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Contract Database Metadata Elements

Title: **Hyde Park Central School District and Hyde Park Administrators Association (2007) (MOA)**

Employer Name: **Hyde Park Central School District**

Union: **Hyde Park Administrators Association**

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

Expiration Date: **06/30/09**

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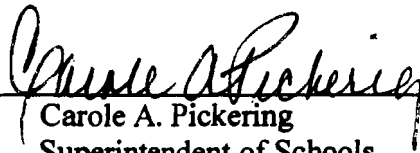
AD1 / 8053


Memorandum of Agreement
Between
The Hyde Park Central School District
And the
Hyde Park Administrators Association

IT IS HEREBY AGREED by and between the Hyde Park Central School District and the Hyde Park Administrators' Association that the annexed document shall constitute an agreement between the parties covering the period of July 1, 2007 through June 30, 2009. This Agreement shall be subject to the approval of the Board of Education and Union membership.

Dated: June 13, 2008

HYDE PARK CENTRAL SCHOOL DISTRICT

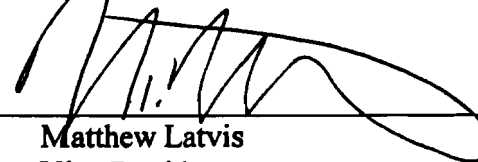
By: 
Carole A. Pickering
Superintendent of Schools

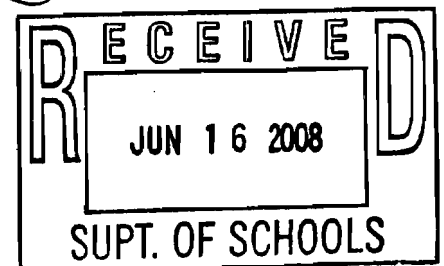
By: 
Cora Stempel
Assistant Superintendent for Instruction & Personnel

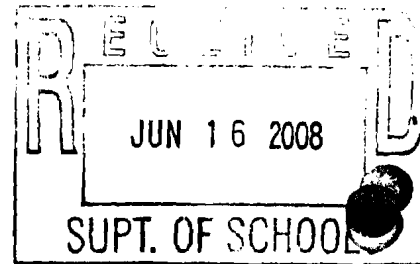
By: _____
Wayne Kurlander
Assistant Superintendent for Business

HYDE PARK ADMINISTRATORS' ASSOCIATION

By: 
Richard Wert
President

By: 
Matthew Larvis
Vice President





June 11, 2008 – Mediator’s Proposals

*ceptions.
Hecht
Hardins*

Vacation Leave

- ✓ Effective July 1, 2008, new vacation tiers for all employees that provide as follows:
20 days per year; 25 days after 5 years.
- ✓ Unit members must use 15 days annually.
- ✓ Unit members may accrue up to a maximum of 50 vacation leave days.
- ✓ Employees who have accumulated greater than 50 vacation leave days as of June 30, 2008 shall be paid at the rate of 1/240th for each vacation leave day above 50 days.
- ✓ Upon separation from employment, vacation days shall be paid out at the rate of 1/240th.

*WERT
Blossom*

Discretionary Days

- ✓ Effective July 1, 2008, the contract language on personal leave, compensatory leave, religious leave and inclement weather shall be deleted, and replaced with 7 discretionary days which may be used for any purpose (with no need to provide an explanation) subject to the approval of the Superintendent. Such days shall not be unreasonably denied.
- ✓ Unused discretionary days shall be converted to sick leave days.

Holidays

- ✓ Effective July 1, 2008, the contract language relative to holidays shall be deleted, and replaced with “Unit members shall not be required to report to work on any day on which the District Office is closed for either a holiday or the closing of District Office.”

Sick Leave

- ✓ Effective July 1, 2008, sick leave shall be increased to 23 days which may be used for either personal illness or illness in the immediate family.
- ✓ Effective July 1, 2008, sick leave cap shall be reduced from 240 days to 215 days.

Health Insurance

- ✓ Effective July 1, 2008, employee health insurance contributions shall be increased to 15% of the plan selected.
- ✓ The District will make domestic partner coverage available subject to the provisions of the plan.
- ✓ Effective July 1, 2008, delete retirement health insurance sections provided for in Article VIII (except for unit members retiring prior to 12/31/2011), and replace with the following: “Upon (a) completion of 7 years of service as an administrator in the Hyde Park Central School District (District) or 15 years of total service in the District; and (b) retirement from the District in accordance with the provisions of the Teachers’ Retirement System (TRS), unit members shall be provided with health insurance benefits at the same percentage contribution as the unit member paid in his/her last year of employment with the District.
- ✓ Effective July 1, 2008, the health insurance buyout shall be increased to \$2,500.

WCP

Tuition Reimbursement

Revise contract provision so that effective July 1, 2008, tuition reimbursement shall be limited to 4 courses per year, and unit members shall be reimbursed 75% of the cost of the course, not to exceed 75% of the credit cost at SUNY New Paltz.

After Hours and Weekend Work

Unit members shall not be required to work after hours or weekends unless such work is relevant to the unit member's position.

Annual Physical

Effective July 1, 2008, any unit member who undergoes an annual physical not fully covered by the unit member's health insurance shall be reimbursed by the District an amount not to exceed \$300 upon the submission of proof of out of pocket expense.

Salaries

Effective July 1, 2007, the salary schedule shall be increased by 4.5%. Effective July 1, 2008 the salary schedule shall be increased by 4%.

HPAA Welfare Trust

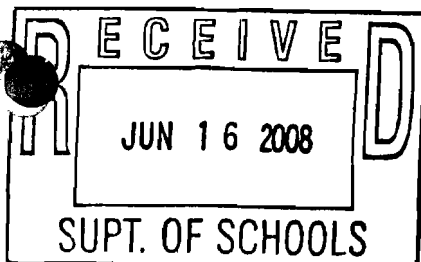
Effective July 1, 2008, the \$300 welfare trust provided for in Article VIII, Section F shall be eliminated, and the \$300 shall be added to the base salary of unit members after the across the board salary increase is applied.

Union Dues and Agency Shop

A clause shall be added to provide for Union Dues and Agency Shop.

Outstanding Grievances

- ✓ The Union's improper practice charge relative to the payment of SAANYS dues is withdrawn with prejudice.
- ✓ The Union's grievance relative to the personal leave Janet Cerro is withdrawn with prejudice.
- ✓ The District agrees to provide payment to Janet Cerro for ½ of a personal leave day. Payment shall be made within 30 calendar days of ratification of the MOA.



Handwritten signature or initials, possibly 'CP'.



**SIDE LETTER OF AGREEMENT
BETWEEN THE
HYDE PARK CENTRAL SCHOOL DISTRICT
AND THE
HYDE PARK ADMINISTRATORS ASSOCIATION**

This letter serves to confirm the understanding reached between the Hyde Park Central School District and Hyde Park Administrators Association:

- 1) Sick leave: This leave may be used for medical appointments; and,
- 2) Vacation accruals: Effective July 1, 2008, Lisa Hecht and William Frandino shall be eligible for twenty-five (25) paid vacation days.

If this conforms with your understanding, please sign below.

Sincerely,



Carole A. Pickering
Superintendent of Schools

DATE: June 20, 2008

Accepted and Agreed to by:



Richard Wert, President
Hyde Park Administrators Association

DATE: June 20, 2008



MEMORANDUM OF AGREEMENT
HYDE PARK CENTRAL SCHOOL DISTRICT

and

HYDE PARK ADMINISTRATORS ASSOCIATION

IT IS HEREBY AGREED BY AND BETWEEN the district and HPAA that the following terms and conditions apply regarding the 10-month assistant principal position:

Work Year

The work year shall be 10 months from September 1 through June 30. Any additional days worked in the months of July and August shall be paid at a daily rate of 1/217th of the annual salary.

Compensatory time shall be accrued at the rate of three days per year.

Salary

The annual salary shall be \$70,783.00 for the 2008-2009 school year, which was determined by prorating the 2006-2007 salary currently in effect for a 12-month assistant principal. This shall remain the annual salary until such time as a successor agreement is finalized between the Hyde Park Administrators Association and the Hyde Park Central School District. Upon a successor agreement, any negotiated salary increases shall also impact the salary of the 10-month assistant principal accordingly.

Vacation

Vacation time shall be earned at the rate of 17 days per year for the first three years of employment, 21 days after earning tenure and 27 days per year after five years of employment.

Ten-month administrators shall take a minimum of 13 vacation days per year. A maximum of 63 days may be accumulated. Use of less than 13 vacation days per year shall be upon the approval of the Superintendent, based upon the necessity of the School District.

Sick Leave

Sick leave shall be earned at the rate of 17 days per year. Sick leave shall be accumulated to a total of 200 working days.

*CP
6/11/08*

It is understood that any item not outlined above shall be addressed as written in the agreement between the Hyde Park Central School District and Hyde Park Administrators Association. It is also understood that when a successor agreement between the Hyde Park Administrators Association and the Hyde Park Central School District is finalized such agreement shall supersede clauses addressed above.



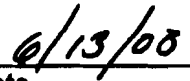
Carole A. Pickering, Superintendent of Schools



Date



Richard R. Wert, HPAA President



Date