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#### **Contract Database Metadata Elements**

Title: **Gloversville Enlarged City School District and Gloversville Administrative Supervisory Staff Association (2004) (MOA)**

Employer Name: **Gloversville Enlarged City School District**

Union: **Gloversville Administrative Supervisory Staff Association**

Local:

Effective Date: **07/01/04**

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MEMORANDUM OF AGREEMENT  
BY AND BETWEEN THE  
GLOVERSVILLE ENLARGED SCHOOL DISTRICT  
AND THE  
GLOVERSVILLE ADMINISTRATIVE SUPERVISORY STAFF ASSOCIATION

The Gloversville Enlarged School District ("District") and the Gloversville Administrative Supervisory Staff Association ("Association") hereby enter into this Memorandum of Agreement ("Memorandum") in complete and final settlement of all issues proposed July 1, 2004. The terms of this Memorandum shall not become effective unless and until they are approved by resolution of the District's Board of Education ("Board") and ratified by the Association.

All provisions of the 2001-2004 collective bargaining agreement shall be continued and updated unless specifically modified by this Memorandum. All references to amendments made herein are made with respect to the 2004-2007 collective bargaining agreement and such amendments shall be incorporated into the successor agreement.

The successor agreement shall be of three year's duration, commencing on July 1, 2004 and expiring on June 30, 2007.

Article 4.5 shall be added as follows:

ARTICLE 4  
GENERAL EMPLOYMENT PROVISIONS

4.5 In the event that the District establishes a Saturday Detention system, each Association Member will, on a rotation basis, facilitate the operation of this system by being on call.

Article 6 shall be amended to provide as follows:

ARTICLE 6  
BENEFITS

6.4 The District will annually contribute up to a maximum of the following amount toward the cost of professional dues (i.e., SAANYS) on behalf of the administrator:

2004-2005	\$500
2005-2006	\$550
2006-2007	\$600

Article 11 shall be amended to provide as follows:

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NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD

**ARTICLE 11  
SALARY**

11.1 The salaries of Association members (exclusive of Section 11.A) shall be increased by the following amounts in the following years:

2004-2005	\$4,000 (retroactive to July 1, 2004)
2005-2006	\$4,200
2006-2007	\$4,400

A. The salaries of the Director of Operations and Facilities and School Lunch Director shall increase by the following amounts in the following years:

2004-2005	4%
2005-2006	4%
2006-2007	4%

11.2 Longevity increments of \$1,500 shall be paid at the fifth (5<sup>th</sup>), tenth (10<sup>th</sup>), fifteenth (15<sup>th</sup>) and twentieth (20<sup>th</sup>) years of service.

Article 14.6 shall be added to provide as follows:

**ARTICLE 14  
EVALUATION PROCEDURES**

14.6 During the term of this Agreement, the Superintendent and the Association will develop a mutually acceptable process to evaluate progress on the Association's annual Goals and Objectives. This process will be separate and distinct from the "Evaluation Procedures" outline in 14.1 through 14.5. An Evaluation Process Committee will be used to evaluate progress on these annual Goals and Objectives and the Association representatives on the Evaluation Process Committee will be selected by the Association.

Each Association Member will be compensated \$1,500 annually for successful completion of the Goals and Objectives.

This Section (14.6) will terminate on June 30, 2007 unless extended by mutual agreement between the District and the Association.

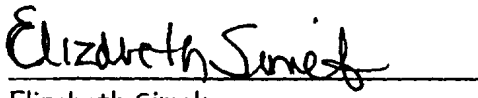
Article 16.1 shall be amended to provide as follows:

ARTICLE 16  
DURATION OF THE CONTRACT

16.1 This Agreement shall be effective as of July 1, 2004 and shall continue in effect through June 30, 2007.

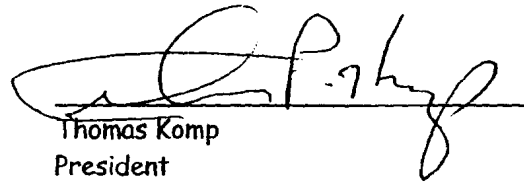
IN WITNESS WHEREOF, the parties hereunto set their hands and seals this 24th day of June 2004.

FOR THE GLOVERSVILLE  
ENLARGED SCHOOL DISTRICT



Elizabeth Simek  
Board of Education President

FOR THE GLOVERSVILLE ADMINISTRATIVE  
SUPERVISORY STAFF ASSOCIATION



Thomas Komp  
President