by the Superintendent or his/her designee, which approval shall not be unreasonably withheld. The Superintendent has the discretion to allow an administrator to use more than five days in a year when school is in session. The time shall not be cancelled unless emergency conditions arise.

In cases where administrators resign (including resignation for the purpose of retirement) from the District or upon death in service, such administrator or his/her designated beneficiary shall receive payment for accumulated vacation days at the current per diem rate.

C. Administrators shall receive the following holidays:

New Years Eve, New Years Day, Martin Luther King's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day.

In addition, administrators shall receive the following holidays, if no students or staff attend:

Good Friday, Yom Kippur, Rosh Hashanah, Christmas Eve Day.

Administrators shall not be required to report to work when school is closed due to inclement weather, other emergency closing, or on snow give-back days, unless otherwise directed by the Superintendent of Schools or his/her designee, and shall not be required to utilize a contractual leave day for such absence. Those administrators directed to report to work on such days shall not be entitled to additional compensation. This provision shall be inapplicable to days in which there is a delayed opening or an early dismissal due to inclement weather or other emergencies, in which case the administrators work day shall be in accordance with Article IV.A.

ARTICLE V

INVOLUNTARY TRANSFERS AND REASSIGNMENTS

A. The parties agree that involuntary transfers or reassignments will be made only when necessary and in the best interests of the school system. Notice of an involuntary transfer or reassignment shall be given to the administrator as soon as possible.

B. An involuntary transfer or reassignment shall be made only after a meeting between the administrator involved and the Superintendent, at which time the administrator will be notified of the reasons for the transfer. These reasons shall be based on sound educational judgment. In the event that an administrator objects to the transfer or reassignment, he may request the Association to arrange a meeting of the administrator, the Association's representative and the Superintendent to discuss the matter. The Association shall arrange such a meeting within ten school days after the administrator's meeting with the Superintendent.

C. In the event that an involuntary transfer is necessary, the transferred administrator shall continue to receive no less than the salary he was scheduled to receive before transfer. This policy shall continue in effect until the salary scheduled for the new position will

provide an equivalent or higher salary.

D. In the event of a voluntary transfer, salary questions will be resolved through individual negotiations subject to Board of Education and Association approval.

ARTICLE VI

VACANCIES AND PROMOTIONS

Notice of all vacancies in administrative positions shall be sent to all unit members via e-mail no less than seven (7) calendar days prior to posting in school buildings.

ARTICLE VII

SICK LEAVE BENEFITS

A. A full time administrator shall be entitled to twenty-two (22) days of sick leave annually. Full-time administrators hired on or after July 1, 2006 shall be entitled to twenty (20) days of sick leave annually. Administrators may be required by the District to produce a doctor's note after five (5) consecutive sick leave day absences or in cases of suspected sick leave abuse.

B. There shall be no limit on accumulation of sick leave for administrators in the District.

C. Administrators are entitled to transfer up to fifty (50) days of sick leave from the last system in which they were employed. Forms requesting transfer of such sick leave shall be available in the District Office and they must be certified by the previous employer to the Rondout Valley Central School District. Teachers from within the District who accept an administrative unit position will carry with them all sick days previously accumulated.

D. **Sick Bank:**

1. All unit members shall be eligible to participate in the sick bank provided that he/she meets the conditions set forth below.

2. Effective July 1, 2013, the sick bank shall receive a one-time District contribution of 140 days. Within sixty (60) calendar days following ratification of this Agreement, all unit members shall be afforded a one-time opportunity to participate in the sick leave bank by donating one (1) day of his/her accumulated sick leave. There shall be an automatic renewal process if/when the bank is exhausted. The sick bank shall be renewed by each participating bargaining unit member contributing between one (1) and five (5) day(s) of his/her accumulated

sick leave. Each time the sick bank has been exhausted, the District shall contribute two (2) additional sick days per participating RVAPA unit member.

3. To participate in the bank, newly hired bargaining unit members must opt to participate within thirty (30) days after date of hire. A new bargaining unit member who opts to participate shall contribute one (1) day of his/her accumulated sick leave. The District will match that initial contribution by one (1) day per new member. The District shall provide a list of participants by October 1 of each year.

4. To be eligible to withdraw days from the sick bank, the bargaining unit member must be a contributor. Sick bank withdrawals shall be limited to bargaining unit members who are involved in extended absences resulting from catastrophic illness or injury as verified by a medical doctor. Participants must have first exhausted their sick leave.

5. Claims shall be subject to review after not more than fifty (50) days. The annual cap for withdrawals is set at one hundred days per member.

6. A Sick Bank Committee shall be established consisting of two (2) non-RVAPA unit members appointed by the superintendent and two (2) bargaining unit members appointed by RVAPA. Sick leave bank days may only be granted when a majority of the Committee (at least three members) agrees to grant the request for sick leave bank days. This committee shall deliberate and make judgments on each claim, and be responsible to keep records of withdrawals, additions and general operations of the sick bank. The committee shall have the right to request additional medical documentation from the unit member's doctor as well as the right to request additional medical information from a mutually agreed upon doctor. In the event that the parties cannot mutually agree upon a new doctor, the District physician shall be utilized. This committee shall submit a record of deliberations and judgments for annual review to the Board of Education (BOE) and RVAPA.

ARTICLE VIII

TAX-SHELTERED ANNUITY PLAN

A payroll deduction plan shall be maintained in the District, which will allow administrators to participate in the tax-sheltered annuity program, as allowed by law and by District policy.

ARTICLE IX

LEAVES OF ABSENCE

A. Family Illness:

1. Each administrator shall be entitled to utilize a maximum of ten (10) days of family illness leave per school year in the event of a serious illness in the immediate family and the first five (5) days of such leave shall not be charged to personal accruals. Days taken beyond five (5) shall be taken from each administrator's personal sick time. Immediate family shall be defined in the same manner as bereavement leave.

B. Personal Business:

1. Administrators shall be entitled to four (4) days of personal business leave, not deducted from sick leave, each school year for the transaction of personal business that cannot be accomplished at times other than during school hours. Personal business leave days shall not be used to extend vacation or holiday time, for the pursuit of a hobby or avocation, or as an additional vacation. Such requests must be made, in writing, to the Superintendent or designee at least three (3) days in advance of the day requested.

2. No such requests shall be granted on days preceding or following a holiday or vacation period except as cleared by the Superintendent or designee.

3. Requests for personal business leave which are submitted less than three (3) days in advance shall be granted at the discretion of the Superintendent or designee.

4. Unused personal business leave days shall be converted to sick leave days.

C. Bereavement:

An administrator shall be granted leave without charge to other leave credits in the event of death in the administrator's immediate family, up to a maximum of five days in any one school year. As used in the section, "immediate family" shall be defined as the administrator's spouse, child, stepchild, parent, grandparent, sibling or parent-in-law or significant other residing in the employee's household.

D. Education Leave:

1. All full-time administrators in the District shall be entitled to education leave without pay.

2. An applicant must request such leave in writing to the Superintendent prior to April 15 preceding the school year in which s/he intends to study.

3. Written notice must be filed with the Superintendent, by March 15 of the leave year, of the administrator's intention to return to his/her duties in the District by August 1 following.

4. Return to an administrative position in the District is guaranteed by the Board.

5. Return to the exact position vacated is at the discretion of the Superintendent and Board; however, every effort shall be made to return a person to the same position held before the leave of absence.

6. A year of study shall not qualify an administrator for an additional step increment.

7. Any administrator granted a leave, who during such leave accepts any full-time employment not stated in the application for such leave or otherwise approved by the Superintendent, shall be deemed to have resigned. However, part time employment shall be accepted.

8. Any administrator granted such leave may continue group health and accident insurance plans by making arrangements with the Superintendent to pay the entire cost himself/herself in advance of each quarterly period.

E. Military:

Military leave shall be granted to any administrator as provided by Section 243 of Military Law.

ARTICLE X

PERSONAL INJURY BENEFITS

A. Whenever an administrator is absent from his/her employment and unable to perform his/her duties as a result of personal injury occurring in the course of his/her employment and s/he receives workmen's compensation payments for such absence, s/he shall be paid his/her full salary during his/her absence from his/her employment up to a period equal to his/her sick leave accumulation less the amount of any disability award

resulting from compensation, retirement, or social security. No part of his/her absence will be charged to his/her annual or accumulated sick leave except as s/he has exhausted his/her personal injury benefits.

B. The District shall reimburse administrators for reasonable costs of replacing or repairing dentures, eye-glasses, hearing aids, or similar bodily appurtenances not covered by Workers' Compensation which are damaged, destroyed, or lost as a result of any injury sustained in the discharge of his/her duties within the scope of his/her employment.

C. The District will reimburse administrators for the reasonable cost of any clothing or other personal property damaged or destroyed while the administrator was acting in the discharge of his/her duties within the scope of his/her employment or while the administrator was disciplining or restraining a student or students. In addition, items damaged or destroyed through student action will be covered under this Article.

ARTICLE XI

INSURANCE PROVISIONS

A. HEALTH INSURANCE:

1. The District agrees to continue to provide administrators a contributory type group health insurance plan as provided to other employee groups. As soon as practicable following ratification of this Agreement, the District shall pay 89% of the individual or family health insurance premium for administrators and such administrators shall pay 11% of the individual or family health insurance premium of such plan. Employee contributions will be automatically deducted by the District through a Section 125 Internal Revenue Code Plan. Additionally, the District's contribution to HMO premiums for individual and family coverage shall not exceed the cost of the District's contribution to individual or family premiums as provided for in the DEHIC Alternate PPO Plan. Administrators hired on or after January 1, 2011 shall pay 15% of the individual or family health insurance premium of such plans. Administrators hired on or after July 1, 2013 shall pay 20% of the individual or family health insurance premium of such plan.

2. On or before April 1 of each year existing administrators shall inform the District of their desire to opt out of the District's Health Plan effective the following July 1. In return for opting out, the administrator shall receive a payment of \$1,000 (family coverage) or \$500 (individual coverage) on the following December 1 from the District. If the employee remains out of District coverage, an additional \$1,000 (family coverage) or \$500 (individual coverage) shall be paid the following June 1. In no event shall the total amount for the 'buy out' exceed \$2,000 (family coverage) or \$1,000 (individual coverage). (However, these provisions shall not apply to any administrator whose spouse is enrolled in any District-sponsored health insurance plan and neither spouse shall be entitled to this 'buy out' option).

3. To be entitled to the above referenced payment, the administrator must produce proof of health insurance coverage from another source at the time of application on April 1. Any administrator who elects the "buy out" option must remain off the District's health insurance coverage for the duration of the insurance contract year except when, a) the spouse of an employee loses coverage through divorce or separation, b) the spouse furnishing health insurance dies, c) loss of health insurance coverage occurs due to termination of employment of spouse. Voluntary re-application for District health insurance coverage must be made 60 days prior to the expiration of the insurance contract year.

4. If early re-entry to District health insurance coverage is made, repayment of the "buy out" shall be made by the administrator on a pro-rated basis of 1/12 of \$2,000 (family coverage) or 1/12 of \$1,000 (individual coverage) for each month applicable up to twelve months until the "buy out" total is repaid. If the employee ceases working before the full \$2,000 or \$1,000 has been repaid, the remaining obligation will be deducted by the District from any termination or retirement benefits due to the employee.

5. If both spouses are eligible for health insurance provided by the District, they shall be entitled to only one health insurance coverage. The spouses shall be entitled to one health insurance buy-out of \$2,000.00 payable in the same manner as described in Article XI(A)(2) above, should they opt for a family coverage. Should the spouses insuring the family cease to remain entitled to coverage, the ineligible spouse shall become immediately entitled to readmittance into the District's program for family coverage, where applicable, making a pro-rated reimbursement of buy-out monies previously paid by the District, where applicable.

6. An administrator who submits a resignation for the purpose of retirement and receives benefits from the New York State Teachers Retirement System or the New York State Employees Retirement System shall be entitled to individual or family health insurance coverage, as follows if the administrator has been employed by the District for ten (10) years upon the effective date of the resignation for the purpose of retirement: if the administrator was hired by the District prior to the ratification of this Agreement, the District shall pay 100% of the premium for individual or family health insurance coverage, as chosen by the administrator; for administrators hired after the ratification of this Agreement, the District shall pay 90% of the premium for individual or family health insurance coverage, as chosen by the administrator. The above health insurance shall continue for the life of the retired administrator. For administrators hired on or after January 1, 2011, the District shall pay 85% of the premium for individual or family health insurance coverage, as chosen by the administrator.

B. LIFE:

The District will purchase term life insurance in the amount of \$50,000 for each full-time administrator hired prior to July 1, 2007. Such term insurance, paid by the District, will be reduced to \$25,000 upon the retirement of the insured administrator from the District, with

the District continuing this reduced term life insurance until the insured attains his/her 70th birthday.

C. DENTAL:

In lieu of receiving a contribution toward dental insurance, administrators will be allowed to participate in the RVF Benefit Trust Fund. The District will contribute the same amount toward the Benefit Trust Fund for each administrator that it contributes for each full-time teacher.

ARTICLE XII

RETIREMENT PAYMENTS

All payments made by the Board to the New York State Teachers Retirement System and the New York State Employees' Retirement System on behalf of each member of the administrative staff shall be continued at no less than the present rate of payment as provided by law.

ARTICLE XIII

DUES DEDUCTION

A. The Board agrees to deduct from the salaries of its administrators the dues for membership to professional organizations as such administrator individually and voluntarily authorizes. The District will transmit such monies promptly to the designated associations. Administrators' authorizations shall be in writing in the form set forth in Appendix A.

B. Each of the associations named in Section A of the Article shall certify to the Board, in writing, the current rate of its membership dues. Any association which shall change the rate of its membership dues shall give the Board thirty (30) days prior notice to the effective date of such change.

C. Deductions referred to in Section A of this Article shall be made in the following manner:

1. The total annual membership dues for those designated professional associations, certified as mentioned above, shall be deducted in four (4) installments beginning with the second pay period.

2. No later than two (2) weeks prior to the second scheduled pay check, the association shall provide the Board with the original signed dues authorization forms of those employees who have voluntarily authorized the Board to deduct dues for the associations named in Section A of this Article.

D. Additional authorizations submitted at least two (2) weeks prior to any regularly scheduled pay date shall be honored.

E. The Board shall, following each pay period from which a dues deduction is made, transmit the amount so deducted to each organization for which the deductions have been made. The final transmittal shall be accompanied by a listing of the members for whom deductions have been made and the amount deducted for each.

F. An employee may withdraw his/her authorization at any time by written notice received by the Board at least two (2) weeks prior to the effective pay period.

ARTICLE XIV

RETIREMENT OR TERMINATION BENEFITS

A. **Health Insurance:**

See Article XI, Section A-6.

B. **Accumulated Sick Leave:**

Upon retirement from the District into the New York State Teachers Retirement System or the New York State Employees' Retirement System with at least ten years service in the District, a full-time administrator shall be paid for all unused sick leave days up to a maximum of \$22,500. Such sick leave days shall be paid at the per diem rate of \$100. To be eligible for this benefit, the administrator must submit an irrevocable letter of resignation for the purpose of retirement one (1) year prior to the date of resignation for the purpose of retirement.

C. **Early retirement Incentive:**

The District agrees to pay a termination benefit for early submitted retirement resignations as follows:

1. If an administrator submits his/her resignation for acceptance by the Board one year in advance of retirement and not later than their initial year of eligibility for retirement without penalty into the New York State Teachers Retirement System or the New York State Employees' Retirement System, the District will pay a \$20,000 retirement incentive at the time of retirement.

ARTICLE XV

MISCELLANEOUS PROVISIONS

- A. The Board and the Association agree that all negotiable items have been discussed during the negotiations leading to this Agreement and, therefore, also agree that negotiations shall not be reopened on any item during the life of this Agreement.
- B. This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.
- C. Any individual arrangement or contract between the Board and an individual administrator now in existence or reached during the duration of this Agreement shall be subject to and consistent with the terms of this Agreement.
- D. If any provision of this Agreement or any application of the Agreement to any administrator or group of administrators shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- E. Copies of this Agreement shall be printed at the expense of the Board and given to all administrators now employed or hereafter employed by the Board, as soon as possible, but no later than five (5) weeks after final agreement is reached.

ARTICLE XVI

NURSE PRACTITIONER - ADDITIONAL DUTIES

- A. The Nurse Practitioner shall provide medical coverage at District "home" athletic events for all such events that are scheduled to start prior to 5:00 p.m. on regularly scheduled school days. The Nurse Practitioner shall receive no additional compensation for these contests.
- B. For Athletic events scheduled to start after 5:00 p.m. on days other than regularly scheduled school days or at a "home location" other than on the campus when the Nurse Practitioner is requested by the Superintendent or Superintendent's Designee to provide medical coverage, the Nurse Practitioner shall be compensated at the following scale:

Varsity level contests	\$175.00 per contest
Junior Varsity contest	\$150.00 per contest
Modified contest	\$150.00 per contest

C. The Nurse Practitioner shall serve as the District's liaison in regard to health related mandates.

ARTICLE XVII

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 2013 and shall continue in effect through June 30, 2016.

IN WITNESS WHEREOF, the parties hereto, the Board of Education for the Rondout Valley Central School District, the President of the Rondout Valley Administrators' and Professionals' Association, and the Superintendent of Schools for the Rondout Valley Central School District have hereunto affixed their names this 9th day of October 2013.

By: Laura Ayasse
Laura Ayasse, President
Rondout Valley Administrators'
and Professionals' Association

By: Breanna Costello
Breanna Costello, President
Rondout Valley
Board of Education

By: Rosario Agostaro
Rosario Agostaro
Superintendent of Schools
Rondout Valley

APPENDIX A

PAYROLL DEDUCTION AUTHORIZATION

I hereby request and authorize the Rondout Valley Central School District to deduct from my salary and transmit to the associations indicated below the dues as certified by the respective associations. I hereby waive all right and claim for said monies so deducted and transmitted in accordance with this authorization and relieve the Board of Education and all its officers from any liability therefore, This authority shall be continuous while employed in this school system or until withdrawn by written notice.

- _____ Rondout Valley Administrators' and Professionals' Association
- _____ Empire State Supervisors and Administrators Association
- _____ American Association of School Administrators
- _____ National Education Association
- _____ Other _____

Signature

Date

APPENDIX B

Unit members employed by the District as of June 30, 2013 shall receive a 1% off-schedule recurring salary increase in 2013-2014, 2014-2015 and 2015-2016 school years. However, no new increases shall be made in accordance with this article after the 2015-2016 school year.

Unit members will advance one step on the salary schedule if they were in a paid status in a District administrative position for at least 50% of the work days in the prior school year. Unit members not eligible for step movement in the 2013-2014 and/or 2015-2016 school years shall receive a \$1,000 off-schedule recurring salary increase in each year that he/she is ineligible for step movement. Unit members not eligible for step movement in the 2014-2015 school year shall receive a \$1,500 off-schedule recurring salary increase in such year. These off-schedule recurring salary increases shall remain part of such unit members' base salaries during the remaining period of their employment with the District. However, no new increases shall be made in accordance with this article after the 2015-2016 school year.

In addition, effective July 1, 2004, the District will provide a stipend in the amount of \$2,000 to be paid to each member who is granted tenure in the District as an administrator. The tenure stipends are annual payments that will be made to those who have and are granted tenure. Unit members who have attained tenure as an administrator in the District and who thereafter transfer to a different administrative position in a new administrative tenure area shall remain eligible for the tenure stipend.

Effective July 1, 2011, the base salary of unit member Al Baker shall be increased by \$1,750 until such time when Mr. Baker becomes eligible for 15 year longevity. When Mr. Baker becomes eligible for 15 year longevity, the longevity amount shall then be \$1,000, not the \$2,750 increase.

The District will consider making equitable adjustments in the compensation and/or job responsibilities of unit members who are assigned significant additional job duties. This provision shall not be subject to the contractual grievance procedure. The foregoing shall not modify or supplant any legal rights that the administrator or union would otherwise have, including, without limitation, their ability to request impact bargaining or to bring improper practice claims.

Longevity will be provided to unit members based upon years of service in a position that is recognized as part of the Rondout Valley Administrators' and Professionals' Association. Effective July 1, 2011, longevity payments will be provided as follows:

After 5 years of service in the RVAPA	-	\$1,000
After 10 years of service in the RVAPA	-	\$1,000
After 15 years of service in the RVAPA	-	\$2,750
After 20 years of service in the RVAPA	-	\$1,000
After 25 years of service in the District	-	\$4,000

Effective July 1, 2010, the District shall establish a \$1,000 longevity payment for non-certified unit members after three (3) years of service as a member of the RVAPA.

RONDOUT VALLEY ADMINISTRATORS ASSOCIATION
 2013-14 Salary Schedule

<u>STEP</u>	<u>H.S.</u>	<u>M.S.</u>	<u>ELEMENTARY</u>	<u>AP/CHAIR</u>	<u>N.P.</u>	<u>DIRECTOR</u>	<u>COMP TECH</u>
1	104,962	102,125	99,289	85,696	61,961	56,402	49,637
2	107,017	104,181	101,345	87,751	64,016	58,457	51,692
3	109,073	106,236	103,400	89,807	66,071	60,513	53,748
4	111,128	108,292	105,455	91,862	68,127	62,568	55,803
5	113,183	110,347	107,511	93,918	70,182	64,623	57,858
6	115,239	112,402	109,566	95,973	72,237	66,679	59,914
7	117,294	114,458	111,621	98,028	74,293	68,734	61,969
8	119,349	116,513	113,677	100,084	76,348	70,789	64,024
9	121,405	118,568	115,732	102,139	78,403	72,845	66,080
10	123,460	120,624	117,787	104,194	80,459	74,900	68,135
11	125,515	122,679	119,843	106,250	82,514	76,955	70,190
12	127,571	124,734	121,898	108,305	84,570	79,011	72,246
13	129,626	126,790	123,953	110,360	86,625	81,066	74,301
14	131,681	128,845	126,009	112,416	88,680	83,121	76,356

RONDOUT VALLEY ADMINISTRATORS ASSOCIATION
2014-15 Salary Schedule

<u>STEP</u>	<u>H.S.</u>	<u>M.S.</u>	<u>ELEMENTARY</u>	<u>AP/CHAIR</u>	<u>N.P.</u>	<u>DIRECTOR</u>	<u>COMP TECH</u>
1	104,962	102,125	99,289	85,696	61,961	56,402	49,637
2	107,017	104,181	101,345	87,751	64,016	58,457	51,692
3	109,073	106,236	103,400	89,807	66,071	60,513	53,748
4	111,128	108,292	105,455	91,862	68,127	62,568	55,803
5	113,183	110,347	107,511	93,918	70,182	64,623	57,858
6	115,239	112,402	109,566	95,973	72,237	66,679	59,914
7	117,294	114,458	111,621	98,028	74,293	68,734	61,969
8	119,349	116,513	113,677	100,084	76,348	70,789	64,024
9	121,405	118,568	115,732	102,139	78,403	72,845	66,080
10	123,460	120,624	117,787	104,194	80,459	74,900	68,135
11	125,515	122,679	119,843	106,250	82,514	76,955	70,190
12	127,571	124,734	121,898	108,305	84,570	79,011	72,246
13	129,626	126,790	123,953	110,360	86,625	81,066	74,301
14	131,681	128,845	126,009	112,416	88,680	83,121	76,356

RONDOUT VALLEY ADMINISTRATORS ASSOCIATION
2015-16 Salary Schedule

<u>STEP</u>	<u>H.S.</u>	<u>M.S.</u>	<u>ELEMENTARY</u>	<u>AP/CHAIR</u>	<u>N.P.</u>	<u>DIRECTOR</u>	<u>COMP TECH</u>
1	104,962	102,125	99,289	85,696	61,961	56,402	49,637
2	107,017	104,181	101,345	87,751	64,016	58,457	51,692
3	109,073	106,236	103,400	89,807	66,071	60,513	53,748
4	111,128	108,292	105,455	91,862	68,127	62,568	55,803
5	113,183	110,347	107,511	93,918	70,182	64,623	57,858
6	115,239	112,402	109,566	95,973	72,237	66,679	59,914
7	117,294	114,458	111,621	98,028	74,293	68,734	61,969
8	119,349	116,513	113,677	100,084	76,348	70,789	64,024
9	121,405	118,568	115,732	102,139	78,403	72,845	66,080
10	123,460	120,624	117,787	104,194	80,459	74,900	68,135
11	125,515	122,679	119,843	106,250	82,514	76,955	70,190
12	127,571	124,734	121,898	108,305	84,570	79,011	72,246
13	129,626	126,790	123,953	110,360	86,625	81,066	74,301
14	131,681	128,845	126,009	112,416	88,680	83,121	76,356



