



Cornell University
ILR School

NYS PERB Contract Collection – Metadata Header

This contract is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial educational use only.

Some variations from the original paper document may have occurred during the digitization process, and some appendices or tables may be absent. Subsequent changes, revisions, and corrections may apply to this document.

For more information about the PERB Contract Collection, see <http://digitalcommons.ilr.cornell.edu/perbcontracts/>

Or contact us:

Catherwood Library, Ives Hall, Cornell University, Ithaca, NY 14853
607-254-5370 ilrref@cornell.edu

Contract Database Metadata Elements

Title: **Edwards-Knox Central School District and Edwards-Knox Central School Teachers Association (2004)**

Employer Name: **Edwards-Knox Central School District**

Union: **Edwards-Knox Central School Teachers Association**

Local:

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

Expiration Date: **06/30/07**

PERB ID Number: **4971**

Unit Size:

Number of Pages: **42**

For additional research information and assistance, please visit the Research page of the Catherwood website - <http://www.ilr.cornell.edu/library/research/>

For additional information on the ILR School, <http://www.ilr.cornell.edu/>

TA | 4971

AGREEMENT

Between

CHIEF SCHOOL ADMINISTRATOR
and
EDWARDS-KNOX TEACHERS' ASSOCIATION

July 1, 2004 - June 30, 2007

RECEIVED

SEP 12 2005

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

TABLE OF CONTENTS

ARTICLE I	-	RECOGNITION.....	1
ARTICLE II	-	ASSOCIATION RIGHTS.....	1
ARTICLE III	-	GRIEVANCE PROCEDURE.....	2-4
ARTICLE IV	-	LEAVES OF ABSENCE.....	4-11
ARTICLE V	-	PERSONNEL FILES/EVALUATION/DISCIPLINE/ DISMISSAL.....	11
ARTICLE VI	-	RETIREMENT/TERMINATION BENEFITS.....	16
ARTICLE VII	-	LABOR-MANAGEMENT COMMITTEE.....	17
ARTICLE VIII	-	FRINGE BENEFITS-HEALTH INSURANCE.....	18
ARTICLE IX	-	WORKING CONDITIONS.....	20-23
ARTICLE X	-	COMPENSATION.....	24
ARTICLE XI	-	MISCELLANEOUS.....	28
ARTICLE XII	-	POSTING.....	29
ARTICLE XIII	-	PROFESSIONAL DEVELOPMENT & IN-SERVICE.....	29-30
	-	MEMORANDUM OF AGREEMENT..... Marching Band Director	31
	-	MEMORANDUM OF AGREEMENT..... Per Diem Employees	32
	-	MEMORANDUM OF AGREEMENT..... Long-Term Substitute Pay	33
	-	MEMORANDUM OF UNDERSTANDING..... Inclusion of School Nurse - Retirement	34
	-	MEMORANDUM OF AGREEMENT..... Duration of Agreement	35
	-	MEMORANDUM OF AGREEMENT..... Extracurricular Salary - Timers & Scorers	36
	-	LONGEVITY INCENTIVE	37
	-	JOB SHARING.....	38



ARTICLE I - RECOGNITION

The Edwards-Knox Central School Board of Education (hereinafter referred to as the Board), hereby recognizes the Edwards-Knox Central School Teachers' Association (hereinafter referred to as the Association) as the exclusive negotiating representative for all terms and conditions of employment of a unit defined as follows:

Included: All regularly employed full-time and part-time certified instructional personnel, including guidance counselors, librarians, registered nurses and school psychologists.

Excluded: Administrators and all other employees.

for the purposes of negotiations under Article 14 of Civil Service Law of the State of New York as amended.

ARTICLE II - ASSOCIATION RIGHTS

- A. The District shall provide up to three (3) days of released time for Association members to pursue Association business without loss of pay or leave time.
- B. Board Minutes - Board minutes and agenda shall be supplied, at no charge, to the Association President at the same time as such are made available to Board members.
- C. Contract Reproduction - At the conclusion of bargaining each labor agreement, the district shall be responsible for the reproduction of sufficient numbers of the agreement document. At the beginning of each school year the District shall provide the Association President with a supply of the document for each unit member requesting a contract.
- D. Deductions From Salary -
 - 1. Association dues shall be deducted from bi-weekly paycheck and the total dues deduction forwarded to the Association treasurer. Designation and payroll deduction forms shall be mutually agreed upon by the Association President and the District payroll clerk. It shall be

the responsibility of the Association treasurer to notify the District of proper dues amounts and changes therein and to provide and keep a current list of members electing the payroll deduction method for dues payment.

2. Deductions for credit unions, tax shelters, or similar purposes shall be afforded members of the bargaining unit upon timely notice to the business office, and to the extent permitted by existing paycheck slots.
3. Direct deposit of paychecks shall be afforded to bargaining unit members to a bank(s) or credit union(s) designated by the District. (It is understood that there will be no change or reduction from those banks and credit unions designated as of April 21, 1987.) Deposits will be available on the date of payroll.
4. Monies so deducted shall be promptly remitted to the appropriate entity upon receipt, by the District, of a proper billing therefor.

E. Facilities -

1. The Association shall enjoy full and exclusive use of mailboxes, meeting space and copying facilities for matters related to Association business. The District may set forth reasonable requirements for notice by the Association of its intent to use school meeting space; further, the District may set reasonable charges for use of machinery and supplies.
2. The District will solicit input from the Association when planning changes of location and structural changes with respect to teachers' lounge facilities and teachers' work space.

ARTICLE III - GRIEVANCE PROCEDURE

A grievance shall mean a claim by any party to this Agreement that there has been a violation, misinterpretation or misapplication of any provision of this Agreement.

Aggrieved party shall mean any party to the Agreement and/or person(s) in the unit filing a grievance.

Should any difference arise between the Board of Education and the Association as to the meaning and application of the provisions of the Agreement, there shall be no suspension of work on account of such differences, but an earnest effort shall be made to settle them promptly in the following manner:

Step 1

- A. Before submission of a written grievance, the aggrieved party must attempt to resolve it informally.
- B. Discussion between the aggrieved party and the Chief School Administrator, at which discussion the teacher's supervisor, if any, an Association representative, and appropriate witnesses may be present. Request for such hearing shall be in writing and shall be submitted to the Chief School Administrator not more than thirty (30) days after the aggrieved party became aware, or should have become aware, of the existence of the grievance. The Chief School Administrator shall hold the hearing within five (5) days of receipt of a formal request for such hearing. Following the hearing, the Chief School Administrator shall have five (5) days in which to reply in writing to the grievance.

Step 2

If the grievance remains unsettled, the Association shall have fifteen (15) days from the date of receipt of the Step 1 answer to which to appeal to the Board for a formal hearing. Such appeal shall be in writing and set forth the specific reasons for requesting such hearing. The Board shall schedule the hearing no later than fifteen (15) days following receipt of written appeal, such hearing shall be held in executive session and shall not be held in conjunction with a regularly scheduled Board meeting.

Time Limits

With the exception of grievances filed during the month of June, (when "days" shall mean calendar days) "days" shall mean school days in this article.

Step 3

- A. If the grievant is not satisfied with the disposition of the grievance at Step 2, the grievance may be submitted to arbitration by the Association. The grievance may be submitted to arbitration by written notice to the Board within fifteen (15) school days of the decision at Step 2.
- B. Within five (5) school days after such written notice of submission to arbitration, the Board of Education and the Association will attempt to agree upon a mutually acceptable arbitrator competent in the area of grievance, and will obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within ten (10) days, a request for a list of arbitrators will be made to the American Arbitration Association by either party.

The parties will then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.

- C. The selected arbitrator will hear the matter promptly and will issue his/her decision within the time period prescribed by the American Arbitration Association. The arbitrator's decision will be in writing and will set forth his findings of fact, reasoning and conclusions on the issues.
- D. The arbitrator shall have no power or authority to make any decision which requires the commission of act prohibited by law or which is violative of the terms of this agreement.
- E. The decision of the arbitrator shall be final and binding upon all parties.
- F. The cost of the services of the arbitrator will be borne equally by the Board and the Association.

ARTICLE IV - LEAVES OF ABSENCE

A. Personal Leave

- 1. A maximum of three (3) days per year, non-cumulative, will be permitted for the purpose of conducting personal affairs of such a nature that they cannot be

handled outside of the school day. Request for business/emergency leave shall be made, in writing, to the Chief School Administrator or his/her designee at least 24 hours in advance. In cases of emergency, the 24 hour notice requirement may be waived. Business/emergency leave not used will be credited to accumulated sick leave.

2. The exact nature of the use of business/emergency leave need not be stated; however, a unit member in affixing signature to a request for leave affirms that leave is being taken within the spirit and intent of this provision.
3. Any unit member with seventeen (17) years of teaching experience in the Edwards-Knox or former Edwards Central School or Knox Memorial Central School Districts may convert five (5) unused sick days for one personal day. This conversion may be done only once each year and is not retroactive.

B. Sick Leave

1. Bargaining unit members shall be entitled to twelve (12) days of sick leave per year, accumulative to a maximum of 212 days, for personal illness or injury of such a nature that the employee is unable to perform his/her regularly assigned duties, or for illness in the immediate family demanding the immediate personal attendance and attention of the employee.

Sick leave may also be utilized for necessary medical or dental appointments which cannot be scheduled outside normal working hours.

2. Use of sick leave for pregnancy shall be treated in the same manner as for any other disability, to wit: bargaining unit employees will need to present to the District a valid doctor's certification indicating that they cannot work in order to use paid sick leave days.

C. Bereavement Leave

Three (3) days leave will be granted in each instance of death in the immediate family. Additional days, if necessary, may be granted at the discretion of the Chief School Administrator.

NOTE: "Immediate Family" for the purposes of sick or bereavement leave,

shall be defined as members of the unit member's immediate household related by blood or marriage, or persons with whom the unit member maintains a close, family relationship. Should a question arise as to the status of an individual identified by a unit member as immediate family, in a request for sick or bereavement leave, burden shall rest with the unit member to establish the validity of the relationship to the satisfaction of the Chief School Administrator.

D. Parental Leave

1. Unit members will, upon request, be granted leave of absence without pay for a period not to exceed the balance of the school year plus one (1) year, when birth or adoption occurs during the school year, or for one (1) year when birth or adoption occurs during the summer.
2. Bargaining unit employees on parental leave must provide not less than sixty (60) calendar days prior written notification to the Chief School Administrator of the District indicating their intention to return to work. Unit members are urged to return at the beginning of a school term, whenever possible.
- 3.a. Unit members leaving or returning from parental leave during the school year who have worked less than ninety (90) days and are on step, will remain on step for that year, assuming they return to school within that same school year. The following year the individual will remain on the same step.
- b. Unit members leaving or returning from parental leave during the school year who have worked less than ninety (90) days and are not on step, will receive the same rate of pay if they return during the existing school year. In the following year, the individual will receive a salary increment equal to the lesser of:
 - 1) the increase of the highest step change moving horizontally across the salary schedule, or
 - 2) the across the board increase negotiated for the unit. Pay increase for individuals receiving a parental leave will only be determined by the above guidelines.

E. General

1. The Board of Education, upon the recommendation of the Chief School Administrator, may, at its sole discretion, grant an unpaid leave of absence not to exceed one (1) year to members of the bargaining unit. Such leave may be renewed for an additional year.
2. It is recognized that from time to time, unusual or extenuating situations may arise wherein a teacher wishes to absent themselves from work for a purpose which may not be permitted by the leave provisions of this Agreement.

In such instances, the teacher may request the Chief School Administrator to authorize such absence. The request for such absence shall be made verbally as far in advance as possible. At the sole discretion of the Chief School Administrator, such absence may be authorized. At the Chief School Administrator's discretion, absence may be deducted from teacher's personal and, if necessary, accumulated sick leave. Each request for absence under this provision shall be judged on its own merit, and shall in no way be precedential in nature.

This determination of the Chief School Administrator as to whether to permit the absence, or, if granted, whether absence will be with or without pay, shall be final, and may not be the subject of a grievance.

- 3.a. Unit members leaving or returning from general leave during the school year who have worked less than ninety (90) days and are on step, will remain on step for that year, assuming they return to school within that same school year. The following year the individual will remain on the same step.
- b. Unit members leaving or returning from general leave during the school year who have worked less than ninety (90) days and are not on step, will receive the same rate of pay if they return during the existing school year. In the following year, the individual will receive a salary increment equal to the lesser of:

- 1) the increase of the highest step change moving horizontally across the salary schedule, or
- 2) the across the board increase negotiated for the unit. Pay increase for individuals receiving a general leave will only be determined by the above guidelines.

The District agrees to abide by all terms and conditions of the Family and Medical Leave Act of 1993 as amended.

F. Sabbatical Leave

1. Sabbatical leave, upon the recommendation of the Chief School Administrator may be granted by the Board for one-half year at full pay or one full year at half pay.
2. Eligibility for sabbatical leave shall be restricted to tenured faculty with fifteen or more years local service who have not had a sabbatical leave during the previous seven-year period.
3. Requests for sabbatical leave must be submitted in writing prior to February 1st of the year preceding the academic year in which the leave is sought.
4. The application for sabbatical leave must include the period of time for which the leave is requested together with a detailed outline of the purposes of said leave.
5. Such outline shall include information concerning the program of educational, travel, teaching or other experiences that are to be undertaken during the sabbatical leave together with a detailed analysis showing how this program will improve the teacher's instruction upon return to the classroom.
6. Sabbatical leave shall not be granted to more than one staff member during any one academic year or semester.
7. When more qualified applications are received than there are available

openings, a committee composed of two members of the Board, the Chief School Administrator and two teachers appointed by the Association will select the individuals for whom Board approval of leaves will be recommended.

Such selection shall be on the basis of benefit to the school district, benefit to the teacher, length of service in the district, and time elapsed since last sabbatical leave. The selection shall be made known prior to the first of May.

8. Salary paid during this period may be considered a loan and secured by a note executed by the teacher to the Board. The note may provide for its cancellation upon the completion of two years of service to the District following the leave. Failure by the teacher to return to the District for the full two years may result in the loan being considered due and payable on a pro-rated basis whereby each two pay periods worked will cancel the value of one pay period's receipts during the sabbatical.
9. Contributions to health insurance, retirement and other fringe benefits shall continue without interruption except that during the leave, sick leave shall not be accumulated nor be available for use by the teacher.
10. Upon completion of the leave, the teacher shall be placed on the appropriate step of the salary schedule as if service had been continuous.

G. Military Service

A teacher who is called and inducted into the Armed Forces of the United States of America, shall have his/her position held open for a period of not less than one year after separation or discharge from said forces. His/her salary step shall, on his/her return, be that which it would be if he/she had remained as a teacher in the school system. A teacher who enlists in the armed forces shall be subject to same holding of position, however, his/her salary step will be the same as when he/she left the District.

Time allowed for duty in the armed forces should be judged only on time in the

service, not to exceed three (3) years, and notice of intention to return must be given to the school six (6) months before returning.

H. Sick Leave Bank

A sick leave bank shall be made available to all unit members. The bank shall consist solely of donations of accumulated sick leave from participating unit members.

A committee of four (4), two (2) chosen by the administration and two (2) chosen by the Association, shall be responsible for the operation and enforcement of the bank's guidelines.

(Suggested guidelines shall be developed by this committee no later than October 15, 1996 for review and approval by the Board of Education and bargaining unit).

The committee shall be responsible for transmitting accurate, up-to-date records on a monthly basis of bank activity to the appropriate district official.

Any dispute involving operation of the pool shall be the sole responsibility of the committee, and is specifically excluded from the grievance procedure of this agreement.

I. Professional/Conference/Visitation Day

1. Conferences - Unit members are encouraged to attend conferences, subject to prior administrative or board approval, for the purpose of self-improvement or service to the profession at District expense, within budgetary limitations. Every effort will be made to provide 30 days advance request for conference approval.
2. Visitation Days - Subject to prior administrative approval, and consistent with the educational needs of the District, unit members may be granted released time to visit other districts to observe programs and classes within their area of assignment.

3. Professional Days - Teachers may request, in writing, days for professional reasons at no expense to the District, other than the cost of a substitute, and at no loss of personal leave time, or salary, to the teacher.

ARTICLE V - PERSONNEL FILES/EVALUATION/DISCIPLINE/DISMISSAL

A. Personnel Files

1. All data maintained by the District on individual members of the bargaining unit relative to employment, promotion, discipline, evaluation and all other job-related matters -- exclusive of confidential references and communications received in connection with the initial employment -- shall be placed in a single file and maintained in the central office, and shall be kept locked at all times.
2. No material derogatory to a teacher's conduct, service, character or personality shall be placed in his/her personnel file unless the teacher has had an opportunity to review the material. The teacher shall acknowledge that he/she has had the opportunity to review such material by affirming his/her signature to the copy to be filed with the express understanding that such a signature in no way indicates agreement with the contents thereof, and such signature may not be withheld. The teacher shall also have the right to submit a written answer to such material and his/her answer shall be reviewed by the Chief School Administrator and attached to the file copy.
3. The teacher shall have the right upon request to review the contents of his/her personnel file. Furthermore, the teacher shall be allowed to make single copies of any document therein. Additional copies shall be at the teacher's expense. The teacher shall be entitled to have a representative of the Association accompany him/her during such review. Such review shall be made in the presence of a designated school official, and shall be at a mutually agreeable time. Otherwise, access to the files shall be limited to proper school officials.

4. With the exception of written observation reports of classroom performance, a teacher may resort to the grievance procedure for determination of material believed to be inaccurate or not based upon fact. Such material, if proven to be inaccurate or not based upon fact, whether by grievance or other means, shall be removed.
5. Before any material concerning a complaint by a parent or student is placed in a teacher's file, the teacher will be afforded an opportunity to reply to same by attaching a written statement of explanation or defense.
6. An incident which has not been reduced to writing within thirty (30) school days of its occurrence or discovery, whichever is later and exclusive of the summer vacation period, shall not be placed in the file. This does not preclude the practice by the Administration of keeping a record of a series of relatively minor incidents. The teacher shall be warned that continuation of these offenses shall result in a notation being placed in the teacher's file. Before such a record may be used as part of any action against a teacher, it must be placed in the teacher's file in accordance with paragraph 2 above.

B. Teacher Evaluation

1. No teacher shall suffer any professional disadvantages by reason of his or her membership in the Association or participation in its lawful activities.
2. All initial classroom evaluations will be based upon observations which cover a complete lesson or class period. The administration has the right to evaluate teacher performance by means of unannounced classroom observations without teacher knowledge after the initial evaluation. No pre-conferences will be needed for these unannounced evaluations after the initial evaluation in each school year. There will be a maximum of two unannounced evaluations per teacher per school year. Observations shall be scheduled to avoid atypical conditions and events such as testing, holidays, or other circumstances which, in the teacher's judgment, would not give a faithful picture of classroom performance.

There shall be a pre-observation conference held at least one (1) school day prior to a scheduled classroom observation. Arrangements for these pre-observation conferences shall be made in writing and placed in the teacher's mailbox prior to student dismissal at least one (1) day prior to the pre-observation conference. All observations will be followed as soon as possible, but in no case later than (5) days, by a conference during which the observer's evaluation of the lesson will be discussed. At this time, the final written report will be signed by both the evaluator and the teacher. The teacher's signature does not indicate agreement with the evaluation; it only indicates that a conference has been held and the teacher has received a copy of the evaluation. The teacher may file a written comment on the observation and the evaluation. This will be attached to the evaluation and become a part of the teacher's personnel file.

3. The evaluation procedure has been developed to insure that the teacher shall:
 - a. Know how well he/she is performing the duties and responsibilities of his/her position.
 - b. Know the area in which improvement is needed.
 - c. Have candid appraisal of his/her work.
 - d. Discuss his/her evaluation with his/her supervisor.

4. The number of formal evaluations will vary according to the individual teacher's tenure status and to factors related to his/her growth. Probationary teachers shall be observed at least two (2) times per year with at least one (1) observation taking place prior to the end of the first semester of each school year and the final observation prior to May 15 of each school year. A probationary teacher's request for up to two (2) additional lesson evaluations in a school year may be honored, if administratively feasible. In no case shall a probationary teacher receive fewer than two (2) evaluations per year.

C. Discipline/Dismissal

1. Should it become necessary to officially reprimand or censure, fine, suspend without pay or dismiss a teacher, progressive discipline involving the following procedure will be followed:
 - a. Teacher shall have been informed of the performance standard expected in all areas of responsibility.
 - b. Teacher shall have been notified in writing of his/her failure to meet standard(s).
 - c. District shall substantiate that despite warning teacher has failed to correct deficiency.
 - d. Teacher shall receive supervisory assistance when needed.
2. Exceptions to the above procedure shall be as follows:
 - a. Conviction of a felony.
 - b. Proof of being under the influence of alcohol, illegal drugs or hallucinogens while on school grounds during the school day or at any time while supervising students on an assigned or voluntary basis in connection with school-sponsored activities.
 - c. Failure to maintain certification, or failure to obtain certification within statutory time limits.
 - d. Proven immoral behavior involving students.
3. In case of a grievance over discipline or dismissal, either the Association or the District may submit the matter to arbitration, through the grievance procedure. The decision of the arbitrator shall be limited solely to procedural questions, and shall be constrained from ruling on questions of administrative judgement, or degree of discipline imposed. With respect to discipline or dismissal, should the parties agree to elect

Arbitration, it shall be the sole and exclusive remedy available. It is further recognized that the granting of tenure is the sole prerogative of the Board of Education.

4. A decision by the District to deny tenure is not subject to the grievance procedure except under the following circumstances:
 - a. Failure of District to adhere to the evaluation procedure.
 - b. Failure to abide by the personnel file provisions contained herein.
5. Alternative discipline for tenured teachers. In situations where the District believes it has just cause, under the procedures set forth in paragraph B above, to discipline a tenured teacher and the penalty sought is limited to a two-day suspension without pay, or less, the following procedure will apply:
 - a. The District shall present the teacher with a written statement of the charge giving rise to the perceived need for disciplinary action. A copy will also be sent to the Association President.
 - b. A meeting will be scheduled within five (5) days between the teacher, an Association representative(s) and representative(s) of the District. At this time the charges will be discussed, and the teacher will be informed of the specific penalty sought by the District.

As a result of this meeting, the teacher and the Association shall elect to:

- c. Accept the penalty sought, or a modification thereof, in which case the penalty will be imposed and a record thereof placed in the teacher's personnel file, at which point the matter will be considered resolved.
- or
- d. Protest the charges and/or the proposed penalty and proceed as quickly as possible using the Arbitration Procedures of the American Arbitration Association. The parties agree to submit to the arbitrator only the issue in question, and shall charge the

arbitrator with responsibility for reaching a determination solely on the basis of the charges presented. The arbitrator shall decide only whether or not the charges are substantiated and he/she shall apply the same criteria set forth in the due process provision of the collective bargaining agreement.

If the charges are substantiated, the arbitrator shall impose a penalty not to exceed the penalty sought by the District. The decision of the arbitrator shall be binding and the opinion and award shall become a part of the teacher's personnel file if the teacher is found guilty. Charges for the arbitration are to be borne by the District.

If the teacher is exonerated, all references to the matter shall be deleted from his/her file.

No action shall be taken by the District until the arbitrator's decision is received. (There shall be no suspension, material placed in the file, or any other form of discipline.) Implementation of this procedure constitutes a clear waiver by the parties of any and all other forms of discipline, statutory or contractual, concerning the incident(s) or event(s) upon which the charges outlined in paragraph (a) are based.

ARTICLE VI - RETIREMENT/TERMINATION BENEFITS

- A. All bargaining unit members who have served twenty (20) years in the Edwards-Knox (or separate Edwards and Knox Memorial) School District shall be entitled to a lump sum payment of \$65/day for up to 180 unused sick days they have accumulated. Bargaining unit members who wish this payment shall notify the District of their intention to resign at least thirty (30) days prior to effective date of resignation; if notification is made prior to March 1, a payment shall be made in July of the fiscal year subsequent to notification date of resignation. If notification is made after March 1, payment will be made the following July.

- B. A teacher who retires under terms of the NYSTRS shall have his/her individual health plan paid for by the District, at the current rate of contribution, as detailed in Article VIII, 3. b. (This benefit is not available except for teachers

taking a NYSTRS pension.)

- C. Upon retirement, a unit member will be paid a benefit for longevity if the following requirements are met:

Upon retirement, individuals will receive \$7,000

Effective July 1, 2005 - \$8,000

Effective July 1, 2006 - \$9,000

1. The effective date of retirement must be within the first fiscal year of retirement eligibility according to guidelines set by the New York State Teachers Retirement System or by the Social Security Disability Retirement.
2. The retiree shall have completed at least fifteen (15) years of full-time service in the Edwards-Knox Central School District (or separate Edwards and Knox Memorial) by the effective date of retirement.
3. Written notice of retirement to the Superintendent in by March 1, of the prior fiscal year to the effective date of retirement.
4. The teacher may receive payment in any reasonable manner requested at any time during or spread over the year of impact of the retirement incentive, during the last year of employment.

ARTICLE VII - LABOR-MANAGEMENT COMMITTEE

The Labor-Management Committee shall be composed of four members appointed by the Association, and four representatives of the District, including the Superintendent and at least one member of the Board of Education. This Committee shall meet four (4) times per year (once per school year quarter). The schedule shall be mutually developed by the Association President and the Superintendent, and will be set prior to September 30 of each year. Written notification of matters intended to be discussed shall be exchanged at least forty-eight (48) hours in advance of each scheduled meeting's commencement. The meetings shall begin at 4:30 p.m. and shall be no longer than one (1) hour in length. The purpose of the meetings is to

discuss matters of interest and concern to teachers, administrators and the Board of Education in a problem-solving mode. The Committee shall have no power to alter or amend this Agreement.

ARTICLE VIII - FRINGE BENEFITS-HEALTH INSURANCE

A. Health Insurance

1. Each bargaining unit member participating in the District's health insurance program will contribute ten percent (10%) of the premium cost of that employee's participation in the District's health insurance program, with the District contributing ninety percent (90%) of such cost under the present to St. Lawrence-Lewis County BOCES program. The employee will make this contribution by payroll deduction.
2. Unit members will be allowed to participate in the 125 Flex Plan through the St. Lawrence-Lewis BOCES, effective 09-01-05. Participants will pay for the administrative fees associated with said Flex Plan.
3. A. If an employee's/retiree's spouse and/or dependents have access to employer-paid or partially-paid health insurance within the St. Lawrence-Lewis Counties School District Employees' Medical Plan (Plan), the rules for coordination of benefits that follow shall apply. The goal of these provisions is to provide full, unduplicated and uninterrupted coverage to all Edwards-Knox unit members and retirees, their spouses, and dependents at minimum cost to the District. No provision shall be construed to allow unit members and retirees, their spouses and/or dependents to profit from their access to coverage by accepting buy-outs or receiving other salary or benefits that transfer the burden of additional cost to the Edwards-Knox District.
 1. No duplicate coverage within the Plan will be allowed.
 2. Spouses and dependents must avail themselves of all health insurance benefits available to them as unit members and/or dependents of unit members in other districts within the plan.

3. The birthday rule will apply in determining dependent coverage.
4. In-Network buyouts shall continue, subject to the following:

If the Edwards-Knox Central School District should be assessed additional penalties or should the District be required to share premium costs with other school districts within the St. Lawrence-Lewis Medical Employer Health Plan, the in network buyouts referred to in Article VIII - B hereof will, at the option of the District, be eliminated.

B. Retirees will contribute the same percentage as do current employees, irrespective of the date of retirement, provided, however, that employees retiring during this contract term will never pay more than 10%.

C. Retirees prior to this agreement contributing zero percent (0%) will continue at a zero percent (0%) contribution rate. All other prior retirees will pay 10%, beginning in the third year of this agreement.

D. All bargaining unit members need to be employed with the District for at least fifteen (15) years immediately preceding the employee's retirement in order to receive health insurance benefits upon retirement, which such retirement must be pursuant to the New York State retirement program.

E. The District shall contribute \$25 per year for each bargaining unit member participating in the District dental insurance program.

B. Commencing on July 1, 2004, the District will allow, at the employees' option, to members who can demonstrate that they have health coverage through a plan other than through the Edwards-Knox Central School District plan, an annual buy-out of the employees' health insurance based upon the following formula:

1. The District will pay members \$1,000 for a buy-out of their family plan with no other coverage.

2. The District will pay members \$500 for a buy-out of their single plan with no other coverage.
3. The District will pay members \$500 for a buy-out of converting from a family plan to a single plan.

All such buy-outs are for twelve (12) months.

ARTICLE IX - WORKING CONDITIONS

A. Work Day

The work day for bargaining unit members in the Edwards-Knox Central School District shall not exceed seven and one half (7½) hours per day on Monday through Thursday and seven (7) hours per day on Friday. Excluded from this are:

1. Faculty Meetings-Monthly faculty meetings which may be held on the first Monday of the month from 3:30-4:30 p.m. (or for one hour after student dismissal). It is understood that some topics may require additional discussion time on occasion.
2. Detention-Bargaining unit members, with the exception of the school nurse, in both high school and elementary will monitor three (3) nights of student detention for a period of time not to exceed one hour and fifteen minutes after student dismissal, with a maximum of ten (10) assigned students in the high school and six (6) assigned students in the elementary and in accordance with mutually developed detention guidelines pertaining to the working conditions of the teachers involved.
3. Open House/Conference Times - Two (2) conference times will be held during the school year for Pre-K through grade 12, according to the following schedule:

The fall open house/conference schedule: Pre-K through grade 12 open house/conferences will be held during the sixth (6th) week of school with students being dismissed at 11:30 a.m. The fall open house/conference time will be from 3:30 p.m. - 7:30 p.m.

The spring conference: The second (2nd) Pre-K through grade 12 conferences will be held in the twenty-sixth (26th) week of school, with students being dismissed at 11:30 a.m. The spring conference time will be from 3:30 p.m. to 7:30 p.m.

During the weeks in which parent conferences are schedules, no after school meetings will be scheduled unless there is an unavoidable emergency. A schedule of these dates will be included in the faculty handbooks.

4. Emergencies- Other unavoidable emergency meetings.

B. Planning

1. Planning Time -Every member of the bargaining unit shall be provided, with one daily instructional period for planning and preparation (i.e., five (5) periods per week) with no scheduled teaching duties. This time shall be protected from supervisory duties and shall be in addition to the thirty minute duty-free lunch period.
2. Secondary-class assignments/class size-Beginning no later than March 1st and finishing no later than June 1st of each school year the secondary administrator and the guidance counselor will meet with each department. The teachers will be provided with current student numbers and requests for classes for the next school year. Together as a "team" discussion will be held to determine which teachers will be assigned which classes/levels. Some components to be used as guides will be size of classes; testing requirements; personal choice: personal area of expertise or experience; etc. In the event that the team is not able to reach consensus the administrator will make a decision and a minority report may be sent to the Superintendent. By June 14th the master schedule/class assignments/class size lists will be determined, printed and distributed to staff.
3. Elementary/High School Teacher Assignments/Reassignments- Elementary and High School Teachers shall be notified in writing no later than June 14th of their schedules for the coming school year. If changes in enrollment, or scheduling, occur between June 14th and September 1 which cause a teacher's assignment to change, the teacher will be notified in writing as soon

as possible of the change.

C. Teacher Load

1. Secondary - Teachers shall be assigned no more than six (6) teaching periods per day. Excluded from these limits are labs and special area subjects.

Teachers may voluntarily agree, in writing, to teach beyond these limits.

2. Elementary - After consultation between and consensus with the teachers directly affected and administration, class sizes may be different as students will be placed in classrooms that are appropriate in terms of their reading ability in an effort to keep the number of reading groups in each class to a minimum. No elementary teacher will lose his or her only planning period due to a special area teachers' absence.
3. Teacher Planning Day - The administration will schedule a shortened school day once during each of the first three quarters of the school year (without students) starting at 11:30 a.m. for curriculum work, grade level meetings and departmental meetings, but not for faculty meetings. The Chief School Officer or his designee will publish what periods will be scheduled two (2) weeks prior to the teacher planning day, being cognizant of the need to rotate classes.

D. Loss or Damage to Personal Belongings

Teachers shall be reimbursed for reasonable cost of replacement or repair of clothing, eyeglasses, dentures, prosthetic devices, or hearing aids damaged or destroyed directly as a result of their performance or their assigned duties. Burden of proof shall rest wholly with the teacher that damage occurred in the line of duty.

The teacher shall have the obligations to report incidents involving damage or destruction of such items within five (5) school days of the occurrence.

E. Requisitions

Teachers shall be provided the opportunity for input for textbooks, materials, or supplies are to be changed, modified, canceled or delayed.

F. Unused Emergency Days

Utilization of unused emergency closing days shall be discussed by the Joint Labor-Management Committee prior to March 1 with a recommendation to the Board of Education for final determination.

G. Clerical Assistance

The District will provide clerical assistance semi-monthly (two days a month) for the purpose of assisting classroom teachers in the copying of educational materials for student use; 50% of this person's time for Elementary, 50% for the Jr.-Sr. High School.

H. Mileage Reimbursement

Teachers who travel and use their personal car on District business shall be reimbursed for mileage at the prevailing IRS rate.

I. Distance Learning, formerly IT

The District agrees that District administrators will seek out and solicit qualified teachers for voluntary teaching of Distance Learning courses. If, after having made every reasonable effort to find qualified volunteers without success, the District may assign a teacher for such a Distance Learning course, but will immediately notify the Association President that an involuntary assignment has been made. The Association and the District hereby agree immediately to bargain the impact of an involuntary assignment including but not limited to an extra planning period and clerical assistance.

J. W.S.I./Lifeguard/Lifeguard Instructor

Upon notification by the District, physical education teachers who are physically able (not disabled) shall promptly acquire and maintain Water Safety Instructor certification, Life Guard certification and Life Guard

Instructor certification. The District will reimburse the teacher who successfully acquires such certificates for the tuition costs attendant to same.

ARTICLE X - COMPENSATION

- A. Teachers shall have the option of being paid either 22 or 26 paychecks, bi-weekly. The first paycheck of the school year shall be paid no later than the second Friday of September, (In the event that paying on the second Friday would result in there being only 21 paychecks during the school year, then there shall be three (3) paychecks issued in September). When pay dates occur on days when school is not scheduled to be in session, salary checks will be paid on the last school day immediately preceding such an occurrence.

All persons covered by the recognition clause should be placed at a 10 month salary and receive the 22 or 26 pays for that period. Those employees who work more than 10 months (Guidance Counselor, Agriculture Teacher and Psychologist) should receive separate pay checks at a rate of 1/200th of their 10 month salary per day worked.

In order to verify the accuracy of paychecks, teachers will be provided by the second paycheck of October each year with a statement that includes the following information: (1) their total annual salary; (2) step (if any) of the salary schedule on which they are being paid; (3) the number of graduate hours for which they are being paid; (4) whether they are being paid for having a Master's degree; (5) any longevity increments they are being paid; (6) number of days of accumulated sick leave, and (7) number of additional sick leave days available for current school year. Upon receipt of this information, the teacher must review its accuracy and indicate on a form provided by the District whether it is correct; if the teacher believes it is incorrect, the teacher must provide information to correct the inaccuracies within twenty (20) days, in writing. If incorrect pay continues in the subsequent paycheck, the matter shall be resolved using the Grievance Procedure, Article III. The Association president shall be provided a report containing the above information for all teachers concurrent with their receipt of the information.

- B. Salary

1. The base salaries of all Edwards-Knox bargaining unit members shall be increased by:

2004-2005	2.5% inclusive of step retroactive
2005-2006	3.5% inclusive of step
2006-2007	3.37% inclusive of step

At the time the school district implements the extended day, faculty members, including the nurse, the district will add an additional 3% to the salary schedule.

Salaries of off-step teachers shall be computed for all three years except for increases in graduate hour pay or pay for Masters, which is additional.

"Breakage" from personnel leaving the district accrue to the benefit of the district for the district.

2. Graduate hours shall be reimbursed at \$35 per graduate hour for all hours earned subsequent to July 1, 1987, to a maximum of 60 hours subject to the following conditions:
 1. Must be graduate hours leading to permanent certification in teacher's current area of assignment at Edwards-Knox Central School, or
 2. Must be graduate hours in teacher's current area of certification and/or assignment, or
 3. Must have prior written approval of the Superintendent, in which case hours may be graduate or undergraduate.
 4. Teachers who are on step, upon completion of their Master's Degree, will have \$200.00 added to their annual salary. This shall not be accumulative year to year, but shall remain at \$200.00 each year.

Proof of successful completion of course work for payment must be made within one month of the beginning of the school year for payment for that school year.

3. The salary schedule for on-step teachers is as shown:

<u>Step</u>	<u>2004-05</u>	<u>2005-2006</u>	<u>2006-2007</u>
1	\$32,533	\$32,891	\$33,220
2	33,313	33,671	34,000
3	34,112	34,478	34,806
4	35,929	35,306	35,640
5	36,888	37,187	36,496
6	37,592	38,179	38,440
7	38,303	38,908	39,465
8	40,194	39,644	40,219
9	41,141	41,601	40,980
10	42,089	42,581	43,003
11	43,034	43,562	44,016
12	43,980	44,540	45,030
13	44,928	45,519	46,041
14	45,874	46,500	47,053
15	46,821	47,479	48,067
16	47,767	48,460	49,080
17	48,714	49,439	50,093
18	49,662	50,419	51,105
19	50,608	51,400	52,118
20	51,555	52,380	53,133
21	52,502	53,360	54,145
22		54,339	55,158
23			56,170

C. Extra Curricular Salary Schedule

<u>Category</u>	<u>2004-2005</u>	<u>2005-2006</u>	<u>2006-2007</u>
1	\$3,353	\$3,353	\$3,353
2	3,001	3,001	3,001
3	1,568	1,568	1,568
4	1,265	1,265	1,265
5	1,124	1,124	1,124
6	491	491	491
7	43	43	43

- 1 - Athletic Director, Basketball, (Boys' and Girls'), Wrestling
 - 2 - Soccer, Volleyball, Baseball, Softball, Cheerleading, Swimming
 - 3 - Senior Class Advisor (Jr. = 75%; Soph. = 50%; Fresh. = 25% of Sr. amt.)
 - 4 - Drama Director, Yearbook, Golf, Computer, A-V Director (Asst. Yrbk.-50%), Musical Director (School Play)
 - 5 - CIMS Director
 - 6 - Whiz Quiz, IT Director
 - 7 - Timers, Scorers, Game Chaperones
- Junior Varsity - 80% of varsity; Modified = 60% of varsity
Drama Asst. - 60% of Drama Director

Coaches, advisers, directors, etc., may receive separate checks as a lump sum or have their pay evenly divided over the course of the season.

Any new positions in the extra-curricular area shall have their salaries negotiated onto one of the above levels most closely reflecting the position's hours, number of practices, competitive season length, etc.

Except for class advisors, all extra-curricular positions shall be named prior to July 1st.

Certified and qualified Edwards-Knox CS staff will have first option on all extra-curricular positions, other than coaching positions.

Subject to the foregoing, the decision as to whether or not to make such appointments to such positions and the identity of those appointed to such positions shall be in the sole and exclusive discretion of the Board of Education on an annual basis.

D. Tax Sheltered Annuities

Those 26 Tax Sheltered Annuity companies presently providing services to the bargaining unit, as of July 1, 2004, shall be continued upon the District's list of eligible payroll deduction providers. Upon the request of five (5) or more bargaining unit employees to participate and enroll with a new tax sheltered annuity company, which is properly authorized to do business in the State of New York, such new company shall be added as an eligible payroll deduction provider. In any and all events, whenever any such listed eligible tax sheltered annuity provider company ceases to be utilized by any bargaining unit employee, that company will be deleted from the District's list of eligible providers.

ARTICLE XI - MISCELLANEOUS

- A. Amendments to this Agreement, or alterations of any term or condition of employment, may be made only by the parties, in writing.

- B. Savings and Separability Clause

If any Article or Section of this Agreement, or any Riders thereto, should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal, pending a final determination as to its validity, the remainder of this Agreement and of any Rider thereto, or the application of such Article or Section to persons or circumstances other than those to which it has been held invalid, or to which compliance with or enforcement of has been restrained, shall not be affected thereby. In the event any article or section is held invalid, or enforcement of or compliance with any has been restrained, the parties hereto shall enter into immediate collective bargaining negotiations, upon the request of the Union, for the purpose of arriving at a mutually satisfactory replacement for such Article or Section during the period of invalidity or restraint.

- C. Legislative Action

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. Unless amended by the parties pursuant to XI-A above, this Agreement shall continue in full force and effect through June 30, 2007, when it expires. Notification of intent to bargain a successor agreement shall be made by the Association no later than March 1, 2007.

ARTICLE XII - POSTING

The Association President shall be notified in writing, by personal contact, or by mailing to the Association President's home, of any vacancy in existing unit positions or of any new bargaining position prior to advertising the position to the general public.

ARTICLE XIII - PROFESSIONAL DEVELOPMENT & IN-SERVICE

MENTORING PROGRAM

1. A. Mentor Selection and Assignment

The District will accept letters of interest for mentors within two weeks of the Board of Education announcement of a new hire. Any Edwards-Knox certified tenured teacher in the same curriculum area or level may submit a letter of interest. The mentor will be chosen on the basis of his/her willingness to fulfill this role, teaching skills, interpersonal skills, and availability. The District reserves the right to assign the position to any tenured Edwards-Knox teacher. Such assignments are not subject to the grievance process set forth in Article III of this Agreement.

B. Release Time

The District will schedule one (1) half day of release time per semester from the regular teaching responsibilities for each mentor and mentee to conduct the observation referred to in 2. B. of this Article and to conference for the purpose of the mentor providing the mentee with professional teaching advice and guidance.

C. COMPENSATION

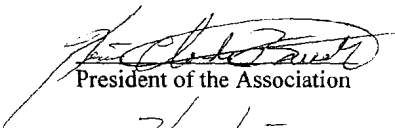
The mentor will be compensated at the rate of \$250.00 per semester.

2. EVALUATION OF THE NEW TEACHER

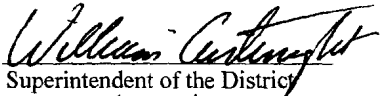
A. The Mentoring Program is not to interfere, alter, or jeopardize the

formal evaluation procedure as stated in Article V., B. Teacher Evaluation of this agreement.

- B. The mentor will observe the new teacher at least one time in each assigned semester of the school year, preparing a written report for the new teacher's administrator. This observation must occur before the first formal observation, as per Article V, B. 4. This written report is to provide information to the administrator and not to replace, or supercede in any way, the administrator's evaluation process.
- C. The observation report, reflecting the new teacher's strengths and areas in need of improvement, will include but not be limited to the following areas: lesson planning, classroom management and organization, student behavior management, record keeping, knowledge of content, and pedagogical skills. The new teacher's plan for improvement in any area indicating needed improvement will be clearly defined in the written report.
- D. The mentor will conference with the new teacher, reviewing the observation report, prior to the submission of the report to the administrator.


President of the Association

7/22/05
Date


Superintendent of the District

7/26/05
Date


MEMORANDUM OF AGREEMENT

The District agrees to increase the total stipend paid the Marching Band Director by three percent (3.0%) in the first year of the contract; four percent (4.0%) in the second year of the contract and four percent (4.0%) in the third year of the contract.

Payment of any assistants shall be determined by the Marching Band Director, from the amount of the total stipend, per past practice.

The decision as to whether or not to make the appointment to marching band director and the identity of such person to be appointed to that position shall be the sole and exclusive discretion of the Board of Education on an annual basis.

Signed: 
William Cartwright
For the District

Signed: 
Kevin Bresett
For the Edwards-Knox TA

Date: 7/26/05

Date: 7/22/05

MEMORANDUM OF AGREEMENT

The District agrees to pay per diem employees covered by Article I of the agreement (excluding registered nurses) a rate of one-hundred and sixty dollars (\$160) per day effective February 8, 1993.

Signed: William Cartwright
William Cartwright
For the District


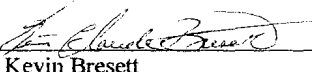
Signed: Kevin Bresett
Kevin Bresett
For the Edwards-Knox TA

Date: 7/26/05

Date: 7/22/05

MEMORANDUM OF AGREEMENT

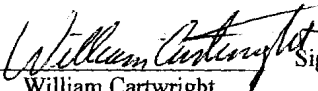

Beginning December 12, 1994, the District and the Association agree that when a regularly employed teacher has an absence extending for more than twenty-five (25) consecutive school days (regardless of the reason for such extended absence), the substitute teacher who is hired to replace the absent teacher shall, if certified, receive daily pay for each day actually worked of 1/200th of the appropriate step of the contract commencing on the 26th consecutive day of employment of that substitute teacher and thereafter until the employment of that substitute teacher in that position shall end.

Signed <u></u> William Cartwright For the District	Signed <u></u> Kevin Bresett For the Edwards-Knox TA
-------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------

Date <u>7/26/05</u>	Date <u>7/22/05</u>
---------------------	---------------------

MEMO OF UNDERSTANDING

For the 1996-2001 Contract, Article VI-B it is understood to include the school nurse under terms of the New York State Employees' Retirement System.


Signed:  Signed: 
William Cartwright Kevin Bresett
Superintendent of Schools President
Edwards-Knox Central School Edwards-Knox Teachers' Assoc.

Date: 7/26/05

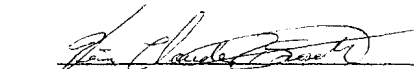
Date: 7/22/05

MEMORANDUM OF AGREEMENT

It is agreed by and between the parties that should any employee suffer harm in salary during the duration of the Agreement between the Chief School Administrator and the Edwards-Knox Teachers' Association of July 1, 2004-June 30, 2007, the Chief School Administrator will work with the Association to calculate and correct such loss.



Superintendent of the District



President of the Association


7/26/05
Date

7/22/05
Date

MEMORANDUM OF AGREEMENT

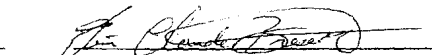
It is hereby agreed between the Edwards-Knox Central School District (The "District") and the Edwards-Knox Teachers' Association that the Extracurricular Salary Schedule pertaining to Step 7 - Timers and Scorers, be defined as follows:

- A) Payment for positions such as scoring and timer be intended for junior varsity and varsity sports only in the areas of basketball, baseball/softball and soccer only.
Basketball - (2) timers are needed (1 shot clock and 1 time clock scorer)
Baseball/Softball - (1) scorer
Soccer - (1) timer only is needed
- B) Since the official books are the home school books or records, no away games will be paid.
- C) Each coach will set up a training session for those individuals who signed up on the extracurricular survey as interested in being qualified and trained as scorer/ timers for that sport. These individuals will be provided equal opportunity to work at home games by the use of a sign-up and rotation procedure that is similar to what is currently in place for basketball chaperons. The Superintendent will present this rotation list to the Board of Education for approval, prior to the start of each sport season.
- D) For procedural purposes: All payment requests (sheets) are submitted to the high school principal.



Superintendent of the District

7/26/05
Date



President of the Association

7/22/05
Date

LONGEVITY INCENTIVE

It is hereby agreed between the Edwards-Knox Central School District (The "District") and the Edwards-Knox Teachers' Association that a longevity incentive be applied to Article VI. C. Longevity Incentive.

- C. Upon retirement, a unit member will be paid a benefit of \$7,000 for longevity if the following requirements are met:
1. The effective date of retirement must be within the first fiscal year of retirement eligibility according to guidelines set by the New York State Teachers Retirement System or by the Social Security Disability Retirement.
 2. The retiree shall have completed at least fifteen (15) years of full-time service in the Edwards-Knox Central School District (or separate Edwards and Knox Memorial) by the effective date of retirement.
 3. Written notice of retirement to the Superintendent in by March 1, of the prior fiscal year to the effective date of retirement.
 4. The teacher may receive payment in any reasonable manner requested at any time during or spread over the year of impact of the retirement incentive, during the last year of employment.

JOB SHARING

"Job sharing" shall be defined as two or more certified teachers sharing a full-time position.

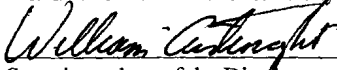
Procedure for Seeking Approval

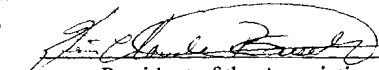
Teacher must submit a request, in writing, by April 15, of the year preceding the school year job-sharing is to commence to the Superintendent. Should the job-sharing plan involve two current certified teachers, it should be submitted jointly and reflect any special arrangements or agreements between the two individuals.

This job-sharing leave will be for one full year only, from September at start of the school year 2005 and reach closure June 30, 2006. If there is a need by this district to continue the job-sharing concept further this will be brought up as a negotiated item during formal negotiations in the spring of 2006.

Factors Considered by the Board of Education for Approval

- A. Positive recommendation of the Superintendent.
- B. The decision of the Board to grant, refuse or modify a request to create a job-sharing position shall be final and shall not be subject to the grievance procedure.
- C. Salary shall be pro-rated (at each position on the salary scale) and on the basis of the percentage of a full-time position worked but not to exceed 100%. Health Insurance will correlate to next year's contract at the 90% rate with a 10% contribution. The total amount of health insurance will equal 1 FTE position. Determination of specific salary and fringe ratio for each participant shall be made prior to approval being granted by the Board of Education.
- D. Leaves - Teachers involved in job-sharing shall be entitled to a pro-rated number of the various leave days.


Superintendent of the District
7/26/05


President of the Association
7/22/05