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Contract Database Metadata Elements

Title: **Carle Place Union Free School District and Carle Place Administrators' Association (CPAA) (2004)**

Employer Name: **Carle Place Union Free School District**

Union: **Carle Place Administrators' Association (CPAA)**

Local:

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PROFESSIONAL AGREEMENT

- between -

CARLE PLACE ADMINISTRATORS' ASSOCIATION

- and -

BOARD OF EDUCATION

CARLE PLACE UNION FREE SCHOOL DISTRICT

NASSAU COUNTY, NEW YORK

July 1, 2004 - June 30, 2008

RECEIVED

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**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

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AGREEMENT made and entered this 23rd day of March, 2004, by and between the BOARD OF EDUCATION, CARLE PLACE UNION FREE SCHOOL DISTRICT, Town of North Hempstead, Nassau County (hereinafter referred to as the "Board") and the CARLE PLACE ADMINISTRATORS' ASSOCIATION (hereinafter referred to as the "CPAA").

WHEREAS, the Board and the CPAA wish to effectuate the provisions of the Public Employees Fair Employment Act of the State of New York (Civil Service Law, Article XIV) and to encourage and increase the effective and harmonious working relationships between the Board and its administrative employees represented by the CPAA, and WHEREAS, the Board and the CPAA recognize and declare that providing the finest quality education for the children of Carle Place in their mutual aim and purpose: NOW, THEREFORE, in furtherance of said aim and purpose, it is mutually agreed by and between the parties as follows:

ARTICLE I

RECOGNITION

The Board hereby recognizes the CPAA as the exclusive bargaining agent and representative for all Principals and Assistant Principals, (hereinafter referred to as "Administrators") who are employed by the Carle Place Union Free School District.

ARTICLE II

WORKING RELATIONSHIPS

- 1. This Agreement has been developed in the atmosphere of mutual trust and confidence on the part of the Board and the CPAA.**
- 2. Copies of this Agreement shall be distributed to each administrator not later than sixty (60) days after the final Agreement is executed by the parties hereto. The cost of printing the copies shall be shared equally by the Board and the CPAA.**

3. The Board shall deduct CPAA dues from the salary of members when authorized in writing.

ARTICLE III

RESPONSIBILITIES OF ADMINISTRATORS

1. Each administrator shall perform the duties and responsibilities of his/her respective office as set forth in his/her job description.

2. No change shall be made in any present job description and working condition without prior consultation and mutual agreement with the individual concerned.

3. The administrator shall perform such duties as may reasonably be required by the Superintendent of Schools for the efficient administration of the educational program in the School District.

ARTICLE IV

CONDITIONS OF EMPLOYMENT

1. Work Year

All administrators will work eleven (11) months. The period to be worked (one month) during the summer months of July and August will be approved by the Superintendent of Schools by June 1st of each school year.

The work schedule shall parallel the instructional school calendar for teachers with respect to Thanksgiving, Christmas, Winter, Easter and other school holiday recesses.

2. Vacation Days

Vacation days may not be accrued.

3. Sick Leave

All administrators shall have seventeen (17) days of sick leave per year. All unused leave shall be accumulated to two hundred seventy five (275) days. Upon retirement compensation will be at 1/216th of current salary per day.

4. Benefits

1. Health Insurance

The District shall continue to participate in the State employees Health Insurance Program - all administrators will receive individual health insurance at one-half of the payment charged to those administrators selecting family coverage. All administrators will contribute 12.5% of the premium for the family portion. The family portion is the difference between the family premium and the individual premium.

2. Welfare Fund

The District shall contribute to the CPTA Welfare Fund the same amount the District contributes for teachers under the teachers' collective bargaining agreement.

3. Life Insurance

The District will pay for a \$50,000 whole life policy.

4. Personal Property Protection

The District agrees to indemnify unit members up to a maximum of \$500 towards the deductible on coverage for a loss involving the unit member's automobile, which loss results from official duty based on authorization or assignment.

5. Parity of Benefits

All benefits available to teachers under the collective bargaining negotiations agreement shall inure to the benefit of the administrators.

ARTICLE V

LEAVES OF ABSENCE

Leaves of absence may be granted at the sole discretion of the Board.

ARTICLE VI

COMPENSATION

A. Base Salary - compensation of each unit member shall be in accordance with the attached Schedule A.

The Board of Education can establish the first year salary for newly hired administrators.

B. Longevity Increments

1. A \$750 increment shall be awarded to each administrator at the 15th year of credited* service.

2. An additional \$750 increment shall be awarded to each administrator at the 20th through 24th years of credited* service and an additional \$750 at the 25th through 29th years of credited service.

*Credited service is interpreted to be the number of years used to establish salary and/or experience agreed to at the time of the appointment to the Carle Place School District, with the understanding that private/parochial experience is granted 1 year of credit for every 2 years of service.

3. An additional \$750 increment shall be awarded to each administrator beginning at the 30th year of credited service.

4. An additional \$750 increment shall be awarded to each administrator who has completed 25 years of satisfactory service in the Carle Place School District.

ARTICLE VII

NEGOTIATION PROCEDURES

1. Negotiations for a successor agreement shall be commenced at any time upon the request of either party. A mutually acceptable meeting date shall be set not more than fifteen (15) calendar days following such request. In any given year, such request shall be made not earlier than November 1 nor later than December 1, except by mutual consent. A tentative list of items for negotiations shall be submitted in writing by each party to the other at least one (1) week prior to the first meeting.

2. Following the initial meeting, such additional meetings shall be held until the parties reach an agreement, or until an impasse is reached.

3. In the event that impasse is rejected, the procedures of the Taylor Law will be followed.

ARTICLE VIII

GRIEVANCE MACHINERY

The existing grievance policy for professional personnel shall apply to all members.

ARTICLE IX

TAYLOR LAW CLAUSE

IN ACCORDANCE WITH ARTICLE XIV OF THE CIVIL SERVICE LAW, SECTION 204-a, IT IS UNDERSTOOD AND AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

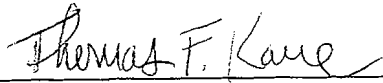
ARTICLE X

DURATION

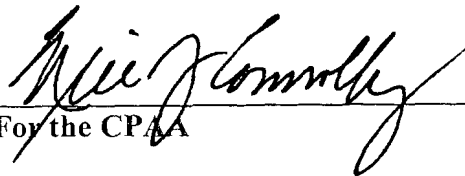
The terms of this agreement shall be from July 1, 2004 through June 30, 2008.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the

day of 2004.



President of the Board of Education
On behalf of the School District



For the CPAA



Superintendent of Schools

Schedule A
Administrators Salaries

NAME	2004-05 4%	2005-06 4%	2006-07 4%	2007-08 4%
N. Connolly	\$143,804.86	\$149,335.82	\$155,309.25	\$161,521.62
S. Folkson	\$128,098.38	\$133,222.32	\$138,551.21	\$144,093.26
M. Manfredi	\$128,098.38	\$133,222.32	\$138,551.21	\$144,093.26
S. Katz	\$110,240.00	\$114,649.60	\$119,235.58	\$124,005.00
R. Volo	\$123,909.21	\$128,865.58	\$134,020.20	\$139,381.01