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Agreement

Between

Mexico Academy and Central School
Board of Education

and the

Mexico Academy and Central School
Association of Supervisors
and Administrators



July 1, 2002 - June 30, 2006

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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Mexico Supervisors & Administrators

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ARTICLE 1

Preamble

1.1 Parties to the Agreement

This is an Agreement between the Mexico Academy and Central School District by its Board of Education (herein called, respectively, the "District" and the "Board") and the Mexico Academy and Central School Association of Supervisors and Administrators (herein called the "Association"). The Agreement is entered into under the provisions of Chapter 392 of the Laws of 1967 (the Public Employees' Fair Employment Act).

ARTICLE 2

Recognition and Application

2.1 Recognition and Unit Definition

The Board recognizes the Association as the exclusive collective bargaining representative for collective bargaining purposes. The certification done by PERB identifies the specific job titles to be included in the negotiating unit. They are:

High School Principal
Assistant High School Principal(s)
Middle School Principal
Assistant Middle School Principal(s)
Elementary School Principals
Director of Pupil Services
Director of Physical Education and Athletics
Director of Technology

ARTICLE 3

Rights of the Parties

3.1 Association Rights

During the term of this Agreement, the Association shall have the following rights:

- A. To exclusively represent the administrators in the unit in negotiations regarding wages, hours, and terms and conditions of employment;
- B. To represent administrators in the settlement of grievances;
- C. To membership dues deductions upon presentation of dues deduction and authorization cards signed by individual employees; and
- D. To unchallenged representation as provided by law. Should a challenge to representation occur, the Taylor Act procedures will be followed.

3.2 Board Rights

Except as expressly abridged, deleted, or modified by a specific term of this Agreement, the Board shall retain all rights, powers, and discretionary authority granted by Law as otherwise residing in the Board as an employer.

ARTICLE 4

Obligations of the Parties

4.1 Obligations of the Unit

The Association agrees that during the term of this Agreement there shall be no strikes, refusals to perform contractual or professional services, or other concerted action which is designed to disrupt the normal operations of the District or the Schools, nor shall the Association cause, instigate or condone any such actions.

4.2 Obligations of the District

The District agrees that during the term of this Agreement it shall not engage in an unlawful lockout (including an unlawful withholding of salaries) of personnel covered by this Agreement, nor shall it discriminate against any administrator with respect to terms and conditions of employment because of the administrator's membership or non-membership in the Association, or because of his/her participation in collective negotiations with the District, or because of his/her institution of any grievance under the provisions of this Agreement. During the period of unchallenged representation status, the District further agrees that it will not negotiate with any other organization representing or claiming to represent employees with the negotiation unit covered by this Agreement.

ARTICLE 5

Check-Off Dues

5.1 Form of Dues Deduction

The Board agrees to deduct from the salaries of administrators within this negotiating unit, membership dues for the Association as said administrators individually and voluntarily authorize the Board to deduct and to transmit the monies promptly to the Mexico Association of Supervisors and Administrators and/or its affiliate organizations.

5.2 Certification of Dues to be Checked Off

The Association shall certify to the Board in writing the current rate of its membership dues. Any change in the rate of the above membership dues shall be given to the Board thirty (30) days prior to the effective date of any such change in dues deduction.

5.3 Time of Deduction

The total annual membership dues for the above designated professional association, certified as mentioned above shall be deducted in 10 equal installments beginning with a pay period after August 1st, but no later than the first pay period in October. No later than two (2) weeks prior to the first scheduled deduction, the Association shall provide the Board with a list of the original signed dues authorization cards of those administrators who have voluntarily authorized the Board to deduct dues for the designated association.

5.4 Transmittal

The Board shall, following each pay period from which a dues deduction is made, transmit the amount so deducted to the Association. Each transmittal shall be accompanied by a list of those members who withdrew payroll deduction authorization.

ARTICLE 6

General Employment Provisions

6.1 Work Year

Members of the Association shall have a basic work year of twelve (12) months which begins July 1 and terminates June 30.

6.2 Work Day

Specific work times designed for this Association must be flexible, but it is understood that administrators are required to spend sufficient and reasonable time on the job to accomplish all necessary duties and responsibilities.

ARTICLE 7

Professional Rights and Responsibilities

7.1 Private and Personal Rights of an Administrator

It is not the intent of the Board to interfere with the private or personal life of an administrator, where such conduct has no effect on the administrator's professional responsibilities to the students or the school system. The Board shall concern itself and take action based on the private and personal life of an administrator only where such private or personal conduct adversely affects the administrator's performance or his/her relationships with student or the school system.

7.2 Religious or Political Activities

No religious or political activities of any administrator (provided such activities do not take place during working hours, are of a lawful nature, and are not in breach of this Agreement) or the lack thereof will be grounds for any discipline or discrimination with respect to the professional employment or promotion of such administrator.

7.3 Professional Responsibilities

It shall be the direct responsibility of administrators, being the recipients of stated rights under this Agreement, to return to the District a professional performance of his/her duties. The administrator must constantly be aware of his/her professional responsibility in all areas directly related to his/her profession and duties inherent therein.

7.4 Conference with Superintendent

If a conference is to be of a disciplinary or dismissal nature, an administrator shall have the right to have a representative present at any such conference.

ARTICLE 8

Professional Salaries

8.1 Salaries for unit members for the duration of the Agreement are listed in the salary schedule that follows:

	2002-2003	2003-2004	2004-2005	2005-2006
M. S. Principal – W. Kamalsky	75,636	77,936	80,536	85,341
H. S. Principal – G. Smith	79,080	83,585	86,185	88,785
Mexico Elem. Principal – J. Belfield	60,632	65,190	70,090	74,990
Palermo Elem. Principal – L. Carbone	60,632	65,190	70,090	74,990
New Haven Elem. Principal – C. Carros	61,644	66,230	71,160	76,090
Asst. M. S. Principal – B. Finnerty	55,600	59,091	62,844	66,597
Asst. H. S. Principal – C. Loftus	63,049	65,571	68,198	71,560
Director of P. E. & Athletics – R. Barnes	64,264	68,526	74,577	77,689
Director of Pupil Services – M. Horn	64,023	67,913	72,047	76,471
Director of Technology – R. Pollard	57,160	61,451	66,065	70,678

These salaries are the salaries determined for the individual in the position at the time of the ratification of this Agreement. If a present unit member moves to a new position or if an administrator from outside the District is to be hired for one of these positions, a new salary will be determined for that position, taking into consideration the experience, degree status and service within the District (if any) of the individual, as well as regional salary data.

These salaries are inclusive of degree and longevity stipends.

8.2 **Longevity**

Administrators will receive longevity increases (add on to base pay) according to the following schedule for the duration of this Agreement:

With the attainment of 10 years experience credit	\$734.
With the attainment of 15 years experience credit	\$1,103.
With the attainment of 20 years experience credit	\$1,470.
With the attainment of 25 years experience credit	\$2,205.
With the attainment of 30 years experience credit	\$2,941.

8.3 Advanced Degrees

Administrators who attain an advanced degree (above Masters) will receive an add on amount to base pay as follows for the duration of this Agreement:

C.A.S. or Equivalent Degree.....	\$955.
Doctorate.....	\$1,432.

These stipends are to be awarded only to unit members who achieve these degrees after being hired as administrators in the District. Salary offers made to administrators already holding one or both of these degrees are understood to include the stipend(s) for the appropriate degree(s).

8.4 Additional Duties – Summer School

A total additional stipend shall be paid to the Administrator who is assigned the duties of Summer School Principal of \$1,200 for 2002-03, \$1,250 for 2003-04, \$1300 for 2004-05, and \$1,350 for 2005-06.

ARTICLE 9

Insurance

9.1 Insurance Plan and Premium Payment

A. All Administrators

The District shall provide, at its own cost, group term life insurance benefits as follows:

1. \$100,000. Term Life Insurance to all administrators upon date of hire to an administrators position.
2. Accidental Death and Dismemberment and Disability Income Plans at the following benefit levels:
 - a. Monthly income earnings from the plan shall not exceed 60% of base salary.
 - b. Length of benefit shall be to age 65.
 - c. Maximum monthly benefit shall not exceed \$3,000.

B. Basic Health Insurance

1. The Basic Health Insurance program in effect will be Central New York Health Insurance Trust (or equivalent plan thereto) with the \$2,000,000 lifetime master medical limit and the 20% (after meeting annual deductible) prescription drug card.

9.2 Inactive Employees

The District will cease making premium contributions on behalf of employees (other than those on accrued sick leave) who are off the active payroll for thirty (30) consecutive days or more. Subject to the terms and conditions of the policy, such employees may continue their coverage by assuming the full cost of their applicable premium until their employee relationship with the District is terminated.

9.3 Change of Insurance

The insurance coverage and/or carriers may be changed during the term of this Agreement by the written, mutual agreement of the Board and the Unit.

9.4 Retiring Administrators

- A. Effective July 1, 1999, the district will pay 60% of the health insurance premium for individual coverage or it will pay 60% of the health insurance premium for family coverage for the life of the retiree, for all unit members with a minimum of ten years of service in the district.
- B. If an administrator in the Unit retires from the District under provisions of the New York State Teachers Retirement System after serving five (5) years as an administrator, the District will continue to pay health insurance premiums for a period of time which the District expends an amount of money in premium payments equal to the total number of unused sick days at the time of retirement multiplied by \$125.00 with no cost to the administrator. Total number of sick days is defined as those accumulated and credited while serving the District in a professional capacity (i.e., accumulated sick days as teacher and administrator). Upon expiration of the above benefit, the retired administrator will have the option of retaining membership in the District's group health plan, while contributing all necessary premium payments.

- OR -

The retiring Administrator may opt for a Cash Option of \$75/day for Accumulated Sick Days without eligibility for continuing in the Health Insurance Plan.

9.5 Retirement Incentive

Any administrator with at least ten (10) years of experience as an administrator in the Mexico Academy Central School District, and eligible for retirement under the New York State Teachers Retirement System, shall be eligible for the following lump sum payment schedule if the administrator notified the Superintendent, in writing, one (1) year prior to the administrator's retirement date:

10 years with the District – \$ 5,000.

15 years with the District – \$10,000.

20 years with the District – \$15,000.

Once the retirement notice is submitted, such notice becomes irrevocable except upon unilateral action by the Superintendent of Schools.

9.6 Dental Insurance

The District will contribute 100% of the cost of the individual employee's Blue Cross/Blue Shield of CNY Prime Blue Dental Plan (or substantially equivalent plan). Retirees may retain coverage in the dental insurance program at their own expense.

9.7 Optional Payment in Lieu of District Coverage

Employees who have health insurance coverage through his/her spouse and elect to opt out of the district's health insurance plan will receive a one-time payment equal to 1/3 of one year's annual cost of the premium for the plan in which the employee was enrolled. The employee shall not be able to join the plan for three years unless there is a death, divorce or loss of insurance coverage by the spouse in which case the employee can re-enroll without loss or penalty. If the employee elects to rejoin for any other reason, the employee must reimburse the district for the opt out stipend previously paid. This provision is renewable each three (3) year period when the employee shall be eligible for another opt-out bonus payment of 1/3 of one year's annual premium payment.

ARTICLE 10

Tax Sheltered Annuities

- 10.1** Administrators shall be entitled to participate, by individual election, in a tax sheltered annuity plan, payable by salary deduction, with a company of the administrator's choice. It is understood that the Business Office will write one summary check per payroll payable to a distributing company for distribution to the annuitant's company.

ARTICLE 11

Paid Leaves of Absence

11.1 General

Salary deductions shall not be made when an administrator is absent from work and such absence qualifies as a paid leave of absence under one of the following sections of this Article. This Article applies only to administrators covered by this Agreement who have signed a salary agreement for at least one (1) semester.

11.2 Sick Leave

An administrator (12 months) shall accumulate sick leave, without salary deduction, at a rate of twelve (12) work days per work year. This accumulation shall be credited to the administrator's sick leave account on the first day of the school year. Sick leave shall be subject to the following conditions.

- A. **Maximum Accumulation** – If an administrator does not use the full amount of sick leave accumulated in a given year, the excess shall be carried over and credited to his/her sick leave account on the first day of July. There will be no cap to the amount of total accumulated sick leave credit to an administrators account.
- B. **Sick Leave Credit** – Effective July 1, 2002, an administrator hired by the District may, with the recommendation of the Superintendent, receive credit for sick days accumulated in another school district in New York for up to 40 days.
- C. **Use of Sick Leave** – Sick leave may be used where the administrator is unable to work for one of the following reasons:
 - (1) Personal illness (A doctor's certificate may be required by the Board as proof of any personal illness); or
 - (2) Leave for illness or death of the administrator's own parents, siblings, spouse, children, stepchildren, step-grand children, grandparents, grandchildren, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, or significant other will be taken from personal leave or sick leave for family illness, and shall be limited to three (3) days per occurrence. More days may be granted by the Superintendent under unusual circumstances. Additional days would be taken from accumulated sick leave.

11.3 Personal Leave

- A. An administrator shall be entitled to four (4) personal leave days per school year without salary deduction, without regard to the requirement of a reason provided, only that notification is given in writing at least two or more school days in advance of the day to be taken, and that the taking of such day is consistent with the reasonable manning requirement of the District.
- B. Personal leave shall not be deducted from sick leave, but personal leave which is not used by the administrator during the school year will be credited to that administrator's accumulated sick leave account. Personal leave cannot be taken to extend a vacation or holiday without extraordinary conditions.

11.4 Bereavement Leave

The District shall grant up to three (3) paid leave days per occurrence for death of an administrator's own parents, siblings, spouse, children, stepchildren, step-grand children, grandparents, grandchildren, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, or significant other.

11.5 Job Related Court Procedures

There will be no salary deduction for working time lost because an administrator is required to appear in a court of law in connection with a matter directly related to the professional duties performed by the administrator on behalf of the District. If released from such court while the school day is still in session, the administrator will return to perform assigned duties.

11.6 Jury Duty

An administrator who is required to be absent from work to serve as juror shall be paid for the time actually absent from work less any amount received by the administrator as juror fees.

11.7 Sabbatical Leaves

A. Purposes

An administrator with at least seven (7) years of service in the District may be granted a sabbatical leave of absence, with full pay for six (6) months or half pay for one (1) year for purposes of advanced education, travel, or other professional activities. If however, such administrator receives a grant, fellowship, or other stipend during this leave, the total amount received (of salary, grant, or stipend) cannot exceed the normal salary for that period. If the remuneration received is more than the recipient's regular salary, then the school district's share of that salary shall be reduced accordingly.

B. Requests and Review

An administrator desiring such a leave shall file, by March 1st prior to the year in which the sabbatical leave is desired, a written request with the Superintendent. Applications will be reviewed, and a recommendation made by a committee composed of:

- 1) The President or representative of the Board of Education
- 2) The Superintendent or Assistant Superintendent
- 3) One administrator selected by the Superintendent from a list submitted by the Mexico Association of Administrators and Supervisors.

(Article 11.7, continued)

C. Board Action

Evaluation of applications for leave under this Article shall be made according to the following criteria:

1. Educational value to the school system;
2. Educational value to the applicant;
3. Type of research, study, project, program, or travel planned;
4. The work, project, program, research, study, or travel planned should lie within the scope in which the administrator has served, or one that has the potential to benefit the District.

It is understood that all decisions and determinations made under this Article shall be in the best interests of the District and at the discretion of the Board of Education. No more than one (1) such leave will be granted during any school year.

- D.** As a condition to receiving final approval for a sabbatical leave, the administrator agrees that he/she will remain in the service of the Mexico Academy and Central School System for a period of two (2) years after the expiration of said leave.
- E.** If a staff member completes the planned program of leave, but does not complete the agreed number of years of service in the Mexico Academy and Central School District, he/she shall, within two (2) years repay the Board of Education the proportionate part of his/her leave of absence salary as the unexpired period if service bears to said agreed upon years of service. This rule does not apply in cases wherein the person becomes incapacitated to work or in cases wherein the rule is waived by the Board of Education.

ARTICLE 12

Unpaid Leaves of Absence

12.1 Military Leave

Administrators entering military service will be granted those job rights and protections as are required by law for districts of this size. Any administrator, regardless of his tenure status, who is drafted into military service, will receive from the District a lump sum equal to ten (10) days pay, provided that such amount shall be deducted from any other like payment that may be required by law. To be eligible for such lump sum payment, the administrator must make written application to the Board within six (6) weeks after he is drafted.

12.2 Child Care and Pregnancy Leave

- A. Any administrator shall be granted, upon written application, an infant/child care leave for up to two (2) years. Such leave will be granted without pay (or increment) and shall be granted for a period of up to one (1) year at a time.
- B. Child care leave provided for in this subsection shall also be available in cases of adoption.
- C. An administrator who becomes pregnant shall be entitled to a leave of absence for up to two (2) years without pay or increment, up to one (1) year at a time. Application for said leave shall be accompanied by a statement from the administrator's physician confirming her pregnancy. The leave may be for a period of less than one or two years duration, so as to conform to the individual circumstances of the case.
- D. A pregnant administrator may continue her employment until such time as she is unable to do so without endangering or impairing her physical condition as evidenced by a written statement from the administrator's personal physician. The administrator shall be entitled to use any accumulated sick leave for the period during which she is physically/mentally unable to continue her administrative duties because of her pregnancy before she commences her personal leave of absence. In connection therewith, and in order to become eligible for said accumulated sick leave benefits, she may be requested to file with the Superintendent any and all necessary medical evidence establishing the period of medical disability.
- E. Sick leave and personal leave will be accrued on a pro-rata basis during the year(s) the leave of absence is granted.

12.3 General Unpaid Leaves

The Board, at its discretion on the recommendation of the Superintendent, may grant an unpaid leave of absence to an administrator for up to one (1) year when it is felt that the leave will be of a beneficial nature to the District or the administrator.

12.4 Placement Upon Return

Upon return from leave, an administrator shall be placed in a position comparable to the position held prior to the leave.

ARTICLE 13

Grievance and Arbitration Procedure

13.1 Definition

A grievance shall be defined as a claim that the District violated an expressed term of this Agreement.

13.2 Procedure

A grievance may be raised by the Unit or by an administrator within the negotiating unit covered by this Agreement. Once raised, the grievance will be resolved by the following procedures:

Step 1: Informal Stage

The grievance shall be first orally discussed between the grievant and the grievant's immediate supervisor. The grievant may also discuss the matter with the Superintendent or his designee.

Step 2: Formal Stage

A grievance, which is not resolved in Step 1, shall be submitted in writing to the Superintendent or his designee. The written grievance must be signed by the grievant and set forth the specific claim made together with a statement of the facts surrounding the grievance. Within ten (10) school days, there shall be a mutually arranged meeting between the grievant and the Superintendent for the purpose of resolving the grievance.

Step 3: Board Stage

If the grievance remains unresolved after the Step 2 meeting, the grievant may appeal to the Board. This must be done within ten (10) school days after receipt of the Superintendent's decision. The Board shall render a decision within a reasonable period, but no later than two (2) school days after the regular scheduled Board Meeting after receiving the grievance.

Step 4: Appeal Stage

- A. If a grievance results in a unanimous decision by the Board, the decision shall be considered final. If the grievance results in less than a unanimous decision by the Board, it may be appealed to an impartial third party stage by the employee organization unit within ten (10) days after receipt of the Board's decision.
- B. The impartial third party, mutually agreed upon, shall hear the appeal of the grievance and within thirty (30) days, render a decision accepted as final and binding by both parties. The impartial third party shall be one of three (3) alternatives:
 1. The American Arbitration Association
 2. A Fair Hearing Panel: one (1) member selected by the Board, one (1) member selected by the Unit and the third member selected by the Superintendent
 3. The District Superintendent or his/her designee.
- C. The impartial third party shall have no power to add to, subtract from, or change any of the provisions of this agreement; nor to render any decision which conflicts with a law, regulation, directive, or other obligation binding upon the District; nor to employ any obligation which is not specifically set forth in this Agreement and/or New York State Law.

13.3 Time Limits

Time limits are hereby established to the grievance procedure to insure that the alleged grievance will be handled with dispatch. If either party to the argument fails to answer or appeal the grievance within the time limits specified, unless extended by mutual consent, the grievance shall automatically be appealed to the next step or be considered to have answered satisfactorily, whichever the case may be.

ARTICLE 14

General Agreements

14.1 Communications

Each member of the Association will be provided with the Board agenda and Board enclosures that relate specifically to his/her area of jurisdiction as soon as possible prior to the Board Meeting. In addition, all members will receive a notebook for Board Minutes. This notebook will be housed in each administrator's office.

14.2 Administrative Council

There shall be an administrative council consisting of the Superintendent, the Assistant Superintendent for Instruction, the School Business Administrator, The Directors of Personnel, Pupil Services, Athletics, and Technology, the Principals and Assistant Principal(s) of each building. The purpose of the administrative council shall be to advise and assist the Superintendent in the decision-making process, particularly in matters of district-wide concern.

14.3 School Calendar

The Association recognizes the authority of the Superintendent and the Board of Education to establish the school calendar in cooperation with BOCES and the other school districts of Oswego County. The Board agrees to provide the Association members, through the Administrative Council, with a tentative school calendar and/or any alternative calendar under discussion to seek their input and concurrence.

14.4 Evaluation

The Administrative Council will discuss the evaluation plan for administrators. It is understood that evaluation of staff is a prerogative and responsibility of management.

14.5 Vacation Days

Administrators on twelve (12) month contracts shall receive twenty (25) duty days of paid vacation at their then current salary rate. All vacations must be taken with the knowledge of the Superintendent, and must be consistent with the needs of the District.

- A. Although administrators are encouraged to take their vacation time, there may be instances where this is impossible. If an administrator has vacation days left at the end of the year, up to five will be carried forward for use during the next year.

(Article 14.5, continued)

- B. If an administrator has additional unused days beyond the five referred to in 14.5A, up to five more will be accumulated as sick days.
- C. Any unused vacation days beyond the ten days referred to in 14.5A and 14.5B will be forfeited.

When an administrator terminates his or her employment during the school year, he or she will be entitled to 1/240 of his or her salary for each vacation day accrued according to the following provision: Vacation days will be accrued in increments of three months or quarters. Thus, once an administrator has entered into a new three-month period, he or she would accrue one quarter of the vacation days the contract allows for that year.

Proration as described above would be used only for purposes of calculating vacation time owed, if any, to administrators terminating service with the district during the year. Administrators in service will have access to all their annually credited vacation days at the beginning of each year.

14.6 Legal Holidays (16 Days)

Administrators will be eligible for the following sixteen (16) paid holidays, compatible with the Oswego County Instructional Calendar. These days must be taken at the time of the holiday. With prior approval, the Superintendent may allow the substitution of a different holiday when extraordinary circumstances cause the administrator to have to work on one of these holidays.

Independence Day	New Year's Day
Labor Day	Martin Luther King, Jr. Day
Columbus Day	Winter Recess
Veteran's Day	Spring Recess
Thanksgiving Recess	Memorial Day
Christmas Recess	

14.7 Emergency Closing Days

- A. Administrators will not be required to work or to make up days on which schools are closed due to an emergency or inclement weather unless the total number of instructional days in any year fails to meet the state minimum for aidable purposes.
- B. Should the Memorial Day recess period be extended one day because of unused emergency closing days, administrators will not have to report on that day.
- C. Should the Memorial Day recess period be extended two days because of unused emergency closing days, administrators will not have to report on one of those days. In this instance, the administrative council will determine on which day administrators will report.

ARTICLE 15

Contract Agreements

15.1 Entire Agreement

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

15.2 Savings Clause

Should any term or provision of this Agreement be in conflict with any State or Federal statute or other rule or regulation which is legally binding upon the Board, then such law or rule or regulation shall prevail, and the conflicting term or provision of this Agreement shall be deemed null and void. In such event, however, all other terms and conditions of this Agreement shall continue in full force and effect.

15.3 Changes in Working Conditions

Prior to implementing major changes in working conditions, the District will notify the Association of such intended changes and afford the Association the right to discuss such changes and to present its recommendations.

It is agreed by and between the parties that any provision of this Agreement requiring Legislative Action to permit Implementation by Amendment or Law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

ARTICLE 16

Professional Development

Constant changes and additions to school requirements necessitate continued updating of school administrators on procedures, programs, and other information to ensure that our schools are meeting District goals and the requirements of new and special programs.

Each administrator is, therefore, encouraged to attend conferences, workshops and meetings and to make visitations that are relevant to his or her function and the achievement of his or her professional goals, and subject to the Superintendent's approval.

A professional development allowance of \$1000 will be made available for each administrator each year to defray professional development expenses, including, but not limited to: registration, meals, lodging and travel for approved conferences, workshops, meetings and visitations, as well as the cost of membership in a professional organization or a subscription to an educational journal, recommended by the administrator, in a discipline directly related to his or her job.

When not utilizing commercial transportation to and from professional development activities, administrators will use school vehicles, when available. If the administrator must use a personal vehicle, reimbursement shall be at the rate established by the Board of Education.

(Article 16, continued)

Administrators will be personally responsible for costs incurred for professional development expenditures as described above that exceed the \$1000 annual professional development allowance. With the approval of the Superintendent, administrators can pool all or part of their allowances to allow an administrator or administrators to exceed their annual allowance, provided that the total pool is not exceeded. Professional development allowances, or portions thereof, that are not expended will not carry over to the next year.

ARTICLE 17

Employee Organization Leave

17.1 One delegate of the Mexico Association of Supervisors and Administrators shall be granted an employee organization leave without salary deduction to attend the Annual Conference of the School Administrators Association of New York State (SAANYS), or the professional organization of current unit affiliation. Such leave shall not exceed three working days annually. To qualify for such leave, the Unit must present notification to the Superintendent at least two weeks prior to the event, listing the administrative delegate and the days involved. Any expense involved shall be borne by the Association and/or the delegate himself/herself.

ARTICLE 18

Duration

18.1 This Agreement shall become effective as of July 1, 2002 and shall continue in effect through June 30, 2006.

In Witness Whereof, the Mexico Academy and Central School Association of Supervisors and Administrators and the District, by their duly authorized representative, have executed this Agreement.

**Mexico Association of Supervisors
and Administrators**

**Mexico Academy and Central
School District**

Mr. William Kamalsky, President

Mr. Mark Lichtenstein, President

Mr. Gary Smith, Chair

Mr. G. Scott Hunter, Superintendent

Date

Date

Appendix A – Salary Breakdown

2002-2003				
	Base	CAS	Longevity	Salary
W. Kamalsky	72,329		3,307	75,636
G. Smith	74,818	955	3,307	79,080
J. Belfield	59,677	955		60,632
L. Carbone	59,677	955		60,632
C. Carros	60,689	955		61,644
B. Finnerty*	54,645	955*		55,600
C. Loftus	62,094	955		63,049
R. Barnes	61,472	955	1,837	64,264
M. Horn	61,231	955	1,837	64,023
R. Pollard*	56,205	955*		57,160

2003-2004				
	Base	CAS	Longevity	Salary
W. Kamalsky	74,629		3,307	77,936
G. Smith	77,118	955	5,512	83,585
J. Belfield	64,235	955		65,190
L. Carbone	64,235	955		65,190
C. Carros	65,275	955		66,230
B. Finnerty	58,136	955		59,091
C. Loftus	64,616	955		65,571
R. Barnes	65,734	955	1,837	68,526
M. Horn	65,121	955	1,837	67,913
R. Pollard	60,496	955		61,451

2004-2005				
	Base	CAS	Longevity	Salary
W. Kamalsky	77,229		3,307	80,536
G. Smith	79,718	955	5,512	86,185
J. Belfield	69,135	955		70,090
L. Carbone	69,135	955		70,090
C. Carros	70,205	955		71,160
B. Finnerty	61,889	955		62,844
C. Loftus	67,243	955		68,198
R. Barnes	70,315	955	3,307	74,577
M. Horn	69,255	955	1,837	72,047
R. Pollard	65,110	955		66,065

2005-2006				
	Base	CAS	Longevity	Salary
W. Kamalsky	79,829		5,512	85,341
G. Smith	82,318	955	5,512	88,785
J. Belfield	74,035	955		74,990
L. Carbone	74,035	955		74,990
C. Carros	75,135	955		76,090
B. Finnerty	65,642	955		66,597
C. Loftus	69,871	955	734	71,560
R. Barnes	73,427	955	3,307	77,689
M. Horn	73,679	955	1,837	76,471
R. Pollard	69,723	955		70,678

*Assumes attainment of CAS - Actual salary will not include CAS stipend until proof of attainment is produced.