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#### **Contract Database Metadata Elements**

Title: **Hannibal Central School District and Hannibal Administrator-Supervisory Association (2003)**

Employer Name: **Hannibal Central School District**

Union: **Hannibal Administrator-Supervisory Association**

Local:

Effective Date: **07/01/03**

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

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CONTRACT

HANNIBAL ADMINISTRATOR-SUPERVISORY ASSOCIATION  
AND  
HANNIBAL CENTRAL SCHOOL DISTRICT

8589\_06302006

Hannibal Central School District And  
Hannibal Administrator-Supvsry Assn

2003 - 2006

1. The Hannibal Central School District hereby recognizes the Hannibal Administrator-Supervisory Association as the exclusive bargaining agent and representative for all administrative and supervisory personnel in the Hannibal Central School District, except for the Superintendent of Schools. This recognition is made under the provisions of the Public Employee Fair Employment Act of the State of New York and is done to encourage and increase the effective and harmonious working relationship between the Superintendent of Schools of the Hannibal Central School and its administrators and supervisors.

The names of the administrators, their titles, and their 2002-03 salaries are as follows:

Kathy Cullen	Assistant Elementary Principal/Curriculum	57,000
Michael DiFabio	Supervising Principal for Secondary Education	75,281
Danielle Mahoney	Middle School Principal	61,651
Kathryn Mayo	Asst. Supt. for Pupil Personnel and Instruction	81,614
Daniel Salisbury	High School Principal	75,139
Roseann Schoonmaker	Elementary Principal	61,651
Laurie Spencer	Assistant Middle School Principal	54,080

The salary for newly hired members of this bargaining unit shall be established by the Board of Education at the time of hiring.

2. Salary Increases

The term of this agreement shall be from July 1, 2003, to June 30, 2006.

Salary increases will be as follows:

- 2003-2004: 3% over 2002-2003 salaries
- 2004-2005: 3% over 2003-2004 salaries (To match HFA agreement if greater %)
- 2005-2006: 3% over 2004-2005 salaries (To match HFA agreement if greater %)

3. Longevity

Unit members as of July 1, 2003, will be granted a longevity stipend based upon their years of service to the district as follows:

Upon receiving tenure-	\$ 200
After 20 years -	\$ 200
After 25 years-	\$ 200

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NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD

*7 employees*

4. Certification and Accreditation

Each Administrator represents that he/she is and will continue to be properly certified and accredited under the New York State Education Law and the Regulations of the New York State Department of Education for the positions set forth above.

5. Professional Behavior

During the term of this agreement, the Administrator shall hold his/her position during good behavior, competent, efficient service and shall not be removed except for one or more of the following causes, after a hearing:

- a. Insubordination, immoral character, or conduct unbecoming an administrator;
- b. Inefficiency, incompetence, physical or mental disability, or neglect of duty;
- c. Failure to maintain certification as required by Chapter 3012 of the Education Law and by the Regulations of the Commissioner of Education.

6. Tenure

If the Administrator has tenure under the Education Law of the State of New York, then such tenure provisions of the law shall supersede any inconsistent provisions of this contract.

7. Contract Termination

This contract may be terminated by the District on six (6) months notice in the event that the position of the Administrator has been or is to be abolished during or at end of such six (6) months.

8. Work Schedule

The administrative work schedule during the ten (10) month school calendar will be that which is required of other instructional staff members; and in addition, to have September 1 to June 30 established as inclusive work dates, and if additional time is necessary in order to fulfill professional responsibilities, it will be determined by the individual Hannibal Administrator.

Administrators are employed for a full twelve (12) months of service and shall be entitled to 11 days of vacation in each contract year. Administrators will be allowed to carry over five (5) unused vacation days in the following school year, the time available never to exceed 16 working days in any school year.

For every five (5) years worked as an Administrator in the District, there will be an additional vacation day credited for up to a maximum of 25 years of service and five (5) additional vacation days.

9. Benefits

The Administrator shall be entitled to the following benefits as accorded to members of the teaching staff during the same contract period:

- a. Personal leave
- b. Social Security
- c. State Retirement Plan
- d. Tax Sheltered Annuity
- e. Hospitalization and Medical-Surgical benefits (will contribute 8% in 2003-2004, 9% in 2004-2005, 10% in 2005-2006)
- f. Bereavement leave
- g. Maternity leave
- h. Grievance procedure
- i. Other benefits not listed above which may be granted to teachers.

10. Sick Leave

Sick Leave shall be granted at a rate of one and one-half days per month, accumulated to:

300 days	2003-2004 school year
300 days	2004-2005 school year
320 days	2005-2006 school year

11. Physical Examinations

The Board of Education shall contribute up to \$125.00 toward the cost of a physical examination for each administrator to be conducted by a physician of his/her own choosing. Payment will be provided upon (1) certification by a physician that the examination has been conducted, (2) submission of the results of the physical examination to the district, and (3) proof of the out-of-pocket cost of up to \$125.00 per administrator. Only one-half (1/2) of all administrators in the unit may take advantage of this provision in any school year.

12. Sick Leave Bank

The Hannibal Administrators and the Hannibal School District agree to the establishment of an Administrators' Sick Leave Bank governed by the following:

a. Bank Funding

- (1) The Hannibal Board of Education agrees to initially fund the bank with fifty (50) sick days effective July 1, 1987.
- (2) Each member of the Hannibal Administrators' Association agrees to contribute five (5) days of sick leave to the bank effective July 1, 1987. Such sick leave shall be deducted from each member's accumulated sick leave.

- (3) Annually, on June 1st, the District shall notify the Administrators' Association of the total days remaining in the sick bank.
- (4) Annually, by June 25th, the Administrators' Association shall notify the District how many additional days of personally accumulated sick leave each member will contribute to the bank. All such additional contributions to the bank shall be made effective the last day in the month of June.

b. Bank Administration

- (1) The sick bank shall be administered by a committee of all members of the Hannibal Administration Association. This committee shall review and approve or reject all applications made for additional sick leave.
- (2) It is the intention of the sick bank to protect administrators from financial burden resulting from major illness or injury.
- (3) Members may make application to the bank when, during any school year, they have exhausted one-half (1/2) of the sick leave which was available to them as of July 1st of that school year.

13. Educational Fund

There will be an educational fund. This fund shall be in the amount of \$2,800 for each year of the contract. This fund will be available to all covered administrators and is used solely for tuition, books or to pay the cost of membership in a professional organization.

14. Retirement Award

Any bargaining unit member who severs employment with the Hannibal Central School District and meets the requirements contained in this article shall be entitled to receive an award. The formula for the award is:

2003-2004 School Year	Years of Service to Hannibal Central School	x	Final Average Salary (NYS Teachers' Retirement System rules)	x	.0125.
2004-2005 School Year	Years of Service to Hannibal Central School	x	Final Average Salary (NYS Teachers' Retirement System rules)	x	.0125.
2005-2006 School Year	Years of Service to Hannibal Central School	x	Final Average Salary (NYS Teachers' Retirement System rules)	x	.015.

The following criteria must be met in order for a bargaining unit member to be eligible for this benefit.

- a. The bargaining unit member must have credited, at the effective date of severance, a minimum of 15 years of service in the Hannibal Central School District for employees hired before September 1, 2003.  
The bargaining unit member must have credited, at the effective date of severance, a minimum of 20 years of service in the Hannibal Central School District for employees hired after September 1, 2003.
- b. The award will not be offered in conjunction with any other retirement award or incentive plan.
- c. To qualify for the award, the bargaining unit member must submit an irrevocable resignation for retirement purposes to the Superintendent at least 60 days prior to the retirement date.
- d. The award will be payable to the retiree or beneficiary within one (1) calendar year of retirement date, and in one or two payments, at the retiree's discretion. The retiree will notify the district office in the letter of retirement as to how he or she wishes to be paid.
- e. This agreement is in effect through June 30, 2006, and will be reviewed for reconsideration at that time.

15. This agreement shall be reopened by April 1, 2006.

HANNIBAL ADMINISTRATOR-SUPERVISORY  
ASSOCIATION

HANNIBAL CENTRAL SCHOOL  
DISTRICT

By Michael J. D. Fabio  
Date 7/10/03

By Joseph Kama  
Date 7/10/03