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Contract Database Metadata Elements

Title: **Franklin Square Union Free School District and Association of Principals of the Franklin Square Union Free School District (2007)**

Employer Name: **Franklin Square Union Free School District**

Union: **Association of Principals of the Franklin Square Union Free School District**

Local:

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

Expiration Date: **06/30/08**

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**BOARD OF EDUCATION OF FRANKLIN SQUARE
UNION FREE SCHOOL DISTRICT**

**TOWN OF HEMPSTEAD
FRANKLIN SQUARE, NEW YORK**

and

ASSOCIATION OF PRINCIPALS

**FRANKLIN SQUARE UNION FREE SCHOOL DISTRICT
FRANKLIN SQUARE, NEW YORK**

for the School Year

July 1, 2007 through June 30, 2008

RECEIVED

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**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

AGREEMENT made this day of June 2006 between the BOARD of Education of Franklin Square Union Free School District (hereinafter called the "BOARD") and the Principals' Association (hereinafter called the "ASSOCIATION").

WHEREAS it is hereby agreed upon between the BOARD and the ASSOCIATION that the Collective Bargaining Agreement effective for the period July 1, 2003 through June 30, 2007 shall continue in effect, except as otherwise expressly superceded by the terms of this Agreement, and shall constitute settlement of collective bargaining conducted between the aforesaid parties of the Collective Bargaining Agreement, effective on July 1, 2007 and expiring June 30, 2008.

The provisions of this Agreement shall be deemed to supersede those portions of the Collective Bargaining Agreement, effective on July 1, 2003 and expiring June 30, 2007, as hereinafter specified. Accordingly, the undersigned parties hereby set forth the following amendments to the aforesaid predecessor agreement thereby constituting the supplemented and amended terms and conditions of the collective bargaining agreement, effective July 1, 2007 through June 30, 2008:

1. APPLICABILITY OF AGREEMENT

All the terms and conditions set forth in the Collective Bargaining Agreement ("CBA") between the Board of Education of the Franklin Square Union Free School District (the "BOARD") and the Association of Principals of the Franklin Square Union Free School District (the "ASSOCIATION") for the period July 1, 2003 to June 30, 2007 shall continue except as modified herein.

2. DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 2007 and shall continue in force and effect through June 30, 2008.

3. COMPENSATION (ARTICLE "V")

For the fiscal year July 1, 2007 through June 30, 2008, salaries shall increase by a rate of four (4%) percent over and above salaries in effect as of June 30, 2007.

New hires salary: Salary for persons hired during the contract term shall be determined by the BOARD of Education.

4. ARTICLE "VII", "BENEFITS", is modified, as follows:

A. Health Insurance:

(1) Health plan. The District agrees to participate in all of the options of the State Employees' health insurance plan.

(A) Employee contribution. Unit members shall be required to contribute to the payment of individual or family coverage, whichever is applicable, in a dollar amount equal to the fifteen (15%) percentage of the total cost of such coverage:

(2) Opting-out plan. Unit members may voluntarily waive coverage under the medical insurance program provided for in this Agreement by notifying the District in writing by June 1 of their desire to do so for the subsequent school year.

Unit members who waive such coverage shall receive in the following June a lump sum payment added to their gross salary equal to fifty percent of the premium the District would otherwise have paid on their behalf.

Consistent with the regulations of the health insurance carrier, any unit member who has waived coverage under this provision shall be reinstated in the medical insurance plan and coverage shall commence thirty calendar days after the District receives written notification of request for reinstatement from the unit member, or upon such later date if required by the health insurance carrier.

Unit members who are thus reinstated after having waived coverage shall receive in June a pro-rata share of the annual lump sum payment that would otherwise have been due them.

Unit members entering service after June 1 may opt to waive coverage under these provisions within 30 days of their employment. In such cases, the lump sum payment shall be pro-rated to reflect fifty percent of the premium costs that otherwise would have been incurred by the District.

The provisions of this Article "A(2)" will expire on June 30, 2008, unless expressly continued by subsequent Agreement.

- (3) Retirees under 2007-2008 Contract. The District agrees to extend its current practice of providing health benefits on the same terms as apply to active unit members for individual and family coverage to persons who retire during the terms of the contract from July 1, 2007 through June 30, 2008, at which time the benefit shall be reduced to the minimum allowed by the Civil Service Law.

"B" through "E" remain unchanged.

F. Retirement Incentive: Paragraph "F", and "F(a)&(b)" are deleted in its entirety.

"G" through "J" remain unchanged.

"K" "Tuition Reimbursement" is modified, as follows:

District shall reimburse each administrator an amount not to exceed \$4,000 annually for tuition paid for successful completion of post-graduate university courses approved by the Superintendent. Superintendent's prior approval of all courses will be required. The tuition reimbursement monies paid to an administrator are to be refunded to the District if the recipient-administrator resigns employment within three years of the District's final tuition payment. This provision will expire (Sunset) on June 30, 2008; however, a principal's obligation to repay District's tuition payments shall continue beyond June 30, 2008 with respect to tuition monies paid during the Contract term pursuant to this provision.

"L" remains unchanged

5. ARTICLE XI. SAVINGS CLAUSE

In the event any provision of this Agreement is, or shall become, unlawful all other provisions shall continue in full force and effect.

IN WITNESS WHEREOF, the parties have caused these presents to be executed by their duly authorized representatives.

FRANKLIN SQUARE UNION FREE
SCHOOL DISTRICT

By: 

Dr. Timothy E. Lafferty
Superintendent of Schools

Date: June 7, 2006

ASSOCIATION OF PRINCIPALS

By: 

May 30, 2006

Date: June __, 2006

The forgoing is hereby approved.

BOARD OF EDUCATION, FRANKLIN
SQUARE UNION FREE SCHOOL DISTRICT

By: 

JOSEPH ARMOCIDA, President

Date: June 7, 2006