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Union: **Schalmont Central School Administrators Association**

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CONTRACT

between

SCHALMONT CENTRAL SCHOOL ADMINISTRATORS ASSOCIATION

and

SCHALMONT CENTRAL SCHOOL DISTRICT

for

July 1, 2005 to June 30, 2008

RECEIVED

NOV 30 2005

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

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ARTICLE I

1. Recognition

The Schalmont Central School Administrators Association is comprised of all directors, principals and assistant principals hereinafter called Administrators. For the purpose of negotiations with regard to salaries, and all other conditions of employment, the Board recognizes the Schalmont Administrators Association as the exclusive negotiating agent for the personnel eligible for membership in such unit. Recognition shall continue in effect through the life of the contract.

2. Conformity to Law

It is hereby agreed by and between the Board of Education of the Schalmont Central School District (hereinafter called the Board) and the Schalmont Administrators Association that the employees shall perform their duties for the public schools in said District as prescribed by the Laws of New York State and by the policies adopted hereunder by the Board of said District. Throughout the term of this contract, administrators shall be subject to discharge under the provisions provided in New York State Education Law.

An administrator is eligible for tenure after service of a three-year probationary period.

ARTICLE II

Association Rights

1. Use of School Facilities

The Association shall have the right to use school buildings for meetings, without cost. The association may use the duplicating, copying and mimeograph machines available in the schools. Paper will be provided through Association funds.

2. Copies of Agreement

Copies of this Agreement will be provided to each member of the Administrators Association and the Board of Education through the District Office.

3. Dues Deduction

Facilities will be provided through the District Office to provide regular payroll deduction for dues to SAANYS, NAESP and local Administrator's Association at the request of the individual administrator or through the administrator's business representative at the local level. The district will provide for payroll deductions for administrators who express a desire to have deductions made to the Schenectady Teachers Federal Credit Union.

4. In-District Travel

The district shall compensate employees at the IRS approved rate that is in effect on July 1st of the then current school year, per mile for use of their personal automobiles where such use is required in the performance of their duties.

ARTICLE III

Negotiations

Negotiations shall be conducted between the Administrators Association and the Board of Education according to the provisions of the Taylor Law.

ARTICLE IV

Vacations and Holidays

1. Twelve month administrators will receive one month's vacation (22 days) and eleven month administrators will receive 20 days annually, exclusive of legal holidays. Vacation shall be taken in the year in which it was earned on the days when school is not in session. Administrator's use of vacation time when school is in session will be at the discretion of the Superintendent of Schools. Unused vacation days may be rolled over into the next school year and may be used up to August 31st of the next school year. After August 31st, any unused vacation time from the previous school year will be lost unless previously approved by the Superintendent of Schools.
2. Administrators will be provided sixteen and one-half (16 1/2) holidays. The specific days will be cooperatively determined and attached to this contract. On other days when pupils are not in attendance, administrators will report to work unless the Superintendent of Schools grants prior approval for absence.
3. Administrators cannot save vacation after September 1, but will be paid for unused vacation annually. This would be only for a maximum of 5 unused days at the rate of \$200 a day and only with the approval of the Superintendent that their full vacation was not taken because we needed them to work to meet the needs of the district.

ARTICLE V

Professional Development

1. Attendance at Professional Meetings

Administrators may attend appropriate professional meetings at the local, state, and national level, the expenses of said attendance to be incurred by the District. The District shall apportion \$3,000 per year for use by members of the administrators unit. Administrators shall file an itemized account of expenses with the business office. Attendance at such meetings shall be subject to the approval of the Superintendent of Schools.

Each administrator will be allocated \$750 per year to defray the cost of membership dues in professional organizations.

2. Advanced Study

All administrators who receive prior approval of the Superintendent for a college credit course shall have the tuition for such course paid by the School District upon successful completion of the course. The tuition payment made for any course relating to professional responsibility shall not exceed \$100 per credit hour and approval for payment shall be limited to a total of six (6) credit hours per school year (July 1 - June 30).

Each administrator will be required to obtain three (3) graduate hours or equivalent in-service credit (said in-service credit equivalency subject to approval of Superintendent of Schools) within a three-year period. The Board will pay each administrator up to \$1,500.00 to cover the above required courses or in-service during the said three year period. If the administrator's group agrees, individual allotments may be shifted to satisfy a particular administrator's need during the three-year period. The total allocation shall not exceed \$12,000 for the three-year period.

A one-time payment of \$1,500 for completion of a CAS and a one time payment of \$3,000 for completion of a Doctorate.

3. **Responsibilities**

Administrators hereby agree to devote their time, skill, labor, and attention to said employment during the term of this contract, provided, however, that the administrators by agreement with the Board may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations.

Merit Pay Committee

4. A committee to study a merit pay system for administrators will be formed. This committee will consist of the Superintendent and two administrators representing the Association.

ARTICLE VI

Vacancies

Written notification of vacancies in administrative positions within the District shall be sent to all administrators to arrive no later than ten (10) days before the final date when application therefore must be submitted. All candidates will receive written notification of the appointment decision.

ARTICLE VII

Benefits

1. **Health Insurance**

- a. The School District shall pay 90% of the health insurance premium or its equivalent for individual and family coverage for the HMO plans of MVP and CDPHP. Employees hired before July 1, 2005, may participate in the Schalmont Healthcare Plan at an employee contribution rate of 40% of the premium, with the school district paying 60% of the premium.
- b. All employees hired after July 1, 2005 will pay 15% of the cost of family or individual health care for MVP or CDPHP, and are not eligible to participate in the Schalmont Healthcare plan.
- c. Administrators who officially retire under the rules of the New York State Teachers Retirement System with at least ten (10) years of continuous credited service in the Schalmont School District at the time of retirement shall be eligible to continue health and optical benefits into retirement for as long as the status of retirement exists. (A

leave of absence is not considered an interruption.) The district will pay the same percentage of the premium cost as it did on the date of retirement of the employee. After the death of the retiree, the surviving spouse will continue to be covered under the health plan until the spouse's death. The total cost of this continued coverage will be paid for by the surviving spouse.

Notwithstanding anything to the contrary in the paragraph above, the District shall pay in retirement the same percentage of the premium cost as it did on June 15, 2005, for Association members on the payroll June 15, 2005 and who retire prior to September 1, 2006.

- d. Any new employee must be at least 0.5 FTE to be eligible for health, dental, life insurance and optical benefits.

2. Insurance Buyout

Any unit member who elects not to take the health insurance coverage will receive a \$500 incentive for individual coverage and \$1500 incentive for family coverage, payable no later than the last pay date in June of the school year in which the election took place. This election shall be by written notice to the Superintendent or his/her designee during the open enrollment period of each school year. Any member who elects the buyout of the insurance will supply proof of alternate coverage.

Reentry into the health plan shall be permitted under the following conditions:

- (a) The amount paid by the district as incentive on a pro-rated basis shall be paid back prior to re-entry.
- (b) Any re-entry of participation in said plan shall be subject to administrative regulations limited to the open enrollment period of each school year.) Once this option is exercised, unless a trigger event occurs, the individual will be ineligible for insurance for the duration of that school year.
- (c) The parties agree that a trigger event shall be defined as the loss of alternate health insurance coverage.
- (d) On an annual basis, an employee is covered under the health insurance program unless the employee opts out during the open enrollment period.

3. Optical Insurance

The School District shall pay 90% of the basic optical plan premium equivalent for individual coverage or 90% of the basic optical plan premium equivalent for family coverage. The optical plan shall provide full coverage for reasonable and customary costs for standard vision examination including glaucoma testing once each year for adults and children. It will also provide one pair prescription lenses and one complete pair of frames every two years paid in

full based on reasonable and customary charges or one pair prescription contact lenses every two years up to a maximum benefit for all claims.

Notwithstanding anything to the contrary above, the District shall pay 85% of the optical plan premium for either family or individual coverage for those administrators hired after July 1, 2005.

4. Dental Insurance

The School District will provide Blue Shield dental coverage, paying 100% of the Blue Shield premium or its equivalent for each individual teacher and 80% of the premium or its equivalent for family coverage. The dental plan shall include the basic coverage plus riders A, B, and C, and shall include an 80-20 co-pay provision. The orthodontia rider will pay 50% of the cost of such service up to a maximum of \$2250 per phase for new claims.

Notwithstanding anything to the contrary above, the District shall pay 85% of the Blue Shield premium or its equivalent for each individual Association member hired after July 1, 2005. There is no modification of the premium the District will pay for those administrators hired after July 1, 2005 with respect to family coverage.

5. Flexible Benefits Plan

The District shall, at its cost, create and maintain the IRC 125 Plan for the purposes of health, optical, dental insurance and term life insurance premiums paid by the employees, and for all other allowable expenses designated by the employee. Participation in the 125 Plan shall be at the option of the employee.

6. Disability Insurance

The School Board will provide each administrator the premium cost of the basic disability insurance policy now in force.

7. Retirement Incentive/Benefit Plan

Administrators who are eligible without reduction in benefits to retire under the rules governing the New York State Teachers Retirement System shall receive \$100 for each unused sick day, up to a maximum of 350 days.

8. Life Insurance

All Administrators will be covered by a \$150,000.00 Group Term Life Insurance policy paid for by the District. Administrators who officially retire, with at least one year notice, under the rules of the New York State Teacher's Retirement system and with, at least ten (10) years of service in Schalmont Central School District at the time of retirement shall be eligible for the following:

As soon as practical after the above notice the \$150,000.00 Term Life policy will be terminated and the administrator will be simultaneously offered a \$150,000.00 Split Dollar Life Insurance policy. The premium for said policy will be paid for by the District.

In the event an administrator proves to be uninsurable for the split dollar policy, then the \$150,000.00 term insurance would be continued until the Administrator's 65th birthday.

9. **Sick Leave**

- a. Leave with pay will be granted for teachers for personal illness or serious illness in the family up to a maximum of eighteen (18) days per year. Sick leave shall be cumulative without limit.
- b. Four (4) days non-cumulative leave will be granted per year to be used only in the event of a death in the immediate family. Immediate family is defined as father, mother, brother, sister, son, daughter, husband, wife, parent-in-law or near relative who resides in the same household or any person with whom the teacher has made his/her home.

10. **Personal Business Leave**

Four days annual leave with pay will be granted for administrators for personal business. Such personal leave is intended for personal business, which cannot be transacted outside normal school hours. It shall not be used for social affairs, athletic events, recreational trips, and part time employment or to extend a vacation or holiday. A maximum of three unused personal business leave days shall be added to the Administrators accumulated sick leave.

11. **Unpaid Leaves of Absence**

An unpaid leave of absence for one full school year may be granted by the Board of Education if the Superintendent of Schools recommends the leave. This includes child rearing unpaid leaves of absence following the birth of a baby. There will be a maximum of one full year granted for all unpaid leaves of absence including child rearing immediately following the birth of a baby. Application for all leaves of absence must be submitted to the Superintendent of Schools by April 1 of the school year prior to the year the leaves will take effect except in cases involving the birth of a baby. Unpaid leave of absences immediately following the birth of a baby will be for a maximum of one (1) year from the end of the semester in which the leave commences.

12. **Tax Sheltered Annuity**

Each year, beginning in the 2005-06 school year, the District shall contribute two percent of the annual salary of each employee to a tax-sheltered annuity designated by the employee.

13. **Payout Procedures**

Monies for unutilized sick or vacation days to which an employee is entitled will be paid, as directed by the employee, at least 30 days before the effective date of the retirement, in one of the two following ways:

1. a check for all amounts due will be paid to the employee within 90 days of the effective date of retirement; or
2. the monies will be deposited into the retiring employee's tax sheltered annuity (TSA) upon the request of the employee. Payment to the TSA will be in two equal installments

spanning two different tax years. The parties agree that if applicable law or regulation prohibits such a practice, the parties will meet and negotiate alternative payment procedures consistent with applicable law.

ARTICLE VIII

Accidents

1. Whenever an administrator is absent from school due to personal injury caused by an accident occurring while performing within the context of his/her professional responsibilities, there shall be no loss of sick leave during the first seven (7) days of such absence.
2. Whenever an administrator is absent and unable to perform his/her duties due to personal injury caused by an assault occurring while performing within the context of his/her professional responsibilities he/she will be paid his/her full salary and credited service during his/her absence from employment up to a period of one (1) year (less the amount of any workers compensation injury) and no part of such absence will be charged to his/her annual or accumulated sick leave.

Personal Injury Benefits

1. The District shall reimburse an administrator for costs of replacing or repairing dentures, eye glasses, hearing aids or similar bodily appurtenances not covered by workers compensation or other insurance, which are damaged or destroyed while in the discharge of the administrator's duties within the scope of his/her employment as a result of an assault by a second person.
2. The District will reimburse an administrator for the value of any clothing or other personal property damage or destruction as a result of an assault suffered while the administrator was acting in the discharge of his/her duties within the scope of his/her employment.
3. The maximum reimbursement for each claim will be \$500. All claims are subject to the superintendent's approval and the decision is non-grievable.

Personnel Files

1. No material shall be placed in any official file unless the administrator has read the material. The administrator shall acknowledge that he/she has read the material by signing the official file copy, understanding that his/her signature merely signifies he/she has read the material to be included and does not necessarily indicate agreement with its content.
2. The administrator shall have the right to answer any material in his/her file and his answer shall be attached to the file copy of the material being answered.

ARTICLE IX

Recruitment and Selection of Personnel

1. Where possible, administrators will interview those candidates who are applicants for positions in the school or department they administer. It is expected but not mandatory that the only candidates recommended to the Board for employment by the Superintendent of Schools will be those recommended by the building administrator.

2. Where possible, administrators will have the opportunity to visit teacher preparation institutions and schools where prospective candidates are employed, at full District expense, within the limitations of budgetary appropriation.
3. Administrators will be consulted by the Superintendent of schools prior to the appointment of a prospective member of the administrative staff.

ARTICLE X

Elimination of Administrative Positions

Any Administrator covered by this agreement who will be adversely affected by an elimination of an administrative position within the school district shall be given six (6) months notice of such adverse affect.

ARTICLE XI

Tenure Area

Twelve month and eleven month elementary principals are considered to be the same tenure area.

ARTICLE XII

The School Calendar and School Year

A representative of the Administrative Association designated by the Association will be consulted in an advisory capacity in matters pertaining to the school calendar.

ARTICLE XIII

Grievance Procedures

Declaration of Purpose

WHEREAS, the establishment and maintenance of a harmonious and cooperative relationship between the Board of Education and its administrators is essential to the operation of the schools, it is the purpose of this procedure to secure at the lowest possible administrative level, equitable solutions to alleged grievances of administrators through procedures under which they may present grievances free from coercion, interference, restraint and discrimination or reprisal, and by which the Board of Education and its administrators are afforded adequate opportunity to dispose of their differences without the necessity of time-consuming and costly proceedings before administrative agencies and/or in Courts.

Stage 1: Supervisor

- a) An administrator having a grievance will discuss it with his/her supervisor either directly or through the Association representative, with the objective of resolving the matter informally. The supervisor will confer with all the parties in interest but, in arriving at his/her decision, will not consider any material or statements offered by on behalf of any such part in interest with whom consultation has been had without the aggrieved party and/or party alleged to be responsible be present in person, such parties shall appear. In any case, a grievance must be filed within forty-five (45) days after the occurrence.

- b) If the grievance is not resolved informally, it shall be reduced to writing and presented to the supervisor. Within ten (10) school days after the written grievance is presented to him/her, the supervisor shall, without further consultation with the aggrieved party or any other party in interest, render a decision thereon, in writing and present it to the administrator.

Stage 2: Superintendent of Schools

- a) If the administrator initiating the grievance and/or the Association is not satisfied with the written decision at the conclusion of Stage 1, a written appeal of this decision at stage 1 may be filed with the Superintendent of Schools within ten (10) school days after the administrator has received such written decision. Copies of the written decision at Stage 1 shall be submitted with the appeal.
- b) Within ten (10) school days after receipt of the appeal, the Superintendent or his/her duly authorized representative shall hold a hearing with the administrator, his/her representative and all other parties in interest.
- c) The Superintendent shall render a decision in writing to the administrator, his/her representative and the Association within fifteen (15) school days after the conclusion of the hearing.

Stage 3: Board of Education

- a) If the administrator and/or the Association are not satisfied with the decision at Stage 2, an appeal may be filed in writing with the Board of Education within fifteen (15) school days after receiving the decision at Stage 2. The official grievance record maintained by the superintendent shall be available for the use of the Board of Education.
- b) Within ten (10) days after receipt of an appeal, the Board of Education shall hold a hearing on the grievance. The hearing shall be conducted in executive session.
- c) Within fifteen (15) school days after the conclusion of the hearing, the Board of Education shall render a decision in writing on the grievance. Such decision shall be promptly transmitted to the grievant and all parties in interest.

Stage 4: Arbitration

- a) After such hearing, if the administrator and/or Association are not satisfied with the decision at Stage 3, it may submit the grievance to arbitration to the extent permitted by Law, upon written notice to the Board of Education within fifteen (15) school days after the decision at Stage 3.
- b) After such written notice of submission to arbitration the Board and the Association will agree upon a mutually acceptable arbitrator.
- c) The decision of the arbitrator will be accepted in good faith and acted upon by both parties to the dispute.

- d) The costs of the services of the arbitrator or arbitrators, including expenses, if any, will be equally shared by the Board of Education and the Schalmont Administrators Association.

ARTICLE XIV

Evaluations

The Superintendent will evaluate the professional performance of administrators annually using a format mutually agreed by the Superintendent and the Association.

ARTICLE XV -2005-2008 Salary Schedule

| HS Principal | | | | HS Asst. Principal | | | | MS Principal/Director | | | |
|--------------|---------|---------|---------|--------------------|---------|---------|---------|-----------------------|---------|---------|---------|
| Step | 2005-06 | 2006-07 | 2007-08 | Step | 2005-06 | 2006-07 | 2007-08 | Step | 2005-06 | 2006-07 | 2007-08 |
| 1 | 79,000 | 80,500 | 82,000 | 1 | 65,000 | 66,000 | 67,000 | 1 | 74,600 | 75,600 | 76,600 |
| 2 | 80,400 | 82,160 | 83,220 | 2 | 67,000 | 67,600 | 68,640 | 2 | 75,930 | 77,584 | 78,624 |
| 3 | 81,800 | 83,616 | 85,446 | 3 | 69,136 | 69,680 | 70,304 | 3 | 77,255 | 78,967 | 80,687 |
| 4 | 83,200 | 85,072 | 86,961 | 4 | 70,100 | 71,901 | 72,467 | 4 | 78,580 | 80,345 | 82,126 |
| 5 | 84,600 | 86,528 | 88,475 | 5 | 71,100 | 72,904 | 74,777 | 5 | 79,905 | 81,723 | 83,559 |
| 6 | 85,000 | 87,984 | 89,989 | 6 | 72,100 | 73,944 | 75,820 | 6 | 81,230 | 83,101 | 84,992 |
| 7 | 87,400 | 88,400 | 91,503 | 7 | 73,100 | 74,984 | 76,902 | 7 | 82,555 | 84,479 | 86,425 |
| 8 | 88,800 | 90,896 | 91,936 | 8 | 74,100 | 76,024 | 77,983 | 8 | 83,880 | 85,857 | 87,858 |
| 9 | 90,200 | 92,352 | 94,532 | 9 | 75,100 | 77,064 | 79,065 | 9 | 84,275 | 87,235 | 89,291 |
| 10 | 91,600 | 93,808 | 96,046 | 10 | 76,100 | 78,104 | 80,147 | 10 | 85,425 | 87,646 | 90,725 |
| 11 | 93,000 | 95,264 | 97,560 | 11 | 77,100 | 79,144 | 81,228 | 11 | 86,575 | 88,842 | 91,152 |
| 12 | 94,516 | 96,720 | 99,075 | 12 | 78,100 | 80,184 | 82,310 | 12 | 87,725 | 90,038 | 92,396 |
| 13 | 95,550 | 98,297 | 100,589 | 13 | 79,100 | 81,224 | 83,391 | 13 | 88,875 | 91,234 | 93,640 |
| 14 | 96,700 | 99,372 | 102,229 | 14 | 80,100 | 82,264 | 84,473 | 14 | 90,025 | 92,430 | 94,883 |
| 15 | 97,850 | 100,568 | 103,347 | 15 | 81,100 | 83,304 | 85,555 | 15 | 91,175 | 93,626 | 96,127 |
| 16 | 99,000 | 101,764 | 104,591 | 16 | 82,100 | 84,344 | 86,636 | 16 | 92,325 | 94,822 | 97,371 |
| 17 | 100,150 | 102,960 | 105,835 | 17 | 83,100 | 85,384 | 87,718 | 17 | 93,475 | 96,018 | 98,615 |
| 18 | 101,300 | 104,156 | 107,078 | 18 | 84,100 | 86,424 | 88,799 | 18 | 94,625 | 97,214 | 99,859 |
| 19 | 102,450 | 105,352 | 108,322 | 19 | 85,100 | 87,464 | 89,881 | 19 | 95,770 | 98,410 | 101,103 |
| 20 | 103,550 | 106,548 | 109,566 | 20 | 86,100 | 88,504 | 90,963 | 20 | 96,900 | 99,528 | 102,346 |

| MS Asst. Principal | | | | Elementary Principal | | | | Elementary Asst. Principal | | | |
|--------------------|---------|---------|---------|----------------------|---------|---------|---------|----------------------------|---------|---------|---------|
| Step | 2005-06 | 2006-07 | 2007-08 | Step | 2005-06 | 2006-07 | 2007-08 | Step | 2005-06 | 2006-07 | 2007-08 |
| 1 | 63,000 | 64,000 | 65,000 | 1 | 72,000 | 73,000 | 74,000 | 1 | 62,000 | 63,000 | 64,000 |
| 2 | 64,000 | 65,520 | 66,560 | 2 | 73,500 | 74,880 | 75,920 | 2 | 63,000 | 64,480 | 65,520 |
| 3 | 65,000 | 66,560 | 68,141 | 3 | 75,663 | 76,440 | 77,875 | 3 | 64,000 | 65,520 | 67,059 |
| 4 | 66,000 | 67,600 | 69,222 | 4 | 76,700 | 78,690 | 79,498 | 4 | 65,000 | 66,560 | 68,141 |
| 5 | 67,000 | 68,640 | 70,304 | 5 | 77,750 | 79,768 | 81,837 | 5 | 66,000 | 67,600 | 69,222 |
| 6 | 68,000 | 69,680 | 71,386 | 6 | 78,800 | 80,860 | 82,959 | 6 | 67,000 | 68,640 | 70,304 |
| 7 | 68,860 | 70,720 | 72,467 | 7 | 79,950 | 81,952 | 84,094 | 7 | 68,000 | 69,680 | 71,386 |
| 8 | 70,000 | 71,614 | 73,549 | 8 | 81,950 | 83,148 | 85,230 | 8 | 69,000 | 70,720 | 72,467 |
| 9 | 71,000 | 72,800 | 74,479 | 9 | 83,000 | 85,228 | 86,474 | 9 | 70,000 | 71,760 | 73,549 |
| 10 | 72,000 | 73,840 | 75,712 | 10 | 84,050 | 86,320 | 88,637 | 10 | 71,000 | 72,800 | 74,630 |
| 11 | 73,000 | 74,880 | 76,794 | 11 | 85,100 | 87,412 | 89,773 | 11 | 72,000 | 73,840 | 75,712 |
| 12 | 74,000 | 75,920 | 77,875 | 12 | 86,150 | 88,504 | 90,908 | 12 | 73,000 | 74,880 | 76,794 |
| 13 | 75,000 | 76,960 | 78,957 | 13 | 86,150 | 89,596 | 92,044 | 13 | 74,000 | 75,920 | 77,875 |
| 14 | 76,000 | 78,000 | 80,038 | 14 | 87,200 | 89,596 | 93,180 | 14 | 75,000 | 76,960 | 78,957 |
| 15 | 77,000 | 79,040 | 81,120 | 15 | 88,250 | 90,688 | 93,180 | 15 | 76,000 | 78,000 | 80,038 |
| 16 | 78,000 | 80,080 | 82,202 | 16 | 89,300 | 91,780 | 94,316 | 16 | 77,000 | 79,040 | 81,120 |
| 17 | 79,000 | 81,120 | 83,283 | 17 | 90,583 | 92,872 | 95,451 | 17 | 78,000 | 80,080 | 82,202 |
| 18 | 80,000 | 82,160 | 84,365 | 18 | 91,650 | 94,206 | 96,587 | 18 | 79,000 | 81,120 | 83,283 |
| 19 | 81,000 | 83,200 | 85,446 | 19 | 92,700 | 95,316 | 97,975 | 19 | 80,000 | 82,160 | 84,365 |
| 20 | 82,000 | 84,240 | 86,528 | 20 | 93,750 | 96,408 | 99,129 | 20 | 81,000 | 83,200 | 85,446 |

11month is prorated

Any administrator who is off step will receive an annual 4% increase during the terms of this contract.

ARTICLE XVI

Duration

The provisions of this Agreement shall be effective from July 1, 2005 through June 30, 2008 and shall remain in full force and effect until renegotiated by both parties.

IN WITNESS WHEREOF, the parties hereto, the Superintendent of Schools and the President of the Schalmont School Administrators Association have hereunto affixed their names this ____ day of September, 2005.

BOARD OF EDUCATION of the Schalmont Central School District

By: Valerie Kelsey
Valerie Kelsey
Superintendent of Schools

SCHALMONT SCHOOL ADMINISTRATORS ASSOCIATION

By: Eugene Gordon
Eugene Gordon, President
Schalmont Administrators Association