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Contract Database Metadata Elements

Title: **Riverhead Central School District and Riverhead Administrators Association (RAA), (2006)**

Employer Name: **Riverhead Central School District**

Union: **Riverhead Administrators Association (RAA)**

Local:

Effective Date: **07/01/06**

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

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AD 1 / 8179

AGREEMENT BETWEEN
RIVERHEAD CENTRAL SCHOOL DISTRICT
and
RIVERHEAD ADMINISTRATORS' ASSOCIATION

JULY 1, 2006 through JUNE 30, 2011

RECEIVED

FEB 03 2008

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

19
Employees

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ARTICLE I – RECOGNITION

A. Definitions

1. ASSOCIATION: RIVERHEAD ADMINISTRATORS' ASSOCIATION
2. BOARD: BOARD OF EDUCATION OF THE RIVERHEAD CENTRAL SCHOOL DISTRICT
3. ADMINISTRATORS: The word "Administrators" shall mean all members of the professional staff who are certified and legally employed supervisors, building principals, assistant principals and directors.
4. SUPERINTENDENT: The Chief Executive Officer of the District.

B. The parties agree that the Association shall be granted exclusive recognition as negotiations representative of the Administrators' Unit until seven months prior to the expiration of this contract.

C. Agency Fee: - The District will deduct an agency fee from the salary of any bargaining unit member who does not join the R.A.A. The amount of the agency fee shall be set by the R.A.A. and reported to the District in September of each year. The agency fee will be deducted and transmitted in the same fashion as dues. The R.A.A. will indemnify and hold harmless the District on the matter of the claims, actions or proceedings related to or arising out of the deduction of the agency fee from the salary of bargaining unit members.

ARTICLE II – NEGOTIATING PROCEDURES

Subject to the provisions of Civil Service Law, Section 206, on or before December 1 of the final year of the contract, the parties will enter into good faith negotiations regarding a successor contract.

The parties agree that negotiation proceedings be confidential except to the Association, the Board and the Superintendent. The parties also agree that the scheduling of negotiation meetings will be arrived at cooperatively. The parties agree that exchange of supporting or pertinent information pertaining to negotiations will occur upon the request of either party.

ARTICLE III – EVALUATION OF ADMINISTRATORS

The parties agree to have a collaborative effort between the parties to develop an administrative evaluation tool.

The goal of administrator evaluation is to develop excellence within the Riverhead Central School District by promoting each Administrator's professional and individual competency.

At least one written evaluation shall be completed annually for each principal, supervisor and director by the Superintendent or an Assistant Superintendent. The content of each written evaluation will be discussed personally with the Administrator by the evaluator within seven (7) calendar days after the Administrator has received the evaluation.

By September 1 of each academic year, Administrators will be informed by the Superintendent or an Assistant Superintendent as to the criteria by which they will be evaluated. The goals for the school year shall be discussed with each Administrator and an effort should be made to arrive at mutually agreeable goals.

Each Administrator will receive a copy of each written evaluation and is expected to sign the original to acknowledge receipt of and conference concerning each evaluation. The Administrator may attach an explanation or rebuttal to the evaluation. Within seven (7) calendar days after the evaluation conference, the evaluation, with or without signature or statement of explanation, if any, may be placed in the

Administrator's personnel file with a note indicating the date of the conference, the date of filing, and the reason if an evaluation is not signed.

ARTICLE IV – PERSONNEL FILES

A. In the official performance of their duties, the following shall have access to Administrators' personnel folders:

1. Superintendent of Schools
2. Assistant Superintendent
3. Board of Education
4. Specific members of the Board designated by the Board of Education

B. Any new derogatory material, other than that contained in confidential transcripts and letters of recommendation, will be shown to and discussed with the Administrator by the Superintendent or an Assistant Superintendent. The Administrator will be given a copy of the material under discussion. The Administrator will have seven calendar days to sign the original and to attach an explanation or rebuttal. The Administrator's signature only acknowledges receipt of material. It in no way should be construed as agreement with or acceptance of the material. If the material is not signed within the seven day period, the material with attached explanation and/or rebuttal, if any, may be placed in the Administrator's personnel file with a note as to the reason it is not signed.

C. By appointment, an Administrator accompanied by a representative of his/her choice, may examine all contents of his/her personnel file with the exception of confidential transcripts and letters of recommendation. The appointment will be scheduled as early as possible and not later than five calendar days after the Administrator's request to the Superintendent or his designee. The Administrator will be permitted to make one copy of each piece of material in his/her file, except confidential transcripts and letters of recommendation, at District expense.

ARTICLE V – GRIEVANCE PROCEDURE

A. The purpose of this article is to provide a uniform responsive process to resolve any contractual grievance.

B. Definitions and Clarifications

1. A grievance shall mean any claimed violation of a term (or terms) of this Agreement.

2. The aggrieved person is the Administrator making the claim.

3. A representative shall mean:

a) A person designated by the grievant to act on the Administrator's behalf, and

b) A person designated by the recipient of the grievance to act on the recipient's behalf. Such representative(s) may be in attendance at Part D, Step 1, 2, 3 and 4 at the request of the grievant or the recipient.

4. The grievant and recipient may be present at all meetings described hereafter in Part D, with or without a representative, for the purposes of presentation and/or clarification, but not during deliberation.

5. If no decision is communicated to the grievant within the time limit set at any step, the grievant may proceed immediately to the next step.

6. A grievance may be withdrawn at any time upon written notification to the Superintendent without prejudice.

7. A copy of all written decisions as to a grievance shall be sent to each party involved.

8. The immediate superior for assistant building principals is the building principal. For building principals and all other administrators, the immediate superior shall be the Assistant Superintendent.

C. Basic Understanding

An Administrator contemplating a grievance will individually, orally and informally confer with his/her immediate superior in an attempt to resolve the difficulty relating to this Agreement prior to entering Step 1 of the grievance procedure.

D. Procedures

1. An Administrator may present a grievance to his/her immediate superior within 15 calendar days following the alleged claim involving the application or interpretation of this Agreement. A conference shall be scheduled within 7 calendar days after receipt of the grievance. Within 7 calendar days after the conference, the immediate superior will render a written decision.

2.a An Administrator, dissatisfied with the resolution at Step 1, may submit the grievance to the next immediate superior (the Superintendent) within 7 calendar days of receipt of resolution at Step 1. A conference shall be scheduled within 7 calendar days. Within 7 calendar days after the conference, the next immediate superior shall render a written decision.

The Assistant Superintendent shall act at this step in the absence of the Superintendent or when delegated the duty by the Superintendent, except where the Assistant Superintendent has acted at Step 1, in which case the Superintendent may not delegate the duty.

b. Where the Superintendent is required to act at Step 2, because the Assistant Superintendent has acted at Step 1, and the Superintendent is absent, the foregoing period of seven calendar days shall each be enlarged to 14 calendar days. If the Superintendent is absent more than 14 calendar days at Step 2, the Administrator has the option to move directly to Step 3 or to extend the time periods so that the Superintendent may act.

3. An Administrator, dissatisfied with the resolution at Step 2, must notify the Superintendent/Designee within 7 calendar days. The Superintendent will notify the President of the R.A.A. and the President of the Board of Education within 7 calendar days. A committee composed of two administrators selected by the R.A.A. President, and two Board members selected by the President of the Board of Education, will review the preceding decisions and may confer with the grievant, recipient, and representative(s) for purposes of clarification. The committee shall render a written decision within 30 calendar days.

4. An Administrator dissatisfied with the resolution at Step 2/3 may submit the grievance to the President of the Board of Education within 14 calendar days of receipt of the decision at Step 2/3. The Board of Education will render a final and binding decision within 21 calendar days of receipt of the grievance or at the next regular Board meeting, whichever is the longer period.

ARTICLE VI – WORK YEAR

The work year for 10 ½ month employees will be a total of 202 days and the work year for 12 month employees will be 222 days.

Article VII – BENEFITS

A. Cumulative Days

1. Administrators will be allowed to accumulate days up to one full year of employment (202 days for 10 ½ months, 222 days for 12 months) at the rate of 1 day per month, worked in the Riverhead Central School District plus 4 days at the beginning of each fiscal year (e.g. 12 month employees get a maximum each year of $4 + 12 = 16$, 10 ½ month get a maximum each year of $4 + 10 = 14 \frac{1}{2}$). This bank of days is for future personal illness and other use approved by the Superintendent should they be needed. An

Administrator employed during the fiscal year will have cumulative days pro-rated relative to his/her position.

2. Teachers within the Riverhead Central School District who move into administration, defined as represented by the Riverhead Administrators' Association Unit, shall carry over their then present accumulation up to a total of 180 days.

Administrators will not have deductions made from salary for days in excess of accumulated sick leave. After 90 days of sickness beyond their accumulated sick days, the Board of Education reserves the right to consider an extension of sick days, ask the Administrator to take a leave of absence or ask the Administrator to consider a disability retirement.

3. Requests for all other absences from the normal work schedule (personal, family, religious, etc.) must be approved by the Superintendent of Schools and will be deducted, except for religious, from the Administrator's accumulation. Requests must be submitted, in writing, except in emergencies.

4. Participation in various educational forums, conferences and service with professional educational organizations is encouraged. Such participation is subject to the approval of the Superintendent and is not deductible.

B. Vacations and Holidays

1. Effective July 1, 2005, Administrators will have *posted, but not Earned, 21 vacation days per fiscal year. Administrators shall earn vacation at a rate of 1.75 per month. Administrators, who work less than a full year, shall have vacation allocation pro-rated. All vacation days must be taken during the months of July and August; the utilization of specific days is to be subject to the prior approval of the Superintendent of Schools.

Note:

- a. Upon separation from the district, final paychecks will be adjusted for days posted vs. used vs. earned.
 - b. Both parties agree that it is important for administrators to be present when school is in session, but minor exceptions may be granted, at the sole discretion of the Superintendent of Schools.
2. Administration will receive those recess periods afforded to the teaching staff during the teaching year. As in the past, should the need occur, Administrators can be called into assist during emergency situations.
3. Upon retirement or resignation, allowable vacation days earned but not used, to a maximum of 31 days will be paid at the per diem rate, calculated by dividing the base salary by 222. In addition, any vacation days accrued beyond the 31 allotted days can be rolled into cumulative days upon retirement.
4. Holidays will be granted as per the official school calendar adopted by the BOE.
5. Vacation days should be scheduled in the same fiscal year for which they are allocated by contract. If allocated vacation days are not used in the contract year (July 1 – June 30), the balance of those days may be scheduled. In no instance may unused vacation days accrue beyond 31 days. Vacation days accrued beyond the 31 days may accrue to cumulative days.
6. Members who do not use 21 days in July and August may cash in up to 5 unused days per year.

7. Current members who have accrued vacation days may cash in all excess vacation days or choose one of the following options at the administrator's discretion:

- 1- Cash out days over one or two fiscal years (2005-2006, 2006-2007)
- 2- Roll vacation day payout sum into a 403B or 457 (BOE adoption for 457)

*Posted = days not yet earned but credited to account

*Earned = for each month worked 1.75 days of the 21 posted days move from posted to earned

*Used = vacation days taken during the months of July and August

C. Personal Protection

Whenever an Administrator is absent from employment and unable to perform normal duties as a result of personal injury incurred in the course of the performance of such duties, the Administrator will be paid the full salary for the period of absence, not to exceed 90 calendar days, less the salary payment of the Workers' Compensation for said injury and any other salary reimbursement received from any other sources. No sick leave shall be deducted during the 90 day period. The Board may request a reasonable number of physical examinations, at its expense, by a doctor selected by the Administrator and approved by the Workers' Compensation Board; provided nothing herein shall be deemed to supersede the Board's right to have an administrator examined by a physician under Education Law, Section 913.

D. Personal Property Protection

1. The School District shall reimburse Administrators for replacing or repairing personal effects not covered by Workers' Compensation which are damaged, destroyed or lost as the result of any injury sustained in the course of the Administrator's employment.

2. The School District for each year of this Agreement shall set aside \$750.00 for reimbursement to Administrators for other property that is damaged, destroyed, stolen or lost.

3. The School District will reimburse Administrators for the cost of damage done to personal family automobiles damaged or vandalized while the auto is on school property during the performance of the Administrator's duties by paying the deductible amount, not to exceed \$250.00, under the car insurance policy that covers the automobile in the event that the \$750.00 has been expended in that year.

E. Payroll Deductions

The Board shall provide for payroll deductions for tax sheltered annuities, credit union, insurance premiums and investment firms as designated initially by each Administrator on forms acceptable to the Assistant Superintendent for Business, but provided by the Association. Each Administrator may change or revoke the initial or existing designation two times during each fiscal school year upon his/her own initiative within the first four days of any month by filing an updated form with the Assistant Superintendent for Business. , The most recent form on file with the Assistant Superintendent for Business shall constitute each Administrator's designation during his/her employment with the Riverhead Central School District.

The Board shall provide for Association dues deduction from payroll for Association members only. The declaration of Association membership shall be on forms acceptable to the Assistant Superintendent for Business., Membership declaration forms shall be filed with the Assistant Superintendent for Business on or before October 1 of each school year. The Association President shall inform the Assistant Superintendent for Business, in writing, of the Association dues on or before September 15 of each year.

The Board shall not be responsible for any "fee" payroll deduction for any non-Association member unless there is State Legislation during the term of this contract which mandates such deduction. In that instance, the Association President shall notify the Board President and the Superintendent of such action and fee (or dues) deduction shall begin in the following fiscal year unless the legislation specifies otherwise.

The Board shall not be responsible for the receipt of funds deducted and forwarded as authorized by any Administrator.

F. Health Insurance

The Association agrees that the District shall become a participating municipality in the New York State Government Employees Health Insurance Program under which the District will provide the Empire Plan (Core Plus Enhancements).

Binding arbitration is the ultimate method for deciding disputes relating to benefits and equality of coverage. An arbitrator who is mutually agreed upon by both parties shall be chosen.

Effective July 1, 2006, the District shall pay 85% of individual and family premiums of Administrators.

An Administrator may waive the right to be covered by family health insurance and relieve the District of any obligation for paying premiums on the Administrator's behalf. An Administrator making such election will receive the annual sum of \$2,500 prorated by each check.

The Association, also, agrees that the Board has the latitude to research any contract for equal or superior Health Insurance coverage and that any financial savings made by the Board will accrue to the Riverhead Central School District.

F(1). COBRA (Comprehensive Omnibus Budget Reconciliation Act of 1986 – signed into Federal Law April 7, 1986)

As per requirements of 99-00 of Public Law 99-272, employees and their families are provided the opportunity for a temporary extension of health coverage, at the individual's expense, including vision care, prescription drugs and dental benefits at group rates in certain instances where coverage under the plan would otherwise end. COBRA is effective January 1, 1989. Details are available from the District Health Administrator.

G. Life Insurance.

See section N Split Dollar Life Insurance

H. Dental Insurance

Administrators will receive equal dental insurance coverage as the teachers at 100% payment by the District. It is agreed that other plans will be reviewed and one may be selected that meets or exceeds present coverage. Any financial savings will accrue to the Riverhead Central School District. Administrators retiring on or after July 1, 1987 may continue participation by paying the full cost.

I. IRS Section 125 Program

The district shall pay \$750 into a Section 125 flexible spending account on an annual basis. Partial years shall be prorated.

J. Retirement

1. Basic Eligibility

An Administrator eligible for retirement under the New York State Teachers Retirement System, upon written notification to the Board of his/her intention to file for regular or disability retirement, who has a minimum of 10 years of service in the Riverhead Central School District (as teacher or administrator), shall be eligible for the benefits as provided hereinafter in 2, 4 and 5.

2. Basic Benefits

An eligible Administrator will have the basic contract salary to which he or she is otherwise entitled, increased as follows:

After 10 years of service in this District – and increase of 10% of base contract salary for the Administrator's final year of service.

After 15 years of service in this District – an increase of 20% of base contract salary for the final year of service.

After 20 years of service in this District – an increase of 30% of the base contract salary for the final year of service.

3. Limitation on Basic Benefits

To receive the full benefits, an Administrator must have, at the time of retirement, at least the following accumulated days:

For 10% increase – 22 days (20 for 10 ½ month Administrators)

For 20% increase – 44 days (40 for 10 ½ month Administrators)

For 30% increase – 66 days (40 for 10 ½ month Administrators)

Less than full benefits will be paid to an otherwise eligible Administrator *prorating* the percentage by multiplying said percentage by a fraction, the numerator of which will be the actual accumulated days of the Administrator at the time of retirement and the denominator of which will be the required accumulated days above set forth.

4. Health Care Benefits

Any administrator, with a minimum of 10 years of service in Riverhead, who has vested in any of the retirement tiers of the New York State Teachers Retirement System and who retires from the District, shall be required to contribute toward the cost of the health care benefits provided to him/her by the District during retirement at the premium contribution rate in effect for active unit employees on the date of his/her retirement. The health care plan to be provided shall be the health care plan the District provides to its active employees as the same be amended, modified or changed from time to time in the future.

5. Other Benefits

One-half of 1% of the base contract salary in the final year of service will be added to said base contract for each full year in administration (not teaching) in the Riverhead Central School District. This benefit may not be used to compound the Basic Benefit.

6. Maximum Benefits

Total additional increase for the final year of service of combined Basic and Other Benefits may not exceed 30% of the base contract salary for the final year of service. The base contract salary for an Administrator retiring during a contract year will be determined by *prorating her/his* salary over a full calendar year prior to the retirement date.

7. Notice

To obtain these benefits, the Administrator shall file notice with the Board at least six (6) months prior to the start of the fiscal year in which the Administrator will retire. This minimum time may be waived by the Board and will be waived by the Board if the Administrator qualifies for and receives disability retirement. The maximum period of notice which an Administrator may give is three (3) years prior to the start of the fiscal year in which the Administrator will retire.

8. Payment

The Additional amount due an Administrator shall be paid as one lump sum on the day of retirement unless, at the time of giving Notice, the Administrator elects to spread out the benefit and be paid on a bi-weekly basis. At the time of giving Notice, the Administrator who elects to spread out the payments shall state the period of time, not to exceed three (3) years, over which the benefits shall be paid and give written consent that his/her final year's salary shall be adjusted upward or downward to compensate for any projection errors in the benefit due.

9. Failure to Retire

If, after giving Notice of intention to retire, the Administrator does not retire, the lump sums shall be calculated at the end of the year when the Administrator

was to retire but shall not be paid to the Administrator. The sum, so calculated, shall be paid to the Administrator when the Administrator retires and not a sum calculated hereunder as of the actual retirement date. The sum, so calculated, shall also be paid to the Administrator's personal representative if the Administrator dies after the year of announced retirement but before actually retiring. Should the Administrator have elected to have the benefit paid over period of time, he may not return the benefits nor may he file a second Notice; should such an Administrator die before actually retiring, no unpaid benefits shall be paid to the Administrator's personal representative.

K. Accumulated Sick Leave Benefits

1. Eligibility

An Administrator eligible for retirement under the New York State Teachers' Retirement System upon written notification to the Board of his/her intention for regular or disability retirement, who has a minimum of ten (10) years of service in the Riverhead Central School District (as teacher or Administrator), shall be eligible for the benefit provided below should notification be made of retirement six months prior to the effective date of retirement. The District reserves the right to waive or reduce this six month notice period.

a. An eligible Administrator will receive the one-time payment of 50% of accrued sick days (capped at 222 days): payment to be computed on the basis of 1/222nd *per diem* of the Administrator's final/retirement year's salary .

L. Longevity

Upon the completion of twenty (20) years of service in education as a teacher or Administrator (as indicated by the New York Teachers' Retirement System credit) and provided that an Administrator possesses a minimum of ten (10) years of service as an Administrator within the Riverhead Central School District, an Administrator may elect a

5% longevity increment for a period of one (1) year only. In addition, following the completion of twenty-five (25) years of service as a teacher or Administrator and provided that fifteen (15) years are completed as an Administrator within the Riverhead Central School District, an Administrator may elect to receive as additional salary a 5% longevity increment for a one (1) year period only. This benefit will be made on a *pro-rated* basis for a period of less than one (1) year.

M. Child Care Leave

An Administrator who is pregnant will be permitted to continue to work as long as she is physically capable of performing the normal duties of her position. The District may require the Administrator to provide a doctor's certificate certifying that she is fit and/or unfit to continue her employment.

Whenever the Administrator who is pregnant cannot perform the normal duties of her position, she will be permitted to utilize all or any portion of her sick leave because of a medical disability connected with or resulting from her pregnancy.

The Administrator will be permitted to return to work when she is capable of performing the normal duties of her position. The District may require a doctor's statement certifying such capability.

A child-care leave incident to the birth or adoption of a child shall be granted to an Administrator for a period not to exceed two years. The leave will be without salary and will not apply to service toward tenure and/or step movement. Such leave shall begin at any time upon thirty (30) days notice and terminate only at the beginning of a school year semester. Administrators will be permitted to continue medical coverage at their own expense.

N. Split Dollar Life Insurance

The parties agree that the members employed prior to January 1, 2007, shall be entitled to a Split Dollar Policy in the amount of \$125,000. The parties agree, in the first year of the contract, to consider alternate programs at no additional cost to the district. With respect to those Split Dollar Life Insurance Agreements in effect as of July 1, 1993 the following amendments are to be invoked.

Transfer of ownership of the policies will not be made to individual Administrators; rather, ownership will be retained by the District until the death of the Administrator. Upon such death, the District will be paid a death benefit equivalent to the premiums paid by the District subsequent to the tenth year anniversary date of the policy (the District having pre-paid premiums for 1996, 1997 and 1998, as well as 1994 and 1995).

Should any individual Administrator desire to obtain ownership of the policy the Administrator will reimburse the District for premiums paid prior to the transfer of ownership (and subsequent to the 10th year anniversary date of the policy).

O. Alternate Benefit

All administrators hired after January 1, 2007 shall not be eligible for the split dollar benefit outline in section N. Administrators hired after January 1, 2007 shall be entitled to a district payment of \$2,000 per year to a mutually agreed benefits subject to IRS regulations. Partial years shall be prorated.

Current administrators who were hired prior to January 1, 2007 may elect to cancel their current Split Dollar Policy effective June 30, 2007 and, thereafter, qualify for the benefit outlined in section O above. The District shall be entitled to the refund outlined in section N above.

P. Step Placement

An Administrator who is a member of the Riverhead Administrators' Association at the time of promotion to a new position is to be placed at no less than Step 2 of the salary schedule applicable to the new position.

ARTICLE VIII - SALARY

(See Attachment to Agreement

attached hereto and made a part hereof.

**ARTICLE IX – CONTRACT DURATION AND STATEMENTS OF
AGREEMENT**

- A. This Agreement shall be in effect July 1, 2006 through June 30, 2011
- B. This Agreement is the only written Agreement between the parties and supersedes all other Agreements previously entered into the period of time set forth above and may be changed only by the mutual agreement of the parties.
- C. **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 THEREFORE SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.**
- D. The parties agree that each has exercised its right to bargain for any provisions it wished to be included in this contract; that if either has made a proposal not included herein, such proposal has been withdrawn in consideration of the making of this contract; and that this contract constitutes a complete agreement as to all matters upon which the

parties have or might have bargained. The parties further recognize and agree that as to every matter not specifically mentioned or provided for in this contract, and as to every matter a final decision as to which is reserved to the Board of Education hereunder, the Board continues to retain, whether exercised or not, the sole and unquestioned right to exercise, in its discretion, its duties, powers, responsibilities and rights in the direction and management of the Riverhead Central School District.

E. The Riverhead Administrators' Association agrees to comply with the provisions of §210 of the Taylor Law prohibiting strikes.

F. Because of the special nature of matters related to the educational process of the Riverhead Central School District, it is the intent that as vital concerns arise among the Riverhead Administrators' Association or the Board of Education or the Central Administration between negotiation periods, a format for discussion be established.

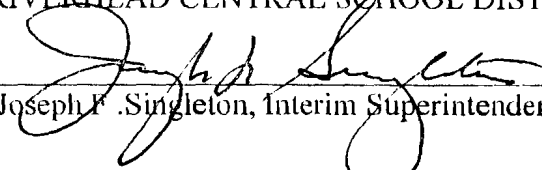
Therefore, upon request of any of the above mentioned entities, an executive session will be scheduled. It is agreed that such meetings will be scheduled, with an agenda, and on dates when at least the majority of the Board of Education and the Riverhead Administrators' Association members may be present, together with the Superintendent and his designees.

If there is a significant increase in administrative responsibilities brought on by double sessions or the equivalent, the parties will meet, on the request of either party, to discuss the impact on the Administrators subject to the satisfaction of both parties.

IN WITNESS WHEREOF, the parties have caused these presents to be executed by their duly authorized offices on October 19, 2006.

RIVERHEAD CENTRAL SCHOOL DISTRICT

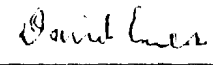
By:



Joseph F. Singleton, Interim Superintendent


RIVERHEAD ADMINISTRATORS'
ASSOCIATION

By:



David Enos, Co-President

By:

 6/12/2007

Andrea Pekar, Co-President

RIVERHEAD CENTRAL SCHOOL DISTRICT
ADMINISTRATORS SALARY SCHEDULE

2006-7	E	1	2	3	4	5	6	7		
DATA SPECIALIST- ELEM ASST**	\$ 95,059	\$ 98,001	\$ 100,514	\$ 103,087	\$ 105,734	\$ 109,004	\$ 112,378	\$ 115,300		
Asst Principals, Asst Director of PPS										
Director of Alt School	\$ 100,001	\$ 103,090	\$ 105,734	\$ 108,444	\$ 111,225	\$ 114,667	\$ 118,213	\$ 121,287		
ASSOC PRINCIPAL, GUIDANCE DIRECTOR	\$ 105,275	\$ 108,530	\$ 111,315	\$ 114,167	\$ 116,971	\$ 120,714	\$ 124,448	\$ 127,684		
Director of PPS* & Director of Athletics *	\$ 105,275	\$ 108,530	\$ 111,315	\$ 114,167	\$ 116,971	\$ 120,714	\$ 124,448	\$ 127,684		
ELEMENTARY PRINCIPAL	\$ 112,233	\$ 115,703	\$ 118,670	\$ 121,713	\$ 124,834	\$ 128,588	\$ 132,675	\$ 136,124		
MIDDLE SCHOOL PRINCIPAL	\$ 115,893	\$ 119,475	\$ 122,538	\$ 125,682	\$ 128,903	\$ 132,890	\$ 137,000	\$ 140,562		
HIGH SCHOOL PRINCIPAL	\$ 135,000	\$ 138,510	\$ 142,111	\$ 145,806	\$ 149,597	\$ 153,487	\$ 157,477	\$ 161,572		
* Transferred to Elem Principal's line 01/01/07										
**Elementary Asst Transferred to Asst Principal's line 1/1/07										
					A					

PROPOSED ADMINISTRATORS SALARY SCHEDULE

2005-6	E	1	2	3	4	5	6		Max Ratio
ELEMENTARY ASST	91,844	94,687	97,115	99,601	102,158	105,318	108,578		102%
ASST SEC PRIN, Asst Director of PPS, Alt School Director	96,619	99,604	102,158	104,777	107,464	110,789	114,216		107%
DIRECTORS, ASSOC PRINCIPAL	101,715	104,860	107,551	110,307	113,016	116,632	120,240		113%
ELEMENTARY PRINCIPAL	108,438	111,791	114,657	117,597	120,613	124,239	128,188		120%
MIDDLE SCHOOL PRINCIPAL	111,974	115,435	118,395	121,431	124,544	128,396	132,367		124%
HIGH SCHOOL PRINCIPAL	115,224	118,789	121,833	124,959	128,162	132,125	136,213		128%
2006-7	E	1	2	3	4	5	6	7	
DATA SPECIALIST- ELEM ASST**	\$ 95,059	\$ 98,001	\$ 100,514	\$ 103,087	\$ 105,734	\$ 109,004	\$ 112,378	115,300	105%
Asst Principals, Asst Director of PPS Director of Alt School	\$ 100,001	\$ 103,090	\$ 105,734	\$ 108,444	\$ 111,225	\$ 114,667	\$ 118,213	121,287	110%
ASSOC PRINCIPAL, GUIDANCE DIRECTOR	\$ 105,275	\$ 108,530	\$ 111,315	\$ 114,167	\$ 116,971	\$ 120,714	\$ 124,448	127,684	116%
Director of PPS* & Director of Athletics *	\$ 105,275	\$ 108,530	\$ 111,315	\$ 114,167	\$ 116,971	\$ 120,714	\$ 124,448	127,684	116%
ELEMENTARY PRINCIPAL	\$ 112,233	\$ 115,703	\$ 118,670	\$ 121,713	\$ 124,834	\$ 128,588	\$ 132,675	136,124	123%
MIDDLE SCHOOL PRINCIPAL	\$ 115,893	\$ 119,475	\$ 122,538	\$ 125,682	\$ 128,903	\$ 132,890	\$ 137,000	140,562	128%
HIGH SCHOOL PRINCIPAL	\$ 135,000	\$ 138,510	\$ 142,111	\$ 145,806	\$ 149,597	\$ 153,487	\$ 157,477	161,572	147%
* Transferred to Elem Principal's line 01/01/07									
**Elementary Asst Transferred to Asst Principal's line 1/1/07									
2007-08	E	1	2	3	4	5	6	7	
DATA SPECIALIST	\$ 98,386	\$ 101,431	\$ 104,032	\$ 106,695	\$ 109,434	\$ 112,819	\$ 116,312	\$ 119,336	105%
Asst Principals, Asst Director of PPS Director of Alt School	\$ 103,501	\$ 106,698	\$ 109,434	\$ 112,240	\$ 115,118	\$ 118,680	\$ 122,351	\$ 125,532	110%
ASSOC PRINCIPAL, GUIDANCE DIRECTOR	\$ 108,960	\$ 112,329	\$ 115,211	\$ 118,163	\$ 121,065	\$ 124,939	\$ 128,804	\$ 132,153	116%
Elementary Principals, Director of PPS & Director of Athletics	\$ 116,161	\$ 119,753	\$ 122,823	\$ 125,973	\$ 129,204	\$ 133,088	\$ 137,319	\$ 140,889	123%
MIDDLE SCHOOL PRINCIPAL	\$ 119,949	\$ 123,657	\$ 126,827	\$ 130,080	\$ 133,415	\$ 137,541	\$ 141,795	\$ 145,482	128%
HIGH SCHOOL PRINCIPAL	\$ 139,725	\$ 143,358	\$ 147,085	\$ 150,909	\$ 154,833	\$ 158,859	\$ 162,989	\$ 167,227	147%

Approved
[Signature]

PROPOSED ADMINISTRATORS SALARY SCHEDULE

2008-9	E	1	2	3	4	5	6	7	8	
DATA SPECIALIST	\$ 101,830	\$ 104,981	\$ 107,673	\$ 110,429	\$ 113,265	\$ 116,768	\$ 120,382	\$ 123,512	126,724	107%
Asst Principals, Asst Director of PPS Director of Alt School	\$ 107,123	\$ 110,433	\$ 113,265	\$ 116,168	\$ 119,148	\$ 122,834	\$ 126,633	\$ 129,926	133,304	113%
ASSOC PRINCIPAL, GUIDANCE DIRECTOR	\$ 112,773	\$ 116,260	\$ 119,243	\$ 122,299	\$ 125,303	\$ 129,312	\$ 133,312	\$ 136,778	140,334	119%
Elementary Principals, Director of PPS & Director of Athletics	\$ 120,227	\$ 123,944	\$ 127,122	\$ 130,382	\$ 133,726	\$ 137,746	\$ 142,125	\$ 145,820	149,611	127%
MIDDLE SCHOOL PRINCIPAL	\$ 124,147	\$ 127,985	\$ 131,266	\$ 134,633	\$ 138,084	\$ 142,355	\$ 146,758	\$ 150,573	154,488	131%
HIGH SCHOOL PRINCIPAL	\$ 144,615	\$ 148,375	\$ 152,233	\$ 156,191	\$ 160,252	\$ 164,419	\$ 168,694	\$ 173,080	177,580	150%
2009-10	E	1	2	3	4	5	6	7	8	9
DATA SPECIALIST	\$ 105,394	\$ 108,655	\$ 111,442	\$ 114,294	\$ 117,229	\$ 120,854	\$ 124,596	\$ 127,835	\$ 131,159	\$ 134,569
Asst Principals, Asst Director of PPS Director of Alt School	\$ 110,873	\$ 114,298	\$ 117,229	\$ 120,234	\$ 123,318	\$ 127,133	\$ 131,065	\$ 134,473	\$ 137,969	\$ 141,557
ASSOC PRINCIPAL, GUIDANCE DIRECTOR	\$ 116,720	\$ 120,329	\$ 123,417	\$ 126,579	\$ 129,688	\$ 133,838	\$ 137,978	\$ 141,565	\$ 145,246	\$ 149,022
Elementary Principals, Director of PPS & Director of Athletics	\$ 124,435	\$ 128,282	\$ 131,571	\$ 134,945	\$ 138,406	\$ 142,568	\$ 147,099	\$ 150,924	\$ 154,848	\$ 158,874
MIDDLE SCHOOL PRINCIPAL	\$ 128,492	\$ 132,464	\$ 135,861	\$ 139,345	\$ 142,917	\$ 147,338	\$ 151,894	\$ 155,843	\$ 159,895	\$ 164,053
HIGH SCHOOL PRINCIPAL	\$ 149,677	\$ 153,569	\$ 157,561	\$ 161,658	\$ 165,861	\$ 170,173	\$ 174,598	\$ 179,137	\$ 183,795	\$ 188,574
2010-2011	E	1	2	3	4	5	6	7	8	9
DATA SPECIALIST	\$ 109,082	\$ 112,458	\$ 115,342	\$ 118,295	\$ 121,332	\$ 125,084	\$ 128,957	\$ 132,310	\$ 135,750	\$ 139,279
Asst Principals, Asst Director of PPS Director of Alt School	\$ 114,753	\$ 118,298	\$ 121,332	\$ 124,442	\$ 127,634	\$ 131,583	\$ 135,653	\$ 139,180	\$ 142,798	\$ 146,511
ASSOC PRINCIPAL, GUIDANCE DIRECTOR	\$ 120,806	\$ 124,541	\$ 127,736	\$ 131,010	\$ 134,227	\$ 138,522	\$ 142,807	\$ 146,520	\$ 150,329	\$ 154,238
Elementary Principals, Director of PPS & Director of Athletics	\$ 128,790	\$ 132,772	\$ 136,176	\$ 139,668	\$ 143,250	\$ 147,557	\$ 152,248	\$ 156,206	\$ 160,267	\$ 164,434
MIDDLE SCHOOL PRINCIPAL	\$ 132,990	\$ 137,100	\$ 140,616	\$ 144,222	\$ 147,919	\$ 152,495	\$ 157,211	\$ 161,298	\$ 165,492	\$ 169,795
HIGH SCHOOL PRINCIPAL	\$ 154,916	\$ 158,943	\$ 163,076	\$ 167,316	\$ 171,666	\$ 176,129	\$ 180,709	\$ 185,407	\$ 190,228	\$ 195,174

*Approved
D. J. [Signature]*