



**Cornell University**  
**ILR School**

**NYS PERB Contract Collection – Metadata Header**

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

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

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

Or contact us:

Catherwood Library, Ives Hall, Cornell University, Ithaca, NY 14853  
607-254-5370 [ilrref@cornell.edu](mailto:ilrref@cornell.edu)

**Contract Database Metadata Elements**

Title: **Seaford Union Free School District and Seaford Association of School Administrators (2005) (MOA)**

Employer Name: **Seaford Union Free School District**

Union: **Seaford Association of School Administrators**

Local:

Effective Date: **07/01/05**

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

PERB ID Number: **6164**

Unit Size: **10**

Number of Pages: **25 (MOA – 25)**

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

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

AD 6164

AGREEMENT

between

BOARD OF EDUCATION

and

SEAFORD ASSOCIATION OF SCHOOL ADMINISTRATORS

July 1, 2002 - June 30, 2005

MOA 7/1/05 - 6/30/06

**RECEIVED**

DEC 04 2006

NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD

Contract signed Sept. 12, 2002  
Pay raise Sept. 20, 2002  
Retractive money Oct. 4, 2002

## TABLE OF CONTENTS

<u>Article</u>	<u>PAGE</u>
Recognition Agreement .....	1
I Definitions .....	1
11 Recognition .....	2
III Principles .....	3
IV SASA Privileges .....	3
V Negotiation Procedures .....	4
VI Vacations .....	5
VII Responsibilities of Parties .....	6
VIII Compensation .....	6
IX Benefits .....	7
X Job Description .....	11
XI Grievance Procedures .....	11
XII Non-Discrimination .....	15
XIII Tuition Reimbursement .....	15
XIV Terms of Employment .....	16
Salary Schedule A .....	17

# RECOGNITION AGREEMENT

Seaford Board of Education

and

Seaford Association of School Administrators

Pursuant to the Public Employees' Fair Employment Law, Article 14 of the Civil Service Law, the Seaford Board of Education hereby adopts the following agreement covering recognition of the Seaford Association of School Administrators and the methods by which negotiations shall take place with said organization.

## ARTICLE I

### Definitions as Used in This Agreement

This agreement made and entered into this day of September, 2002 by and between the Seaford Board of Education and the Seaford Association of School Administrators of Seaford Union Free School District, Seaford, New York.

Definitions as used in this agreement:

1. Board - Board of Education, Seaford Union Free School District. Seaford, Town of Hempstead, Nassau County, New York.
2. Association - Seaford Association of School Administrators, Seaford, Town of Hempstead, Nassau County, New York.
3. Employees - All full time school administrators in Seaford Union Free School District, excluding Superintendent of Schools, and Assistant Superintendents.
4. Terms and Conditions - Those terms of employment and conditions of employment required by law, or negotiated by the Board and the Association.
5. Legislative Body - The Board, acting in concert, in its official public capacity.

6. Superintendent of Schools - Chief executive administrative officer.

## ARTICLE II

### Recognition

1. The Board hereby recognizes the Association as the exclusive bargaining agent and representative for all administrative personnel in the Seaford School District below the rank of Superintendent with the exception of those administrators classified managerial or confidential.
  - A. Elementary School Principals
  - B. Secondary School Principals
  - C. Elementary School Assistant Principals
  - D. Secondary School Assistant Principals
  - E. Director of Physical Education, Recreation and Athletics
  - F. Director of Special Education Services
  - G. Instruction Assistant K-12
  - H. Coordinator of Education Technology

In the event of a challenge the Board and the Association will proceed according to the rules and regulations of the Public Employment Relations Board.

2. It is mutually agreed that all administrators may be called upon as resource people for negotiations with other units. Such participation shall be advisory in nature and shall not cause any administrator to be considered or determined managerial or confidential.
3. The Board of Education and the Association recognizes that strikes and/or other forms of work stoppage by administrators are contrary to law and public policy. The Board and the Association subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the operation of the Seaford Public Schools. The Seaford Association of School Administrators, therefore, agrees it will not violate Section 210 of Article 14 of the Civil Service Law (Public Employees Fair Employment Law.)

## ARTICLE III

### Principles

1. Employees' Right to Join or Not to Join Association.

Employees covered in this negotiating unit shall have the right to join, or not to join the Association, but membership shall not be a prerequisite for employment or continuation of employment of any employee.

2. District Employees' Rights in Negotiating Unit.

The Association agrees to represent equally all employees without regard to membership or participation in, or association with the activities of the Association and to continue to admit employees to membership without qualification other than employment in the Seaford School District and payment of dues as required of all members of the Association.

3. Every member of the bargaining unit who is not a member of the Seaford Association of School Administrators (SASA) shall as a condition of continuing employment, within thirty (30) days after the initial date of employment or within thirty (30) days after this section becomes effective, whichever is later, pay to SASA an Agency Fee; such fee shall be equal to the membership dues of SASA and its affiliates; such fee to be deducted by the School District and transmitted to SASA.

4. Application of Agreement.

The Association and the Board agree that all terms and conditions of employment under this agreement shall apply equally to all employees, whether they are Association members or not.

5. Implementation of Agreement.

The Board recognizes that the terms and conditions of employment established by this agreement may not be superseded or violated by any existing or future Board policies or Board By-Laws.

## ARTICLE IV

### SASA Privileges

The Association will have use of school buildings and equipment in accordance with present practices.

## ARTICLE V

### Negotiation Procedures

1. Representatives of the Board and SASA shall meet to reach mutually satisfactory agreement on terms and conditions of employment, pursuant to the Public Employees' Fair Employment Act.
2. The Board and SASA shall each designate representatives to comprise their respective negotiation teams. These teams will meet for the purpose of discussing and reaching mutually satisfactory agreements.
3. The Board and SASA agree that no final agreement shall be executed without ratification by the Board and the membership of SASA, but that parties agree that their representatives will be given the power and authority to make proposals, consider proposals, and reach tentative agreement in the course of negotiations. Once such tentative agreement has been reached on individual items, they will be initialed by both parties and will be understood to stand as tentative agreements, which each negotiating team shall recommend.
4. Upon written request of either party, a meeting at a mutually agreed upon place and a mutually established date shall take place on or about January 15. At this first meeting, written proposals for negotiations from SASA shall be submitted to the Board or its representatives, and the Board or its representatives shall submit the Board's written proposals to SASA. All subsequent meetings shall be called at times and places mutually agreed upon by the parties and at a time other than regular school hours.
5. Both parties agree to conduct such negotiations in good faith, to deal openly and fairly with each other on all matters and to continue regular meetings until tentative agreement has been reached.
6. Both parties shall furnish to each other, upon reasonable request, data and information in their possessions which are pertinent to the proposals under consideration.
7. The parties' consultants may observe and advise during negotiation sessions but may not directly participate. The expense of the consultants shall be borne

by the parties requesting them. Notice of the intention to include such consultants at a meeting should be given to all parties concerned in advance.

8. Grievances shall not interrupt or delay the process of negotiations.

9. Negotiated agreements shall be submitted to the Board and to SASA membership in final written form for ratification, and signed by both parties and distributed to each member, the cost of the distribution to be shared equally by both parties.

10. All agreements reached at negotiating sessions are tentative until the entire agreement is established.

11. Both parties agree to hold such additional meetings, following the initial meeting, as are necessary to reach an understanding on all issues or until an impasse is reached. Meetings shall not exceed three hours, unless by mutual consent.

12. When consensus is reached covering the areas under discussion, the proposed agreement shall be reduced to writing and submitted to negotiation representatives of both parties for approval and presentation to Board and Association. Following approval by a majority of the Association membership and by a majority of the Board, the Legislative Body will take such action upon the recommendations submitted as is necessary to make them official.

13. In the event of a disagreement about the meaning or application of this agreement, or in the event an agreement is not reached through negotiation, the Board and the Association agree to proceed according to procedures established by the Public Employee Relations Board, Section 209. subdivision 3, of the Public Employees' Fair Employment Law.

## ARTICLE VI

### Vacations

It is agreed that during holiday recesses administrators will be on duty if there is a need as determined by the Superintendent of Schools.



## ARTICLE VII

### Responsibilities of Parties

1. The members covered by this agreement shall direct and coordinate the planning, operation and evaluation of the educational program in the Seaford School District, under the supervision of the Superintendent of Schools, and his assistants.
2. It is mutually agreed that building principals shall be permitted to arrange the summer work schedules of the administrative and clerical personnel of a particular building with the approval of the Superintendent.
3. The Board and the Association agree that the objectives of the educational program can be realized to the highest degree when mutual understanding, cooperation and effective communication exist between the Board and its administrative staff.

## ARTICLE VIII

### Compensation

1. Salaries for each member of the bargaining unit are as described in the attached Schedule A.
2.
  - a) Longevity increases for 20 years of service shall be \$600 for 25 years of service \$700 will be continued for service in the Seaford School District. Administrators appointed after 1/1/79 will not be eligible for the 20 and 25 year longevity payments.
  - b) For the life of this contract only, members of SASA will receive upon completion of their twentieth (20) year of service to Seaford, a service allotment of \$2,000 per year.
3. The regular school year for all unit personnel, except Instruction Assistant K - 12 and Coordinator of Education Technology, shall be eleven (11) months from September 1 through June 30, plus the first 5 working days in July and the last 5 working days in August. An additional ten (10) working days during the months of July and/or August shall be selected by the unit members. During this period, all unit members will be granted those holidays and vacations granted to other

instructional personnel. The regular school year for Instruction Assistant K - 12 and Coordinator of Education Technology shall be twelve (12) months.

4. Compensation for additional work days beyond those covered already shall be at the rate of 1/220th of the annual salary for each day of such work for eleven (11) and twelve (12) month employees.

## ARTICLE IX

### Benefits

1.
  - a) The Board of Education will provide 85% contribution for insurance for the individual and the family under the New York State Health Insurance Program, with the employee providing a 15% co-payment. If an employee selects either of the other two plans, he will bear the cost of the difference.
  - b) Upon retirement, employees who wish to continue coverage will contribute the same percentages as stated in paragraph a above.
  - c) Any employee who elects not to participate in the health insurance program shall receive a nonusage bonus of \$900 for the individual plan, or \$2,000 for the family plan. Should the employee wish to re-enter the insurance program, it must be done in accordance with the rules and regulations of the insurance company.
2. "Disability Insurance." The Board of Education shall provide a fully paid disability policy which shall take effect after the extended sick leave provisions of this agreement have been completely utilized. Disability payments shall be on the basis of sixty (60 percent of salary, or \$1,500 maximum per month to age 65, with a waiting period of six months.
3. "Dental Insurance." The District agrees that it shall pay up to a maximum of One Thousand Eight Hundred Thirty-six (\$1,836.00) Dollars annually per unit member for the District's dental insurance plan, pro-rated for individual and individual with spouse, as applicable.
4. Leave Days. Administrators absent for reason (personal illness, illness in the family, personal business) shall receive full salary during absence not exceeding fifteen (15) days in any given school year. Moreover, the unused portion of the fifteen days annual leave may accumulate without limitation and may be applied

to offset deductions of absences in subsequent years.

5. a) Payments for Accumulated Leave. The Board of Education agrees to pay administrators unused leave days upon retirement or in the event of death while actually employed by the school district at the then current rate of 1/220th for eleven (11) and twelve (12) month employees of the annual salary for each accumulated leave day. Maximum unused leave days shall not exceed 150 days for computing payment. The method of payment for this accumulated leave will be at the discretion of the administrator within legal limitations. This would include payment for the accumulated terminal leave during the final year of active service or deferred payment until January of the year following retirement.
  - b) Administrators may become eligible to retire from the district after completion of twenty-five (25) years of service. If they do not qualify for state retirement rules and regulations, they will receive a pro-rata portion per year, not to exceed five (5) years or upon meeting the state retirement eligibility, whichever comes first. The retiree under this clause would be responsible for payments to maintain the health insurance plan until the age of 55 is attained.
  - c) Annual Buy-Out - Unit members who have at least fifty (50) days in their accumulated sick leave bank may request to be paid annually for up to a maximum of five (5) days (at the rate of 1/220th for eleven months and 1/240th for twelve months), provided that written request is made to the Office of the Assistant Superintendent for Business by April 1 of the school year. Payment shall be made in the following July.
6. Extended Sick Leave - Major Illness. The Board of Education of the Seaford Schools, in recognition of the needs of the administrator for personal well being and financial security, is sympathetic to his/her desire for protection during periods of prolonged illness. Therefore, to help insure and sustain his satisfaction

in his administrator's job at Seaford and promote a bond of human understanding between the Board of Education and the administrator, the following benefits are set forth.

In cases of major illness of a nature requiring an administrator's absence from duty over an extended period of time, certain benefits are hereinafter described with the following limitations:

- a) Provided such absences do not concern care or treatment for inherited diseases or defects, chronic afflictions remedial dental work or plastic surgery undertaken by the individual's sense of personal values and
- b) Provided that adequate medical documentation is available, including diagnosis and findings of the attending family or personal physician, duly licensed to practice medicine in the State of New York, the right is reserved by the Board of Education to cause appropriate review and examination of both the person and the medical history and such records appertaining in each case by school medical advisors and/or medical specialists at such times and frequency as may be determined at the discretion of the Board of Education. A duplicate copy of all records submitted to the Board must be submitted to the administrator. Beginning with the first year of tenure, or the fourth successive year of service in the Seaford School System, the following number of days of absence as hereinafter described may be allowed.

After accumulated sick leave at full pay is exhausted for each year of service beginning with the first year of tenure, of the fourth successive year of service, and continuing through the tenth year, one month at three-quarters pay may be granted or accumulated for ten years.

Analysis of Extended Sick Leave Benefits

Years of Service

4th	Accum. sick leave at full pay plus 4 months at 3/4 pay
5th	5
6th	6
7th	7
8th	8
9th	9
10th	10
11th	11
12th	12

Such sick leave payments due to personal illness shall be computed and made in conformity with the regular pay schedule established each school year by the Board of Education during the regular school year for the school faculty.

Administrator's absence due to an accident occurring in school, properly identified and proven, reported promptly to the Administration and Health Service, and arising from events involved in the performance of delegated professional responsibilities, shall not be deducted from sick leave.

7. Death in the Immediate Family. A maximum of five (5) days at full pay will be granted for each instance of death in the immediate family. Immediate family is to be defined as: father, mother, brother, sister, husband, wife, son or daughter.

Three days at full pay will be granted in the instance of the death of a relative.

Such absences shall not be deducted from leave allowance.

8. Other Absences.

a) Administrators may, with the approval of the Superintendent of Schools, be permitted to attend conferences, serve on evaluating committees and visit other schools. Full pay will be allowed for such activities.

b) Jury Duty or Court Witness Where Attendance is Required by Subpoena in Court. Full pay shall be paid in an amount equal to the normal salary less any compensation or fee provided for jury duty or court appearance (less food and travel allowance).

c) Quarantine. Full pay allowed.

d) Military Leave. Administrators required by Federal Law to serve reserve duty with the Armed Forces during the school year will be paid full salary for a period up to thirty days.

9. Notification of Absence. Administrators unable to report for duty shall notify the district the evening before, when possible, or approximately 7:00 a.m. the day of the absence. In an emergency, administrators shall notify the district as soon as possible.

10. Unexcused Absences. A deduction will be made for each day of unexcused absence equal to 1/220th of the yearly salary for eleven (11) and twelve (12) month employees.
11. There will be a retirement incentive of \$10,000 when a member reaches the retirement age, as specified in the law, provided he has not availed his/herself of the early district retirement plan [Art. IX (5)(b)].

In order to receive the incentive, a member must retire the first school year, or at the conclusion of that first year of eligibility.

12. IRC- Section 125. The District shall provide unit members with an IRC-125 Plan as soon as practical for health insurance premium contributions.

## ARTICLE X

### Job Description

No changes shall be made in any presently existing job description without the prior informal discussion of SASA. The Association recognizes that final decision regarding such changes rests with the Board of Education and the Superintendent of Schools.

## ARTICLE XI

### Grievance Procedures for Administrators

The Board, in compliance with Article 16 of the General Municipal Law (Chapter 554 of the Laws of 1962) regarding the establishment of grievance procedures for public employees, does hereby establish and adopt the following procedures for the settlement of grievances of members of the administrative staff of Seaford Union Free School District, Seaford, New York.

1. Declaration of Policy

In order to maintain a harmonious and cooperative relationship between administration and members of the Board, it is hereby declared to be the purpose of these procedures to provide for orderly settlement of certain differences promptly and fairly as they arise and to insure equitable and proper treatment of administrators pursuant to established policies, rules and regulations of the

district. The provisions of these procedures shall be liberally construed for the accomplishment of this purpose.

## 2. Basic Principles

- a) It is the intent of these procedures to provide for the settlement of differences at the earliest possible stage of the procedures in a fair and equitable manner. The resolution of a grievance at the earliest possible stage is encouraged. An attempt should be made to resolve any differences between administrators on an informal basis. Failure to perform within the procedural time limits shall be deemed a waiver.
- b) Every administrator shall have the right to be represented at any stage of the procedures by no more than two persons of his own choice. An individual or the Association may introduce a grievance.
- c) Each administrator shall have the responsibility to consider each grievance presented to him and make a written determination within the authority delegated to him and within the time specified in the procedures.
- d) Every party to a grievance shall have access at reasonable times to all written statements and records pertaining to such case.
- e) All grievances shall include the name and the position of the aggrieved party, the identity of the provisions of this agreement involved in said grievance, the time when and the place where the alleged events or conditions constituting the grievance occurred, the party responsible for causing said events or conditions, if known to the aggrieved party, and a general statement of the nature of the grievance and the redress sought.
- f) All hearings shall be confidential.
- g) The term "grievance" shall be used only when an employee specifically follows out the proceedings described herein. It is expected that employees will attempt to settle their grievances informally, without reference to the word "grievance" until such recourse has been exhausted. The time schedule for such review or hearings or conferences shall not be at the expense of the district.
- h) Modification of this procedure shall be instituted in the same way as in the development of this grievance procedure,

### 3. Definitions

- a) Administrator shall mean any professional employee responsible for or exercising any degree of supervision or authority over any other administrator or supervisor or other employee.
- b) Employee shall mean any person in this bargaining unit.
- c) Chief Administrator shall mean the Superintendent of Schools.
- d) Immediate supervisor shall mean the administrator to whom the employee is directly responsible.
- e) Representative shall mean the person or persons designated by the aggrieved employee as his counsel or to act on his behalf.
- f) Grievance shall mean any alleged violation of the terms and conditions of employment as negotiated by the Board of Education and the Seaford Association of School Administrators.

### 4. Procedures

#### Stage 1

If an employee is not satisfied with the informal disposition of his/her grievance, he/she shall, within 10 school days of the date of the alleged grievance, submit a written statement to his/her supervisor. The employee formally confers with his/her immediate superior according to the established line of responsibility. If such grievance is not satisfactorily resolved at this stage, the aggrieved administrator may now proceed to the next stage.

#### Stage 2

If the immediate supervisor is a Building Principal, then Step 2 will be the Central Office Administrator.

#### Stage 3

If the grievance remains unsettled, this provides for an appeal from the second



stage to the Chief Administrator. In such case, the aggrieved employee and the Building Principal and/or Central Office Administrator, as the case may be, shall submit to the Chief Administrator, a written statement setting forth the specific nature of the grievance and the facts relating thereto. The Chief Administrator shall, at the request of the employee, hold a hearing at which all parties or their representatives may appear and present oral and written statements or arguments. The final determination of the third stage shall be made by the Chief Administrator. The Chief Administrator shall forward his decision in writing to all parties concerned.

#### Stage 4

In the event the grievance is not satisfactorily resolved, either the employee or the school district may refer the grievance for advisory arbitration upon written notice to the other party and by directing a request to the New York State Public Employment Relations Board or the American Arbitration Association for a panel of arbitrators from which the parties shall then make a selection of an arbitrator to hear and decide the dispute. The authority of the arbitrator shall be specifically limited to interpret what the parties to the agreement intended in the specific clauses in the agreement which is at issue. The decision of the arbitrator shall be advisory only and the arbitrator's fee shall be shared equally by both parties.

#### Stage 5

In the event the arbitrator is not accepted by either the grievant or the Superintendent, the grievant may be referred to the Board of Education. The appeal to the Board of Education must be submitted in writing, together with copies of the grievance and the decision in stages 1-4. No later than the next regularly scheduled meeting of the Board of Education, or at a special meeting of the Board called earlier for such purpose, the Board of Education or a committee thereof shall consider the grievance. Within ten (10) school days after such meeting, the Board of Education shall render a decision on the grievance. The decision of the Board shall be final and binding on all parties.

## 5. Time Limitation

- a) The time limit for the processing of the first and the intermediate stage described above will be seven (7) school days. The third stage will be ten (10) days from the presentation of request for a hearing until the final decision is rendered. The time limit for the fourth stage shall be ten (10) days from the date decision is rendered by the Chief Administrator. The time limit for the fifth stage is established in Stage 5.
- b) No grievance shall be entertained, and such grievance will be deemed waived unless the grievance is initially filed within ten (10) school days after the grievant knew or should have known of the act or condition on which the grievance is based.
- c) All of the procedures described in the foregoing may be amended at any time by mutual consent of both parties.

## ARTICLE XII

### Non-Discrimination

The Seaford School District and the Seaford Association of School administrators shall comply with all the rules and regulations of Title IX of the educational Amendment of 1972. The parties further agree that the provisions of this agreement shall be applied without discrimination on the basis of race, color, religion, sex, marital status, age or national origin.

## ARTICLE XIII

### Tuition Reimbursement

The district will provide a sum of \$2500 per year for the unit. Maximum amount per administrator shall not exceed \$500. An administrator may use this provision only once during any given year.

ARTICLE XIV

Terms of Employment

Administrators who are not to be recommended for tenure shall receive at least three (3) months prior written notice to that effect.

In the event the position of an administrator is to be abolished he/she will be given six (6) months' notice of the abolition of his position.

The Board of Education of Seaford Union Free School District, Seaford, New York and, Seaford Association of School Administrators have consummated a written agreement determining terms and conditions of employment for employees represented the Seaford Association of School Administrators for the school year July 1, 2002 - June 30, 2005. Your attention is called to this section which is included in this agreement.

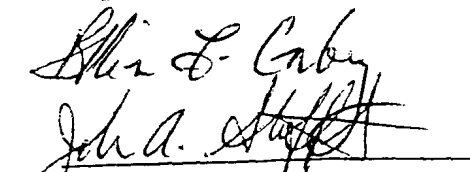
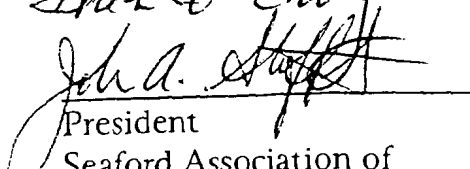
IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISIONS OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

The Board of Education and the Association agree that all negotiable items have been discussed during the negotiations leading to this agreement, and therefore, agree that negotiations will not be reopened on any item, whether contained herein or not, during the life of this agreement.



Dr. Ranier W. Melucci  
Superintendent of Schools

9/12/02  
Date

  
  
President  
Seaford Association of  
School Administrators

Sept. 12, 2002  
Date

SALARY SCHEDULE A

**S.A.S.A. Salaries**  
**July, 2002 through June, 2005**

Name	Salary 2002-2003	Salary 2003-2004	Salary 2004-2005
Roseanne Careri	\$ 96,320	\$ 100,172	\$ 103,678
Eileen Collins	\$ 86,391	\$ 89,846	\$ 92,991
Brian Conboy	\$ 110,016	\$ 114,417	\$ 118,422
Donna Dannenfelser	\$ 105,000	\$ 109,200	\$ 113,022
Donna DeLucia	\$ 86,391	\$ 89,846	\$ 92,991
Mark Derison	\$ 94,692	\$ 98,480	\$ 101,926
Kerry-ann Gant	\$ 105,000	\$ 109,200	\$ 113,022
Philip Goldstein	\$ 108,456	\$ 112,795	\$ 116,742
Barbara Kestenbaum	\$ 105,000	\$ 109,200	\$ 113,022
David Perrotta	\$90,000	\$93,600	\$96,876
Michael Ragon	\$ 113,360	\$ 117,894	\$ 122,021
John Strifolino	\$ 102,440	\$ 106,538	\$ 110,266
Timothy Voels	\$90,000	\$93,600	\$96,876



*education . . . the adventure of a lifetime*

SEAFORD UNION FREE SCHOOL DISTRICT

CENTRAL ADMINISTRATIVE OFFICES • 1600 WASHINGTON AVENUE • SEAFORD • NEW YORK • 11783 • (516) 592-4002

FAX (516) 592-4049

Mr. Striffolino  
SASA  
Seaford Union Free School  
Seaford, NY 11783

Dear Mr. Striffolino:

This letter will confirm our understanding regarding the Memorandum of Agreement with SASA for 2005-06.

As per our agreement, the two new members of the Building Administrator's Association, Ms. Jane Armstrong and Mr. Theodore Fulton will not be entitled to the 3% increase in salary as stipulated in the Memorandum of Agreement.

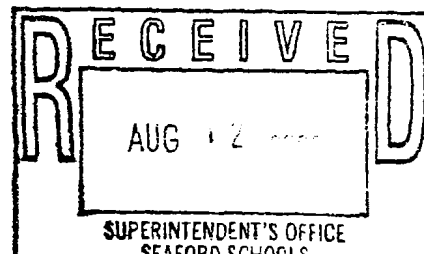
Sincerely,

George L. Duffy, III  
Superintendent of Schools

GLD:kmf

I have read this letter and am in agreement.

John Striffolino, Co President, SASA



**MEMORANDUM OF AGREEMENT**  
**between**  
**SEAFORD UNION FREE SCHOOL DISTRICT**  
**and the**  
**SEAFORD ASSOCIATION OF**  
**SCHOOL ADMINISTRATORS**

---

MEMORANDUM OF AGREEMENT dated this 8<sup>th</sup> day of August, 2005, by and between the negotiating representatives of the SEAFORD ASSOCIATION OF SCHOOL ADMINISTRATORS (hereinafter referred to as the "Association") and the negotiating representative of the SEAFORD UNION FREE SCHOOL DISTRICT (hereinafter referred to as the "District").

1. General:

The labor agreement between the parties for the period of July 1, 2002 through June 30, 2005, expired on June 30, 2005. The parties herewith agree that said agreement shall be modified to the extent set forth herein. Except for changes in language to said agreement made necessary by the following agreement, the provisions of said contract shall remain unchanged.

2. Contingencies:

A. This agreement is subject to formal ratification by the Board of Education and the membership of the Association. Such ratification shall occur within ninety (90) days of the date of execution of this memorandum of agreement. If either party fails to ratify or fails to act within the aforesaid ninety (90) day period, this memorandum of agreement shall be of no further force and effect and shall be a nullity. Notwithstanding the foregoing, the negotiating representative for each party will urge their respective principals to ratify this memorandum of agreement.

B. The parties agree to incorporate this memorandum of agreement into a more formal written agreement. The terms of this agreement become effective upon execution of the new collective bargaining agreement.

3. Terms:

A. **Length of Agreement: One (1) year**

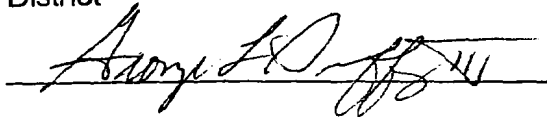
July 1, 2005 through June 30, 2006

B. **Wages:**

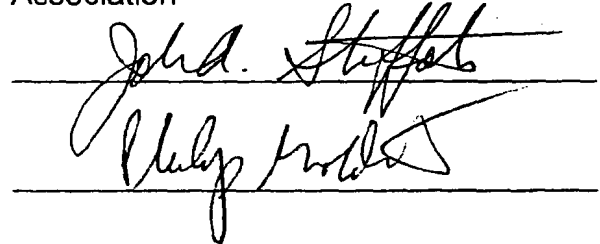
The salary schedules shall be increased by 3% for the 2005/06 school year, retroactive to July 1, 2005.

Dated: Seaford, New York  
August 8<sup>th</sup>, 2005

Negotiating Representative for the  
District



Negotiating Representatives for the  
Association



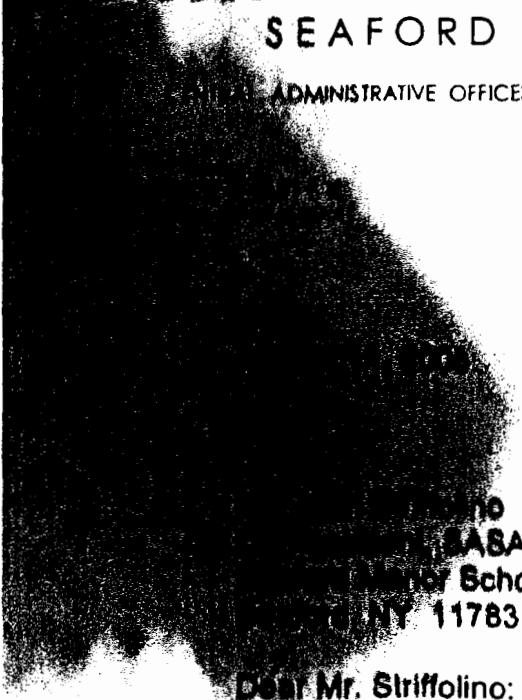


*education . . . the adventure of a lifetime*

SEAFORD UNION FREE SCHOOL DISTRICT

ADMINISTRATIVE OFFICES • 1600 WASHINGTON AVENUE • SEAFORD • NEW YORK • 11783 • (516) 592-4002

FAX (516) 592-4049



Dear Mr. Strifolino:

This letter will confirm our understanding regarding the Memorandum of Agreement with SASA for 2005-06.

As per our agreement, the two new members of the Building Administrator's Association, Ms. Jane Armstrong and Mr. Theodore Fulton will not be entitled to the 3% increase in salary as stipulated in the Memorandum of Agreement.

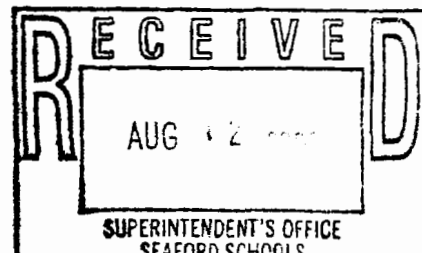
Sincerely,

A handwritten signature in cursive script, appearing to read "George L. Duffy, III".

George L. Duffy, III  
Superintendent of Schools

GLD:kmf

I have read this letter and am in agreement.

A handwritten signature in cursive script, appearing to read "John Strifolino".  
\_\_\_\_\_  
John Strifolino, Co President, SASA



INGERMANN BUILT  
TOWNSHIP FREE SCHOOL DISTRICT

**MEMORANDUM OF AGREEMENT**  
**between**  
**SEAFORD UNION FREE SCHOOL DISTRICT**  
**and the**  
**SEAFORD ASSOCIATION OF**  
**SCHOOL ADMINISTRATORS**

---

MEMORANDUM OF AGREEMENT dated this 24<sup>th</sup> day of August, 2005, by and between the negotiating representatives of the SEAFORD ASSOCIATION OF SCHOOL ADMINISTRATORS (hereinafter referred to as the "Association") and the negotiating representative of the SEAFORD UNION FREE SCHOOL DISTRICT (hereinafter referred to as the "District").

1. General:

The labor agreement between the parties for the period of July 1, 2002 through June 30, 2005, expired on June 30, 2005. The parties herewith agree that said agreement shall be modified to the extent set forth herein. Except for changes in language to said agreement made necessary by the following agreement, the provisions of said contract shall remain unchanged.

2. Contingencies:

A. This agreement is subject to formal ratification by the Board of Education and the membership of the Association. Such ratification shall occur within ninety (90) days of the date of execution of this memorandum of agreement. If either party fails to ratify or fails to act within the aforesaid ninety (90) day period, this memorandum of agreement shall be of no further force and effect and shall be a nullity. Notwithstanding the foregoing, the negotiating representative for each party will urge their respective principals to ratify this memorandum of agreement.

B. The parties agree to incorporate this memorandum of agreement into a more formal written agreement. The terms of this agreement become effective upon execution of the new collective bargaining agreement.

3. Terms:

A. **Length of Agreement: One (1) year**

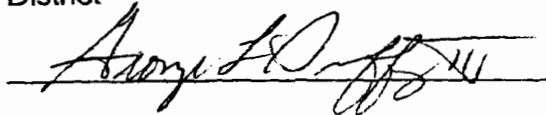
July 1, 2005 through June 30, 2006

B. **Wages:**

The salary schedules shall be increased by 3% for the 2005/06 school year, retroactive to July 1, 2005.

Dated: Seaford, New York  
August 8<sup>th</sup>, 2005

Negotiating Representative for the  
District



Negotiating Representatives for the  
Association

