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**Contract Database Metadata Elements**

Title: **LaFayette Central School District and LaFayette Administrators/Supervisors Association (2000)**

Employer Name: **LaFayette Central School District**

Union: **LaFayette Administrators/Supervisors Association**

Local:

Effective Date: **07/01/00**

Expiration Date: **06/30/04**

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**5416\_06302004**

La Fayette Central School District  
And La Fayette Non-Instructnl  
Employees

*Lafayette Central School*

**Terms and Conditions of Employment**

**Supt. of Buildings & Grounds, Transportation Supervisor, Cook  
Manager & Technology Specialist**

**July 1, 2000 – June 30, 2004**

**RECEIVED**

SEP 17 2002

NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD

## ARTICLE I RECOGNITION

The LaFayette Board of Education recognizes that the LaFayette Administrators/Supervisors Association represents the majority of the non-instructional supervisors in the unit and as such the aforementioned association is the sole representative for members of the unit in contract negotiations.

## ARTICLE II TERM OF EMPLOYMENT

- Superintendent of Building and Grounds is employed for a 12-month work year.
- Transportation Supervisor is employed for a 12-month work year.
- Cook Manager is employed for a 10 month work year.
- Technology Specialist is employed for a 12 month work year.

## ARTICLE III VACATION TIME

<u>Period of Employment</u>	<u>Vacation Entitlement</u>
After 1 year	10 Days
After 5 years	15 Days
After 10 years	22 Days
After 20 years	25 Days

May carry over up to 10 days of unused vacation per year or be paid for up to 5 days of unused vacation at individual rate of pay. Requests for payment must be made, in writing, prior to June 1<sup>st</sup>. As a ten-month employee, the Cook Manager's vacation time is the same as the Instructional staff work calendar.

## ARTICLE IV HOLIDAYS

- A. Supervisors shall be entitled to observe the following legal holidays:

Independence Day	New Year's Day
Labor Day	Martin Luther King Jr. Day
Columbus Day	President's Day
Veteran's Day	Good Friday
Thanksgiving Day and Next Day	Memorial Day
Christmas Day	

- B. If a supervisor needs to work on any of the above days, the day will be applied to vacation time.

ARTICLE V  
SICK DAYS

Supervisors shall be granted twelve (12) sick days per year with no cap on accumulation.

ARTICLE VI  
PERSONAL TIME/FAMILY SICK DAYS

Supervisors shall be entitled to five (5) days for personal leave each year. Unused days shall accrue as sick time.

ARTICLE VII  
BEREAVEMENT LEAVE

Supervisors shall be entitled to five (5) days for the death of a family member (parent, spouse, children, grandparents, grandchildren, in-laws, brother/sister, or person assuming role of parent).

ARTICLE VIII  
HEALTH AND DENTAL INSURANCE

- A. The District shall contribute 95% of the premium for the health and medical coverage for each supervisor and 80% of family.
- B. The District shall contribute 100% of the premium for the dental coverage for each supervisor.
- C. The District shall contribute 80% of the premium for the dental coverage for the family of each supervisor.
- D. Co-Pay as follows:
- |              |       |
|--------------|-------|
| 2000/01 - \$ | 7.00  |
| 2001/02 - \$ | 7.00  |
| 2002/03 - \$ | 11.00 |
| 2003/04 - \$ | 11.00 |
- E. The District will provide the supervisory staff with a flexible spending plan on the order of the Bestflex Program offered by BC & S Associates, Inc. of Syracuse, New York.

ARTICLE IX  
SALARY

- I. .0395 x base salary year '99-2000 will be added to salary of each supervisor for 2000-'01  
.0395 x base salary year 2000-'01 will be added to salary of each supervisor for 2001-'02  
.0395 x base salary year 2001-'02 will be added to salary of each supervisor for 2002-'03  
.0395 x base salary year 2002-'03 will be added to salary of each supervisor for 2003-'04

ARTICLE X  
PROFESSIONAL GOAL

- A. Each supervisor will develop two (2) professional goals for each contract year. The supervisor's goals shall be received by the Assistant Superintendent by September 1 of the contract year.
- B. If the goal is completed to the satisfaction of the Assistant Superintendent a stipend, not part of base salary, in the amount to follow will be paid at the conclusion of the respective years:


Supervisor with 1-9 years with district	\$250.00 for each goal
Supervisor with 10-14 years with district	\$500.00 for each goal
Supervisor with 15+ years with district	\$750.00 for each goal

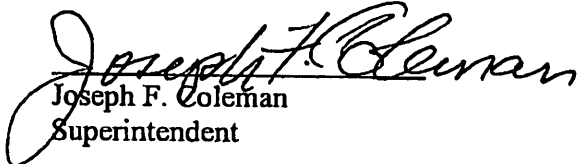
ARTICLE XI  
RETIREMENT

Upon retirement with ten (10) years of District service, the District agrees to pay 60% of the retiree's individual policy premium and 40% of the retiree's family policy premium.

ARTICLE XII  
DURATION

This agreement shall be extended for one (1) additional year July 1, 2003 to June 30, 2004.

  
 \_\_\_\_\_  
 Dona McIntyre  
 President

  
 \_\_\_\_\_  
 Joseph F. Coleman  
 Superintendent

8/15/02  
 \_\_\_\_\_  
 Date

8/14/02  
 \_\_\_\_\_  
 Date