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

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AGREEMENT  
BETWEEN  
THE SUPERINTENDENT OF SCHOOLS  
EAST ROCHESTER UNION FREE SCHOOL DISTRICT  
AND  
THE EAST ROCHESTER ADMINISTRATORS ASSOCIATION  
July 1, 2012 – June 30, 2017



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1 **ARTICLE I – PREAMBLE**

2  
3 In order to effectuate the provisions of the Public Employees Fair Employment Act of  
4 the State of New York (Civil Service Law, Article 14) and to encourage and increase the  
5 effective and harmonious working relationships between the Superintendent of Schools  
6 of the East Rochester Union Free School District in East Rochester, New York  
7 (hereinafter called the "School District" or "District") and its supervisory and  
8 Administrative employees (hereinafter called "Administrators") represented by the East  
9 Rochester Administrators Association (hereinafter called "Association"), the District and  
10 Association enter into this Agreement.

11  
12 **ARTICLE II - RECOGNITION**

- 13  
14  
15 1. The Board hereby recognizes the ERAA as the exclusive bargaining agent and  
16 representative for all administrative and supervisory personnel of the East  
17 Rochester Union Free School District except for the Superintendent of Schools  
18 and Assistant Superintendents, and managerial/confidential titles and their  
19 substitutes; and excluding acting, interim, per diem and long term substitutes.

20  
21 The professional positions incorporated in such recognition include, but are not  
22 limited to, the following:

- 23 a. Principals  
24 b. Assistant Principals  
25 c. Directors  
26 d. School Psychologists

27  
28 **ARTICLE III - ASSOCIATION RIGHTS**

- 29  
30 1. With prior approval of the building principal, the Association may have the use of  
31 school buildings without cost and at reasonable times for meetings.  
32 2. The Association will be permitted to use school computers, copying machines or  
33 other duplicating machines, audio visual equipment and other equipment relating  
34 to the on-going business of the Association, providing that such equipment is not  
35 otherwise in use and that said equipment is utilized at reasonable times and on  
36 school property for legal Association activities. It is understood that in all matters  
37 relating to this use the Association will provide and indicate so, their own  
38 materials.  
39 3. The District shall deduct from the salary of each Administrator who so authorizes  
40 in writing, dues for membership in any appropriate professional organization so  
41 designated by said member, and shall promptly transmit such deductions to the  
42 authorized organization or association.  
43 4. The District shall print copies of this Agreement and distribute a copy to each  
44 member of the Association.  
45

46 **Article IV - NEGOTIATION PROCEDURES**

- 47
- 48 1. Negotiations for a successor agreement shall be commenced at any time upon the
- 49 request of either party. A mutually acceptable meeting date shall be set not more
- 50 that fifteen (15) calendar days following such request. In any given year, such
- 51 request shall be made not earlier than November 1 or not later than December 1
- 52 except by mutual consent. A tentative list of items for negotiations shall be
- 53 submitted in writing by each party to the other at least one week prior to the first
- 54 meeting.
- 55 2. Following the initial meeting, such additional meetings shall be held until the
- 56 parties reach an Agreement, or until an impasse is reached.
- 57 3. If the parties cannot agree on a successor agreement, the parties will be governed
- 58 by the provisions of applicable laws and regulations.
- 59

60 **ARTICLE V - RESPONSIBILITIES OF ADMINISTRATORS**

- 61
- 62 1. Each member covered by this Agreement shall perform the duties outlined for
- 63 his/her position in the job descriptions which are included as part of the Board
- 64 Policy Manual and as may be amended and/or revised by the Board.
- 65 2. Proposed changes in any job description will be made known to the ERAA prior to
- 66 Board approval of those changes.
- 67

68 **ARTICLE VI - THE WORK YEAR AND THE WORK DAY**

69

70 **A. The Work Year**

71

72 All administrators shall work a twelve-month year. All administrators shall receive all

73 official school holidays including those in accord with the Independence and Labor Day,

74 and will also be entitled to twenty (20) days of paid vacation per year. Administrators

75 who do not work during school recesses must be on pre-approved vacation. Effective

76 July 2007, administrators with 10 years in an administrative unit position in the district

77 will be entitled to twenty-two (22) days of paid vacation per year; with 15 years, twenty-

78 three (23) days of paid vacation per year; and with 20 years, twenty-five (25) days of

79 paid vacation per year.

80

81 Administrators shall be entitled to bank up to forty (40) vacation days. Administrators

82 are encouraged to take at least twenty (20) days of vacation per year. Vacation days

83 may be taken with prior approval of the Superintendent, provided, however, that the

84 Superintendent can define "closed periods" during the school year during which

85 vacation may not be taken. In the event that an Administrator leaves the employ of the

86 district for any reason, he or she is entitled to receive an amount equal to the total

87 number of unused vacation days, up to a maximum of forty (40) days, times his/her

88 current per diem rate of pay (1/240th). This amount will be paid to the employee in a

89 manner approved by the Superintendent of Schools.

90

91 B. The Work Day  
92

- 93 1. It is recognized by both parties of this Agreement that, as a matter of principle,  
94 there can be no rigid time limits set upon an individual's performance when carrying  
95 out responsibilities assigned to his or her position. The nature of the Administrators  
96 role requires a commitment in time and energy above and beyond that which is  
97 required in general of other employees in the District.  
98
- 99 2. Accordingly, the building Administrators are subject to performing all their duties  
100 and obligations, including those which are required by the District in order to meet  
101 responsibilities to the Administration, other staff members, parents and children.  
102 Consistent with the requirements established above, each individual shall retain his  
103 flexibility in determining specific hours of work.  
104

105 **ARTICLE VII – SALARIES**  
106

- 107
- 108 1. Effective July 1, 2012 and through June 30, 2017 (retroactively as applicable to  
109 actively employed administrators), all unit members will receive a wage increase on  
110 their salary as of July 1 of each contract year per the following schedule.

2012-2013	2%
2013-2014	2%
2014-2015	2%
2015-2016	2.25%
2016-2017	2.50%

111

112

113 **ARTICLE VIII – LEAVES**  
114

115 A. Sick Leave  
116

117 Each member shall be allowed sick leave without loss of salary for 12 days in the  
118 work year because of personal sickness or personal physical disability including  
119 pregnancy-related illness or disability. If the member does not utilize the full  
120 amount of sick leave allowed in any work year, the amount not so utilized shall  
121 be accumulated from year to year. These days shall be allowed to accumulate to  
122 240 days. On the first day of each work year the member shall be credited with  
123 the amount of sick leave allowed for that year, which shall consist of all  
124 accumulated sick leave days plus an additional 12 days. The Board shall  
125 maintain an account of sick leave days accumulated by and allowed to each  
126 member and shall by September 1 of each work year inform the member in  
127 writing of the number of sick leave days credited to his account. Members shall  
128 be allowed to participate in the District's non-instructional sick leave bank.  
129

- 130 B. Bereavement Leave  
131  
132 1. At the discretion of the Superintendent, bereavement leave shall consist of  
133 up to five (5) days for the death of a relative or other person and shall not  
134 be considered as part of the sick leave allowance.  
135 2. The Superintendent may grant additional emergency, death, serious  
136 illness or funeral leave in circumstances which, in his judgment, are  
137 justified.

138  
139 C. Jury Duty  
140  
141 The member shall be granted leave without loss of pay as may be necessary in  
142 order to perform jury duty. Such leave shall not be deducted from any other leave  
143 allowance. Any monies received for such duty, less expenses, shall be turned  
144 over to the District.  
145

146 D. Judicial and Administrative Proceeding  
147  
148 When a member is required to appear in court, or before any other judicial or  
149 administrative agency, leave without loss of pay for such time as is necessary to  
150 appear shall be granted, providing that the appearance is connected with the  
151 professional duties and responsibilities of the Administrator. Each member shall  
152 be allowed leave without loss of pay for time required to appear in court or for  
153 appearance in any other judicial or administrative proceeding where such  
154 appearance is in response to a subpoena. Included as part of the leave time  
155 allowed under this sub-paragraph shall be the time required to travel to and from  
156 the place where the appearance is made. Leave allowed under this  
157 sub-paragraph shall not be charged against other leave provided by this  
158 Agreement.  
159

160 E. Graduation and Awards  
161  
162 Each member shall be entitled to leave of one day without loss of pay to attend  
163 his own graduation or a ceremony at which he is the recipient of an award or  
164 special honor. Such leave day will not be charged against other leave allowed by  
165 this article.  
166

167 F. Personal Leave  
168  
169 Each member shall be allowed three days of personal leave without loss of pay  
170 in each work year to attend to those personal matters which cannot be attended  
171 to at a time other than a normal work day.  
172

173 G. Child Rearing Leave  
174



175 A member shall be granted leave up to one year for each birth of a child without  
176 loss of tenure rights or any other position-related right. Such leave shall be  
177 without pay. for the purpose of this sub-paragraph, multiple births shall be  
178 deemed to be a single birth. The member shall notify the Board in writing within  
179 three months after the pregnancy has been determined. An application for  
180 child-rearing leave accompanied by a statement from a physician indicating the  
181 probable date of delivery shall be made at any time prior to the end of the  
182 seventh month of pregnancy. The member may continue employment at all times  
183 during pregnancy and immediately after delivery, provided, however, that the  
184 Board may require a physician's certification as to fitness for work of each  
185 member after delivery.  
186

187 H. Family Leave

188  
189 In instances of severe illness in an Administrator's immediate family requiring his  
190 or her presence at home, the Administrator will be granted five days per year  
191 family leave which shall be deducted from accumulated sick leave. An additional  
192 ten days per year may be allowed at the discretion of the Superintendent and  
193 shall be deducted from accumulated sick leave.  
194

195 I. Paid Leave

196  
197 Any unit member may request a paid leave of absence to be granted only upon  
198 the recommendation of the Superintendent and the approval of the Board of  
199 Education.  
200

201 J. Children of Administrators

202  
203 1. In recognition of current practice in the District established through a  
204 Memorandum of Agreement, members of the East Rochester  
205 Administrators Association who live outside the district who wish to have  
206 their children attend the East Rochester School District may do so upon  
207 appropriate notification to the District.  
208

209 2. Effective July 1, 2012, this article is applicable only for administrators hired  
210 on or before July 1, 2012.  
211

212 **ARTICLE IX – BENEFITS**

213  
214 A. Health Insurance

215 Effective January 1, 2014:  
216  
217  
218  
219

220  
221

Timeframe	Health Plan	Dental Plan
1/1/2014 – 12/30/2015	District will pay 85% of Blue Point Select (or equivalent) premium cost for individual or family coverage	District will pay 100% of Blue Cross/Blue Shield Smile Saver Dental Plan for individual or family coverage
1/1/16 – remainder of Contract	District will pay 85% of Blue Point Value (or equivalent) premium cost for individual or family coverage	District will pay 100% of Blue Cross/Blue Shield Smile Saver Dental Plan for individual or family coverage

222

223

224

**B. Health Trust**

225

226

Each year of this contract, the District will contribute \$1,900 to a 105H Health Reimbursement Account for each Administrative employee covered under this contract.

227

228

229

230

The Plan Document shall be developed by the District in accordance with Internal Revenue Service regulations.

231

232

233

234

**C. Income Protection**

235

236

The District shall allocate \$1,250 per administrator per year to a total pool from which Administrators may be reimbursed for expenses for a life insurance or disability plan for all the members of the bargaining unit. The plan shall be selected by individual members.

237

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241

**D. Staff Development**

242

243

Unit members will be eligible to receive tuition or registration fees or refunds for approved courses of study or training. Such work shall have the prior approval of the Superintendent of Schools. Tuition/registration fee reimbursement will be made upon successful completion of the course work.

244

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248

The District shall allocate a minimum of \$1,000 per year for each Administrator for the purpose of attending professional conferences and meetings, or enrolling in graduate courses related to their assigned responsibilities, upon written approval of the Superintendent.

249

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When a unit member operates his/her own vehicle on District business, he/she may claim reimbursement at the rate allowed by the District.

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E. Benefits for Retirees

Eligibility: Any administrator who has reached age 55 and who retires from the ERUFSD and meets the criteria of the New York State Retirement System shall receive the following benefits based on their years of service:

- a. An administrator with 15 or more years of full-time administrative service shall pay 5% of the total cost of the health and dental plans the administrator had in his/her last year of service prior to retirement.
- b. An administrator with 13 or more years of full-time administrative service shall pay 10% of the total cost of the health and dental plans the administrator had in his/her last year of service prior to retirement.
- c. Regarding retirees, employees who retire with a family plan may continue the family plan into retirement at the levels specified in a and b above. The surviving spouse of a retiree will be allowed to continue in the group health insurance plan the administrator was enrolled in for a single plan or a family plan if they contribute 100% of the annual premium plus an administrative fee in accordance with the current COBRA administrative fee.
- d. An administrator with less than 13 years of full time administrative service may be allowed to continue in the health plan he/she was enrolled in their last year of service by contributing 100% of the annual premium plus an administrative fee in accordance with the current COBRA administrative fee.
- e. Upon the retiree (or the surviving spouse or administrator as outlined in section d above) reaching age 65 or upon becoming medicare eligible, the health plan the retired administrator (or surviving spouse or administrator as outlined in section d above) is enrolled in will automatically be converted to a Senior or over 65 or Medicare Plan regardless of the name of the plan and at the levels specified in a and b above.

**ARTICLE X - CAREER AWARD**

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- a. A career award of \$25,000 will be paid to any Administrator with 13 years of service in East Rochester and who is eligible to retire with TRS or ERS and who retires from the district. An Administrator must provide written, irrevocable notice to the Superintendent of Schools, no later than January 5 of the school year the administrator intends to retire.

294  
295 b. For an administrator hired on or after July 1, 2013, a career award of  
296 \$21,500 will be paid to any Administrator with 15 years of service of in  
297 East Rochester and who is eligible to retire with TRS or ERS and who  
298 retires from the district. An Administrator must provide written, irrevocable  
299 notice to the Superintendent of Schools, no later than January 5 of the  
300 school year the administrator intends to retire.  
301

## 302 **ARTICLE XI – VACANCIES**

303  
304 When vacancies occur, Administrators will be so advised and given an  
305 opportunity to express interest in them.  
306

## 307 **ARTICLE XII - GRIEVANCE PROCEDURE**

### 308 309 **A. Definition**

- 310  
311 1. "Grievance" is a claim by a member or group of members based upon any  
312 event or condition affecting their salaries, welfare and/or terms and conditions  
313 of employment, including but not limited to any claimed violation,  
314 misinterpretation, misapplication or inequitable application of law, rules or  
315 regulations, directions, orders, work rules, procedures, practices or customs  
316 of the Board and Administration during the term of this Agreement.  
317  
318 2. "Chief Executive Officer" means the Superintendent of Schools.  
319  
320 3. "Grievant" means any party names in a grievance who is an aggrieved party.  
321  
322 4. "Party in Interest" means any party named in grievance who is not the  
323 aggrieved party.  
324  
325 5. "Hearing Officer" means any individual or board charged with the duty of  
326 rendering decisions at any stage of the grievance procedure.  
327  
328

### 329 **B. Procedures**

#### 330 331 **Stage 1: Chief Executive Officer – Informal**

332  
333 A member having a grievance will discuss it with the Chief Executive Officer  
334 either directly or through an ERAA representative with the objective of resolving  
335 the matter informally. The Chief Executive Officer will confer with all the parties in  
336 interest, but in arriving at his decision will not consider any material or statement  
337 offered by or on behalf of any such party in interest with whom consultation has  
338 been had without the aggrieved party or his representative present. If the

339 member submits the grievance through a representative, the member may be  
340 present during the discussion of the grievance.

341

342 **Stage 2: Chief Executive Officer – Formal**

343

344 If the grievance is not resolved informally, it may be reduced in writing and  
345 presented to the Chief Executive Officer. Within five (5) school days after the  
346 written grievance is

347 presented to him, the Chief Executive Officer shall, without any further  
348 consultation with the aggrieved party, or any party in interest, render a decision  
349 thereon, in writing, and present it to the grievant.

350

351 **Stage 3: Board of Education**

352

353 If either the grievant or ERAA is not satisfied with the decision at Stage 2, an  
354 appeal may be filed in writing with the Board within fifteen (15) school days after  
355 the Chief Executive Officer has given notice of such decision and has presented  
356 such decision to the grievant.

357

- 358 1. Within ten (10) school days after the receipt of an appeal, or at the next  
359 regularly scheduled Board meeting, whichever is later, the Board shall hold a  
360 hearing on the grievance. The hearing shall be conducted in executive  
361 session unless the grievant requests an open public hearing.
- 362 2. The Board shall render a decision and notice of such decision and a copy  
363 thereof shall be given within five (5) school days after the conclusion of the  
364 hearing. Notice of such decision and a copy thereof shall promptly be given to  
365 the grievant and the President of ERAA.

366

367 **Stage 4: Arbitration**

368

- 369 1. After such hearing, if the ERAA is not satisfied with the decision of the Board  
370 rendered at Stage 3, the ERAA may submit the grievance to arbitration by  
371 written notice to the Board given within fifteen (15) school days after the  
372 Board shall have given notice of its decision to the grievant and ERAA.
- 373 2. Within fifteen (15) days after such written notice of submission to arbitration  
374 the Board and ERAA will agree upon a mutually acceptable arbitrator  
375 competent in the area of the grievance, according to the rules of the American  
376 Arbitration Association, and will obtain a commitment from said arbitrator to  
377 serve.
- 378 3. The arbitrator will hear the matter promptly and will issue the decision not  
379 later than thirty (30) calendar days from the date of the close of the hearing,  
380 or, if oral hearings have been waived, then from the date when the final  
381 statements and proofs are submitted to him. The arbitrator's decision will be  
382 in writing and will set forth his findings of fact, reasoning and conclusions on  
383 the issue.

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4. The arbitrator shall limit his decision to the application and interpretation of this Agreement, and to any remedy, if appropriate, which is not inconsistent with this Agreement and is not contrary to law. However, he shall be without power and authority to make any decision or recommendation pertaining to:
    - (a) Contrary to or inconsistent with, or modifying or varying in any way, the terms of this Agreement or of applicable law or rules or regulations having the force and effect of law.
    - (b) Involving Board discretion or Board policy under the provisions of this Agreement, except that he may decide in a particular case, involving Board discretion or policy, whether or not the Board applied such discretion or policy discriminatorily, i.e., in a manner unreasonably inconsistent with the general practice followed throughout the school system in similar circumstances.
    - (c) Limiting or interfering in any way with the powers, duties and responsibilities of the Board of Education under the applicable law, and rules and regulations having the force and effect of law.
  5. The decision of the arbitrator shall be final and binding upon all parties.
  6. The costs for the services of the arbitrator, including expenses, if any, will be borne equally by the Board and ERAA.

404 C. Rules of Procedure

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1. All grievances shall include the name and position of the grievant, the identity of the provision of law, this Agreement, policies, etc., involved in said grievance, the time when and the place where the alleged events or conditions constituting the grievance existed, the identity of the party responsible for accusing the said events or conditions, if known to the grievant and a general statement of the nature of the grievance and the redress sought by the grievant.
  2. Except for informal decisions at Stage 1, all decisions shall be rendered in writing at each step of the grievance procedure, setting forth the reasons therefore. Each decision when rendered shall forthwith be transmitted to the grievant, the parties in interest, if any, and the President of ERAA.
  3. If a grievance affects a group of members and appears to be associated with system-wide policies, it may be submitted by ERAA directly at Stage 3, described above.
  4. The preparation and processing of grievance, insofar as practicable, shall be conducted during the hours of employment. All reasonable effort will be made to avoid interruption of administrative duties and to avoid involvement of students in any phase of the grievance procedure.
  5. The Board and ERAA agree to facilitate any investigation which may be required and to make available any and all material and relevant documents, communications and records concerning the grievance.
  6. Except as otherwise provided at Stage 1, the grievant and any party in interest shall have the right at all stages of a grievance to confront and cross-examine all witnesses called against them and to call witnesses on their

- 430 own behalf, and to be furnished with a copy of any minutes of the  
431 proceedings made at each and every stage of this grievance procedure.
- 432 7. No interference, coercion, strain, discrimination or reprisal of any kind will be  
433 taken by the Board or by any member of the Board or by any member of the  
434 Administration against the grievant, any party in interest, any representative  
435 or any other participant in the grievance procedure or any other person by  
436 reason of such grievance or participation therein.
- 437 8. Forms for filing grievances, serving notices, taking appeals and making  
438 reports and recommendations and other necessary documents may be  
439 developed and approved by both parties. The Chief Executive Officer will then  
440 have them duplicated and distributed as the parties agree so as to facilitate  
441 operation of the grievance procedure.
- 442 9. All documents, communications, and records dealing with the processing of a  
443 grievance shall be filed separately from the personnel files of the participants.
- 444 10. Nothing contained herein will be construed as limiting the right of any member  
445 having a grievance to discuss the matter informally with any appropriate  
446 member of the Administration and to have the grievance informally adjusted  
447 without intervention of ERAA, provided the adjustment is not inconsistent with  
448 the terms of this Agreement and ERAA has been given an opportunity to be  
449 present at such adjustment and to state its views on the grievance, or to be  
450 heard with respect thereto before such adjustment becomes final. In the event  
451 that any grievance is adjusted without formal determination, pursuant to this  
452 procedure, while such adjustment shall be binding upon the aggrieved party  
453 and shall, in all respects be final, said adjustment shall not create a precedent  
454 or ruling binding upon either of the parties to this Agreement in future  
455 proceedings.
- 456 11. The grievant may choose whomever he wishes to represent him at any stage,  
457 except that such representative may not be an official of a competing  
458 employee organization.
- 459 12. The Chief Executive Officer shall be responsible for accumulating and  
460 maintaining an Office Grievance Record of each grievance which shall consist  
461 of the written grievance, all exhibits, transcripts, communications, minutes  
462 and/or notes of testimony, as the case may be, written arguments and briefs  
463 considered at all levels other than Stage 1 and all written decisions at all  
464 stages. Official minutes will be kept by a party agreeable to both sides at both  
465 proceedings at Stages 2 and 3. A copy of such minutes will be made  
466 available to the grievant and ERAA and within one week after the conclusion  
467 of each hearing at Stages 1 and 2. Either party shall advise the appropriate  
468 hearing officer in writing of any errors in said minutes. Any such claim of error  
469 in the minutes shall become a part of the Official Grievance Record and the  
470 hearing officer shall indicate the determination made respecting such claimed  
471 error. The Official Grievance Record shall be available for inspection and  
472 copying by the grievant, ERAA, and the Board, but shall not be deemed a  
473 public record.
- 474 13. The existence of the procedure hereby established shall not be deemed to  
475 require any Administrator to pursue the remedies here provided and shall not,

476 in any manner, impair or limit the right of any member to pursue any other  
477 legal or appropriate remedies available in any other form.  
478

#### 479 D. Time Limits

- 480 1. Since it is important to good relationships that grievances be processed as  
481 rapidly as possible, every effort will be made by all parties to expedite the  
482 process. The time limits specified for either party shall be extended only by  
483 mutual agreement.  
484
- 485 2. Every grievance will be deemed waived unless the grievance is presented in  
486 writing at the first stage within fifteen (15) school days after the member knew  
487 or should have known of the act or condition on which the grievance is based.  
488
- 489 3. The time of any party to a grievance who is entitled to appeal from any  
490 decision rendered with respect thereto shall run from the date when notice is  
491 served on such party, regardless of whether such service is late or whether it  
492 has been duly served on any other party entitled to notice thereof.  
493
- 494 4. Failure at any stage of the grievance procedure to communicate a decision to  
495 the grievant, his representatives and ERAA within the specified time limit shall  
496 permit the lodging of an appeal at the next stage of the procedure within the  
497 time which would have been allotted had the decision been communicated by  
498 the final day.  
499
- 500 5. In the event a grievance is filed on or after June 1, in any year, efforts will be  
501 made by both parties to resolve the grievance before the end of the school  
502 term or as soon thereafter as possible.

### 501 **ARTICLE XIII - NO STRIKE PLEDGE**

- 502 A. The board and ERAA recognize that strikes and other forms of work  
503 stoppage are contrary to the law and public policy. The Board and ERAA  
504 therefore subscribe to the principle that the differences between them shall  
505 be resolved without interruption of the educational program in the District.  
506
- 507 B. ERAA affirms that it does not assert the right to strike, nor to assist or to  
508 participate in any strike, or to impose an obligation on its members to  
509 conduct, assist or participate in such a strike.  
510

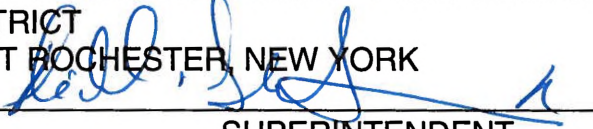
### 511 **ARTICLE XIV - DUTIES**


- 512 1. As a result of the decision in PERB case Nos., U-31372 and U-31476 the  
513 following duties will be aligned at this time with the following titles:  
514
  - 515 a. CPSE Chair, Director of Pupil Services
  - 516 b. CSE Initial and New referrals, CSE Chair, Director of Pupil Services with  
517 grade level support from the principals and school psychologists as  
518 appropriate.
  - 519 c. Residency monitoring, Director of Pupil Services
  - 520 d. Oversight of SWD Transportation, Director of Pupil Services



- 521 e. Supervision and evaluation of Nurses, Social Workers, OT, PT, Speech  
522 language pathology, and Speech Language therapist, Director of Pupil  
523 Services, Building Principals and Dir, of Health, Physical Education and  
524 Athletics  
525 f. IDEA grant writing and review and alignment of funding with mandates and  
526 IDEA legislative criteria and expenditure review analysis and reporting,  
527 Director of Pupil Services.  
528 g. Coordination and Monitoring of home schooling, Director of Pupil Services,  
529 Building Principal depending on grade specific level.  
530 2. Both parties enter this agreement voluntarily, knowingly and without coercion.  
531 3. Both parties have reviewed the agreement with their representative of their  
532 choice.

533  
534 IN WITNESS WHEREOF, the parties hereto have executed this Agreement

535  
536 SUPERINTENDENT OF SCHOOLS OF THE  
537 EAST ROCHESTER UNION FREE SCHOOL  
538 DISTRICT  
539 EAST ROCHESTER, NEW YORK  
540 BY   
541 SUPERINTENDENT

542  
543 ASSOCIATION OF SCHOOL  
544 ADMINISTRATORS OF THE  
545 EAST ROCHESTER UNION FREE SCHOOL  
546 DISTRICT  
547 EAST ROCHESTER, NEW YORK  
548 BY   
549 PRESIDENT