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**Contract Database Metadata Elements**

Title: **East Rockway Union Free School District and East Rockway Administrators Association (2008) (MOA)**

Employer Name: **East Rockway Union Free School District**

Union: **East Rockway Administrators Association**

Effective Date: **07/01/08**

Expiration Date: **06/30/11**

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## MEMORANDUM OF AGREEMENT

### NYS PUBLIC EMPLOYMENT RELATIONS BOARD

The negotiating teams representing the Board of Education of the East Rockaway Union Free School District (District") and the East Rockaway Administrators Association ("Association") have negotiated in good faith with respect to the terms and conditions of employment of the members of the administrators' bargaining unit. The parties agree that, except as modified below, the terms and conditions of employment contained in the parties' 2004-2008 agreement shall remain unchanged. The members of the bargaining teams hereby acknowledge their obligation under the Taylor Law to affirmatively recommend approval of the terms of this Memorandum of Agreement to their respective constituencies.

1. **Duration:** July 1, 2008 - June 30, 2011.

2. **Salary:** The salary schedule shall be increased as follows:  
 Effective 7/1/08: 4.5%.  
 Effective 7/1/09: 4%.  
 Effective 7/1/10: 3%.  
 Unit members will advance annually within the salary schedule.

3. **Fine Arts Stipend:** Effective 7/1/08: Increase current stipend by \$1,000.

4. **Health Insurance Contribution:**  
 Effective 7/1/08: 20%  
 Effective 7/1/09: 22%  
 Effective 7/1/10: 25%.

5. **Opt-out:** For current unit members: 50% of the premium in effect for the previous 12 month period, to a maximum of amount of \$7,370.  
 For unit members hired on or after 7/1/08: \$3,500.

6. **Leave Resulting From On the Job Injury:** Modify Article X. 1.A (Sick and Personal leave) such that the first four months of absence (total of 90 days) due to an on the job injury shall not be charged against sick leave.

7. **Dental Insurance:** District's contribution toward dental insurance shall be increased \$50 per year per unit member in each of the three years of this Agreement.

8. **Work Year:** Modify Article V. 1 (Work Year and Vacations) such that effective 7/1/09, high school assistant principals and elementary principals shall work an 11 month work year. Effective 7/1/09, the salary schedule shall be increased by 4% (as per item 1 above), and a one-time increase of \$3,500 shall be added to the base salary for high school assistant principals and elementary principals to reflect this change in the work year. In the third year of this Agreement, the 3% salary percentage increase (see item 1 above) shall be applied to the new base.

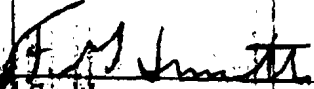
9. **Indemnification:** Insert language providing unit members with protections afforded pursuant to New York State Public Officers Law section 18.

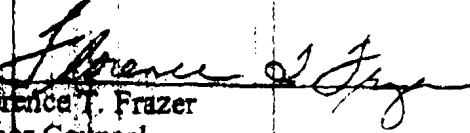
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10. **Retirement Incentive:** Eliminate "first eligible" requirement for those with 20 years' service in East Rockaway administrators' bargaining unit. During the term of this agreement, the dollar amount of the retirement incentive available to members of the teachers' bargaining unit shall be the same dollar amount available to members of the administrators' bargaining unit.


Dated: August 29, 2008  
East Rockaway, New York

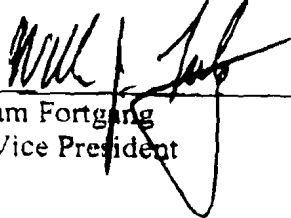
For the District:

  
Fred Smith  
Assistant Business Manager

  
Florence T. Frazer  
Labor Counsel

For the Association:

  
Timothy Silk  
Unit President

  
William Fortgang  
Unit Vice President

Specifically, the basic sum component (currently \$16,000), as well as the number of and dollar value of the unused sick leave component (currently, \$70 per day, to a maximum of 100 days) shall be the same as for the teachers' unit.