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**Contract Database Metadata Elements**

Title: **Ichabod Crane Central School District and Ichabod Crane Administrator's Association (2009) (MOA)**

Employer Name: **Ichabod Crane Central School District**

Union: **Ichabod Crane Administrator's Association**

Effective Date: **07/01/09**

Expiration Date: **06/30/13**

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Memorandum of Agreement between the Ichabod Crane  
Administrator's Association and the Board of Education of the  
Ichabod Crane Central School District

7/1/09 - 6/30/13

1.) A.) Salary

\$2,500 + 2.5% increase for each member in year 1. 1.75% increment with annual increases of 1.5%, as listed on the annexed salary schedule. The annexed schedule is specific to those administrators currently employed by the district.

The beginning step for each administrator is listed below:

Step 1. Principal, Melissa Murray

Step 4. Principal, William Schneider, Timothy Farley, John Stickles

Step 1. Special Education Director, Robert McCloskey

Step 1. Assistant Principal, Daniel Farley

Step 2. Assistant Principal, Shannon Shine

B.) The annexed salary schedule is representative of the total number of years of experience of the current administrative staff, as of June 30, 2009. Both parties understand that all future hires will be placed on a separately developed hiring schedule and/or on the current schedule depending on the district's determination.

2.) Health Insurance and Benefit Trust

District will pay 90% of the Base Plan

Effective July 1, 2009, base plan defined as PPO (812) with three-tier carve out \$5.00/\$10.00/\$25.00 for a 30-day supply, mail order, one co-pay for a ninety (90) day supply.

Effective July 1, 2010, base plan defined as PPO (812) with three-tier carve out \$5.00/\$10.00/\$25.00 for a 30 day supply, mail order, two co-pays for a ninety day supply.

Unit members will pay 100% of the difference between the base plan and a greater plan selected by the member.

The District may offer the PPO-A (816)

**Medicare:**

Active members who retire on or prior to June 30, 2012 and become Medicare eligible, the District will reimburse the retired unit member for the Medicare Part B premium in the amount of \$93.50 per month, plus 50% of future increases in the Part B premium with a cap on the District contributions of \$150.00 per month. This shall apply to the retired member only.

**RECEIVED**  
NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD

MAR 11 2010

**ADMINISTRATION**

### **Benefit Trust**

Association members will be responsible for purchasing dental and vision insurance through the Ichabod Crane Teachers' Association (ICTA) benefit trust. The district shall not be responsible for any aspect or the administration or claims resulting from the administration or any action of the Ichabod Crane Teachers' Association Benefit Trust. Effective July 1, 2009, the district will contribute \$550.00 for each unit member, Effective July 1, 2010, the district's contribution shall be equal to \$625.00 per unit member. Effective July 1, 2011, the district's contribution shall remain at \$625.00 per unit member. If the successor agreement with the Ichabod Crane Teachers' Association calls for an increase subsequent to July 1, 2011 and July 1, 2012, the district shall match the increase for the unit members.

- 3.) The High School Principal shall receive an annual stipend of \$1,500 for the additional duties and responsibilities associated with the position. The amount will be payable in equal installments throughout the school year.
- 4.) Administrative Work Schedule (Article III), amend the language as follows:
  - C. The School Superintendent shall designate two (2) employees from the Primary School Principal, the Assistant High School Principal, Assistant Middle School Principal, Elementary School Principal, and Director of Special Education for shared responsibility for summer school and invitations programs. The Superintendent and the affected employees shall meet and confer with respect to their duties and responsibilities.
  - D. The unit members designated as the secondary summer school/invitations principal shall each receive a stipend of three thousand, five hundred dollars (\$3,500.00). This sum shall not be used as a part of the base salary when computing any future wage increases.
- 5.) Holidays (Article V)  
Administrators shall not be required to work on 15 holidays.
- 6.) Vacation
  - A. To amend the language contained in Article VI, paragraph 1 as follows:
    1. After the first year of employment, administrators shall have five (5) weeks (25 work days) of paid vacation between July 1 and June 30. If this vacation is not taken by June 30, up to ten (10) days of such vacation may be carried over for future use. Administrators may not carry over more than two (2) weeks (ten days) vacation. Once the 10-day carry over limit has been met, unused vacation time will accrue as sick time, unless the member has achieved the current cap of two hundred sixty five (265) sick days. If a unit member has 265 sick days, the unit member may, upon request, credit any unused vacation days to the Administrators' Association's sick bank, unless the sick leave bank has reached the cap of 225 days. If the sick leave bank has reached its cap of 225 days,

additional vacations days (beyond 10 carry over days) shall not accrue and are lost.

B. Amend to include, upon employment

C. Amend, hired after January 30<sup>th</sup>

D. The two unit members designated as the Principals of the summer school programs shall be permitted to each use up to one week (five consecutive days) of allotted vacation leave when school is in session, during a time period mutually agreed upon between the Superintendent and Administrator.

7.) Sick Leave

a. Cap sick days at 265

b. Up to eight (8) days per year may be used for family illness

c. Upon retirement from the Ichabod Crane Central School District, unit members will receive payment for unused sick leave as follows:

| <u>Payout</u> | <u>Year</u> | <u>Sick Days</u> | <u>Amount</u> | <u>Maximum</u> |
|---------------|-------------|------------------|---------------|----------------|
|               | 2009-10     | 1-99             | \$40.00/day   | -----          |
|               |             | 100+             | \$50.00/day   | \$9,000        |
|               | 2010-13     | 1-99             | \$45.00/day   | -----          |
|               |             | 100+             | \$55.00/day   | \$10,000       |

8.) Article XI

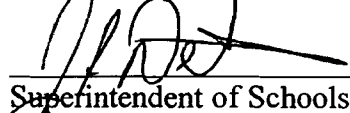
Amend graduate and in-service credit (increase from \$1,500 to \$2,000)

9.) Sub-Calling

Both parties agree to discuss outside the scope of negotiations session, to resolve questions about the district's proposal. The sub-committee has been clothed by the district and the association to reach a solution.

10.) Duration of Agreement, Four Years: 2009-2010, 2010-2011, 2011-2012, 2012-2013

For the District:

  
\_\_\_\_\_  
Superintendent of Schools

Date: 7/1/09

For the Administrators' Association:

  
\_\_\_\_\_

Date: 7/1/09

Salary Schedule

|                     |           | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       |
|---------------------|-----------|---------|---------|---------|---------|---------|---------|---------|---------|
| Principal           | 2009-2010 | 99,864  | 101,611 | 103,390 | 105,199 | 107,040 | 108,913 | 110,819 | 112,758 |
|                     | 2010-2011 | 101,362 | 103,135 | 104,940 | 106,777 | 108,645 | 110,547 | 112,481 | 114,450 |
|                     | 2011-2012 | 102,882 | 104,683 | 106,514 | 108,378 | 110,275 | 112,205 | 114,168 | 116,166 |
|                     | 2012-2013 | 104,425 | 106,253 | 108,112 | 110,004 | 111,929 | 113,888 | 115,881 | 117,909 |
| Sped Director       | 2009-2010 | 99,864  | 101,611 | 103,390 | 105,199 | 107,040 | 108,913 | 110,819 | 112,758 |
|                     | 2010-2011 | 101,362 | 103,135 | 104,940 | 106,777 | 108,645 | 110,547 | 112,481 | 114,450 |
|                     | 2011-2012 | 102,882 | 104,683 | 106,514 | 108,378 | 110,275 | 112,205 | 114,168 | 116,166 |
|                     | 2012-2013 | 104,425 | 106,253 | 108,112 | 110,004 | 111,929 | 113,888 | 115,881 | 117,909 |
| Assistant Principal | 2009-2010 | 85,664  | 87,163  | 88,688  | 90,241  | 91,820  | 93,427  | 95,062  | 96,725  |
|                     | 2010-2011 | 86,949  | 88,471  | 90,019  | 91,594  | 93,197  | 94,828  | 96,487  | 98,176  |
|                     | 2011-2012 | 88,253  | 89,798  | 91,369  | 92,968  | 94,595  | 96,250  | 97,935  | 99,649  |
|                     | 2012-2013 | 89,577  | 91,145  | 92,740  | 94,363  | 96,014  | 97,694  | 99,404  | 101,143 |

7/1/09 wjd.  
2/1/09 JTW

Ichabod Crane Central School  
Valatie, NY 12184

## Memorandum of Agreement

### Article VI Vacation Leave

By and between the Board of Education and the Superintendent of Schools of Ichabod Crane Central School and the Ichabod Crane Administrators' Association, whereby it is agreed between the parties that upon ratification by both parties, the following supplemental agreement shall set forth terms governing the use of Vacation Leave.

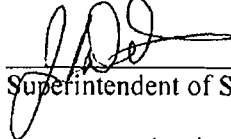
The Ichabod Crane Central School District and the Ichabod Crane Administrators' Association agree to the following:

A. To amend the language contained in Article VI, paragraph 1 as follows:

1. After the first year of employment, administrators shall have five (5) weeks (25 work days) of paid vacation between July 1 and June 30. If this vacation is not taken by June 30, up to ten (10) days of such vacation may be carried over for future use. Administrators may not carry over more than two- (2) weeks (ten days) vacation. Once the 10-day carry over limit has been met, unused vacation time will accrue as sick time, unless the member has achieved the current cap of two hundred sixty five (265) sick days. If a unit member has 265 sick days, the unit member may, upon request, credit any unused vacation days to the Administrators' Association's sick leave bank, unless the sick leave bank has reached the cap of 225 days. If the sick leave bank is lost, additional vacation days (beyond 10 carry over days) do not accrue.

B. All other terms and conditions of the Agreement remain the same.

Ichabod Crane Central School District

  
\_\_\_\_\_  
Superintendent of Schools

5/6/09  
\_\_\_\_\_  
Date

Ichabod Crane Administrators' Association

  
\_\_\_\_\_  
William Schneider, Administrators' Association

5/1/09  
\_\_\_\_\_  
Date