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Contract Database Metadata Elements

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Employer Name: **Akron Central School District**

Union: **Akron Administrators Association**

Local:

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COLLECTIVE NEGOTIATIONS AGREEMENT

COPY

Between the

AKRON CENTRAL SCHOOL DISTRICT ("DISTRICT")

And the

AKRON ADMINISTRATORS' ASSOCIATION ("ASSOCIATION")

JULY 1, 2007 - JUNE 30, 2010

The respective negotiating teams of the District and the Association have met and agreed that the terms and conditions of employment in the paragraphs which follow will be in effect for the administrators within the unit of employees represented by the Association for the 2007-2008 through the 2009-10 school years. (Any benefits, not covered by this Agreement, granted to the teaching staff will be provided to the administrative staff to the same or greater extent.)

1. Vacation

a. The number of annual vacation days for administrators are as follows:

<u>Years of Service</u>	<u>Entitlement</u>
0-3 years	20 days
3 + years	25 days

2. Accumulated Vacation

- a. Each administrator may accumulate up to forty (40) unused vacation days to be credited to an individual vacation day bank for each administrator.
- b. Vacation earned, but not taken, during the last year of the administrator's employment may be added to the vacation day bank in addition to the maximum 40 days allowance but not to exceed 60 days.
- c. The days accumulated, in such a vacation day bank may either be taken off with pay, subject to the approval of the Superintendent of Schools, or bought back by the District at the time the administrator leaves for any reason from the District's employ. Payment will be at the administrator's then current per diem rate of pay.

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

3. Leaves of Absence With Pay

- a. For purposes of the subparagraphs which follow, an administrator's "immediate family" is defined as including the administrator's husband or wife/son or daughter, father, mother, brother, sister, grandmother, grandfather, grandchildren, aunts, uncles, and corresponding in-laws, as well as any persons residing in the household of the administrator for at least twelve (12) consecutive months preceding the application of this definition to them.
- b. Sick Leave
 1. An administrator will be credited with fifteen (15) days sick leave for each year the administrator is on the District's active payroll. Unused sick leave days may be accumulated by an administrator from year to year to a maximum of two hundred and fifty (250) such days. These leave entitlements (both current and accrued) may be used for absences due to personal illness or illness in the administrator's immediate family.
 2. After an administrator has been absence for five (5) or more consecutive days, the Superintendent of Schools may require the administrator to submit a statement from a physician to the effect that illness or disability prevented the administrator from working during the period of such absence. In this event; the administrator may use the services of a physician designated by the Board of Education at District expense.
- c. Sick Leave Bank

The Akron Administrator's Association will administer a sick leave bank to be used when a unit member is incapacitated by severe illness or injury. Membership in the sick leave bank is voluntary on the part of the member. A unit member who elects to become member of the bank must contribute one (1) or two (2) days from his/her sick leave accumulation at the beginning of each school year. A member of the bank will not be able to utilize the bank benefits until his/her own sick leave is depleted. The illness or injury must be fifteen (15) days in length for the member to utilize the bank. A maximum of thirty (30) days each school year can be drawn by anyone member of the bank. Upon termination of employment or withdrawal of membership from the bank, the participating unit member will not be permitted to withdraw his/her contributed days. After being a member of the bank for three (3) consecutive years, the unit member will not be required to contribute again unless he/she has made a withdrawal from the bank or if the bank should go below thirty (30) days. If a unit member has made a withdrawal from the bank, he/she must contribute one (1) or two (2) days for three (3) consecutive years of until he/she has paid back his/her total withdrawal, whichever is less.

d. Bereavement Leave

In the event of the death of a member of an administrator's immediate family, the administrator will be granted a maximum of five (5) days bereavement leave which will not be deducted from the administrator's above sick leave entitlement.

e. **Personal Leave**

1. An administrator shall be granted two (2) personal leave days per year.
2. An administrator desiring to take personal leave should notify the Superintendent of Schools of the need therefore as soon before the leave is to commence as possible. The Superintendent may, in his sole discretion, grant an administrator, upon request, more than two (2) days personal leave in a given year, provided that such excess days are deducted from the administrator's sick leave entitlement.
3. The Superintendent may deny a request for personal leave whenever;
 - a. More than one such request is received for the same day; or
 - b. The day requested falls on the day before or after a holiday, vacation day, or a day on which a school year opens or closes.
4. As of June 30th of each year, an administrator's unused person leave shall be added to the administrator's accumulated sick leave. However, any such addition may not cause the administrator's accumulated sick leave to exceed the maximum allowed by this Agreement.

4. Retirement/Sick leave Conversion

- a. On the retirement from the District's employ, the District will contribute an amount equal to the number of sick leave days the administrator has accrued to that point, multiplied, by one-half the administrator's then current per diem rate of pay, but not to be less than Ten Thousand Dollars. This money may be used toward the premium cost of medical coverage for the retired administrator or his surviving spouse under the District's medical insurance plan. However, should the administrator choose to do so, he/she may take the money in a lump sum cash payment, or apply any part of the benefit toward health insurance coverage and part as a lump sum payment.
- b. Retirement (Incentive) - \$24,000. In health insurance payments over a minimum of eight years (maximum \$3,000/year or a \$4800/year 403-b contribution) upon retirement. The administrator must be 55 years of age and have a minimum of ten years administrative service in the District to qualify for this benefit.

Those individuals participating in the health insurance program provided by the District on a specified date (i.e., January 1 preceding retirement) will receive the \$24,000 toward post-retirement District provided health insurance coverage (up to \$3000 per year for as few as 8 years). Those who are not enrolled in the health insurance program provided by the District on a specified date (i.e., January 1 preceding retirement) will receive \$24,000 in contributions to a 403b plan over a 5 year period (i.e., \$4800 per year).

- c. After ten (10) years in the administrative unit an administrator can choose to cash in up to fifty (50) sick leave days at \$125.00/day (\$6,250 maximum) to be placed in a 403B Plan. These days cashed in will be deducted from the administrator's total sick leave accumulation. Each year (after 10 years) an administrator can "cash in" a maximum of 5 sick days at the completion of each year (deducted from total and placed in a 403B Plan).

5. Physical Examination

- a. The District will pay the cost of an annual physical examination of each administrator by a duly licensed physician who is either a medical board certified internist or the administrator's personal physician.
- b. The above examination may consist of:
 1. Electro-cardiogram
 2. Complete blood count
 3. Blood chemistry profile, including T3 and T4 triglycerides
 4. Urinalysis
 5. Chest X-ray (if suggested by results of physical examination)
- c. Should the examining physician recommend that the examination be more extensive than that provided in subparagraph b above, the District will reimburse the administrator for the cost thereof, to the extent that such cost is not covered by an applicable insurance.
- d. Each administrator examined pursuant to the foregoing provision will inform the Superintendent of Schools of the general results of said examination.

6. Health Insurance

The health insurance programs offered to the teaching staff will also be available to the administrative staff with full payment of the premiums to be paid by the District, with the exception of the Dental Pay Plan and the Vision Plan which will be paid on a shared basis equal to that with the Akron Faculty Association. The District will contribute \$365 per year to the existing 105h plan for each administrator.

7. Life Insurance

The Board of Education shall provide each member a Variable Life Insurance Policy with a face amount of \$45,000, and with the total annual premiums payable by the Board over a set period. The insurance policy shall become the property of the member at the end of the set period or upon separation from service. The member shall pay the remaining portion of the premium upon early separation from service if the member wishes to remain in the plan.

8. Work Schedule

It is understood that the normal duties of administrators frequently require work in excess of established work hours. However; the regular school day (non-summer) work hours for Akron Central School Administrators are 7:30 a.m. to 4:30 p.m.

Summer work hours will continue as in the past (7:30 a.m. - 3:00 p.m.).

The holiday schedule will be that prescribed for non-teaching staff with additional time allotted at the discretion of the Superintendent of Schools.

9. Professional Dues

The administrators shall be entitled to full reimbursement for annual dues for membership in their professional organization (SAANYS/NASSP/NAESP).

10. Salaries

During the length of this contract (July 1, 2007 through June 30, 2010) each administrator will receive an increase of 1.5% above the January increase in the CPI utilized by the Commissioner of Education concerning contingent budgets for each of the three years comprising the term of this Agreement. *07/08 = 4.7%*

11. Longevity

Administrators serving the district in an administrative capacity during the following number of years will receive \$2,250 at each longevity step at the completion of each of the following respective year:

<u>Years of Service</u>	<u>Total Entitlement</u>
10-14 years	\$2,250
15-19 years	\$4,500
20-24 years	\$6,750
25+ years	\$9,000

12. Disability Insurance

The District will provide long-term disability insurance for each unit member. Such insurance will not be limited to school-related injuries. The policy will cover 60% of gross salary (not to exceed \$6000/month) and will go into effect after a 180 calendar day waiting period.

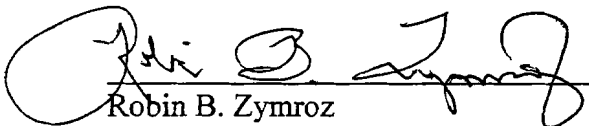
NOTE: The terms and conditions of employment outlined in this Collective Negotiations Agreement are for 1.0 FTE employees, and may be prorated accordingly for positions that are less than 1/0 FTE.


SUBSCRIPTION

IN WITNESS WHEREOF, the duly authorized representatives of the parties hereto have set their hands and seal on this 12th day of September 2007.

FOR THE DISTRICT

FOR THE ASSOCIATION


Robin B. Zymroz
Superintendent of Schools


Joseph Lucenti
President

Akron Central Schools

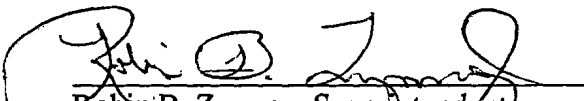
Mrs. Robin Zymroz, Superintendent of Schools
47 Bloomingdale Avenue
Akron, New York 14001
Fax (716) 542-5018


MEMORANDUM OF AGREEMENT ADMINISTRATOR STIPEND AMOUNTS

Akron Central School District ("District" hereafter), by its Superintendent of Schools, the Akron Administrator's Association ("Association" hereafter) by its President, each for good and valuable consideration hereby agree that the Akron Administrators' Association contract, dated September 12, 2007, contain the following stipend amounts for the 2007-08 fiscal year, and that effective July 1, 2008, that these stipend amounts be rolled into the base salaries of the administrators specifically affected:

Joseph Lucenti	Director of Guidance	\$4000.00 ✓
Suzanne Kovic	Grant Writer	\$4000.00 ✓
Debra Eppolitto	Assistant CIO	\$4000.00 } ✓
Debra Eppolitto	Director of PR	\$4000.00 }

IN WITNESS WHEREOF, the parties have executed this agreement the 10th day of October, 2007.


Robin B. Zymroz, Superintendent


Joseph Lucenti, President