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Contract Database Metadata Elements

Title: **Albany, City of and Albany Public School Administrators Association (2006) (MOA)**

Employer Name: **Albany, City of**

Union: **Albany Public School Administrators Association**

Effective Date: **07/01/06**

Expiration Date: **06/30/11**

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**MEMORANDUM OF AGREEMENT
BETWEEN THE BOARD OF EDUCATION
OF THE CITY OF ALBANY AND THE ALBANY PUBLIC
SCHOOL ADMINISTRATORS' ASSOCIATION**

It is hereby agreed by and between the Board of Education of the City of Albany and the Albany Public School Administrators' Association as follows:

1. All the terms and conditions of the collective bargaining Agreement between the parties covering the period July 1, 2003 through June 30, 2006 are hereby continued in full force and effect, except as modified below.

2. **Duration:** July 1, 2006 through June 30, 2011;

3. **Salary:** Any retroactive payments required by the following provisions shall only be made to members of the unit employed as an administrator as of June 19, 2008 or who retired between July 1, 2006 and the date the Board approves this Memorandum of Agreement.

A. For the 2006-07 school year, all unit members are guaranteed a minimum raise of 3% inclusive of increment over their 2005-06 base salaries. Unit members who received increments greater than 3.0% shall retain the higher increases. Unit members receiving no increments or increments of less than 3.0% shall receive a total raise of 3.0% over their 2005-06 salaries. The salary schedule shall not be increased by the 3.0% and those unit members whose salaries go beyond the schedule will have their base salaries permanently set above the range top or top of the schedule for purposes of calculating future salary increases.

B. For the 2007-08 school year, all unit members are guaranteed a minimum raise of 3% inclusive of increment over their 2006-07 salaries. Unit members who received increments greater than 3% shall retain the higher increases. Unit members receiving no increments or increments of less than 3.0% shall receive a total raise of 3.0% over their 2006-07 salaries. Additionally, beginning in the 2007-08 school year, each unit member shall be placed on a step on the appended 10 step salary schedules that correspond to his/her salary without reduction. For example, if steps 1 & 2 of a particular schedule were \$100,000 and 102,000 respectively, and the salary of an administrator holding that title, after the aforementioned calculations, came to \$101,000, then that administrator would be placed on step 2 and receive \$102,000 as his/her compensation for the 2007-08 school year. The Association and District shall agree upon the correct placement for each administrator. The top step of the schedule shall be 3.0% higher than the top of the range from the previous year for each respective category. However, the schedule for Instructional Supervisor has received an increased adjustment as reflected in the attached schedules.

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

C. Effective July 1, 2008 all salary schedules shall be increased by 3.25% and all administrators entitled to step movement shall receive a step. Any Unit Member receiving a base salary above step 10 shall receive an increase in base salary of 3.25%.

D. Effective July 1, 2009 all salary schedules shall be increased by 3.25% and all administrators entitled to step movement shall receive a step. Any Unit Member receiving a base salary above step 10 shall receive an increase in base salary of 3.25%.

E. Effective July 1, 2010 all salary schedules shall be increased by 3.0% and all administrators entitled to step movement shall receive a step. Any Unit Member receiving a base salary above step 10 shall receive an increase in base salary of 3.0%.

F. Effective July 1, 2008, remove §14.4 alternative high school or middle school stipend of \$1,000.

4. **Health Insurance Contributions:** Effective July 1, 2008 the rate of contribution for active employees shall be 8% of the premium cost for the plan [i.e. individual or family]. Effective July 1, 2009 the rate of contribution for active employees shall be 10% of the premium cost. Effective July 1, 2010 the rate of contribution for active employees shall be 15% of the premium cost.

5. **Health Insurance Years of Service Requirement:** Incorporate into contract current 10 year consecutive District service requirement for health insurance into retirement.

6. **Incorporate Vacation MOA into Contract:** Incorporate the previously agreed upon vacation day MOA dated June 8, 2007 into contract.

7. **Sick Leave Bank:** §11.6.2 shall be amended by providing that the sick leave bank shall be open to all administrators including those who are not yet tenured.

8. **Editorial Changes -**

Article 2.1 - delete title of "Assistant to the Superintendent" which no longer exists; and add title of "Chief Information Officer";

Article 7.6 - Evaluation - refer form to District/Association committee for possible revision;

Article 11.1.2 - Delete provision requiring Board approval of leave if over 10 days to bring in line with changes made the other units;

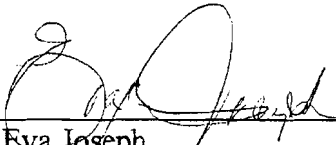
Article 11.6.6 - Amend to July 1st rather than September 1st to line up with start of fiscal year when leave accruals are awarded; and,

Article 12.1.5 and .6 and 12.4 - Amend from Board to Superintendent for approval.

9. This Agreement is subject to ratification by the Board of Education and the membership of the Association. The respective Negotiating Teams will recommend ratification to their principals.

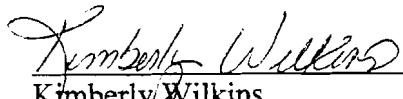
Dated: June 17, 2008

FOR THE DISTRICT



Dr. Eva Joseph
Superintendent of Schools

FOR THE ASSOCIATION



Kimberly Wilkins
President