



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

Contract Database Metadata Elements

Title: **Dryden Central School District and Dryden Administrators Association (DAA), (2007) (MOA)**

Employer Name: **Dryden Central School District**

Union: **Dryden Administrators Association (DAA)**

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

Expiration Date: **06/30/11**

PERB ID Number: **9244**

Unit Size:

Number of Pages: **36**

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/>

Dryden Administrators' Association Contract

Approved at 1/14/2008 Board of Education Meeting

Effective 07/01/2007-06/30/2011

RECEIVED

JAN 13 2009

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

MEMORANDUM OF AGREEMENT
Between The
DRYDEN ADMINISTRATORS' ASSOCIATION
And The
DRYDEN CENTRAL SCHOOL DISTRICT
2007-2011 DAA Contract Language Revisions

Xc: Supt. Secy. for orig
Admin. Team } 3/11/08
M. Fletcher } mta
DAA Contract
Payroll
Treasurer
orig: Supt. Office 1/12

This Memorandum of Agreement, made by and between the Dryden Central School District and the Dryden Administrators' Association, shall become effective upon the date of signing by the Parties.

The District and the Association have discussed the matter together and with their respective representatives, and mutually agree to enter into Agreement regarding the following revisions to the 2007-2011 DAA Contract Language.

1. WHEREAS, there was no intention to incur district cost for the association dues deductions, THEREFORE BE IT RESOLVED, that item number six (6) of the DAA contract page 7; Article IV – Association Rights and Responsibilities; Section E. Dues Deductions continued, be omitted and the remaining two items be renumbered “6.” and “7.” respectfully.
2. WHEREAS, it was agreed that the holidays would follow the DESPA holiday scheduled and omission of this change was an oversight when typing the 2007-2011 contract, THEREFORE BE IT RESOLVED, that section H of the DAA contract page 9; Article V – General Absence Provisions; Section H. Holidays, be changed to read: “Twelve-month unit members shall be granted annually ~~thirteen (13)~~ fifteen (15) paid legal holidays, which shall be identified by the District on or before June 1st for the subsequent school year. The actual day of observance for a holiday may be changed by action of the Board.
3. WHEREAS, it was agreed that the annual school shut down as negotiated in the DESPA contract should be reflected in the DAA contract and omission of this change was an oversight when typing the 2007-2011 contract, THEREFORE BE IT RESOLVED, that item 2 of DAA contract page 11; Article VI – Work Year and Vacations; Section A. Work Year/Day; Item 2, be changed to read: “Holidays and Annual Shut Down shall be defined by the District as per the DESPA contract.”
4. WHEREAS, it was agreed that because Blue Cross Blue Shield does not offer the following deductible plan and omission of this change was an oversight when typing the 2007-2011 contract, THEREFORE BE IT RESOLVED, that the last sentence of Section A of DAA contract page 16; Article XII – Health/Dental Insurance; Section A. Health Insurance, be changed to read: “The annual major medical deductible shall be ~~\$75.00~~ \$50.00 for individual coverage and ~~\$225.00~~ \$150.00 for family coverage.

This Memorandum of Agreement shall not alter any other Section of the Collective Bargaining Agreement. No provision of this Agreement shall be amended, modified, deleted, or otherwise changed unless in writing and signed by all signatories to this Memorandum of Agreement or their authorized designees.

FOR THE ASSOCIATION



SANDRA SHERWOOD
ASSOCIATION PRESIDENT
DRYDEN FACULTY ASSOCIATION

3/10/2008
Date

FOR THE DISTRICT



DR. JAMES E. LEE
INTERIM SUPERINTENDENT OF SCHOOLS
DRYDEN CENTRAL SCHOOL DISTRICT

3/10/08
Date

TABLE OF CONTENTS

Article	Page
I Recognition	3-4
II Negotiation Procedures	4
III Administrative Rights	5
IV Association Rights and Responsibilities	6-7
V General Absence Provisions	8-11
VI Work Year and Vacations	11
VII Vacancy and Transfer	12
VIII Protection of Administrators	12-13
IX Professional Advancement	13
X Discipline and Discharge	14
XI Retirement for Administrators	14-15
XII Health/Dental Insurance	16-17
XIII Life and Disability Insurance and Tax Sheltered Annuities for Administrators	17
XIV Salary Increase, Longevity and Degree Compensation	17-18
XV Administrative Evaluation Program	18-19
XVI Grievance Procedure	19-24
XVII 3020-A Procedure and Alternatives	24-26
XVIII Terms Subject to Governmental Ruling	26
XIX Complete Agreement	26
XX No Strike Pledge	27
XXI Duration of Contract	27
Addendum A – Salary Schedule	28

This Contract is established by and between the Superintendent of the Dryden Central School District and the Dryden Administrators' Association on December 19, 2007 and approved by the Board of Education on January 14, 2008. The Board of Education shall hereinafter be called the "Board". The Dryden Central School District shall hereinafter be called the "District", and the Dryden Administrators' Association shall hereinafter be called the "DAA" or the "Association".

ARTICLE I – RECOGNITION

A. Bargaining Agent

The Dryden Board of Education will continue to recognize the Dryden Administrators' Association as the exclusive bargaining agent for the professional administrative unit of the Dryden School System until successfully challenged.

B. Bargaining Unit

The bargaining unit shall include all regularly employed, certificated professional administrative staff, including principals, assistant principals, director of student services and director of health, athletics and physical education. Excluded from this bargaining unit are: Superintendent of Schools, Business Manager, Superintendent of Buildings and Grounds, School Lunch Specialist, and Transportation Supervisor.

At the time of recognition of a bargaining agent, a majority of the members of the unit must be dues paying members of that agent. This majority will be substantiated by submission of an official Association membership list by the Association to the District prior to December 1 of each calendar year.

C. Bargaining Unit Dues

The DAA, in writing, shall certify to the District the current amount of membership dues, which shall be deducted from the salaries of bargaining unit members in equal installments throughout the school year. The District agrees to deduct these dues from the salaries of its bargaining unit members and to transmit the monies promptly to the Dryden Administrators' Association following each pay period from which a dues deduction is made. The final transmittal shall be accompanied by a listing of the members for whom deductions have been made and the amount deducted for each.

Unit member authorization for dues deduction shall be in writing. The DAA shall provide these forms to the District with a complete list of those employees who have authorized the District to deduct dues for the DAA. At the same time, the DAA will forward to SAANYS a list of the members and addresses of those who have elected payroll deductions.

ARTICLE I – RECOGNITION continued

C. Bargaining Unit Dues continued

Notwithstanding agency shop requirements, it is recognized that unit members 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.

In the event a member of the bargaining unit chooses not to join the Bargaining Agent (Dryden Administrators' Association) that member remains subject to an agency shop fee equal to the dues deducted from an Association member. This fee shall be deducted and transmitted in the same manner as the dues of an Association member.

In the event that the District incurs any liability for damages, any litigation expenses, or any other expenses whatsoever in connection with the agency shop fee deduction granted by this Agreement, the Association agrees to indemnify the District and to hold it harmless for such expenses.

ARTICLE II – NEGOTIATION PROCEDURES

A. Opening Negotiations

A request of either the Association or the Superintendent for a meeting to open negotiations shall be made on or before February 15 of the year in which the Contract expires. A mutually acceptable agreement on the opening date must be reached within fifteen (15) calendar days of the request. At this opening meeting all issues proposed for discussion shall be submitted in writing and in full by both parties. Following the first meeting of the negotiating teams, no additional items for negotiations will be considered unless mutually agreed. All necessary subsequent meetings shall also be called at a time mutually agreed upon.

B. Exchange of Information

Both parties shall furnish each other, upon reasonable request, all available legal information pertinent to the issue(s) under consideration.

C. Authority to Bargain

The representatives of each team shall have full authority to make proposals and counter-proposals and to enter into tentative written agreements.

ARTICLE III – ADMINISTRATIVE RIGHTS

The Association recognizes that all matters pertaining to the policies that affect the management and operation of the school system, including its educational and fiscal affairs, are the basic responsibility of the Board pursuant to Education Law of the State of New York except as these policies are specifically modified by the terms of this Agreement.

A. Recognition of District Rights

The Association recognizes that the District retains the sole and exclusive right and authority to manage the business of the District, including, but not limited to the right and authority to plan, direct and control its operations; to determine the location, design, size and number of buildings; to decide the business hours of its operations; to decide the types of educational service it shall provide within lawful limitations; to determine the starting and quitting time for employees, work schedules and number of hours to be worked; to select, implement and modify as needed the method for recording and accounting for time worked and time absent; to have the sole right to discipline, suspend with or without pay, and to discharge employees in accordance with the law; to hire, layoff, assign, transfer, and promote to a better position, to make assignments subject to impact negotiations; to introduce new or improved methods, techniques, and programs; to evaluate employees; to determine the number of employees; to consolidate programs; and to make reasonable rules and regulations pertaining to employees covered by this Agreement.

B. Intention

It is the intention of the parties that all of the rights, powers, and authority that the District had prior to the signing of this Agreement are retained by the District and that with the exception of specific provisions of the Agreement, the District shall have unrestricted right to manage its affairs. This Agreement constitutes the full and complete commitments of the District to the Association.

C. Compliance

In the exercise of such rights above the Management of the District shall comply with the provisions of this Agreement. It is further agreed that the final decision of the District made by the Superintendent of Schools with respect to any of the above matters shall not be further reviewable by the grievance procedure.

ARTICLE IV – ASSOCIATION RIGHTS AND RESPONSIBILITIES

A. Meeting on District Property

Duly Authorized representatives of DAA, certified to the District, shall, upon the approval of the Superintendent of Schools, have reasonable access and the right to transact official and lawful Association business on District property.

B. Use of District Resources

The Association shall be permitted reasonable use of the District's telephone, email and courier providing that such use is lawful and does not interfere or disrupt administrative or educational operations of the District.

C. Complaints Against Unit Members

Unit members of DAA shall be promptly informed by the Superintendent of all written or verbal complaints against them including the source of the complaint unless the District has initiated an investigation.

D. Personnel File

Unit members of DAA shall have the right upon reasonable notice to review the contents of their Personnel File maintained by the District except for confidential placement materials and recommendations and shall have the right to attach a written response to any item contained within the File.

E. Dues Deduction

1. Every employee organization representing school district employees may elect to have deducted from all employees' salaries within the bargaining unit an amount equal to the dues of any member of the union. SAANYS dues (.006 x gross salary) can be collected by the district and remitted back to SAANYS for all non-SAANYS members within the unit. SAANYS has established that it will grant a refund to any employee demanding the return of any part of the agency shop fee deduction which represents the employee's pro-rata share of expenditures by the organization in aid of activities or causes of political or ideological nature only incidentally related to terms and conditions of employment.
2. The Board agrees to deduct monies from the salary of employees who have authorized the payment of the dues to the Dryden Administrators' Association, SAANYS and its affiliates.
3. Authorization for such deductions shall be in writing on a form provided by SAANYS, signed by the individual and placed on file prior to the first day of classes in September. This authorization shall be considered a permanent authorization for

ARTICLE IV – ASSOCIATION RIGHTS AND RESPONSIBILITIES continued

E. Dues Deduction continued

the deduction of Associations' dues for the duration of the individual's employment in the Dryden Central School District unless that individual notifies the DAA in writing that he/she no longer wishes dues to be deducted. The authorization shall provide for the fluctuation of the total amount to be deducted in subsequent years because of dues increases or decreases.

4. The DAA shall submit a list of members to the Payroll Office for whom dues shall be deducted. The DAA shall also certify the amount of dues to be deducted for each of the organizations involved for the current fiscal year.
5. Deductions will commence with the second paycheck in September and shall continue in equal installments coinciding with remaining pay periods in the fiscal year.
6. The District will deposit DAA dues deductions directly into the DAA checking account.
7. Employees new to the District and those employees currently employed in the district who sign dues deduction authorization after the beginning of the school year shall have said dues deducted from their salaries in equal installments coinciding with the remaining pay periods in the fiscal year.
8. The DAA and the individual employees covered by this agreement hereby waive all right and claim to said monies so deducted and transmitted in accordance with this authorization and relieve the Board of Education and all its officers from any liability thereof. The DAA agrees to indemnify the District from any loss incurred as a result of the deduction of monies from paychecks of members of the negotiating unit.

ARTICLE V – GENERAL ABSENCE PROVISIONS

A. Personal Leave Days

1. Unit members shall be allocated three (3) personal leave days each work year (July – June) which must be requested at least three (3) days in advance unless an emergency exists which was not known in advance by the unit member. Personal days may be taken in full or half-day increments.
2. Unused personal days are converted to illness days at the end of the work year and are added to the unit member's accumulated illness days.
3. The Superintendent may, at his or her sole discretion, grant additional personal leave days for unusual and justifiable instances. The Superintendent's decision shall not be subject to the grievance procedure.

B. Personal Illness Days

1. Each unit member shall be granted an additional twelve (12) illness days on the first day of the work year, which shall accumulate to a maximum of 240 illness days.
2. Unit members may take up to their remaining current year entitlement as family illness days each year. Family, for this purpose, is defined as father, mother, sister, brother, child, husband, wife, mother/father-in-law, grandparent, grandchild, or any person living with the unit member. In extenuating circumstances, the Superintendent may grant up to thirty (30) days to be deducted from personal illness leave accumulations.
3. Each unit member shall be notified in writing on their payroll stub, or in the alternative, in writing on or before October 31st of each year as to the number of his/her accumulated illness days.

C. Bereavement Days

1. Unit members are granted up to five (5) bereavement leave days in the event of death in the immediate family as defined above.
2. The Superintendent may, at his or her sole discretion, grant additional bereavement leave days for unusual and justifiable instances. The Superintendent's decision shall not be subject to the grievance procedure.

D. Religious Observance

In the event that personal days are used for religious observance, additional personal days will be allowed at the discretion of the Superintendent. A unit member may use up to three (3) sick leave days for religious observance.

ARTICLE V – GENERAL ABSENCE PROVISIONS continued

E. Jury Duty – Court Proceedings

Unit members shall be granted leave with pay for jury duty or proceedings arising out of the employee's employment in which the unit member is a defendant. Proceedings in which the employee is involved against the interests of the District are excluded from this provision.

F. Leave Without Pay

1. Any unit member may be granted by the Superintendent up to twenty (20) consecutive days of leave without pay within a given work year which shall be defined as short term leave. The Superintendent may, at his or her sole discretion, grant additional leave without paydays for unusual and justifiable instances. The Superintendent's decision shall not be subject to the grievance procedure.
2. The amount deducted for short-term leave shall be the unit member's per diem rate.
3. Tenured unit members may be granted by the Board of Education up to one-year leave without pay, which shall be defined as long term leave.

G. Association Leave

The Association President shall be granted three (3) paid leave days annually to conduct Association business.

H. Holidays

Unit members shall be granted annually thirteen (13) paid legal holidays, which shall be identified by the District on or before June 1st for the subsequent school year. The actual day of observance for a holiday may be changed by action of the Board.

I. Per Diem Rate

Per diem rates shall be calculated on the basis of 1/240 for a twelve-month employee.

ARTICLE V – GENERAL ABSENCE PROVISIONS continued

J. Sick Day Bank

A Sick Day Bank will be established in this school district under the following conditions:

1. All contributions will be mandatory for unit members.
2. All unit members will participate in the sick day bank providing that the employee has completed one (1) full year of active service.
3. The sick day bank may only be used for serious long-term illness or long-term injury. Serious long-term illness or long-term injury shall be defined as a period during which a person possesses or is recuperating from a prolonged serious illness or long-term injury that prevents that person from performing the essential functions of his or her position for a period of at least thirty (30) consecutive work days.

The intent of the sick leave bank is to provide a safety net for those members who suffer a serious long-term illness or long-term injury. The sick leave bank is not intended to provide salary continuity for short-term illness or injury, nor is it intended to cover cosmetic or elective procedures.

4. Each unit member who has completed one (1) full year of active service enrolling in the bank will donate one day of his/her sick leave to the bank each year until there is a maximum of three hundred (300) days in the bank. The District will contribute two (2) days to the sick day bank for every day contributed by a unit member up to a maximum total of two hundred (200) days. The District will make an initial contribution of fifty (50) days.
5. A person severing employment with the District will not be able to withdraw the contributed days.
6. The first thirty (30) consecutive work days of an illness or disability will not be covered by the bank but must be covered by that person's own accumulated sick leave or absence without pay.
7. A person will not be able to withdraw days from the bank until his/her own paid leave is depleted.
8. A maximum of forty (40) days may be drawn by each individual member from the bank each year during the life of this Agreement.
9. A maximum of one hundred fifty (150) days each school year may be drawn by all individuals.
10. Persons granted sick leave days from the bank will not have to replace these days except as a regular contributing member of the bank.

ARTICLE V – GENERAL ABSENCE PROVISIONS continued

J. Sick Day Bank continued

11. The Association will administer this bank and supervise its operation under the procedures mutually agreed upon in writing between the DAA and the Board of Education.
12. By October 15 of each year, the DAA treasurer will submit to the District Office the names of contributing members to the Sick Day Bank.

K. Work Day

It is recognized that administrators must attend numerous meetings and events that occur outside of regular school hours. Because the hours of administrators are not clocked on an hourly basis, it is the responsibility of each administrator to use professional judgment in scheduling compensatory time off during the regular school day. Each administrator who takes compensatory time off is responsible for arranging for the adequate supervision of students and the execution of duties during his/her absence.

ARTICLE VI – WORK YEAR AND VACATIONS

A. Work Year/Day

1. Unit members shall work a twelve (12) month work year beginning on July 1st and ending June 30th of each year.
2. Holidays shall be defined by the District as per the DESPA contract

B. Vacations

1. Twelve (12) month unit members shall be granted twenty-five (25) vacation days on July 1st of each work year and vacation time shall be requested by the unit member and approved in advance by the Superintendent unless an emergency exists.
2. Unit members may carry over up to five (5) unused vacation days per year of district administrative service. Accrued vacation days including the current entitlement shall not exceed fifty (50) days.
3. Unit members may cash-in up to ten (10) unused vacation days annually which shall be paid in the last payroll period of the work year at the unit member's per diem rate. It is the responsibility of the unit member to initiate the vacation day buy back through a claim form.
4. Unit members severing employment with the District shall be paid for all unused vacation days at the unit member's per diem rate up to a maximum of fifty (50) days. The per diem rate shall be 1/240 for twelve(12) month employees.

ARTICLE VII – VACANCY AND TRANSFER

A. Posting

All administrative vacancies in the recognized negotiating unit shall be posted at the District Office and in every school for five (5) work days.

B. Right to Apply

Current unit members have the right to apply for a posted vacancy or to request a transfer to a vacant position.

C. Involuntary Transfer

If the Board and/or Superintendent seeks an involuntary transfer of a unit member to another administrative position or assignment the following conditions must be met:

1. The Superintendent must meet with the unit member to explain the reasons for the request for an involuntary transfer and the scope of the work of the vacant position.
2. The unit member has the right to have an Association representative present at all discussions regarding the involuntary transfer.
3. The unit member must be given forty-eight (48) hours to consider the transfer request.

D. Reduction in Number of Administrators

In the event of a reduction in the number of administrative positions recognized in this Agreement and if a reduction in the number of administrative staff is required, the least senior unit member in the tenure area of the position shall be displaced and laid off.

ARTICLE VIII – PROTECTION OF ADMINISTRATORS

A. Assault

Administrators shall immediately report in writing to the Superintendent all cases of assault sustained by them in connection with their employment. The Superintendent shall, in turn, report in writing to the Board of Education all cases of assault sustained by unit members in connection with their employment.

B. Legal Response

In appropriate circumstances, the District shall pursue all appropriate and applicable legal and law enforcement responses to the assault.

ARTICLE VIII – PROTECTION OF ADMINISTRATORS continued

C. Personal Property Damage

Personal property of a unit member damaged as a result of an assault while the member was performing his or her duties shall be replaced by the District unless covered by insurance.

D. Defend and Indemnify

The District shall defend and indemnify an administrator in accordance with Sections 3023, 3028 and 3811 of the Education Law and the policies of the Board of Education.

ARTICLE IX – PROFESSIONAL ADVANCEMENT

A. Individual Professional Development

1. Each unit member shall be granted on July 1st of each year \$500 to support professional development. The Superintendent shall approve upon request the absence from work to attend a maximum of three professional conferences or workshops not sponsored by BOCES. This must be budgeted for annually.
2. Each unit member shall be granted time to attend professional conferences and workshops provided by BOCES as such offerings are made available.

B. Membership

The District will, upon the presentation of a requisition approved by the Superintendent, pay for each unit member's dues to one (1) professional organization such as ASCD, NAESP, NAMSP and NASSP. This must be budgeted for annually.

C. University Tuition Reimbursement

The District shall allocate monies annually to be used for tuition reimbursement for up to two (2) three (3) credit hour courses per school year for each member of the negotiating unit. The courses must be approved in writing in advance by the Superintendent and must relate directly to the administrator's work. The tuition reimbursement paid by the District shall not exceed the tuition rate for post-graduate courses at Binghamton University.

ARTICLE X – DISCIPLINE AND DISCHARGE

A tenured unit member shall be subject to discharge for good and just cause as provided by law. The unit member shall have the right to representation.

ARTICLE XI – RETIREMENT FOR ADMINISTRATORS

A. Administrator Career Severance Program

A career severance incentive will be provided for Administrators retiring with a minimum of ten (10) years of service in the Dryden Central School District according to the schedule shown below.

The Career Severance Incentive Grant will be ten thousand dollars (\$10,000).

Each accumulated sick day will be valued at 1/500 of annual contract salary.

Severance Eligibility	Percentage of Grant	+	Percentage of Sick Days	Maximum
The first two years of eligibility for NYSTRS retirement benefits	100%		100%	\$25,000
Third year of eligibility	70%		70%	\$17,500
Fourth year of eligibility	60%		60%	\$15,000
Fifth year of eligibility	50%		50%	\$12,500
Sixth year of eligibility	40%		40%	\$10,000

B. Basic Benefit Distribution

Payment schedule of at least twenty-five percent (25%) of the incentive per month will begin with the first pay period after retirement and will be completed by the first pay period three (3) months later.

Persons planning to exercise the Career Severance Program will notify the Superintendent's office in writing at least three (3) months prior to the end of their final semester. The age of retirement will be defined as the age reached by the individual during the school year beginning September 1 and extending through the following August 31. This definition of school year applies only to this section.

ARTICLE XI – RETIREMENT FOR ADMINISTRATORS continued

B. Basic Benefit Distribution continued

An individual can only rescind his/her decision to retire if there is a catastrophic event between the time the administrator notifies the District of his/her intent to retire and June 30, which dictates a change in the timing in the individual's retirement.

C. Alternative Benefit Distribution

Persons willing to declare Career Severance three (3) years in advance will receive their Career Severance Program benefits as additional salary distributed over the last three (3) years of employment in the following manner:

Year 1	One-sixth (1/6) of severance incentive
Year 2	One-third (1/3) of severance incentive
Year 3	One-half (1/2) of severance incentive

In no instance will the person's regular contractual increment plus additional salary benefits exceed twenty percent (20%) of the previous year's salary. In the event that this might occur, the excess will be applied to the next year's salary benefit. This is to ensure that the entire benefit is applied to the final average salary. If an illness occurs which depletes sick leave below the number of days necessary to receive the maximum benefit, an adjustment will be made in the final year's additional salary benefit.

Persons wishing to exercise this option must request such in writing at least ninety (90) days prior to July 1 of the year in which payments are to begin.

Once incentive payments have begun, an individual can only rescind his/her decision to retire if there is a catastrophic event, which dictates a change in the timing of the individual's retirement. In this event, the District will initiate reasonable terms for the repayment of all money paid prematurely to the individual under this program.

D. Leave of Absence

Any administrator who becomes eligible for benefits under the New York State Teachers' Retirement System during the following school year shall be granted, upon written request to the Board of Education, a one (1) year leave of absence.

ARTICLE XII – HEALTH/DENTAL INSURANCE

The Board agrees to continue the hospital/medical insurance plan in effect as of the signing of this Agreement, or a comparable insurance plan, mutually agreed upon by the District and the DAA applicable to all persons covered under this Agreement. The hospital/medical insurance plan in effect upon the effective date of this Agreement is the Blue Cross/Blue Shield of Central New York Group Health Plan or its substantial equivalent.

A. Health Insurance

The District agrees to pay eighty-three percent (83%) of either Individual or Family Plan monthly costs for administrators enrolled in the Blue Cross/Blue Shield of Central New York Group Health Plan or its substantial equivalent for the 2007-2008 school year. Effective July 1, 2008, the District agrees to pay eighty-two percent (82%) of either Individual or Family Plan monthly costs for administrators enrolled in the Blue Cross/Blue Shield of Central New York Group Health Plan or its substantial equivalent. Effective July 1, 2009, the District agrees to pay eighty-one percent (81%) of either Individual or Family Plan monthly costs for administrators enrolled in the Blue Cross/Blue Shield of Central New York Group Health Plan or its substantial equivalent. Effective July 1, 2010, the District agrees to pay eighty percent (80%) of either Individual or Family Plan monthly costs for administrators enrolled in the Blue Cross/Blue Shield of Central New York Group Health Plan or its substantial equivalent.

The prescription co-pay will be five dollars (\$5) for generic and ten dollars (\$10) for non-generic drugs.

The annual major medical deductible shall be \$75.00 for individual coverage and \$225.00 for family coverage.

B. Dental Insurance

The District agrees to pay seventy-five percent (75%) for either Individual or Family Plan monthly costs for faculty members enrolled in the Blue Cross Blue Shield of Central New York, Inc. Dental Insurance Option B (Basic and Supplemental) Program. The Dental Insurance Program will have Schedule B riders for periodontics, orthodontics and prosthetics included in the Plan.

C. Insurance for Retirees

Individuals who retire from the District will have fifty percent (50%) of their District Health Insurance Plan paid by the District. The specific Plan in which the individual is enrolled, either Individual or Family, during the last year of employment is the Plan which will be covered during the retirement years of the individual unless a successor Plan is adopted. Prescription co-pays and major medical deductibles shall be the same as provided to active employees. Individuals must have at least ten (10) years service in the

ARTICLE XII – HEALTH/DENTAL INSURANCE continued

C. Insurance for Retirees continued

District to participate in the Plan. A surviving spouse has the option to continue the insurance coverage as outlined in this Section.

D. Part-Time Employment Benefits

Part-time employees covered by this Agreement and working at least half-time will receive health care benefits proportionate to the percent of time employed. Other benefits such as leave time will be prorated based upon the percentage of time worked.

ARTICLE XIII – LIFE and DISABILITY INSURANCE and TAX SHELTERED ANNUITIES FOR ADMINISTRATORS

Administrators will receive a sum of either \$4000 (less than 5 years of administrative service in the District) or \$4500 (5 years or more of administrative service in the District) to be applied to one or more benefits as approved by the Board of Education. Current approved benefit choices shall include:

1. Term Life Insurance Policy premiums;
2. Disability Insurance Policy premiums;
3. Payment to an authorized 403B account administrator.

ARTICLE XIV – SALARY INCREASE, LONGEVITY and DEGREE COMPENSATION

A. Salary Increases

All increases shall become part of base salary and be cumulative and continuous in subsequent years. Salaries for administrators represented by this bargaining unit as of the date of ratification will be increased to new levels as negotiated (refer to Addendum A). Cost of living adjustments for the years of this contract will be:

Year 1	2.56%
Year 2	2.5%
Year 3	3.5%
Year 4	4.0%

ARTICLE XIV – SALARY INCREASE, LONGEVITY and DEGREE COMPENSATION cont.

B. Longevity

Each member of the Association shall be entitled to longevity payments, which shall be paid on a fiscal year basis during the school year following the completion of the required years of actual service in the Dryden Central School District.

Completed Years of Service	Amount
After five (5) years of service	\$500.00
After ten (10) years of service	\$1,000.00
After fifteen (15) years of service	\$1,500.00

The longevity amounts are cumulative but payments shall not be retroactive.

Both teaching and administrative service in the Dryden Central School District shall be credited for longevity service. Administrative service shall be given full credit, and teaching service shall be given one-half (1/2) credit.

C. Degree Compensation

Administrators who earn doctoral degrees subsequent to the ratification of this contract will be compensated an additional \$2000 annually. All increases shall become part of base salary and be cumulative and continuous in subsequent years.

ARTICLE XV – ADMINISTRATIVE EVALUATION PROGRAM

The Agreement between the Superintendent of The Dryden Central Schools and the Dryden Administrator’s Association sets forth two primary goals for the evaluation program:

- The process and procedures described should result in a high level of performance by administrative/supervisory personnel.
- The program should enhance the professional growth and renewal of administrators/supervisors in the Dryden School District when implemented.

The following annual evaluation review plan is used to address these goals until a different evaluative tool is developed jointly by the DAA and the Superintendent.

On a yearly basis the administrator/supervisor will select two targeted areas to address the school district’s mission or goals. The individual will set goals within the targeted areas with time frames that are specific to the purposes and needs of each goal. A written plan that addresses the two targeted areas will be submitted to the Superintendent no later than Oct. 15th each year.

ARTICLE XV – ADMINISTRATIVE EVALUATION PROGRAM continued

A discussion will be held with the Superintendent as to intent and thoughtfulness of the written plan by November 15th. Any requested revisions must be submitted to the Superintendent by November 30th.

Target Areas for goal setting will be based on the School Mission and Vision and include, but are not limited to, the following:

Curriculum
Instruction
Communication
Safety
Finance
Organization
Student Management
Supervision
Staff Development
Collaboration

Evaluation will be completed by June 30th of each year and will be a collaboration of the following:

- Evidence of self-reflection on goal setting and goal achievement by Administrator/Supervisor.
- Superintendent's summary evaluation of goal setting and goal achievement

ARTICLE XVI – GRIEVANCE PROCEDURE

A. Declaration of Purpose

It is the intent of the Board of Education and the Dryden Administrators' Association that procedures be established to promote a more harmonious and cooperative relationship among members of the administrative staff and members of the Board of Education.

It is further intended that these procedures will provide for the prompt and fair settlement of grievances within the District organization as they arise and to seek equitable treatment of administrators pursuant to established regulations and policies of the District. Only persons employed by or associated directly with the Dryden School System may be involved in pursuing a grievance under these procedures.

ARTICLE XVI – GRIEVANCE PROCEDURE continued

B. Definitions

1. A "grievance" shall mean an alleged violation of a specific Article or Section of the Contract.
2. An "aggrieved party" shall mean any person or group of persons in the bargaining unit filing a grievance.
3. The "Grievance Committee" is the Committee created and constituted by the Dryden Administrators' Association.
4. A "supervisor" shall mean the Superintendent.

C. General Rules

1. All grievances shall include the name and position of the aggrieved party, the identity of the provision of the law, agreement, policies, etc., involved in the 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 causing the said events or conditions, if known, a general statement of the nature of the grievance, and the redress sought by the aggrieved party. All grievances must be initiated by the alleged aggrieved.
2. The resolution of the grievance is to be obtained at the earliest possible Stage of the Grievance Procedure. The time limits specified for either party may be extended only by mutual agreement.
3. An aggrieved party and/or his/her representative shall have the right to present grievances in accord with the procedure below, free from coercion, interference, restraint, discrimination, or reprisal. Any attempt to violate the confidential nature of the hearings, to disrupt the hearings, or to present false or malicious testimony on the part of any school personnel, employee, agent, or attorney, shall constitute misconduct and shall be grounds for discharge.
4. A grievance must be forwarded in writing to the supervisor within twenty-five (25) school days of the date on which the administrator knew or should have known of the act or condition on which the grievance is based, or the grievance will be deemed waived.
5. The Board and the Dryden Administrators' Association agree to facilitate any investigation which may be required and to make available to the other party any and all material and relevant documents, communications, and records concerning the alleged grievance.

ARTICLE XVI – GRIEVANCE PROCEDURE continued

C. General Rules continued

6. Any member of the bargaining unit initiating a grievance has the right to be accompanied by an Association officer or a representative during any conference, grievance meeting, or similar meeting that takes place.
7. The preparation and processing of grievances, insofar as practicable, shall be conducted as to avoid conflict with the regular school program. The parties agree to request arbitration hearings to begin no earlier than 3:30 p.m. if the arbitration is held on a regular work day. If an arbitrator requires a hearing to start before 3:30 p.m., or if the parties mutually agree to start a hearing before 3:30 p.m., the District will release Association participants as needed. In the event that the Association has more than six (6) participants, the parties will schedule the participant appearances not less than three (3) school days in advance of the hearing. The participants will be released without loss of either leave time or compensation. The Association will reimburse the District for substitute costs actually incurred.
8. All documents and records dealing with the processing of a grievance shall be retained in a grievance file.
9. An aggrieved party shall have the right to confront and cross-examine all witnesses called to testify against him/her and to call witnesses on his/her own behalf at all stages of a grievance.
10. If a decision at one Stage is not appealed to the next Stage within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this Agreement shall be barred. If the District fails to meet the timelines set forth in Section D.1. of this Article, the grievance is automatically advanced to the next Stage (see Section D.2.). With the exception of unforeseeable circumstances preventing a scheduled meeting from taking place, failure by the District to comply with the timelines set forth in Section D.2. of this Article will result in redress in favor of the aggrieved. Any person may withdraw his/her grievance at any time except when a decision is actually pending.
11. In the event a grievance is filed on or after June 1, the time limits designated herein may be reduced by mutual agreement of both parties so the grievance procedure may be completed as soon as possible.
12. The Superintendent shall be responsible for maintaining an official grievance record which shall consist of the written grievance, all exhibits, transcripts, communications, minutes and notes of testimony, written arguments, and all written decisions at all Stages. Copies of the minutes for hearings held at the first three (3) Stages will be made available to all parties concerned within three (3) school days following each hearing. Minutes and/or an official record of the

ARTICLE XVI – GRIEVANCE PROCEDURE continued

C. General Rules continued

proceedings of all hearings held at the final grievance Stage (Arbitration) will be distributed to all concerned the same day as received from the hearing stenographer, provided one is used.

13. No person shall act as hearing officer more than once for the same grievance.
14. If a grievance affects a group of persons and appears to be associated with District wide policies, it may be submitted from the Association Grievance Committee directly to the Superintendent at Stage 2 as described below. The Superintendent shall have the prerogative of accepting this matter for consideration or referring it to the appropriate supervisor(s) at Stage 1.
15. Time deadlines at any stage may be altered by mutual written agreement.

D. Four (4) Stage Grievance Procedure

1. Stage 1 – Supervisor
 - a. The aggrieved party will discuss the grievance with his/her/their supervisor, either directly or through a representative, with the objective of resolving the matter informally. The supervisor will confer with all parties concerned and endeavor to collect all available data concerning the grievance prior to arriving at a decision. The aggrieved party may be present at all meetings and hearings for the discussion of the grievance or designate a representative to appear on his/her behalf.
 - b. If the grievance is not resolved informally within fifteen (15) school days, the aggrieved shall place the grievance in writing and present it to the supervisor. Within ten (10) school days after the written grievance is presented, the supervisor shall render a decision in writing and present it to the aggrieved and his/her representative.
2. Stage 2 – Superintendent
 - a. If the aggrieved is not satisfied with the written decision at the conclusion of Stage 1 and wishes to proceed further under this grievance procedure, the aggrieved shall, within ten (10) school days, present the grievance to the Grievance Committee for its consideration.
 - b. If the Grievance Committee determines the aggrieved has a meritorious grievance, it will file a written appeal of the decision at Stage 1 with the Superintendent within ten (10) school days after the aggrieved has

ARTICLE XVI – GRIEVANCE PROCEDURE continued

D. Four (4) Stage Grievance Procedure continued

2.b. Stage 2 – Superintendent continued

received such written decision. Copies of the written decision at Stage 1 shall be submitted with the appeal.

- c. Within ten (10) school days after receipt of the appeal, the Superintendent shall hold a hearing with the aggrieved, the Grievance Committee and the supervisor.
- d. The Superintendent shall render a written decision to the aggrieved, the Grievance Committee and the supervisor within ten (10) school days after the conclusion of the hearing.

3. Stage 3 – Board of Education

- a. If the aggrieved is not satisfied with the decision at Stage 2 and so requests, the Grievance Committee shall file a written appeal 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 use by the Board of Education and the Grievance Committee.

- b. Within ten (10) school days after receipt of an appeal, the Board of Education shall hold a hearing on the grievance in Executive Session with the aggrieved party and his/her representative present.
- c. Within ten (10) school days after the conclusion of the hearing, the Board shall render a written decision on the grievance to the aggrieved, the Superintendent, the Grievance Committee, and the supervisor.

4. Stage 4 – Arbitration

- a. If the aggrieved is not satisfied with the decision of Stage 3 and the Grievance Committee determines it to be in the best interest of the aggrieved and the Bargaining Unit, the Committee may submit the grievance to arbitration by written notice to the Board of Education within seven (7) calendar days of the decision at Stage 3.
- b. Within fifteen (15) school days after such written notice of submission to arbitration, the Board of Education and the Grievance Committee will attempt to agree upon a mutually acceptable arbitrator competent in the area of grievance and will obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain

ARTICLE XVI – GRIEVANCE PROCEDURE continued

D. Four (4) Stage Grievance Procedure continued

4.b. Stage 4 – Arbitration continued

such a commitment within the fifteen (15) school days, a request for a list of arbitrators will be made to the American Arbitration Association by either party.

- c. The selected arbitrator will hear the matter promptly and will issue his/her decision not later than fifteen (15) calendar days from the date of the close of the hearing. The arbitrator's decision will be in writing and will set forth his/her findings of fact, reasoning, and conclusions on the issues.
- d. The arbitrator shall have no power or authority to make any decision which requires the commission of an act prohibited by law or which is in violation of the terms of the Contract. The arbitrator shall recognize that except as delineated by this Contract, all functions of management shall remain with administration and the Board of Education at Dryden Central School.
- e. The arbitrator shall have the power only to interpret what the parties to the Agreement intended by the specific clause in the Contract which is at issue.
- f. The decision of the arbitrator shall be final and binding upon all parties.
- g. All costs for the services of the arbitrator shall be shared equally by the District and the Dryden Administrators' Association.
- h. Parties will be bound by the rules of the American Arbitration Association.

ARTICLE XVII – 3020-A PROCEDURE AND ALTERNATIVES

- A. The provisions of this Section shall constitute a negotiated alternative procedure to Section 3020-a of the Education Law (or any successor thereto).
- B. In the event an administrator is served with charges brought pursuant to Section 3020-a of the New York State Education Law (or any successor thereto), and he/she wishes to challenge said charges, the administrator shall have the option to either proceed to a hearing as provided in Section 3020-a, proceed to a hearing before an arbitrator as set forth below, or waive his/her right to both a hearing pursuant to Section 3020-a and a hearing before an arbitrator. This provision is not intended to limit the administrator's contractual options under the grievance procedure outlined in Article XVI.

ARTICLE XVII – 3020-A PROCEDURE AND ALTERNATIVES continued

- C. If the majority of the Board of Education finds grounds for bringing charges against a tenured teacher as provided by Section 3020-a of Education Law, then a written statement of the charges and an outline of the administrator's rights under this Alternate procedure shall be forwarded to him/her by the District Clerk.
- D. The administrator must notify the District Clerk in writing within ten (10) days of the receipt of said charges whether he/she elects:
 - 1. A hearing on the charges in accordance with Section 3020-a of Education Law: or
 - 2. A hearing before an arbitrator as set forth below; or
 - 3. To waive his/her rights to both a hearing pursuant to Section 3020-a and a hearing before an arbitrator, in which case, the Board of Education shall determine the charges and the penalty without a hearing.
- E. Failure to notify the District Clerk in writing within ten (10) days of receipt of the charges shall constitute a waiver of any and all rights to any hearing in which case the Board of Education shall determine the charges and the penalty.
- F. If the notification states that the administrator elects a hearing pursuant to Section 3020-a, such notification shall constitute a waiver of his/her right to a hearing before an arbitrator, as set forth below.
- G. If the notification states that the administrator elects a hearing before an arbitrator, as set forth below, such notification shall constitute a waiver of his/her right to any further proceedings pursuant to the Education Law.
- H. If the administrator elects a hearing pursuant to Section 3020-a of Education Law, the statute (or any successor thereto), regulations, and any other applicable legal authorities shall govern the proceeding, provided, however, that any alleged failure to comply with the statute (or any successor thereto), regulations, or any other applicable legal authorities shall not be grievable under this Agreement.
- I. If the administrator elects a hearing before an arbitrator, the Association shall file a Demand for Arbitration with the American Arbitration Association within five (5) days of the date of the administrator's written notification to the District Clerk.
- J. The parties shall select an arbitrator in accordance with the provisions of Article XVIII, Section D.4.b.
- K. The arbitration shall be governed by the provisions of Article XVI and the Voluntary Labor Arbitration Rules of the American Arbitration Association, to the extent that such rules do not conflict with the provisions of Article XVI and the provisions of this Article.
- L. The decision of the arbitrator shall be final and binding on both parties.

ARTICLE XVII – 3020-A PROCEDURE AND ALTERNATIVES

- M. One-half (1/2) of the arbitrator's fees and expenses shall be paid by each party. All other expenses, including the compensation of witnesses incident to the arbitration, shall be paid by the party incurring them.
- N. If the charges are determined by means of a hearing pursuant to Section 3020-a of Education Law, that decision may be appealed only in the manner provided by law for the appeal of such decisions. If the charges are determined by means of a hearing before an arbitrator, that decision may be reviewed only in the manner provided by law for the review of arbitration decisions.

ARTICLE XVIII – TERMS SUBJECT TO GOVERNMENTAL RULING

If any of the terms of this Agreement are in violation of applicable State and Federal Law or ruling of any State or Federal agency having cognizance in such matters, or of any changes in such laws or rulings, then only that portion of this Agreement specifically affected by such law or ruling shall become superseded, and the balance of the Agreement shall remain in full force and effect in accordance with the terms of this Agreement. It is 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 therefore shall not become effective until the appropriate legislative body had been given approval.

ARTICLE XIX – COMPLETE AGREEMENT

- A. This Agreement constitutes the entire agreement between the District and the Association. During its life, neither party will be obligated to collectively negotiate with respect to any subject or matter referred to or covered in it or with respect to any subject or matter not specifically covered in it. In reaching this agreement, the District and the Association have considered all matters lawfully subject to collective negotiations. This agreement may be amended or supplemented only by further written agreement between the parties. A party desiring amendment or supplement will notify the other party, in writing, stating the substance of the amendment or supplement desired, but the other party will not be obligated to discuss or agree to such proposed amendment or supplement. All terms and conditions of employment not covered by this agreement, shall continue to be subject to the District's direction and control and shall not be the subject of negotiations until the commencement of negotiations for a successor to this agreement.
- B. The masculine gender wherever used herein shall be construed to include both masculine and feminine, and the singular shall be construed to include both the singular and plural unless the context clearly indicates otherwise.

ARTICLE XX – NO STRIKE PLEDGE


The Association does hereby affirm the policy that it does not assert the right to strike against the school system, nor will it assist or participate in any such strike by the employees, nor will it impose any obligation of said employees to conduct, assist or participate in a strike.


ARTICLE XXI – DURATION OF CONTRACT

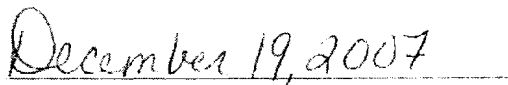
- A. Except as otherwise provided within the provisions contained herein, this agreement shall take effect on the date that it is ratified by both parties and it shall continue in full force and effect June 30, 2011. This agreement shall apply to employees in the negotiating unit who are in active employment on the date that the agreement is ratified or approved by both parties.
- B. The Agreement shall constitute the full and complete commitments of the District to the Association. The parties acknowledge that during the negotiations which resulted in the Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective negotiations, and that each party to this Agreement voluntarily and unqualifiedly, waives the right, and each agrees that the other shall not be obligated to negotiate collectively with respect to any term or condition of employment or other subject or matter or impact to such subject or matter not specifically referred to or covered in this Agreement. All terms and conditions of employment not covered by this Agreement, shall continue to be subject to the District direction and control and shall not be the subject of negotiations until the commencement of the negotiations for a successor to the Agreement.
- C. If any provision of the agreement or any application of the agreement to any employee or group of employees shall be found contrary to law, or would tend to impinge upon or reduce in any way the duties or responsibilities of the Board of Education as defined in Section 1709, 1711, 1804 or other sections of the Education Law pertaining to the duties and responsibilities of the Board of Education of Dryden Central School District or the Superintendent of Schools, then such provision or application shall not be deemed valid or subsisting, but all other provisions or applications will continue.

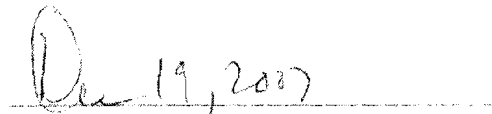
FOR THE ASSOCIATION

FOR THE DISTRICT


 SANDRA R. SHERWOOD
 Association President
 Dryden Administrators' Association


 DR. JAMES E. LEE
 Interim Superintendent of Schools
 Dryden Central School District


 Date


 Date

Addendum A – Salary Schedule

	<i>HS Prin.</i>	<i>HS Asst.Prin.</i>	<i>MS Prin.</i>	<i>MS Asst.Prin.</i>	<i>ES Prin. (i.e., DES)</i>	<i>ES AP (i.e., DES)</i>	<i>Primary Prin. (i.e., CS/FS)</i>	<i>Dir. Stu. Svcs.</i>	<i>Dir. PE/Hlt/Ath</i>
Negotiated Target	\$97,749.00	\$72,713.00	\$86,950.00	\$72,713.00	\$85,363.44	\$72,713.00	\$75,000.00	\$78,500.00	\$76,822.76
06-07Salary	\$97,749.00	\$58,072.00	\$74,664.00	\$62,738.50	\$77,427.00	\$57,553.50	\$63,000.00	\$70,000.00	\$68,774.52
Difference	COLA	\$14,641.00	\$12,286.00	\$9,974.50	\$7,936.44	\$15,159.50	\$12,000.00	\$8,500.00	\$8,048.24
40% of Difference	\$0.00	\$5,856.40	\$4,914.40	\$3,989.80	\$3,174.58	\$6,063.80	\$4,800.00	\$3,400.00	\$3,219.30
Year 1 Salary (2007-08)	\$100,251.37	\$63,928.40	\$79,578.40	\$66,728.30	\$80,601.58	\$63,617.30	\$67,800.00	\$73,400.00	\$71,993.82
% Change Year 1	0.00%	10.08%	6.58%	6.36%	4.10%	10.54%	7.62%	4.86%	4.68%
Parity	0	7.52%	4.02%	3.80%	1.54%	7.98%	5.06%	2.30%	2.12%
COLA	2.56%	2.56%	2.56%	2.56%	2.56%	2.56%	2.56%	2.56%	2.56%
30% of Difference	\$0.00	\$4,392.30	\$3,685.80	\$2,992.35	\$2,380.93	\$4,547.85	\$3,600.00	\$2,550.00	\$2,414.47
2.5% increase	\$2,506.28	\$1,598.21	\$1,989.46	\$1,668.21	\$2,015.04	\$1,590.43	\$1,695.00	\$1,835.00	\$1,799.85
Year 2 Salary (2008-09)	\$102,757.66	\$69,918.91	\$85,253.66	\$71,388.86	\$84,997.55	\$69,755.58	\$73,095.00	\$77,785.00	\$76,208.13
% Change Year 2	0.00%	6.87%	4.63%	4.48%	2.95%	7.15%	5.31%	3.47%	3.35%
Negotiated COLA	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
30% of Difference	\$0.00	\$4,392.30	\$3,685.80	\$2,992.35	\$2,380.93	\$4,547.85	\$3,600.00	\$2,550.00	\$2,414.47
3.5% increase	\$3,596.52	\$2,447.16	\$2,983.88	\$2,498.61	\$2,974.91	\$2,441.45	\$2,558.33	\$2,722.48	\$2,667.28
Year 3 Salary (2009-10)	\$106,354.18	\$76,758.37	\$91,923.34	\$76,879.82	\$90,353.39	\$76,744.88	\$79,253.33	\$83,057.48	\$81,289.89
% of Change Year 3	0.00%	6.28%	4.32%	4.19%	2.80%	6.52%	4.93%	3.28%	3.17%
Negotiated COLA	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%
4.0% increase	\$4,254.17	\$3,070.33	\$3,676.93	\$3,075.19	\$3,614.14	\$3,069.80	\$3,170.13	\$3,322.30	\$3,251.60
Year 4 Salary (2010-11)	\$110,608.34	\$79,828.71	\$95,600.27	\$79,955.01	\$93,967.53	\$79,814.67	\$82,423.46	\$86,379.77	\$84,541.49
Negotiated COLA	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%

DRYDEN CENTRAL SCHOOL DISTRICT
DRYDEN ADMINISTRATORS ASSOCIATION (DAA)
HEALTH/DENTAL PLANS
JULY 1, 2006 - JUNE 30, 2007

BC/BS HEALTH PLAN - #8020701

	Monthly Premium	School Pays 83%	Full Time Employee Pays 17%	Half-time Employee Prorated	T.O.R.F. (s) 50%	
INDIVIDUAL (8/12 Cycle) 20 Pays	Monthly Cost =	\$451.82	\$375.01	\$76.81	\$259.80	\$225.91
	Bi-Weekly Cost =			\$46.09	\$155.88	--
	ANNUALLY =	\$5,421.84	\$4,500.12	\$921.72	\$3,117.60	\$2,710.92
<hr/>						
FAMILY (8/12 Cycle) 20 Pays	Monthly Cost =	\$1,028.63	\$853.76	\$174.87	\$591.46	\$514.32
	Bi-Weekly Cost =			\$104.92	\$354.88	--
	ANNUALLY =	\$12,343.56	\$10,245.12	\$2,098.44	\$7,097.52	\$6,171.84

EXCELLUS DENTAL PLAN - #014TPA

	Monthly Premium	School Pays 75%	Full Time Employee Pays 25%	Half-time Employee Prorated	T.O.R.F. (s) 100%	
INDIVIDUAL (8/12 Cycle) 20 Pays	Monthly Cost =	\$13.20	\$9.90	\$3.30	\$8.25	\$13.20
	Bi-Weekly Cost =			\$1.98	\$4.95	--
	ANNUALLY =	\$158.40	\$118.80	\$39.60	\$99.00	\$158.40
<hr/>						
FAMILY (8/12 Cycle) 20 Pays	Monthly Cost =	\$39.49	\$29.62	\$9.87	\$24.68	\$39.49
	Bi-Weekly Cost =			\$5.93	\$14.81	--
	ANNUALLY =	\$473.88	\$355.44	\$118.44	\$296.16	\$473.88

* COBRA Cost = 100% of Monthly Premiums.

* Employees on "Leave without Pay", Pay 100% Premium.

* Employees on "Family Medical Leave without Pay" / Reference Policy on "Family Medical Leave Act".

* Retirees must have been an employee for minimum of 10 years prior to retirement.

* Retirees can opt to have the same continued coverage with the exception that after retirement the coverage can be downgraded from family to individual but not upgraded from individual to family.

* Retirees Medical Insurance Cost = 50% Retired Employee / 50% School District.

* Retirees Dental Insurance Cost = 100% Retired Employee Dental Insurance.

* Surviving Spouse of Retiree can continue health & dental insurances at 100% premium.

2008-09

**DRYDEN CENTRAL SCHOOL DISTRICT
 DRYDEN ADMINISTRATORS ASSOCIATION (DAA)
 HEALTH/DENTAL PLANS
 JULY 1, 2008 - JUNE 30, 2009**

RECEIVED
 DRYDEN CENTRAL SCHOOL
 APR 22 2008
 PERSONNEL OFFICE

BC/BS HEALTH PLAN - #8020701

	Monthly Premium	School Pays 82%	Full Time Employee Pays 18%	Half-time Employee Prorated	T.O.R.F. (s) 50%	
INDIVIDUAL (8/12 Cycle) 20 Pays	Monthly Cost =	\$497.45	\$407.91	\$89.54	\$286.03	\$248.73
	Bi-Weekly Cost =			\$53.72	\$171.62	--
	ANNUALLY =	\$5,969.40	\$4,894.92	\$1,074.48	\$3,432.36	\$2,984.76
<hr/>						
FAMILY (8/12 Cycle) 20 Pays	Monthly Cost =	\$1,132.52	\$928.67	\$203.85	\$651.20	\$566.26
	Bi-Weekly Cost =			\$122.31	\$390.72	--
	ANNUALLY =	\$13,590.24	\$11,144.04	\$2,446.20	\$7,814.40	\$6,795.12

EXCELLUS DENTAL PLAN - #014TPA

	Monthly Premium	School Pays 75%	Full Time Employee Pays 25%	Half-time Employee Prorated	T.O.R.F. (s) 100%	
INDIVIDUAL (8/12 Cycle) 20 Pays	Monthly Cost =	\$13.20	\$9.90	\$3.30	\$8.25	\$13.20
	Bi-Weekly Cost =			\$1.98	\$4.95	--
	ANNUALLY =	\$158.40	\$118.80	\$39.60	\$99.00	\$158.40
<hr/>						
FAMILY (8/12 Cycle) 20 Pays	Monthly Cost =	\$39.49	\$29.62	\$9.87	\$24.68	\$39.49
	Bi-Weekly Cost =			\$5.93	\$14.81	--
	ANNUALLY =	\$473.88	\$355.44	\$118.44	\$296.16	\$473.88

- * COBRA Cost = 100% of Monthly Premiums.
- * Employees on "Leave without Pay", Pay 100% Premium.
- * Employees on "Family Medical Leave without Pay" / Reference Policy on "Family Medical Leave Act".

- * Retirees must have been an employee for minimum of 10 years prior to retirement.
- * Retirees can opt to have the same continued coverage with the exception that after retirement the coverage can be downgraded from family to individual but not upgraded from individual to family.
- * Retirees Medical Insurance Cost = 50% Retired Employee / 50% School District.
- * Retirees Dental Insurance Cost = 100% Retired Employee Dental Insurance.
- * Surviving Spouse of Retiree can continue health & dental insurances at 100% premium.

