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Union: **Sullivan County BOCES Administrators**

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AD 10641



Sullivan County BOCES

**ADMINISTRATORS'
TERMS AND CONDITIONS
OF EMPLOYMENT**

Effective: July 1, 2013

6/30/14

**SULLIVAN COUNTY BOCES
ADMINISTRATORS TERMS AND
CONDITIONS OF EMPLOYMENT**

July 1, 2013 – June 30, 2015

POSITIONS COVERED BY THIS DOCUMENT

Director of Special Education; Director of Career and Technical/Alternative Education; Director of Adult and Continuing Education; Director of Technology & Instructional Support Services; Director of Clinical & Specialized Services; Public Information Officer; Supervisor (Principal) Alternative Education; Supervisor (Principal) Special Education; Supervisor (Principal) Career and Technical Education; Campus Principal; SE-TASC Director; School Library System/Data Director; Business Manager; School Improvement Administrator/Coordinator; Business Manager; Dean of Students

The Sullivan County BOCES Board of Education will establish salaries to be effective July 1, of each year. The Board will adopt salaries after receiving a recommendation from the District Superintendent. The Board will make a good faith attempt to announce its aggregate salary package to administrators no later than the end of March in each year.

PERIOD COVERED BY THIS DOCUMENT

July 1, 2013 through June 30, 2015.

WORK SCHEDULE

Administrative personnel are employed by BOCES to complete job responsibilities, which are many and varied. The nature of BOCES programs may force administrative personnel to work more than 40 hours per week, extra time, part time, or unusual hours. The work schedules for an individual administrator may have to change from time to time due to unique demands of the organization or the schools and clients served.

RESIGNATION

Administrative personnel are required to give the District Superintendent sixty (60) days written notice of resignation from their position.

HOLIDAY SCHEDULE

Shall consist of paid holidays determined annually by the office calendar.

SICK LEAVE

Full time (12) month employees will be granted sick leave without loss of salary for personal illness in the amount of 18 days per year.

Unused sick leave may be accumulated from year to year until a maximum of 250 days have been reached.

Six of these days may be used for illness of the immediate family.

Immediate family shall be defined as spouse, son, daughter, mother, father, brother, sister, father-in-law, mother-in-law, grandparents of both spouses, brother-in-law, sister-in-law, grandchild or foster child.

Upon retirement and/or 15 years of services with Sullivan County BOCES, the sick leave will be reimbursed at the rate of 1/600 times the annual salary times the number of days of sick leave accumulated up to a maximum of 250 days will be paid at the time of retirement or resignation.

PERSONAL LEAVE

Personal leave days are defined as days off for appointments that are of personal business in nature (i.e.: meetings with attorneys, house closings, etc.)

Administrators are entitled to Five (5) days per year.

Up to three unused personal leave days shall be added to accumulated sick leave each year.

Use of sick leave or personal leave is to be recorded on the appropriate form, signed by the individual's immediate supervisor and recorded in the business office. A status report of accumulated sick leave will be furnished to each administrator in July of each year.

Administrators may request to use their unused personal days when the BOCES closes for students due to inclement weather. Such requests must be made to the Assistant Superintendent, the Deputy Superintendent, or the District Superintendent, who will have final approval after consideration of agency needs. In the event that the BOCES closes for all staff due to weather, employees will not be charged for those days.

DEATH IN THE FAMILY

Administrators will be allowed 3 days off from duties in the event of death in the immediate family.

The District Superintendent at his/her discretion may allow additional bereavement leave for extenuating circumstances. The District Superintendent may allow bereavement leave to be non-consecutive.

VACATION

Administrators will receive twenty (20) days per year accrued on a monthly basis. Effective July 1, 1990, each administrator shall add one day of vacation to their present limit and one (1) additional day will be added every other year until they have reached a maximum of 25 vacation days per year.

Vacation is to be pre-approved by the administrator's immediate supervisor and recorded in the business office. Vacation time shall be taken during periods the school is closed, such as Christmas, Easter, and Summer Recess or at other times as approved by the District Superintendent.

Prior approval of the District Superintendent must be obtained if a block of more than ten (10) days is to be used at one time.

VACATION ACCUMULATION

Administrative staff may accumulate no more than forty five (45) days. Any accumulated days beyond 45 must be used prior to September 1 or converted to sick leave accumulation. However, when circumstances warrant it as determined by the District Superintendent, the District Superintendent is authorized to extend the September 1 deadline up to October 31.

Administrators who leave employment or retire are entitled to be compensated for their accumulated vacation at their current daily rate (1/240) of their current base salary. Administrators are entitled to be compensated for up to 45 accumulated vacation days. Any excess days will be converted to sick days and fall under the provision of sick day accumulation as stated in the agreement.

LEAVE OF ABSENCE

The Board may, on the recommendation of the District Superintendent, at its discretion grant leaves of absence upon written request from the administrator.

LEAVE OF ABSENCE WITHOUT PAY

An employee who has completed the probationary period may apply for a leave of absence without pay of up to six (6) months in length, inclusive of FMLA. Such leaves shall be intended for extenuating circumstances when the employee has exhausted available benefit time. The employee must make a request for such leave in writing to the District Superintendent, stating the purpose or objective(s) of his/her leave. The District Superintendent shall discuss the potential impact of the leave with the employee's immediate supervisor prior to making any recommendations to the Board. The request shall be acted upon by the Board within sixty (60) days from the date of submission. The Board shall decide approval or denial of the employee's request and its decision is final. An employee who is on an approved leave of absence shall not accrue any time towards benefits. In the event of a denial, the District Superintendent shall provide in writing to the applicant the reasons for the denial. An employee may make a separate request to extend the originally approved leave. Such request will be granted solely at the discretion of the District Superintendent. In no case will such leave exceed twelve (12) months of total leave (original request plus extension). For such an extension, another written request must be submitted.

An employee who returns from a leave without pay must work a minimum of 70% of the available workdays during the month that he/she returns in order to qualify for accumulated benefit time for that month.

HEALTH INSURANCE

For the purposes of this section, all eligible employees shall be defined as a person who works for the BOCES as at least a 0.5 FTE and who meets other eligibility criteria set forth by the plan.

Health Insurance will be provided upon employment according to a plan adopted by the BOCES Board of Education. Administrators covered by this Agreement who choose not to participate in the Health Plan shall receive Three-Thousand (\$3,000) dollars annually in addition to their salary.

Effective July 1, 2009 all administrators will contribute 12% of the health insurance premium.

Individuals hired and covered under this document who are hired after July 1, 2013 will contribute 15% of the health insurance premium.

Effective July 1, 2014 all administrators will contribute 15% of the health insurance premium.

Upon separation from employment such health insurance coverage shall terminate on the first day of the month following the cessation of employment. COBRA Laws allow the employee to purchase health insurance coverage from the plan inexistence with the BOCES as long as the individual pays his/her own premium.

RETIREMENT/RETIRES HEALTH INSURANCE

Administrative personnel are required to give the District Superintendent ninety (90) days written notice of their retirement. Should the Board of Education fail to approve and distribute a subsequent version of the Terms and Conditions of Employment within one hundred twenty (120) days of the end of the term of this document, any Administrator tendering retirement during the final 120 days of this document shall have the option of accepting the retirement conditions of either the current or the subsequent Administrators Terms and Conditions of Employment.

If ending employment through retirement under the New York State Teachers Retirement System or through disability, retirees may continue to stay in the Health Insurance Plan as long as they pay their portion of their monthly premium.

Additionally as a result of the aforementioned retirement or disability, administrators will be entitled to 1/600 of their salary times the total number of days of accumulated sick leave up to 250 days as a form of severance pay.

Upon retirement the health insurance is paid as follows:

Administrators who are eligible for retirement under the New York State Retirement System and who have been employed by the BOCES for a least five consecutive years prior to their retirement would have the BOCES pay 70% of their health insurance premium.

Administrators hired after July 1, 2010 who are eligible for retirement under the New York State Retirement System and who have been employed by the BOCES for a least ten (10) consecutive years prior to their retirement would have the BOCES pay 70% of the health insurance premium for the coverage they elect.

Administrators hired after July 1, 2013 who are eligible for retirement under the New York State Retirement System shall be entitled to district funding of health insurance premiums in accordance with the following schedule:

Years of Service	% Individual	%Family Component
After 5 years	50%	40%
After 10 years	60%	40%
After 15 years	70%	40%

The District's contribution towards the family component of the health insurance premium shall be and amount equal to forty percent (40%) of the difference in cost between the full cost (100%) of the family premium and the full cost (100%) of the individual premium.

DENTAL INSURANCE

The administrators will be allowed to participate in the Sullivan County BOCES Dental Trust.

Effective with the 2011-12 school year the BOCES will contribute \$700 per administrator to the Dental Trust.

TERM LIFE INSURANCE

In accordance with Board authorization on September 25, 2001 the District will purchase Term Life Insurance for the Administrators and Confidential Employees. Said insurance shall have a maximum death benefit of one hundred thousand dollars (\$100,000).

JURY DUTY

Any employee who is summoned and is actually required to attend and serve on jury duty will be paid the employee's normal per-diem rate for the time actually lost from work due to such jury duty, and the employee shall submit to the district any remuneration received for such duty.

TUITION REIMBURSEMENT

Administrators who attend an accredited graduate school to pursue a degree beyond what is required for their certification would be reimbursed for tuition expense to a maximum of four thousand dollars (\$4,000) per school year. This degree must have a direct relationship with the duties of SC BOCES administrators. The tuition reimbursement must be for course work that has received prior approval by the District Superintendent. All requests for reimbursement must be submitted to the District Superintendent by April 1st. In order to receive the reimbursement the administrators must complete the tuition reimbursement form and submit a copy of their transcript which indicates that they have passed the course.

However, should the administrator leave SC BOCES employment, he/she will be responsible for repayment of all educational costs and fees that were reimbursed by the BOCES on the following basis:

Leave in the same fiscal year as the course(s) was taken:	100% of cost
Leave after one year from the date of the completed course(s):	75% of cost
Leave after two years from the date of the completed course(s):	50% of cost
Leave after three years from the date of the completed course(s):	25% of cost

Leave after four years from the date of the completed course(s): no repayment

Costs are defined as all payments made by the BOCES for the course, including but not limited to registration, tuition, supplies, and any required or associated fees.

MILEAGE

Any Employee that uses their personal vehicle to conduct school business will be reimbursed according to the BOCES Board Policy.

LONGEVITY

The longevity payment is not cumulative and applies only to the employees' years of service at Sullivan County BOCES in an administrative position.

10 years	\$2,000
15 years	\$2,500
20 years	\$3,000
25 years	\$3,500

Longevity will be calculated on the employee's anniversary date and will be pro-rated for the year as well as during any other transitional years.

Board Approval Date: 10/1/13

YES 8 NO 0 ABSTAINED 0

Board President's Signature:


