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Contract Database Metadata Elements

Title: **West Hempstead Union Free School District and Hempstead Association of Supervisors and Administrators (1996)**

Employer Name: **West Hempstead Union Free School District**

Union: **Hempstead Association of Supervisors and Administrators**

Local:

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

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

PERB ID Number: **8548**

Unit Size: **15**

Number of Pages: **13**

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West Hempstead Ufsd And W
Hempstead Assn Of Superv & Admin

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AGREEMENT

BETWEEN

WEST HEMPSTEAD ASSOCIATION OF
SUPERVISORS AND ADMINISTRATORS

AND

WEST HEMPSTEAD UNION FREE SCHOOL DISTRICT
WEST HEMPSTEAD, NEW YORK

July 1, 1996 - June 30, 2001

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AGREEMENT made this 14th day of February, 1997, between the WEST HEMPSTEAD UNION FREE SCHOOL DISTRICT, WEST HEMPSTEAD, NEW YORK, (hereinafter referred to as the "District") and the WEST HEMPSTEAD ASSOCIATION OF SUPERVISORS AND ADMINISTRATORS (hereinafter referred to as the "Association").

I. RECOGNITION

The District recognizes the Association as the exclusive representative for all certified personnel, (exclusive of the Superintendent of Schools, Assistant to the Superintendent of Schools and Director of Business), whose positions of employment require more than one-half of their services shall be performed in administrative and/or supervisory activities, until June 30, 2001.

II. SALARIES

The salaries for administrators during the period referred to in paragraph I shall be pursuant to Schedule A attached hereto.

III. INSURANCE

- A. The district agrees to provide life insurance to eligible personnel covered by this agreement in accordance with a resolution adopted by the Board on September 16, 1969 and amended as of August 1, 1975, and more particularly subject to the terms and conditions of the policy issued by the life insurance carrier, a copy of which is deemed annexed hereto.
- B. A dental plan will be offered to persons covered by this agreement at a cost to the District for each such person not to exceed the District's cost for individual teachers.

IV. SABBATICAL LEAVE

Sabbatical leave in accordance with former policy shall be accorded to two personnel covered by this agreement.

V. MISCELLANEOUS

- A. This agreement shall be deemed to have commenced July 1, 1996 and shall be effective through June 30, 2001. The parties agree that all negotiable items have been discussed during the negotiations leading to this agreement and therefore agree that negotiations will not be reopened on any item whether contained herein or not during the life of this agreement.
- B. A substitute calling service shall be provided.
- C. Provisions with respect to personal leave, sick leave, and bereavement shall be the same as those accorded to teachers employed by the District.
- D. Provisions with respect to early retirement shall be in accord with Policy #4156 as amended.

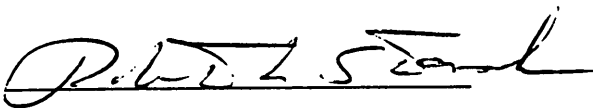
- E. It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or providing the additional funds therefor, shall not become effective until the appropriate legislative body has given approval.
- F. The District will continue its present policies and established practices with respect to leaves, (sick, military, maternity), personal days, except as these policies are modified herein and except as change is commanded by law.
- G. The District shall contribute as its share of the health insurance premium an amount equal to the per capita contribution on behalf of the teachers employed by the District. Members of WHASA who do not elect to participate in the District health insurance plan will be paid a monthly stipend equal to 50% of the monthly premium the District would have paid had the WHASA member been a participant in the health insurance plan. This benefit is limited to those employees who are enrolled as members of the District health insurance plan as of June 12, 1991.

- H. Administrators covered by this contract shall, upon retirement, be paid one-half of their annual salary for unused sick leave, provided they have accumulated 200 or more unused sick days. If any such administrator has accumulated less than 200 unused sick days, he shall be paid for each unused sick day at the rate of one-half of his daily salary, which calculation will be based upon the number of days that constitutes his work year. Notwithstanding any policy or practice to the contrary, effective for the 1996/97 school year and thereafter, accumulated sick leave entitlement shall be measured as of June 30th of each year to determine whether an administrator has accumulated in excess of the 200 day maximum.
- I. Representatives of the Association and the Superintendent shall meet monthly during the school year to review and discuss current school problems and practices, matters relating to the administration of this agreement, and other matters of mutual concern.

- J. Upon prior notification to the Superintendent, the Association may meet upon request with the Board of Education at a mutually acceptable time; such request shall contain a brief description of the items to be discussed; such items having previously been considered with the Superintendent.
- K. All chairpersons and/or directors shall be assigned to two teaching periods per day. The foregoing shall not apply to the Director of Pupil Personnel Services.
- L. Grievance Procedure, Board of Education Policy No. 4171 is incorporated by reference in this agreement.
- M. If any provision of this agreement is found to be contrary to law or applicable regulations of any governmental agency with jurisdiction in the premises, then only that provision will be deemed to be invalid, but all other provisions will continue in full force and effect.

- N. Upon request by the Middle-Senior High School Principal, Chairpersons and Directors will be required to assist in student supervision during the day when additional supervision is deemed necessary.
- O. Assistant Principals will be responsible for administrative supervision of evening school functions when additional supervision is deemed necessary by the Middle-Senior High School Principal.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this day of 4th APRIL, 1997.



President
West Hempstead Association
of Supervisors and
Administrators



President
Board of Education,
West Hempstead U.F.S.D.

WEST HEMPSTEAD ADMINISTRATORS AND SUPERVISORS
SALARY SCHEDULE
1996/97 - 2000/01

NAME	1996/97 SALARY	1997/98 SALARY	1998/99 SALARY	1999/2000 SALARY	2000/01 SALARY
BRENNAN	78,450	81,600	84,900	88,300	91,850
CALI *	85,500	89,850	94,400	99,200	104,175
CHICHURA #	85,125	88,500	92,000	95,650	99,500
CIRNIGLIARO *	85,500	89,850	94,400	99,200	104,175
DIBITETTO *	98,000	101,000	104,100	107,250	110,500
ESNER	84,125	87,500	91,000	94,650	98,500
LAMANNO *	72,000	75,975	80,150	84,575	89,225
MANVILLE #	85,125	88,500	92,000	95,650	99,500
MODELL	91,125	88,175	91,700	95,200	98,500
PELLEGRINO **	85,025	92,625	96,100	99,700	103,425
RENZ *** #	95,325	98,175	101,100	104,100	107,200
ROSS ***	90,050	93,800	97,650	101,775	106,200
SABATINO	84,125	87,500	91,000	94,650	98,500
SMALL *	98,000	101,000	104,100	107,250	110,500
STORCH	84,125	87,500	91,000	94,650	98,500

\$1,000 Doctoral Stipend Included

* Includes 15 days work during summer.

** Includes 10 days work during summer.

*** Includes alternately 15 days work during the summer and summer school.

SIDE LETTER OF AGREEMENT/
CONTRACT INTERPRETATION

This letter is to clarify how sick leave is accumulated for those unit members who have reached the maximum number of accumulated days, as well as how it applies to those entitled to receive the sick leave payout benefit. The process is that at the start of each school year those unit members with 200 accumulated days are credited with another 15 or 10 days, as set forth in the contract. For the purposes of utilizing sick days, those unit members for the school year have at their disposal 215 or 210 sick days. For purposes of calculating sick leave payout, those unit members who are sick in their last year of employment, but do not exceed 15 or 10 days, respectively, are entitled to a payout based upon the full 200 accumulated days.

The same formula shall apply for those unit members with slightly less than 200 accumulated days. For example, a unit member with 195 days accumulated as of the end of a previous school year, would start a new school year with either 210 or 205 days. For purposes of the sick leave payout, such unit member would be able to utilize either 10 or 5 sick days, respectively, and still be entitled to a payout based upon 200 accumulated days.

Dated: February 14, 1997

WEST HEMPSTEAD UNION
FREE SCHOOL DISTRICT

WEST HEMPSTEAD ASSOCIATION OF
SUPERVISORS & ADMINISTRATORS


BY: S. HAROLD SILVERS


BY: ROBERT STORCH

WEST HEMPSTEAD ADMINISTRATORS AND SUPERVISORS
SALARY SCHEDULE
1996/97 - 2000/01

NAME	1996/97 SALARY	1997/98 SALARY	1998/99 SALARY	1999/2000 SALARY	2000/01 SALARY
CALI *	85,500	89,850	94,400	99,200	104,175
CIRNIGLIARO *	85,500	89,850	94,400	99,200	104,175
D'AMATO ***			80,150	83,375	86,725
DIBITETTO *	98,000	101,000	104,100	107,250	110,500
ESNER	84,125	87,500	91,000	94,650	98,500
LAMANNO *	72,000	75,975	80,150	84,575	89,225
MANVILLE #	85,125	88,500	92,000	95,650	99,500
MODELL	91,125	88,175	91,700	95,200	98,500
PELLEGRINO **	85,025	92,625	96,100	99,700	103,425
ROSS ***	90,050	93,800	97,650	101,775	106,200
SABATINO	84,125	87,500	91,000	94,650	98,500
SIEGEL			79,025	82,200	85,500
SKINNER		75,975	79,025	82,200	85,500
SMALL *	98,000	101,000	104,100	107,250	110,500
STORCH	84,125	87,500	91,000	94,650	98,500

\$1,000 Doctoral Stipend Included

* Includes 15 days work during summer.

** Includes 10 days work during summer.

*** Includes alternately 15 days work during the summer and summer school.

revised 9/98

WEST HEMPSTEAD ADMINISTRATORS AND SUPERVISORS
SALARY SCHEDULE
1996/97 - 2000/01

NAME	1996/97 SALARY	1997/98 SALARY	1998/99 SALARY	1999/2000 SALARY	2000/01 SALARY
CALI *	85,500	89,850	94,400	99,200	104,175
CIRNIGLIARO *	85,500	89,850	94,400	99,200	104,175
D'AMATO ***			80,150	83,375	86,725
DIBITETTO *	98,000	101,000	104,100	107,250	110,500
ESNER	84,125	87,500	91,000	94,650	98,500
LAMANNO *	72,000	75,975	80,150	84,575	89,225
LEE				82,200	85,500
MANVILLE #	85,125	88,500	92,000	95,650	99,500
MODELL	91,125	88,175	91,700	95,200	98,500
PELLEGRINO **	85,025	92,625	96,100	99,700	103,425
ROSS ***	90,050	93,800	97,650	101,775	106,200
SABATINO	84,125	87,500	91,000	94,650	98,500
SACHS-MCCURDY				82,200	85,500
SKINNER		75,975	79,025	82,200	85,500
SMALL *	98,000	101,000	104,100	107,250	110,500

\$1,000 Doctoral Stipend Included

* Includes 15 days work during summer.

** Includes 10 days work during summer.

*** Includes alternately 15 days work during the summer and summer school.

revised 7/99