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Title: **Orleans/Niagara BOCES and Orleans/Niagara BOCES Administrators and Supervisors Association (2006)**

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Union: **Orleans/Niagara BOCES Administrators and Supervisors Association**

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COLLECTIVE BARGAINING AGREEMENT

between

THE DISTRICT SUPERINTENDENT/CHIEF EXECUTIVE OFFICER OF THE
ORLEANS/NIAGARA BOARD OF COOPERATIVE EDUCATIONAL SERVICES

and the

ORLEANS/NIAGARA BOARD OF COOPERATIVE EDUCATIONAL SERVICES
ADMINISTRATORS AND SUPERVISORS ASSOCIATION

July 1, 2006

through

June 30, 2010

RECEIVED

JUL 24 2008

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

Rev. 7/1/08

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PREAMBLE

The Orleans/Niagara Board of Cooperative Educational Services (BOCES) recognizes the Orleans/Niagara BOCES Administrators and Supervisors Association (ONBASA), for the maximum time period permitted by law, as the sole and exclusive negotiating representative of the bargaining unit, which is comprised of all regularly employed professional certificated administrative staff appointed to and serving in the job titles of supervisor and coordinator, respectively. The bargaining unit shall exclude all other employees.

I. LEAVES

A. *Vacation Leave*

Effective July 1, 1992, each twelve-month administrator hired prior to July 1, 1992, shall receive twenty-six (26) vacation days at the start of the fiscal year (July 1).

Five days of vacation per fiscal year may be scheduled and utilized at the discretion of the administrator, upon prior notice to the District Superintendent. The District Superintendent will annually, between April 1 and June 1, request from each administrator a tentative schedule of vacation days for the coming fiscal year. The District Superintendent shall retain discretion to approve such schedules. Administrators may subsequently request modification of approved vacation schedules, due to family or personal emergencies, or due to unforeseen necessity.

For administrators hired on or after July 1, 1992, vacation entitlement shall be the following: 1-5 years of service, 21 days; 6-10 years of service, 22 days; 11-15 years of service, 23 days; 16-20 years of service, 24 days; 21-25 years of service, 25 days; and 26-30 years of service, 26 days. Such allocation shall be made on a pro-rated basis in accord with the number of full months of employment in the current fiscal year.

Effective July 1, 2000, with the express permission of the District Superintendent, an administrator may carry over up to five (5) unused days of vacation leave from each school year into the succeeding school year.

B. *Personal Illness Leave*

Effective July 1, 1992, each twelve-month administrator will be credited with twenty-four (24) days of sick leave, which may be accumulated to 240 days. Sick leave will be credited on a pro-rated basis for administrators working fewer than twelve months in a given year.

If an administrator uses all accumulated sick leave because of extended illness, the Board of Education, upon the recommendation of the District Superintendent, may grant extended sick leave without loss of compensation to the administrator.

C. *Family Illness Leave*

Up to five (5) days of the aforementioned paid personal illness leave may be utilized in any single year due to illness of a member of the immediate family, i.e., spouse, child, parent.

D. *Personal Business Leave*

Effective July 1, 2000, each twelve-month administrator shall be entitled to three (3) non-cumulative personal business days annually, for the conduct of urgent personal business which cannot be accomplished outside the work day.

The District Superintendent is authorized to require a statement of reasons for the requested leave.

E. *Bereavement Leave*

Effective July 1, 1992, an administrator may be absent for up to five (5) days with pay for each death in the immediate family, i.e., spouse, child, parent, sister, brother, mother-in-law, father-in-law, or grandparent. These days shall not be deducted from any accumulated leave.

F. *Religious Holiday Leave*

Vacation leave and personal business leave may be utilized for the purpose of observing religious holidays. Otherwise, observation of religious holidays will constitute leave without pay.

G. *Approval and Notification*

Where possible, administrators are expected to provide at least one day's notice when requesting family illness and bereavement leave. Personal business leave and religious holiday leave require a minimum of two (2) days notification. It is understood that the District Superintendent retains the right of approval of all personal, family illness, and bereavement leaves.

II. SALARY

A. *Salary Schedule*

Annual salaries, during the term of the agreement, will be implemented as provided for in Appendix B.

Notwithstanding any other terms or provisions, any employee who has separated or does separate from employment, other than for the purpose of retirement, prior to the date on which this collective bargaining agreement (term commencing July 1, 2006) is mutually ratified, shall not receive any salary adjustments under the terms of this agreement.

A unit member hired after ratification of the collective bargaining agreement, term commencing July 1, 2006, shall have his or her annual salary increased by \$3,000.00 effective on each succeeding July 1st during the term of this agreement, except as specified elsewhere in this agreement. The preceding sentence shall not be construed to provide for any salary adjustments after the expiration of the agreement with term commencing effective July 1, 2006.

Notwithstanding the foregoing terms, a new unit member shall receive an annual salary increase (effective July 1st) only if he or she was hired with an effective date of employment in the bargaining unit on or before the preceding February 1st.

- B. The salary for each new hire shall be determined by the Board of Education upon the recommendation of the District Superintendent. However, a person newly hired after ratification of the collective agreement, term commencing July 1, 2003, in the position (job title) of coordinator, shall not be paid a salary exceeding the salary of any coordinator who was hired with an effective date of employment on or before July 1, 2003. If a person newly hired after ratification of the collective agreement, term commencing July 1, 2003, in the position (job title) of coordinator, is to be paid a salary exceeding the salary of any coordinator who was hired with an effective date of employment on or before July 1, 2003, then any such coordinator who was hired with an effective date of employment on or before July 1, 2003 shall be given a salary increase to ensure that his or her salary is at least equal to that of the new hire.

C. *Direct Deposit of Salary*

Direct deposit (of full pay) shall be mandatory for all members of the bargaining unit.

III. OTHER ECONOMIC BENEFITS

A. Health Insurance

1. Health insurance (either single-person, two-person or family coverage, as applicable) will be offered, in accordance with the following terms and provisions, to a unit member employed in either a regular full-time position or a regular part-time position. The BOCES shall have the right to select the health insurance carrier(s), the plan administrator(s) and the health insurance plan(s), as long as the benefits provided are at least comparable to those provided as of the time that a change is implemented. The operation of the health insurance coverage shall be governed in all respects by the terms of the plans, rules and policies governing such coverage as issued by the plan administrator(s). The BOCES' sole responsibilities with respect to provision of health coverage shall be to: (i) Make the coverage available; (ii) provide necessary data on reasonable request; and (iii) pay its contribution to the monthly premiums.

Effective July 1, 2008, for full-time professional personnel and part-time personnel who work at least 75% of a regular full-time administrator's schedule, the BOCES' premium contributions shall be capped at 95% of the premium contribution in effect for enrollment in the applicable managed care (point of service) plan. Any such unit member electing to enroll in the traditional indemnity plan shall pay the full incremental difference between the applicable premium for that plan and 95% of the premium contribution in effect for enrollment in the applicable managed care (point of service) plan. If the premium payable for enrollment in the managed care (point of service) plan ever becomes greater than the premium payable for enrollment in the traditional indemnity plan, then the BOCES' premium contribution for full-time professional personnel and part-time personnel who work at least 75% of a regular full-time administrator's schedule shall be capped at 95% of the premium contribution in effect for enrollment in the traditional indemnity plan – and enrollees in the managed care (point of service) plan would be required to pay the full incremental difference. Enrollees who are employed at least .5 FTE but less than .75 FTE shall be eligible to receive premium contributions from the BOCES equal to one-half of the premium contributions that the BOCES would make on behalf of an employee who is employed at least .75 full-time equivalent (FTE) status. The foregoing premium contribution provisions for part-time employees shall, except as otherwise expressly stated in this agreement, apply to all such part-time employees (with FTE as stated) in the bargaining unit, including but not limited to those employees who have been involuntarily reduced to part-time.

A part-time employee who works less than .5 FTE is not eligible to be covered in this health insurance program.

The BOCES shall be authorized to deduct any required premium contributions from a unit member's salary.

The coverage will include an 80/20 co-insurance rider with a \$1,000 single-person co-insurance payment cap and a \$2,000 family (or two-person) co-insurance payment cap.

2. Administrators may retain full health insurance group coverage under the BOCES policy after retirement upon payment annually of the premium in existence at July 1 of each year.
3. In case of abolition of a position, the BOCES' contribution on behalf of an enrolled member of the unit shall continue to be paid for three (3) months after the date of termination.

4. Each enrollee under the traditional indemnity plan shall be responsible for payment of an annual deductible of \$200 (for single-person coverage) and \$400 (for two-person or family coverage). Effective upon ratification of the collective bargaining agreement with term commencing July 1, 2006: Regarding the managed care (point of service) plan, the BOCES shall be authorized to implement prescription (employee/dependent) co-payments of up to \$15.00 (generic) or \$35.00 (brand name), with provision for mail order (up to 90 days) at up to double the foregoing prescription co-payments; regarding the traditional indemnity plan, the BOCES shall be authorized to implement prescription (employee/dependent) co-payments of up to \$10.00 for each generic prescription, \$20.00 for each preferred brand name prescription and \$40.00 for each non-preferred brand name prescription, with provision for mail order (up to 90 days) at double the foregoing prescription co-payments.
5. An administrator who has been employed for Orleans/Niagara BOCES for at least ten (10) consecutive years on the effective date of his/her retirement, and who is at least fifty-five (55) years of age, shall be provided with the same health coverage that is provided to members of the existing bargaining unit and shall contribute the same percentage of premiums therefor that is contributed by members of the existing bargaining unit, for a period of ten (10) years beginning on the first day of retirement.

When a retiree receiving health coverage becomes eligible for Medicare, coverage under the BOCES' health plan shall become secondary to Medicare and the BOCES' plan will reduce payments for medical services by the amount that the unit member is or would be eligible to receive under Medicare. The same principles (the BOCES' plan becoming secondary upon a retiree's eligibility for Medicare) continue to apply to retirees receiving coverage at their own expense under Article III, Section A, Paragraph Two (2) of this agreement.

A retiree who is eligible under Section III(A)(5) for coverage in retirement with BOCES premium contributions, and who is ineligible for enrollment under the terms of the managed care (point of service) plan because he or she does not reside within the network for at least six months per year, shall be eligible for enrollment in a preferred provider organization (PPO) plan. The BOCES' premium contributions on behalf of a retiree as referenced in the preceding sentence, for the remaining period of eligibility for such coverage under Section III(A)(5), shall be capped at 95% of the applicable premium in effect for enrollment in such PPO plan. The preceding two sentences shall only apply to a retiree who is eligible under Section III(A)(5) for coverage in retirement with BOCES premium contributions, and who is (and remains) ineligible for enrollment under the terms of the managed care (point of service) plan because he or she does not reside within the network for at least six months per year.

The revisions in terms and conditions implemented for active employees shall also apply to eligible retirees receiving coverage with BOCES premium contributions.

6. The flexible spending account shall have no annual minimum set-aside amount, and the annual maximum set-aside amount shall be the maximum allowable under law for dependent care and five thousand dollars (\$5,000.00) for medical reimbursement.
7. The BOCES will make available one or more managed care plans (which may include, as examples, a Health Maintenance Organization (HMO) plan, a Preferred Provider Organization (PPO) plan or a Point of Service (POS) plan), which eligible unit members may choose in lieu of traditional indemnity coverage provided for in Paragraph Number 1 above.

The eligibility requirements for health coverage (and BOCES-paid premium contributions), including rules pertaining to pro-ration of premium payments for part-time personnel, shall be those which are set forth in Paragraph Number 1 above. Unit members meeting the eligibility requirements for health coverage shall select coverage under either the

traditional indemnity plan provided for in Paragraph Number 1, or a managed care plan provided for in this Paragraph, during the month of June. The election must be received in the Labor Relations office during the month of June, and shall be binding upon the unit member for the duration of the succeeding fiscal year.

The BOCES shall have the right to make adjustments to the coverage, including but not limited to adjustments to co-payments and/or benefit levels. If a managed care plan is discontinued or substantially altered by the BOCES, then unit members enrolled in that plan shall be given an opportunity to enroll in either the traditional indemnity plan provided for in Paragraph Number 1 above or an alternative managed care plan if such an alternative plan is made available by the BOCES.

The BOCES shall be authorized to deduct any required premium contributions from a unit member's salary.

B. Alternative Benefits for Employees Declining District Health Insurance Coverage

Employees currently enrolled in the BOCES Health Insurance Plan, and new employees at the time of hire, may elect to forego the Health Insurance Plan in effect at that time upon execution of a notarized Health Insurance Waiver (see Appendix A). Employees will receive one of the following:

- a. If eligible for a family health insurance policy, an amount of \$750, payable in two payments of \$375, less applicable taxes.

- 1st payment - July = \$375
 - 2nd payment - January = \$375

- b. If eligible for a single health insurance policy, an amount of \$500, payable in two payments of \$250, less applicable taxes.

- 1st payment - July = \$250
 - 2nd payment - January = \$250

Re-entry into the health insurance plan shall be governed by the rules of the District plan and applicable law. Where the employee has elected to forego the District plan, and health insurance coverage ceases to be available due to the death of a spouse, divorce, or lay-off, the employee shall be eligible for reinstatement in the District plan on the following January 1 or July 1, whichever is earlier, upon proper written application for such reinstatement prior to that date.

The benefits under this provision shall be pro-rated for employees who are hired or submit health insurance waivers after July 1, for employees employed for less than twelve months, and for those employed less than full-time.

C. Benefits Fund

- 1. In the event of an administrator's death, his or her spouse will be allowed to maintain single-person (only) health coverage in the BOCES' plan at the spouse's own expense for the remainder of his or her lifetime, contingent upon timely payment of the monthly premium. When the spouse becomes eligible for Medicare, coverage under the BOCES' health plan shall become secondary to Medicare and the BOCES' plan will reduce payments for medical services by the amount that the spouse is or would be eligible to receive under Medicare.
- 2. Effective September 1, 2004, the BOCES shall establish a medical reimbursement plan in accordance with Section 105 of the Internal Revenue Code. The BOCES contribution shall be \$1,400 per plan year for each active regular full-time employee. The BOCES contribution shall be pro-rated for employees hired after the beginning of a plan year, and

for any employees entering unpaid leave for any part of a plan year. Unused funds in an employee's account may accrue to a maximum of \$2,600. Unused funds in excess of \$2,600 shall revert to the BOCES. The plan document shall be developed by the BOCES in accordance with the Internal Revenue Code.

3. This section shall not apply to any unit member hired with an effective date of employment in the unit after January 1, 2007.

The District shall provide to each administrator, beginning with the administrator's first day of work in the next fiscal year on or after the effective date of his appointment to tenure as such, a split dollar life insurance policy with a face amount at least \$50,000. Annual payments shall be made on behalf of an administrator for a total of ten (10) years immediately succeeding his or her appointment to tenure, if the administrator remains in the full-time employ of the District. Effective July 1, 1997, the amount of the annual payment made on behalf of each eligible unit member shall be one thousand five hundred dollars (\$1,500.00). Previous whole life insurance policies may be continued by unit members at their own expense.

The terms of the split-dollar life insurance policy granted to the identified administrators shall be incorporated herein. No loans or withdrawals of cash values may be made until 15 years has elapsed or the amount paid by the BOCES with respect to each individual policy have been recovered by the BOCES.

In 1999, the parties learned that premiums have reappeared on whole life insurance policies that were previously believed to have been fully paid-up. Effective upon the execution of this agreement, all such reappearing premiums that have not already been paid for by the BOCES will become the responsibility of the unit member. After the execution of this agreement, the BOCES shall have no responsibility whatsoever for any reappearing premiums, and the BOCES' responsibilities with respect to provision of life insurance coverage shall be limited to those responsibilities expressly conferred upon the BOCES by the provisions of the preceding two paragraphs.

D. Payment for Unused Vacation Leave

1. At the time of separation from employment for any reason, an administrator will be entitled to payment for each "unused" day of vacation time earned within that specific school year. For the purpose of this provision, under which an administrator shall be paid for unused vacation leave, vacation leave shall be deemed to have accrued on a pro-rated basis, in accord with the number of full months of employment completed during the year in which termination is effective. If at the time of separation from employment s/he has used more vacation than accrued, the BOCES will be entitled to reimbursement for those days. The BOCES is authorized to make salary payment adjustments accordingly. However, the foregoing terms and provisions shall not apply to any unit members actively employed (in the bargaining unit) at the time of ratification of the collective bargaining agreement (term of July 1, 2003 through June 30, 2006) who resign for the purpose of retirement (under the New York State Teachers Retirement System).
2. When requested by the District Superintendent to remain on the job into a new school year, the administrator will accrue two (2) days per month for each month worked in the new school year. Such days will be added to days earned in the school year of job termination notice.
3. An administrator who submits a letter of resignation for the purpose of retirement, to become effective within three (3) years after its submission, may receive compensation at his or her regular per diem rate (1/240 of annual salary) of pay for up to ten (10) days of unused vacation leave in each of the administrator's remaining full school years of employment.

4. Rate of pay for unused days will be determined as follows:
 - 12 month employees - annual salary divided by 240
 - 11 month employees - annual salary divided by 220
 - 10 month employees - annual salary divided by 200
5. Upon prior approval by the District Superintendent, the District agrees to reimburse administrators at the rate established by the State University College at Buffalo, for tuition for up to two credit courses per semester, provided that such courses are a component of an accredited program leading to a doctorate or graduate certificate beyond the master's degree level, and provided that such courses are in the administrator's field as determined by the District Superintendent.

There shall be only two (2) semesters per fiscal year. No more than two courses and not more than six credits may be reimbursable each semester. In order to receive tuition reimbursement, the administrator must present evidence (deemed sufficient by the District Superintendent) of having paid the tuition and attained a satisfactory grade in the course. If the employee separates from employment for any reason prior to presentation to the District Superintendent's office of payment of the tuition and attainment of a satisfactory grade, then the employee shall not be entitled to tuition reimbursement.

E. Stipend for Professional Development

1. Effective during the school year commencing July 1, 1997, and for each succeeding school year, each unit member who completes a minimum of ten (10) clock hours of Professional Development beyond the school day shall be paid a stipend of one thousand dollars (\$1,000.00) provided that all ten (10) hours are completed prior to the first day of June. It is agreed and understood by the parties that payment of the stipend will be made only to those unit members who complete ten (10) full hours, and there will be no payment for partial or pro-rated completion of the requirements for the benefits provided under this paragraph. Written approval from the District Superintendent must be obtained prior to completing the hours. Payment of the stipend, to all unit members meeting the foregoing criteria, shall be made in a regular paycheck at or near the end of the school year.
2. Effective July 1, 2000, each unit member who completes a minimum of eleven (11) clock hours of professional development beyond the school day shall be paid a stipend of \$1,100 provided that all eleven (11) hours are completed by the first day of June. Effective July 1, 2001, each unit member who completes a minimum of ten (10) clock hours of professional development beyond the school day shall be paid a stipend of \$1,250 provided that all ten (10) hours are completed by the first day of June. Effective July 1, 2002, each unit member who completes a minimum of ten (10) clock hours of professional development beyond the school day shall be paid a stipend of \$1,250, and each unit member may elect to complete up to two additional hours and be compensated therefor at a rate of \$125 per hour, provided that all hours are completed by the first day of June. All other terms, including requirements for prior approval and the provisions pertaining to non-proration, shall be as set forth in the preceding paragraph. With respect to the two additional hours that unit members may elect to complete per year beginning in the 2002-2003 school year, a full hour must be completed in order to receive an hourly stipend of \$125; there shall be no prorated compensation for completion of less than a full hour.

F. *Tax-sheltered Annuities*

Members of the bargaining unit shall be permitted to establish tax-sheltered annuities pursuant to Section 403(b) of the Internal Revenue Code. The list of available providers shall be determined by the BOCES. Participation shall be governed by the terms of Board of Education Policy No. 5423, and in the event that the Policy is revised then the terms of participation will change accordingly.

G. *Exemplary Service*

The Board of Education, upon recommendation of the District Superintendent, shall have the right to provide additional compensation to employees in the unit for services considered exemplary.

H. *Pro-ration of Fringe Benefits for Part-time Employees:*

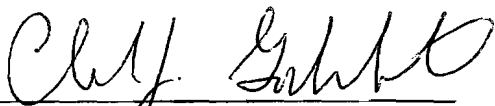
The same pro-ration methodology (for staff working less than 1.0 FTE) set forth in Article III(A)(1) (regarding health coverage) shall apply to all other fringe benefits.

IV. **Management Responsibilities**

A. The Board of Education recognizes that administration of the District is a process that is participatory in nature and solicits recommendations for development or change of policy from all administrators. Such recommendations shall move through appropriate channels to the District Superintendent for submission to the Board of Education for consideration.

B. The Board of Education recognizes that conflict in management rights and responsibilities may occur from time to time and that the most appropriate resolution of such conflicts should occur at the lowest administrative level possible. When all administrative levels of resolution have been exhausted, the administrator has the right to carry his appeal directly to the Board of Education for final determination.

C. If a court of competent jurisdiction or a change in legislation determines that a provision of this Agreement is *invalid*, such determination shall not affect the validity of any other provision of this agreement. If such determination has been made and no appeal lies therefrom or if the time of appeal has passed and no appeal has been taken, the parties, as soon as is reasonably practicable, shall enter into collective negotiations which shall be limited to replacing the invalid provision with one that meets the standards of the Public Employees' Fair Employment Act in reference to mandatory subjects of negotiation.



Clark J. Godshall, Ed.D.
District Superintendent
Orleans/Niagara BOCES



Frank J. Filicetti, President
Orleans/Niagara BOCES Administrators
and Supervisors Association

7/13/2008
Date

7/7/08
Date

Appendix A

HEALTH INSURANCE WAIVER

BY EXECUTING THIS APPLICATION
I WAIVE MY ELIGIBILITY FOR COVERAGE
UNDER THE BOCES HEALTH INSURANCE PLAN.

I hereby for myself, my heirs, executors and administrators, waive my rights to BOCES-provided health insurance coverage pursuant to the Collective Bargaining Agreement(s) between the Orleans-Niagara BOCES and the Orleans-Niagara BOCES Association of Administrators and Supervisors.

I understand the RISK inherent in electing the Health Insurance Waiver Option and assume any and all responsibility for said RISK to myself, my heirs, executors and administrators.

I release any and all rights and claims I may have against the Orleans-Niagara BOCES and/or the Orleans-Niagara BOCES Association of Administrators and Supervisors and their respective representatives as a result of my waiver of health insurance coverage to which I was previously entitled.

I understand that once this withdrawal of health insurance is in effect, I may not re-enter any BOCES provided insurance plan until the following school year (July 1), except as may otherwise be provided in my Collective Bargaining Agreement.

I have read the above waiver and the applicable contractual provisions in the Agreement between the Orleans-Niagara BOCES and the Orleans-Niagara BOCES Association of Administrators and Supervisors, and I fully understand the terms of the contract and this waiver.

✓ Signed in the presence of a Notary Public ✓

Employee's Signature _____ Date

Subscribed and sworn to before me this ___ day of _____, 20_____.

NOTARY PUBLIC

COVERAGE
Family Two-Person Single

Original - Personnel File / **Copy** - Health Insurance File / **Copy** - Business Office / **Copy** - Employee

Orleans/Niagara BOCES
 Administrator Unit
 Salary Adjustments

LastName	FirstName	Position	DateHired	FTE	2005-2006	2006-2007	2006-2007	2007-2008	2007-2008	2008-2009	2008-2009	2009-2010	2009-2010
					Salary	Increase	Salary	Increase	Salary	Increase	Salary	Increase	
Barnes	Cassandra	Coordinator	11/5/07	1.00	0	0	0	0	80,000	3,500	83,500	3,500	87,000
Bielawski	Susan	Pre-School Coordinator	12/8/89	1.00	92,041	0	92,041	5,959	98,000	3,500	101,500	3,500	105,000
Bova	Carolyn	Coordinator of Occupational Education	8/4/97	1.00	92,041	0	92,041	5,959	98,000	3,500	101,500	3,500	105,000
Filicetti	Francis	Teacher Coordinator	9/1/87	1.00	92,041	0	92,041	5,959	98,000	3,500	101,500	3,500	105,000
Hall	Barbara	Supervisor of Special Education	9/1/86	1.00	101,765	0	101,765	1,100	102,865	1,100	103,965	1,035	105,000
Hamilton	Paulette	Coordinator of Special Education	9/11/01	1.00	92,041	0	92,041	5,959	98,000	3,500	101,500	3,500	105,000
Logel	Ann	Coordinator	7/1/04	1.00	78,100	0	78,100	3,900	82,000	3,500	85,500	3,500	89,000
Macomber	Krista	Coordinator	7/2/04	1.00	65,100	0	65,100	6,900	72,000	5,500	77,500	5,500	83,000
Mis	Nicholas	Placement Coordinator	5/1/87	1.00	92,041	0	92,041	5,959	98,000	3,500	101,500	3,500	105,000
Polychronis	Arthur	Coordinator	12/9/05	1.00	65,000	0	65,000	7,000	72,000	5,500	77,500	5,500	83,000
Steinmetz	Joseph	Coordinator	7/25/05	1.00	70,000	0	70,000	2,000	72,000	5,500	77,500	5,500	83,000
Sztorc	Sushma	Coordinator of Special Education	8/22/94	1.00	92,041	0	92,041	5,959	98,000	3,500	101,500	3,500	105,000

Clark J. Godshall, Ed.D.
 District Superintendent
 Orleans/Niagara BOCES

Frank J. Filicetti, President
 Orleans/Niagara BOCES Administrators
 and Supervisors Association

Step/roaf
 Date

_____ Date