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Contract Database Metadata Elements

Title: **Greenburgh Central School District No. 7 and Central Seven Administrative Association (2003) (MOA)**

Employer Name: **Greenburgh Central School District No. 7**

Union: **Central Seven Administrative Association**

Local:

Effective Date: **07/01/2003**

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AD / 5147

AGREEMENT

between

**THE BOARD OF EDUCATION
GREENBURGH CENTRAL SCHOOL DISTRICT NO. 7**

and

CENTRAL SEVEN ADMINISTRATIVE ORGANIZATION

July 1, 2003 through June 30, ~~2006~~ 2015

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AGREEMENT made this day of January, 2004 by and between THE BOARD OF EDUCATION OF GREENBURGH CENTRAL SCHOOL DISTRICT NO. 7, Westchester County, New York (hereinafter called the "Board") and CENTRAL SEVEN ADMINISTRATIVE ORGANIZATION (hereinafter called the "Organization").

ARTICLE 1 – RECOGNITION

1.1 In accordance with the Resolution adopted by the Board on October 30, 1970, the Board recognizes the Organization as the exclusive collective negotiating agent for terms and conditions of employment for principals and assistant principals of Greenburgh Central School District No. 7. Such employees are hereinafter called "administrators".

1.2 Nothing contained herein shall be construed to prevent any individual administrator from discussing personal problems with the Superintendent without intervention of the Organization, provided that resulting adjustments are not inconsistent with the terms of this Agreement.

1.3 The Organization is recognized as representing those employees, whatever their titles may be in the future, who are performing essentially the same duties as those previously recognized within the Organization, but this shall not be construed as committing the Board to continue any of the said positions or limited the Board's power and authority to create or abolish positions in the good faith administration of the district's schools.

ARTICLE 2 – PROFESSIONAL DUES DEDUCTION – AGENCY FEE

2.1 The Board agrees to the deduction of a uniform amount from the salaries of members of the Organization for dues for the Central Seven Administrative Organization, as said members individually and voluntarily authorize the board to deduct, and to transmit the monies promptly to the treasurer of the Organization.

Pursuant to Section 208.3(b) of the Civil Service Law, the Board agrees to deduct from the salaries of all members of the bargaining unit represented by the CSAO who have not filed dues deduction authorizations with the Board each payroll period an amount equivalent to the amount of dues levied by the CSAO and to remit monthly the sums so deducted to the CSAO.

2.2 No later than August 20th, the Organization shall provide the Board with a list and the original signed dues authorization cards of those employees who have voluntarily authorized the Board to deduct dues for the organization named above. After October 1st, members who have not signed this authorization shall pay dues directly to the treasurer of the Organization.

ARTICLE 3 – NEGOTIATION PROCEDURE

3.1 The parties agree to enter into negotiations within thirty (30) days of the written request of either party submitted during the final school year of the contract.

ARTICLE 4 – PROFESSIONAL CONFERENCES

4.1 The Board shall pay the reasonable expenses, including fees, meals, lodging and/or transportation, for one conference, workshop, seminar or other professional meeting (excluding union meetings) per year, per administrator, subject to the approval of the Superintendent, such approval not to be unreasonably withheld. This clause shall not prevent [nor shall it require] the Superintendent in the exercise of his/her discretion from approving more than one such professional event.

4.2 Conference funds shall be separate from and exclusive of teacher allotments.

ARTICLE 5 – PROMOTIONS, VACANCIES AND TRANSFERS

5.1 All vacancies and positions represented by this Organization shall be publicized pursuant to the following procedure:

(a) Such vacancies shall be adequately publicized which shall mean, as a minimum, that a notice shall be posted in every school clearly setting forth a description of the qualifications for the position, including the duties and salary range. During summer recess such notices shall be mailed to the officers of the Organization (President, Vice-President, Secretary and Treasurer), as well as to each administrator.

(b) Such notices shall be posted as far in advance as possible.

(c) Candidates shall submit their applications in writing to the Superintendent of Schools.

(d) Applicants shall be notified in writing immediately when a vacancy has been filled.

5.2 The Board shall make every effort to fill existing vacancies with qualified applicants as soon as possible. Any Organization member making application for said vacancy will be afforded consideration equal to that given to the person serving in an acting appointment. A person receiving an acting appointment which carries a higher ratio is to be paid at the higher ratio for the period he or she is so employed, or at a mutually agreed upon adjusted ratio if all of the duties connected with the acting appointment cannot be discharged.

5.3 When an administrator moves into a position covered by this Organization, the Board shall, upon request, notify the Organization in writing, giving name, address, position, rate of pay, and assignment.

ARTICLE 6 – EMPLOYMENT YEAR

6.1 The administrators shall work for twelve (12) months each year, one month of which shall be a vacation to be taken during July and/or August, the dates to be approved by the Superintendent of Schools.

6.2 Prior to, and except in emergencies, not fewer than thirty-five (35) days in advance of the recess periods of, respectively, Christmas, mid-winter, and Easter, each principal shall meet to discuss with the Superintendent the status of his or her work and/or school, following which the Superintendent shall make a prompt evaluation of the outstanding administrative work in each such area, and if work is required, which either must be performed over the recess period or that the Superintendent needs immediately after the recess period, the individual principal and the Superintendent will determine the days he or she will work during the aforesaid recess periods to fulfill the duties and responsibilities of his position as indicated by the Superintendent. If the parties cannot mutually agree, then the Superintendent shall direct what days the individual shall work during the recess period. No additional compensation shall accrue as a result of work during such periods.

6.3 Administrators who cannot utilize all their vacation days over July and August may request the Superintendent to allow them to utilize vacation days during the School year. It is understood that the decision to allow use of these days during the school year is in the Superintendent's sole discretion and is not subject to the grievance procedure contained within this Collective Bargaining Agreement.

6.4 Commencing with the 2004-2005 school year, upon completion of five (5) years of service to the District, an administrator may cash in up to three (3) unused vacation days. Commencing with the 2005-2006 school year, an administrator with five (5) years of service to the District may cash in up to four (4) unused vacation days. The cash-in amount will be at the *per diem* rate of 1/240 of his/her annual salary.

ARTICLE 7 – POLICIES AND REGULATIONS

7.1 At the beginning of each school year, a complete copy of all written Board of Education policies and administrative procedures as accepted to date shall be placed on file in the Principal's office of each school, and one copy to the President of the Organization.

7.2 One copy of each Board of Education meeting agenda, summary items and minutes shall be mailed to each administrator at the same time these items are made available to the members of the Board.

ARTICLE 8 – MEETINGS

8.1 The Superintendent of Schools and members of the Organization shall meet at least once each month that school is in attendance to discuss matters of mutual interest and concern.

ARTICLE 9 – COMPENSATION

9.1 Compensation for members of the Organization shall be governed by the Executive Recruitment and Retention Compensation Package included and attached to this Agreement as Appendix B.

9.2 For the term of this Collective Bargaining Agreement, all compensation shall be at the rates set forth in Appendix B

9.4 Twelve month administrators shall be paid bi-weekly in twenty-six installments.

ARTICLE 10 – HEALTH AND WELFARE

10.1 The District shall continue to offer administrators a choice of one of three group health insurance programs. The Board may substitute a plan with equal benefits. The Organization shall have meaningful consultation in the selection of any such substitute plan. The District shall contribute for each administrator who works half time or more who chooses to participate the equivalent of no less than ninety-five (95%) percent of the individual cost and seventy-five (75%) percent of the additional cost for family coverage within the health insurance plan and the administrator shall contribute the balance. The administrators who hereafter retire into the New York State Teachers Retirement System after ten (10) years of service with the District, shall also be governed by this provision. For administrators who hereafter retire into the New York State Teachers Retirement System who have less than ten (10) years of service with the District, the District will contribute fifty (50%) percent of the cost of the premium for individual health insurance coverage and thirty-five (35%) percent for family coverage.

10.2 Life insurance coverage provided for herein shall be increased to two times salary, fully paid for by the District. The Board shall have the discretion of purchasing the said insurance in group plan in such manner and with such group as in the Board's discretion may be appropriate, and provided further that the Board shall have no obligation to place such insurance where an administrator is deemed uninsurable for reasons personal to the said administrator. In the event of a rejection of any administrator by a company for the reasons stated in the foregoing sentence, such administrator may arrange to purchase the amount of insurance herein provided; and the Board will contribute thereto the share stated in this provision provided the amount of the contribution shall in no event exceed the amount of money the Board would have paid as a contribution for such administrator had he or she not been found uninsurable.

10.3 Each administrator intending to participate in the arrangements covered in paragraphs 10.1 and 10.2 of this Agreement shall, upon request of the Board or its representative, sign and deliver to the Superintendent an authorization for payroll deductions to cover such administrator's contribution to such arrangement as a condition to his or her participation therein.

10.4 The District, each year, shall pay for each administrator to the Greenburgh Teacher Welfare Fund an amount equal to the same contribution that Greenburgh Teachers receive as a contribution into the Welfare Fund.

ARTICLE 11 - LEAVES

11.1 Each 12-month administrator shall be allowed leave with pay of up to eighteen (18) days each school year for personal illness or injury. The full number of days of sick leave allowed shall be in effect as of the first day of employment provided, however, that:

(a) Administrators employed after the commencement of the school year shall be granted sick leave at the rate of one and one-half (1-1/2) days per month of service. In the case of an administrator whose employment is terminated prior to the completion of the school year and who has used in excess of his or her accumulated sick leave computed at the rate of one and one-half (1-1/2) days per month of service, an adjustment shall be made in his or her final salary on account of excess sick leave taken by him or her, which adjustment shall be made at the rate of one two hundred sixtieth (1/260th) of his or her annual salary for each day of excess leave.

(b) Sick leave shall be cumulative to a maximum of two hundred (200) days. Under no circumstances shall it be taken as additional personal leave, terminal leave, vacation or for any other reason other than actual illness or injury, nor any cash payment or allowance be made therefor.

(c) Administrators who have exceeded their accumulated sick leave as a result of a single totally disabling illness or injury may, at the discretion of the Board, upon recommendation of the Superintendent, be granted up to one (1) additional year of sick leave at half pay.

(d) Administrators absent as a result of injuries sustained while employed on school property and incurred by reason of such employment shall not be charged with sick leave, but shall receive up to ninety (90) days of administrative leave at full pay, beginning with the date of injury provided, however, that such pay shall be reduced by any workers' compensation award for salary. At the termination of any such ninety (90) day period, the administrator may, in the event of continued disability, elect to utilize his or her sick leave. Administrators, in order to receive up to ninety (90) days of administrative leave at full pay, must cooperate with the district as soon as reasonably practicable and file necessary documents with the Workers Compensation Board. A determination whether injury was sustained while employed on school property shall be made by the Workers Compensation Board.

(e) Upon retirement from the District into the New York State Teachers' Retirement System, administrators shall be paid \$40 a day for up to 180 accumulated days. Any administrator eligible for this benefit may opt to place the pay-out into a deferred compensation plan pursuant to Section 457 of the IRS Code.

11.2 Each administrator shall be allowed a maximum of five (5) days leave (two of which may be without reason) with pay for urgent personal reasons other than personal illness or injury such as, but not necessarily limited to, religious holidays, death, illness or accident in the administrator's immediate family, required court appearance and extreme weather conditions rendering travel from distant points excessively hazardous. Request for leave shall be made to the Superintendent at least three (3) days in advance (except where emergency renders it

impossible) with a statement of the grounds for the request, and shall become effective upon a grant of leave by the Superintendent. It is the intent of the Board and the Organization that personal leave shall be used sparingly and only for urgent personal business which cannot be attended to on a day or time other than a school day during school hours.

11.3 Professional improvement leave shall be granted at the discretion of the Board to any administrator contingent upon:

(a) the submission to the Superintendent of a proposal statement, in writing, for the requested leave, and

(b) an explanation in such statement as to the reasons the leave would result in professional improvement, and

(c) the proposal is made within a reasonable time prior to the commencement of the leave, if approval should be granted.

The professional improvement leave can be for any period of time, but not less than one (1) day nor more than one (1) year.

The Organization shall have the option to make recommendation as to the priority in selection of proposal statements submitted by its members.

11.4 In addition to the sick leave and professional improvement leave, leaves of absence for valid reasons may be granted without pay to administrators, at the discretion of the Board, consistent with the needs of the District.

11.5 Each administrator shall be allowed a maximum of five (5) consecutive days of leave in the event of the death of a spouse, child parent, brother, sister, grandparent, father-in-law, mother-in-law, grandchild, and individual living in the immediate household, which leave shall be calculated from the date of such death or the date following such death. In the discretion of the Superintendent, he/she may grant additional bereavement days at the request of the administrator.

ARTICLE 12 – ORGANIZATIONAL PRIVILEGES

12.1 The use of the facilities of the schools shall be permitted for Organization business, provided there is no interference with the proper use of the schools for educational activities, and such business is conducted at reasonable hours and conforms to the rules and regulations for the use of schools according to District policy.

12.2 The only record with respect to any administrator for any official purpose shall be the administrator's personnel file in the Superintendent's office. An administrator shall be entitled to examine his or her professional file and shall receive a copy of any letter or written communication which reflects favorably or unfavorably on the administrator or on the performance of his or her duties, if such letter or communication is to be inserted in the

administrator's file and record. Any response filed by an administrator must also be included in such file, but no implication of any kind shall be drawn from any failure to make such response. Subject to reasonable procedural requirements, an administrator shall have the right to review his or her file during the normal workday. At the beginning of each school year, there shall be removed from each administrator's official personnel file all unsubstantiated materials as well as disciplinary or unfavorable and favorable materials more than three (3) years old (except in the case of probationary appointees when the material may remain for the probationary period), except for evaluation reports which shall permanently remain, and any other record required to be retained by law.

12.3 In the event of legal action brought against an administrator by parents, guardians and/or others, and where the Board determines such administrator acted properly within the scope of his or her duties and responsibilities as a District employee in accordance with all relevant laws, statutes, regulations and policies, the Board shall authorize use of the District's Counsel for the administrator, provided the administrator shall notify the Board in writing of the commencement of action or proceedings against him or her by delivering the same to the Clerk of the District within ten (10) days after service upon him or her; provided, however, that where such representation is provided presently under the terms of insurance policies now held by the Board, such representation shall be deemed to be "the District's counsel".

12.4 Contracts of all other District bargaining units shall be provided each building administrator as soon as such contracts are negotiated.

12.5 The Board shall reimburse administrators at the IRS rate for travel expenses within the district which are incurred in the performance of his or her duties.

12.6 The Association, upon written request, shall have the right to meet with the Board of Education at a mutually convenient time and place.

ARTICLE 13 – GRIEVANCE PROCEDURE

13.1 Objective

It is the declared objective of the Board and the Organization to encourage the prompt and informal resolution of all complaints as they arise and to provide recourse to orderly procedures consistent with Article 16 of the General Municipal Law, for the satisfactory adjustments of complaints.

13.2 Definitions

(a) "Grievance" shall mean a complaint by an administrator or by the Organization through its officers, that there has been a violation, misinterpretation, or inequitable application of any of the provisions of this Agreement, except that the term "grievance" shall not apply to:

(1) any matters as to which the Board is without authority to act, or

(2) the denial of tenure or dismissal of an administrator, or

(b) "Days" shall mean all days other than Saturdays, Sundays and legal holidays which shall be excluded in computing the number of days within which action must be taken or notice given.

13.3 Basic Principles

(a) Administrators or the Organization shall have the right to present grievances in accordance with these procedures, free from coercion, interference, restraint, discrimination or reprisal.

(b) An administrator shall have the right to be represented at any stage of the procedures hereinafter set forth by a person or persons of his or her own choice provided that an Organization representative shall be permitted to audit any grievances beyond the informal stage.

(c) Each party to a grievance shall have access at reasonable times to all written statements and records pertaining thereto and shall have the right to obtain copies thereof.

(d) All hearings shall be confidential, unless requested otherwise by the aggrieved party.

(e) It shall be the responsibility of the superintendent to take such steps as may be necessary to give force and effect to these procedures.

13.4 Informal Stage

Any and all grievances shall be presented within twenty (20) days after either the grievant knew or should have known of the occurrence of the event or events claimed to have given rise to the grievance. Failure to present said grievance, as heretofore mentioned, shall cause such grievance to abate and not be grievable. Failure to proceed to the next step within the applicable time limit shall cause the grievance to abate and the grievance shall be deemed withdrawn. The grievance shall be presented for adjustment in the first instance to the Superintendent. The first step of the grievance procedure need not be in writing. A decision thereon shall be rendered within five (5) days thereafter.

13.5 Formal Stage

(a) Within five (5) days after a determination has been made at the Informal Stage, or the time for a determination has passed and no determination has been made, the aggrieved administrator, or his or her representative, may make a written request to the Superintendent, or his designee, for review and determination. The aggrieved administrator shall, if such request is made, submit to the Superintendent, within five (5) days, a statement setting forth

(1) the specific nature of the grievance including the provision of this Agreement alleged to have been violated;

- (2) all of the facts relating thereto;
- (3) the determination(s) previously rendered; and
- (4) the aggrieved administrator's reasons for being dissatisfied with such determination or determinations.

Upon request of any party, the Superintendent, or his designee, shall notify the administrator concerned in the subject matter of the grievance, of the time, and place when a formal hearing will be held where such persons may appear and present oral and written statements supplementing their position in the case. Such hearings shall be held within ten (10) days after receipt of the written statement from the aggrieved administrator. Within ten (10) days thereafter, the superintendent, or his designee, shall render his decision in writing.

(b) If the grievance is not satisfactorily resolved by the Superintendent or his designee, within the times hereinbefore provided, the aggrieved administrator may seek review by the Board or its Committee on Personnel, which may be granted in the discretion of the Board upon such terms and conditions as it may deem advisable upon written request of the aggrieved administrator containing the information specified in paragraph 13.5(a)(I) through (4) above, to be filed with the clerk of the Board within ten (10) days after the decision of the Superintendent.

(c) If the grievance is not satisfactorily resolved by the decision of the superintendent or, as the case may be the decision of the Board or its Committee, it shall be submitted to binding arbitration within fifteen (15) days of such decision in accordance with the voluntary labor arbitration rules of the American Arbitration Association then in effect, provided, however, that the arbitrator shall have no power to alter or modify any express provision of this Agreement or to render any award or determination which, by its terms, effects any such alteration or modification.

13.6 Preservation of Documents

All written statements and documents presented by all parties to a grievance and all formal opinions and recommendations incident thereto shall be filed with the Clerk of the Board by the person(s) having possession thereof at the time of the final resolution of the grievance. Such documents shall be kept on file by the Clerk for a period of three (3) years after which they may be destroyed by shredding and burning.

ARTICLE 14 – OTHER CONTRACTUAL PROVISIONS

14.1 Matters Not Covered

The parties agree that to the extent agreement is possible on negotiable items it has been reached in this Agreement and that negotiations will not be reopened on any item, whether contained herein or not, during the life of this Agreement.

14.2 Voluntary Mutual Consent to Change

This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement.

In the event the District reorganizes into a middle school configuration, the parties agree to renegotiate the target ratios for the purpose of agreeing to a target ratio for a middle school principal and any other individuals whose positions are not covered within this agreement.

14.3 Acting Appointment

A teacher who accepts an acting appointment to a position covered by this Agreement shall be governed by the terms and conditions of this Agreement during such appointment.

14.4 Evaluation Procedures

All administrators shall receive annual evaluations in accordance with the procedures contained in the attached Appendix A.

ARTICLE 15 – STRIKES

15.1 In the event of a strike or work stoppage by individuals or groups for whom the Organization is not the bargaining unit, the members of this Organization shall, unless unable to, as determined by the Public Employment Relations Board, report for their regular duties and receive salaries and benefits as provided in the terms of this contract.

ARTICLE 16 – NO-STRIKE PLEDGE

16.1 The Organization and the Board declare their adherence to the principle that differences between them shall be resolved by peaceful and appropriate means without interruption of the school program. The Organization, therefore, agrees that there shall be no strikes, work stoppage, or other concerted refusal to perform work by personnel covered by this Agreement, nor any instigation thereof. Neither the Organization, its officers or directors, nor any administrator shall assert the right to strike against the Board, or shall advocate, assist or participate in any such strike or impose an obligation to conduct, assist, or participate in such a strike.

ARTICLE 17 – SAVING CLAUSE

17.1 To the best knowledge and belief of the parties, this contract contains no provision which is contrary to Federal or State Law or applicable regulations. Should any provision of this Agreement, at any time during its life, be held in conflict with Federal or State Law or Regulations, then such provision shall be deemed inoperative, with the remaining provisions having full force and effect.

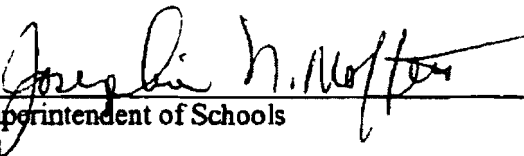
ARTICLE 18 – DURATION OF AGREEMENT

18.1 The effective date of this Agreement and each of its provisions unless otherwise specifically noted shall be July 1, 1998 and shall continue in effect until June 30, 2003.

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 LEGISLATIVE BODY HAS GIVEN APPROVAL.

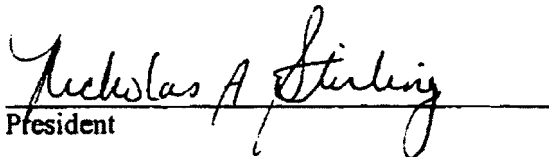
IN WITNESS WHEREOF, the undersigned have affixed their signatures the day and year first above written.

**GREENBURGH CENTRAL SCHOOL
DISTRICT NO. 7**

By: 
Superintendent of Schools

FOR: BOARD OF EDUCATION

**CENTRAL SEVEN ADMINISTRATIVE
ORGANIZATION**

By: 
President

APPENDIX A

EVALUATION PROCEDURES

The purpose of the evaluation policy is to fairly evaluate the productivity of every administrator, and to constructively address concerns with the goals towards performance improvement. Towards that end the parties agree to utilize the following procedures:

- A. Benchmarks for administrators will consist of four (4) items: evaluation/supervision of staff, program development evaluation, positive human relations (students, staff, parents and community involvement), concern for total school effort and accountability of students and staff.
- B. Tenured members would receive an annual written evaluation of their performance, based upon the appropriate benchmarks, not later than June 15.
- C. Non-tenured members would receive annual written evaluations of their performance, based upon the appropriate benchmarks, not later than March 1st or 120 days before the end of the anniversary date of appointment if other than July 1.
- D. To the extent the evaluation of any administrator expresses performance concerns, the evaluator shall provide written suggestions of ways in which to improve the performance area(s) in which concern was expressed, and a plan for improvement will be developed. The plan shall require regular feedback to the probationary administrator as to whether he/she is progressing towards meeting the evaluator's concerns.
- E. In the tenure year of an administrator, the decision on tenure should be brought to the Board of education no later than March 1st or 120 days before the end of the probationary period.

At the request of either party, a committee shall be created with equal representatives to study and make recommendations to the respective parties, should they be deemed necessary to improve this procedure.

Appendix B

**EXECUTIVE RECRUITMENT AND RETENTION COMPENSATION
PACKAGE**

New administrators will negotiate entry salary within range. New administrators would negotiate entry salary within the range. Each year each administrator's salary and the top and bottom of the range would be increased by the negotiated percentage.

Current administrators whose initial placement is in the top one third of the range would move to the top over three years [1/3, 1/2, top]; administrators whose initial placements is in the 2nd third of the range would move to the top of the range over five years [1/5, 1/4, 1/3, 1/2, top]; administrators whose initial placement is in the bottom third of the range would move to the top of the range over seven years [1/7, 1/6, 1/5, 1/4, 1/3, 1/2, top]. Newly hired administrators would move as follows: top third – over four years; middle third over six years; and bottom third – over nine years.

2003-2004 RANGES

<u>POSITION</u>	<u>RANGE</u>
High School Principal/Magnet School Principal	\$111,727-\$128,487
Middle School/Elementary Principal	\$106,141-\$122,900
Assistant Principal/Dean/Early Childhood Program	\$83,796-\$114,520
Director Pupil Personnel Services	\$98,320-\$115,080
Director of Special Education	\$96,086-\$112,845
Director of Arts/Instruction Specialist	\$72,463-\$105,982

2004-05 RANGES

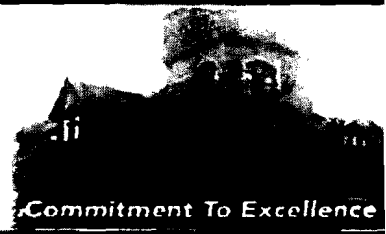
POSITION	RANGE
High School Principal/Magnet School Principal	\$115,079-\$132,342
Middle School/Elementary Principal	\$109,326-\$126,587
Assistant Principal/Dean/Early Childhood Program	\$88,310-\$119,956
Director Pupil Personnel Services	\$106,269-\$123,532
Director of Special Education	\$103,969-\$121,230
Director of Arts/Instruction Specialist	\$74,637-\$109,161

2005-2006 RANGES

POSITION	RANGE
High School Principal/Magnet School Principal	\$120,532-\$138,312
Middle School/Elementary Principal	\$114,605-\$132,385
Assistant Principal/Dean/Early Childhood Program	\$90,959-\$123,554
Director Pupil Personnel Services	\$109,457-\$127,238
Director of Special Education	\$107,088-\$124,867
Director of Arts/Instruction Specialist	\$76,876-\$112,436

**GREENBURGH
CENTRAL SCHOOL DISTRICT NO. 7**

475 West Hartsdale Ave Hartsdale, NY 10530
PHONE 914.761.6000
FAX 914.761.2354

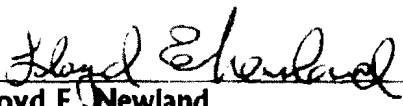


**MEMORANDUM OF AGREEMENT BETWEEN THE BOARD OF EDUCATION
OF THE
GREENBURGH CENTRAL SCHOOL DISTRICT NO. 7
AND
THE CENTRAL SEVEN ADMINISTRATIVE ORGANIZATION**

It is hereby agreed by and between the Board of Education of the Greenburgh Central School District No. 7 and the Central Seven Administration Organization that all the terms and conditions of the Collective Bargaining Agreement between the parties covering the period July 1, 2003 through June 30, 2006 as previously extended for the periods of July 1, 2006 through June 30, 2007 and July 1, 2007 through June 30, 2008, are hereby continued in full force and effect, except as modified below.

1. **Duration:** July 1, 2008 through June 30, 2010.
2. **Salary:** The Ranges on the existing Executive Recruitment and Retention Plan shall be increased by 3.25% for the 2008-2009 school year and by 3.25% for the 2009-2010 school year and salaries calculated in accordance therewith.
3. **Ratification:** This Agreement is subject to ratification by the Board of Education and the membership of the Association. The respective Negotiating Teams will recommend ratification to their administrators.

FOR THE DISTRICT


Lloyd E. Newland
Board President

FOR THE ASSOCIATION


Marguerite Clarkson
CSAO President

Dated: 9/3/08

Central 7 Administrators Salary Chart						
		3.25%		3.25%		
Position	2007-08		2008-09		2009-10	
	Salary	Step	Salary	Step	Salary	Step
HSP	\$146,735	Top	\$ 151,504	Top	\$ 156,428	Top
MSP	\$138,281	2	\$ 145,013	Top	\$ 149,725	Top
ESP [MC]	\$139,598	3 [HSP]	\$ 147,819	2	\$ 156,428	Top
ESP [DM]	\$127,872	5	\$ 135,274	4	\$ 143,022	3
ESP [GM]	\$123,942	8	\$ 129,023	7	\$ 134,303	6
AP [PC]	\$116,024	5	\$ 123,681	4	\$ 131,713	3
AP/IS [PS]	\$112,693	5	\$ 121,102	4	\$ 129,938	3
AP [WW]	\$131,080	Top	\$ 135,340	Top	\$ 139,739	Top
Dean			\$ 105,000	8	\$ 112,888	7
DirECP/IS	\$122,894	3	\$ 131,114	2	\$ 139,739	Top
DirPPS	\$134,000	3	\$ 138,865	2	\$ 143,904	Top
M/S Coord			\$ 110,000	6	\$ 116,292	5
Hum. Coord			\$ 110,000	6	\$ 116,292	5
DirSpEd						
AD			\$ 90,000	8	\$ 97,816	7
DirArts	\$110,325	3	\$ 118,535	2	\$ 127,162	Top

Title	2007-08		2008-09		2009-10	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
HSP	\$ 127,872	\$ 146,735	\$ 132,028	\$ 151,504	\$ 136,319	\$ 156,428
ESP	\$ 121,584	\$ 140,448	\$ 125,535	\$ 145,013	\$ 129,615	\$ 149,725
AP/ECP/Dean	\$ 96,499	\$ 131,080	\$ 99,635	\$ 135,340	\$ 102,873	\$ 139,739
DirPPS	\$ 116,123	\$ 134,987	\$ 119,897	\$ 139,374	\$ 123,794	\$ 143,904
DirSpEd	\$ 113,610	\$ 132,471	\$ 117,302	\$ 136,776	\$ 121,115	\$ 141,222
DirArts/AD/Coord	\$ 81,474	\$ 119,283	\$ 84,122	\$ 123,160	\$ 86,856	\$ 127,162

4/10/10

MEMORANDUM OF AGREEMENT

IT IS HEREBY AGREED, by and between the bargaining team for the Greenburgh Central School District No. 7 (hereinafter the "District") and the bargaining team for the Central Seven Administrative Organization (hereinafter the "Organization") that, subject to the ratification by the District's Board of Education and the members of the Organization, the following shall constitute the terms and conditions of the successor agreement to the collective bargaining agreement covering the periods July 1, 2008 to June 30, 2010.

1. Term of Agreement - July 1, 2010 to June 30, 2015.
2. Article 14 - Amend Section 14.4 to reference the new agreed upon APPR and amend Appendix A accordingly to reflect that it does not apply to principals.
3. Article 9 - Amend 9.1, 9.2 and the corresponding Appendices to reflect the following:
 - (a) 2010-2011 and 2011-2012 salary range remains unchanged.
 - (b) 2012-13 range remains unchanged until the last payroll period of the school year at which time the following amounts will be added to each administrator's base salary, and a lump sum payment made in said amounts: those on top step in the 2012-13 school year shall receive \$3,000 with the top of the range increased by the same amount; those unit members not on top step shall receive \$2,000 which amount will go into base salary for calculation of the July 1, 2013 increase.
 - (c) Effective with the last payroll period of the 2012-13 school year, each member of the bargaining unit shall receive a lump sum one-time non-recurring payment which shall be the product of the number of whole years that the administrator was on payroll as a member of the bargaining unit commencing with 2010-11 and ending with

2011-12 times the appropriate amount listed below based upon the administrator's current step in 2012-13:

- On top step \$3,000
- Not on top step \$2,000

This flat dollar one-time non-recurring payment shall be made to members of the bargaining unit eligible for same within 30 days of full ratification of this Agreement.

(d) Effective July 1, 2013, each unit member eligible for movement under the Executive Recruitment and Retention Compensation Package (Appendix B) shall have his/her salary adjusted by one-half of the adjustment provided for under the terms of the Package. Thereafter, the top of the range shall be increased by \$1,500, and each unit member shall have \$1,500 added to his/her salary.

(e) The parties agree that on or about March, 2014, negotiations will be reopened with regard to changes, if any, to the ranges in Appendix B. However, effective July 1, 2014, each unit member eligible for movement under the Executive Recruitment and Retention Compensation Package (Appendix B) shall have his/her salary adjusted by one-half of the adjustment provided for under the terms of the Package.

4. Article 10

(a) Amend Section 10.1 to add the following:

Effective July 1, 2013, the District contribution level for individual coverage shall be 93.5% of the individual cost. Effective July 1, 2014, the District contribution level for individual coverage shall be 92.5% of the individual cost. Effective as soon after the full execution of the agreement as practicable, the parties shall establish a health insurance advisory committee to review the current plans offered by the District to members of the bargaining unit, the cost effectiveness of those plans and alternative

options for the provision of health insurance to members of the bargaining unit. The Committee shall be made up of equal representation chosen by the Superintendent of Schools and the President of the Union. The Committee shall issue a report to the parties on its findings and recommendations no later than the February 28, 2014".

5. Add a new provision with regard to a retirement incentive as follows:

(a) A unit member who qualifies for health insurance in retirement pursuant to Article 10 shall be eligible for a retirement incentive during the school year that the unit member becomes eligible to retire without penalty into the New York State Teachers Retirement System and does so by submitting an irrevocable resignation in writing to the District no later than January 15th of that school year with the resignation for the purpose of retirement to be effective June 30 of that school year.

(b) Notwithstanding the provisions of Article 10 of this Agreement, the incentive benefit to be accorded to such eligible unit member shall be health insurance in retirement for the first ten (10) years of such retirement at no cost to the unit member if he or she chooses and is eligible for family coverage, and fifteen (15) years of coverage at no cost if the teacher chooses single coverage. Contribution toward health insurance in retirement shall commence once the appropriate number of years enjoyed by the retiree under this paragraph have been completed such that, at the end of the ten (10) year period or fifteen (15) year period referenced in this paragraph, the unit member shall make the percentage contribution towards health insurance he/she would have made immediately upon retirement, unless subsequent collective bargaining agreements alter said percentage of contribution.

(c) On a one time only basis, those members of the bargaining unit who are eligible to retire without penalty prior to September 1, 2013, whether first time eligible or not, will be allowed to submit an irrevocable letter of resignation for the purpose of

retirement no later than May 1, 2013 to be effective June 30, 2013 and be eligible for this benefit.

6. Article 6 - Amend to provide that beginning with the 2012-13 school year, administrators may cash-in up to two (2) unused vacation days. Administrators with five (5) years of service to the District may cash-in up to a total of six (6) unused vacation days

7. All other provisions in the 2008-2010 agreement between the parties shall continue unchanged except as provided for above.

Dated: April 23, 2013 *May 7, 2013*

FOR THE GREENBURGH CENTRAL SCHOOL DISTRICT NO. 7 BARGAINING TEAM:

Edward J. ...

FOR THE GREENBURGH ADMINISTRATIVE ORGANIZATION BARGAINING TEAM:

Will ... 5-7-13 President
...
...
...

GREENBURGH NO. 7 ADMINISTRATORS' ORGANIZATION

MEMORANDUM OF AGREEMENT BETWEEN THE BOARD OF EDUCATION OF GREENBURGH CENTRAL SCHOOL DISTRICT NO. 7 AND THE CENTRAL SEVEN ADMINISTRATIVE ORGANIZATION

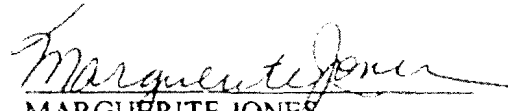
It is hereby agreed by and between the Board of Education of the Greenburgh Central School District No 7 and the Central Seven Administrative Organization that all the terms and conditions of the collective bargaining Agreement between the parties covering the period July 1, 2006 through June 30, 2007 are hereby continued in full force and effect, except as modified below

1. **Duration:** July 1, 2007 through June 30, 2008.
2. **Salary:** The Ranges on the existing Executive Recruitment and retention Plan shall be increased by 3.0% and salaries calculated in accordance therewith.
3. **Ratification:** This Agreement is subject to ratification by the Board of Education and the membership of the Association. The respective negotiating Teams will recommend ratification to their principals

FOR THE DISTRICT


JOSEPHINE MOFFETT
Superintendent of Schools

FOR THE ASSOCIATION


MARGUERITE JONES
President

AGREEMENT

between

**THE BOARD OF EDUCATION
GREENBURGH CENTRAL SCHOOL DISTRICT NO. 7**

and

CENTRAL SEVEN ADMINISTRATIVE ORGANIZATION

July 1, 2006 through June 30, 2007

**MEMORANDUM OF AGREEMENT BETWEEN THE BOARD OF EDUCATION
OF GREENBURGH CENTRAL SCHOOL DISTRICT NO. 7 AND THE
CENTRAL SEVEN ADMINISTRATIVE ORGANIZATION**

It is hereby agreed by and between the Board of Education of the Greenburgh Central School District No. 7 and the Central Seven Administrative Organization that all the terms and conditions of the collective bargaining Agreement between the parties covering the period July 1, 2003 through June 30, 2006 are hereby continued in full force and effect, except as modified below.

1. **Duration:** July 1, 2006 through June 30, 2007;
2. **Salary:** The Ranges on the existing Executive Recruitment and Retention Plan shall be increased by 3.0% and salaries calculated in accordance therewith.
3. **Ratification:** This Agreement is subject to ratification by the Board of Education and the membership of the Association. The respective Negotiating Teams will recommend ratification to their principals.

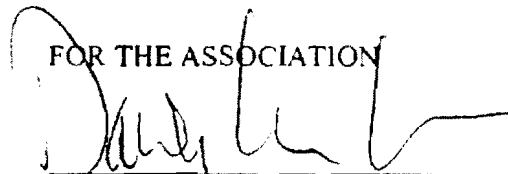
Dated: June 7, 2006

FOR THE DISTRICT



JOSEPHINE MOFFET
Superintendent of Schools

FOR THE ASSOCIATION



DAWN McMILLAN
President