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Contract Database Metadata Elements

Title: **Port Bryon Central School District and Port Bryon Central School District Administrative Instructional Team (1996) (MOA)**

Employer Name: **Port Bryon Central School District**

Union: **Port Bryon Central School District Administrative Instructional Team (MOA)**

Local:

Effective Date: **07/01/96**

Expiration Date: **06/30/01**

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8279_06302001

Port Byron Central School District
And Administrative Instructional Team

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Salary and Benefits Memorandum of Understanding

Between

Superintendent of Port Byron Central School District

And

Administrative Instructional Team

1996-2001

RECEIVED

OCT 20 2000

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

4

I. Term of Compensation

This plan is effective July 1, 1996 to June 30, 2001.

II. Definitions

The term Administrative Instructional Team shall include the following:

High School Principal
Elementary Principal
Director of Special Services

III. Salary and Other Compensation

a. The Instructional Team shall receive the following increase:

1996-97	3.5%	HS, Elem, MS Principal
1997-98	3.5%	HS, Elem, MS Principal
1998-99		Per Salary Schedule
1999-00		Per Salary Schedule
2000-01		Per Salary Schedule

b. Longevity – In the fifth year of administrative service to the Port Byron Central School District a \$500 longevity increment. In the tenth year of administrative service to Port Byron Central School District an additional \$250 increment. In the fifteenth year of administrative service to the Port Byron Central School District an additional \$250 increment.

IV. Fringe Benefits:

a. Health Insurance

The District will provide 90% for individual and 90% for family coverage for which the employee qualifies. This will be continued into retirement. Employees will pay an \$8.00 co-pay on their prescription drug card.

b. Dental Insurance

The District will provide full coverage (family or individual) for which the employee qualifies at 100%.

c. Sick Days

Fourteen (14) personal illness days annually. Six (6) family illness days annually, not cumulative.

d. Personal Days

Four (4) days annually. Unused days will convert to sick days.

e. Death in Family

Four (4) days per occurrence annually, not cumulative.

f. Vacation Days

Twenty (20) days annually, cumulative to forty days maximum. Days will be compensated when leaving the district at per diem rate.

g. Holidays

Fourteen (14) days, not cumulative.

h. Professional Dues

Dues shall be paid on behalf of the Instructional Team member to appropriate professional organizations with prior approval by the Board of Education through the budget process.

i. Mileage Reimbursement

Instructional team members shall be reimbursed for mileage incurred on district business at the district rate per mile. Other related travel expenses incurred shall be paid upon the Superintendent's approval.

j. Payroll Deduction

Tax Sheltered Annuity, Income Protection Plan, United States Savings Bonds, etc. are available by means of payroll deduction. Administrators may also participate in the District Flex Plan.

k. Course Reimbursement

Tuition for pre-approved and completed graduate credits earned annually will be reimbursed up to a total of the cost of one three (3) credit graduate course at Syracuse University at the time the course(s) is taken.

Salary Schedule for Instructional Team

The following salaries are in effect for this agreement:

<u>1996-97</u>		<u>Increase</u>	<u>Stipend</u>	<u>Longevity</u>	<u>Total</u>
High School Principal	\$50,960	\$1784		-0-	\$52,744
Middle School Principal	\$54,927	\$1922		\$500	\$57,349
Elementary School Principal	\$55,961	\$1959		\$500	\$58,420
<u>1997-98</u>					
High School Principal	\$52,744	\$1846		-0-	\$54,590
Middle School Principal	\$56,849	\$1990		\$500	\$59,339
Elementary School Principal	\$57,920	\$2027		\$500	\$60,447
<u>1998-99</u>					
High School Principal	\$54,590	\$2434		\$500	\$57,524
Elementary Principal	\$59,947	\$2434		\$750	\$63,131
Dir. Special Services	\$58,839		\$1200	\$750	\$60,789
<u>1999-2000</u>					
High School Principal	\$57,024	\$2541		\$500	\$60,065
Elementary School Principal	\$62,381	\$2541		\$750	\$65,672
Dir. Special Services	\$60,039		\$1200	\$750	\$61,989
<u>2000-2001</u>					
High School Principal	\$59,565	\$2650		\$500	\$62,715
Elementary School Principal	\$64,922	\$2650		\$750	\$68,322
Dir. Special Services	\$61,239		\$1200	\$750	\$63,189

Revised 11/13/98

V. Performance Review

The Superintendent shall review and assess the performance of the Instructional Team at least once a year during the term of this agreement. Final written evaluation reports will be shared with the Board. Instructional Team members shall have the right to respond in writing to any evaluation material contained in the unit member's file (personnel folder).

VI. Appeal Process

In accordance with District Policy #4211, the Instructional Team may address individual concerns with the Superintendent. If this does not resolve the matter, it may be brought directly to the attention of the Board of Education.

VII. Salary Schedule is attached.

Dated 12/23/98

Dated 12/23/98

Signed *Do Parker*
Administrative Representative

Signed: *Charlotte A. Gregory*
District Representative

OFFICE OF THE SUPERINTENDENT
Port Byron Central School District

MEMO: David Parker
President, Administrative Instructional Team

FROM: Terrence A. Blanchfield
Superintendent *Terrence B*

DATE: June 24, 1998

RE: Addendum to Existing Contract

Pursuant to Board resolution from June 23, 1998 (attached), the administration at Port Byron Central School District has been reorganized.

It has been understood and agreed upon that Article II, "Definitions" has been amended to include the position of Director of Special Services, which replaces the Middle School Principalship.

David Parker

David Parker, President

The Port Byron Board of Education is asked to adopt the following resolution:

WHEREAS, the Board of Education of the Port Byron Central School District directed the Superintendent during the budget process to reorganize the administrative staff into two building principals and a director; therefore eliminating the position of Middle School Principal; and

WHEREAS, Mary Beth Fiore has consented in writing to the assignment of duties associated with grades 7 and 8

NOW THEREFORE, BE IT RESOLVED, upon the recommendation of the Superintendent of Schools, the Board of Education hereby makes the following assignments effective July 1, 1998:

David Parker - Elementary Principal grades K-6;

Mary Beth Fiore - High School Principal grades 7-12; and

Scott Miller - Director of Special Services

BE IT FURTHER RESOLVED, the Board of Education adopts the descriptions of each of the above positions and directs that said descriptions shall be added as an addendum to Board Policy #4380 - Administrative Staff.



THE PORT BYRON CENTRAL SCHOOL DISTRICT

PORT BYRON CENTRAL HIGH SCHOOL • PORT BYRON, NEW YORK 13140

Mary Beth Fiore
High School Principal
Director of Athletics
(315) 776-5738

MEMO TO: T. Blanchfield
FROM: M.B. Fiore *(mbf)*
DATE: 6/19/98
RE: Reorganization

I am aware that the District intends to reorganize it's administrative staff and that I am being asked to assume responsibility for grades 7 and 8 in addition to my current duties as 9 - 12 High School Principal. It is my understanding that while this change expands my duties, it does not affect my tenure, my tenure area or my seniority. It is with this understanding that I agree to assume this additional responsibility.

MBF/cp



THE PORT BYRON CENTRAL SCHOOL DISTRICT

30 Maple Avenue, Port Byron, New York 13140
Phone (315) 776-5728 Fax (315) 776-4050

James O. DeRusha
Superintendent

Gary A. Texido
Business Manager

TO: David Parker, President
Administrative Instructional Team

FROM: James O. DeRusha
Superintendent

RE: Addendum to Existing Contract

DATE: August 29, 2000

Due to the Board of Education's approval and appointment of a middle school principal, the following changes need to be made to the current Administrative Instructional Team contract. If you agree, please sign both copies and return one copy to my office at your earliest convenience.

Article II Definitions


add Middle School Principal

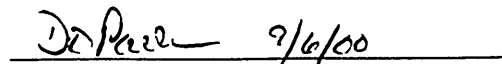
Article IV Salary Schedule for Instructional Team

Add: 2000-2001 Middle School Principal, Total \$58,000*

* Pro-rated per employment of August 21, 2000 of Mr. Robert Doolittle.

If you have any questions or concerns please advise.


James O. DeRusha, Superintendent

 9/6/00
David Parker, President

Mission Statement

The community, through the Port Byron Central School, will provide opportunities in a stable and caring environment for students to become literate, life-long learners and pursuers of dreams. We will nurture self-worth and develop personal integrity and social responsibility in our students. Our school will actively involve our community for the betterment of education.