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COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE

GOWANDA CENTRAL SCHOOL DISTRICT
SUPERINTENDENT OF SCHOOLS

AND THE

GOWANDA CENTRAL SCHOOL DISTRICT
ADMINISTRATORS' ASSOCIATION

JULY 1, 2003 TO JUNE 30, 2007

RECEIVED
NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

APR 20 2009
ADMINISTRATION
TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>ARTICLE</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>PREAMBLE</td>
<td>3</td>
</tr>
<tr>
<td>ARTICLE I – RECOGNITION</td>
<td>3</td>
</tr>
<tr>
<td>ARTICLE II – MANAGEMENT RIGHTS</td>
<td>4</td>
</tr>
<tr>
<td>ARTICLE III – ASSOCIATION DUES</td>
<td>4</td>
</tr>
<tr>
<td>ARTICLE IV – GRIEVANCE PROCEDURES</td>
<td>4</td>
</tr>
<tr>
<td>ARTICLE V – CHANGE IN JOB ASSIGNMENT</td>
<td>6</td>
</tr>
<tr>
<td>ARTICLE VI – SALARY</td>
<td>7</td>
</tr>
<tr>
<td>ARTICLE VII – LEAVES OF ABSENCE</td>
<td>8</td>
</tr>
<tr>
<td>Section 7.01 – Sick Leave and Disability</td>
<td>8</td>
</tr>
<tr>
<td>Section 7.02 – Bereavement Leave</td>
<td>9</td>
</tr>
<tr>
<td>Section 7.03 – Civil Duty Leave</td>
<td>9</td>
</tr>
<tr>
<td>Section 7.04 – Personal Leave</td>
<td>10</td>
</tr>
<tr>
<td>Section 7.05 – Holidays</td>
<td>10</td>
</tr>
<tr>
<td>Section 7.06 – Vacation Days</td>
<td>10</td>
</tr>
<tr>
<td>Section 7.07 – Length of the Work Year</td>
<td>11</td>
</tr>
<tr>
<td>ARTICLE VIII – CONFERENCES</td>
<td>11</td>
</tr>
<tr>
<td>ARTICLE IX – HOSPITALIZATION AND DISABILITY</td>
<td>11</td>
</tr>
<tr>
<td>ARTICLE X – RETIREMENT AWARD</td>
<td>16</td>
</tr>
<tr>
<td>ARTICLE XI – EVALUATION</td>
<td>17</td>
</tr>
<tr>
<td>ARTICLE XII – GENERAL</td>
<td>18</td>
</tr>
<tr>
<td>Section 12.01 – No Strike Lockout</td>
<td>18</td>
</tr>
<tr>
<td>Section 12.02 – Discrimination</td>
<td>18</td>
</tr>
<tr>
<td>Section 12.03 – Flexible Benefit</td>
<td>19</td>
</tr>
<tr>
<td>ARTICLE XIII – TERMS OF AGREEMENT</td>
<td>19</td>
</tr>
<tr>
<td>Section 13.01 – Final Agreement</td>
<td>19</td>
</tr>
<tr>
<td>Section 13.02 – Savings Clause</td>
<td>20</td>
</tr>
<tr>
<td>Section 13.03 – Duration and Signature Clause</td>
<td>20</td>
</tr>
</tbody>
</table>
PREAMBLE

Pursuant to the provisions of the Public Employees Fair Employment Act of the State of New York (Civil Service Law, Article 14,) THIS AGREEMENT, entered into this ___ day of ______, 2004 by and between the GOWANDA CENTRAL SCHOOL DISTRICT (herein referred to as the “District,) and the GOWANDA ADMINISTRATORS’ ASSOCIATION (herein referred to as the “Association.”).

WHEREAS, the parties hereto desire to provide, through this Agreement, the promotion of harmonious relations between the District, the employees and the Association; the establishment of an equitable and peaceful procedure for the resolution of disputes; and the establishment of pay, hours and other conditions of employment.

WHEREAS, this Agreement has been negotiated pursuant to the provisions of the Public Employees’ Fair Employment Act, and is governed by the provisions of the New York State Civil Service.

WHEREAS, 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 BY PROVIDING THE ADDITIONAL FUNDS, THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

NOW, THEREFORE, in consideration of the mutual covenants and agreements herein contained, the District and the Association, through their duly authorized representatives, agree as follows:

ARTICLE I

RECOGNITION

By Virtue of the satisfactory evidence of the Association’s majority status in the negotiating unit, and the Association’s affirmation herein, on behalf of itself and the members of the negotiating unit that it does not assert the right to strike, to assist or participate in any strike against the District, the District recognizes the Association as the sole and exclusive negotiating representative of the negotiation unit consisting of all principals, assistant principals and the Director of Special education employed by the District.
ARTICLE II

MANAGEMENT RIGHTS

The Association and the employees covered by this Agreement agree that, except as expressly limited by specific provisions of this Agreement, all of the authority, rights and responsibilities possessed by the District are retained by it.

ARTICLE III

ASSOCIATION DUES DEDUCTION

The District will deduct from the salary of any member of the unit who so authorizes individually and voluntarily, in writing, the dues and fees of the Association and will transmit these monies to a single local designated representative of the Association.

No deduction of dues or fees shall be made until and unless the amount of dues and fees to be deducted and any changes thereto are certified to the District by an authorized officer of the Association.

An authorization on file with the District shall be honored until and unless it has been revoked or amended pursuant to the terms and conditions of the signed authorization and by written notice received by the District from either the Association or employee.

The Association shall defend and save the District harmless against any and all claims, suits or other forms of liability that shall or may arise by reason of action taken or not taken by the District to comply with the terms of this Article or in reliance on a certification issued by the administration.

ARTICLE IV

GRIEVANCE PROCEDURE

4.01 The District and the Association recognize the importance of an orderly, clearly definitive procedure for processing alleged grievances for employees included in the unit covered by this Agreement. The primary intention of this procedure is to resolve any alleged grievance at the lowest possible level.

The Association is to be the exclusive representative at all stages of the grievance procedure.

4.02 For the purpose of this agreement, a grievance is defined as any claimed violation, misapplication or misinterpretation of express provision of this Agreement. In the event of any such dispute, the matter shall be settled in accordance with the following procedure.
Any grievance, as defined herein, shall be processed only pursuant to this procedure. If a decision at one step is not appealed to the next step of the procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this Agreement shall be barred.

Failure at any step of the grievance procedure to communicate a grievance answer to the aggrieved party within the specified time limits shall permit the lodging of an appeal at the next step of the procedure within the time which would have been allotted had the decision been communicated on the last day of the specified time period.

The time within which an appeal may be filed at a higher step in this procedure shall be measured from the date of receipt of the grievance answer.

It is the intent of the parties that grievances be processed as rapidly as possible. The number of days indicated at each step of the procedure should be considered as maximum and every effort should be made to expedite the process. However, when mutually agreed, the time limits may be extended.

No written grievance will be entertained, and such grievance will be deemed waived, unless a written grievance is presented at the first available step within ten (10) calendar days after the employee knew or should have known of the act or condition on which the grievance is based.

4.03 Procedures

a. **Informal Presentation to School Superintendent**

   The aggrieved party shall first discuss the grievance with the School Superintendent with the objective of resolving the matter informally.

b. **Formal Presentation to School Superintendent**

   If no satisfactory settlement is reached, the aggrieved party shall make a formal written presentation to the School Superintendent in the form of a signed statement including the name(s) of the aggrieved party; the current date; and the details of the grievance, including the specific clauses or provisions of the Agreement alleged to be violated. The School Superintendent shall issue an answer in writing within ten (10) calendar days of receipt of such grievance.
c. **Appeal to the Board of Education**

If the grievance remains unresolved, the matter may, within seven (7) calendar days from receipt of the Step 2 answer, be appealed by the grievant filing an appeal in writing with the Board of Education. Grievance records shall be presented to the Board by the Superintendent. Within twenty (20) calendar days from receipt of the appeal, the Board shall conduct a hearing on the grievance in executive session. Within fifteen (15) calendar days following the hearing, the Board of Education shall render its decision in writing.

d. **Arbitration**

1. If the grievance remains unresolved, the grievance may be submitted to arbitration by written notice to the Board of Education within five (5) calendar days following receipt of the Step 3 decision.

2. Within fifteen (15) calendar days, the District and the Association shall attempt to agree upon a mutually acceptable arbitrator who is competent in the area of the grievance. Otherwise, the parties shall select an arbitrator in accordance with the rules of the American Arbitration Association.

3. The Arbitrator shall render his decision in writing to the Board of Education and the Association, which decision shall be binding upon both parties and employees covered by this Agreement.

4. The arbitrator shall have no power or authority to add to, detract from or modify, explicitly or implied, any express term of this Agreement, and his authority shall be limited to deciding only whether a specific provision of this Agreement has been violated. Costs for the arbitrator services and his expenses, if any, will be shared equally by the District and the Association.

**ARTICLE V**

**CHANGE IN JOB ASSIGNMENT**

5.01 It is hereby agreed that the School Superintendent shall consult with any employee(s) covered by this Agreement prior to a change in the normal duties of such employee(s).

5.02 However, nothing contained herein shall in any way be construed as a restriction in the School Superintendent’s ability to change in any way the duties of any employee(s) covered by this Agreement, nor shall such ability be affected by the School Superintendent’s failure to notify such employee(s) as provided for above.
5.03 Nothing contained herein shall be in any way construed as restricting the authority of the Board, through the School Superintendent, from making changes in job assignments.

ARTICLE VI

SALARY

6.01 Administrative Salaries

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6.02 One-Time Longevity Payments

Seven hundred ($700.00) will be allowed on a one-time longevity basis for those administrators in their 5th year or more of actual service in the Gowanda system and an additional seventeen hundred ($1700.00) in their 10th year or more of actual service in the Gowanda system and an additional twenty seven hundred ($2700.00) in their 15th year of actual service in the Gowanda system and an additional thirty seven hundred ($3700.00) in their 20th year or more of actual service in the Gowanda system. These monies are to be received in the final (June 30) pay period of the respective year.

6.03 Vacant Position

In the event of a vacant position, a new administrator may be hired below the salary as provided for in Section 6.01 of Article 6 above. The administrator hired below the salary as provided for in Section 6.01 of Article 6 may be incremented to the contract salary for that position at the discretion of the Superintendent of Schools.

6.04 It is agreed to by the parties that during the term of this Agreement (July 1, 2003 to June 30, 2007) it will become necessary to re-open the terms of the Agreement with respect to Article VI - Salary. At either parties’ request, the above-mentioned section will be re-opened for negotiations within ten (10) calendar days of the date such request is made by means of a signed, dated letter from one party to the other.
Article VI, Section 6.01 shall read:

6.01 Administrative Salaries

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This Addendum will replace any and all health insurance and salary terms and conditions contained in Section 9.01, 12.03 and 6.01 of the current collective bargaining agreement.

Charles J. Rinaldi, Superintendent
Gowanda Central School District

Janice Stokes, President
Gowanda Administrators' Association

Date: __________________________ Date: __________________________
ARTICLE VII

LEAVES OF ABSENCE

7.01 Sick Leave and Disability

a. All employees covered by this Agreement shall earn paid sick leave at the rate of twenty (20) days per full year of employment.

b. Sick leave days may be accumulated for a total not to exceed 200 days. Sick leave shall not accrue or accumulate during any unpaid leave of absence; and sick leave shall not be regarded as earned time off with pay, and thus may not be used for any purpose other than legitimate personal illness.

c. Employees may be required to provide a written physician’s statement after five (5) consecutive days of illness and may be required to furnish a physician’s statement for periods of illness less than five (5) consecutive days and for sick leave days utilized immediately prior to or subsequent to holidays, vacation or any paid or unpaid time off. In addition, at any time the District Superintendent has reasonable cause to believe that an employee may be ill or disabled to the extent that such illness or disability impairs such employee’s ability to perform duties or that such employee may have sufficiently recovered to enable the resumption of duties without physical injury, the District Superintendent may require a written statement from such employee’s physician and/or medical examination by the District physician to determine such fitness to continue or return to duties.

d. In each instance where an employee suffers any sickness or other disability which is reasonably expected to prevent the performance of duties for a period in excess of ten (10) consecutive days, the District Superintendent may require either a written statement from the absentee’s physician and/or a medical examination by the District physician, to determine as far as possible the probable duration of the leave of absence required by such employee.

e. In those instances where an employee shall know in advance of an anticipated illness or other disability which shall require such employee to utilize sick leave, such employee shall notify the Board in writing indicating as far as possible the expected date of commencement of the sickness or disability leave and the anticipated period of duration of such leave.

f. It is understood that none of the provisions herein shall in any way restrict the rights of the Board or District Superintendent to terminate the employment of an employee because of physical or mental disability pursuant to the provision of the Education Law of the State of New York.
g. Employees covered by this agreement shall be allowed to use a maximum of twenty (20) paid sick leave days per year for a family illness relative to the employee’s spouse, child, mother or father when such illness requires the employee’s presence to care for or attend to such ill relation. In cases where both husband and wife are employed by the District, this benefit may be granted to only one of the partners. In cases where the father-in-law or mother-in-law resides in the employee’s domicile, this same benefit will apply. The Superintendent may require a physician’s excuse to verify the relative’s illness and/or need for care.

7.02 Bereavement Leave

In the event that an employee is bereaved by the death of a husband, wife, son, daughter, mother, father, mother-in-law, father-in-law, brother, sister or grandparents, grandchildren, son-in-law, daughter-in-law, brother-in-law or sister-in-law, such employee may absent himself or herself from work with pay for a period of four (4) consecutive work days, provided:
   a. The employee attends the funeral
   b. The four (4) days referred to above included the day of the funeral.
   c. Bereavement leave shall not apply during periods when the employee involved is on vacation or absent from work because of sickness, leave of absence, or any other leave.
   d. The Superintendent may grant additional day(s) for extenuating circumstances upon the employee’s request.

7.03 Civil Duty Leave

An employee who is summoned and is actually required to attend and serve as a juror or as a witness by subpoena in court shall be required to:
   a. Notify the School Superintendent when he/she is notified to report for such obligation.
   b. Return to the School Superintendent a completed form certified by the Court Clerk, regarding such absence.
   c. Cooperate with the District in requesting excuse or delay from such duty where the employee’s absence will adversely affect the District’s operations.
   d. Report back for work immediately after he/she is released from the responsibility of such obligations.
   e. Compensation for such duty shall be paid to the District less reasonable expenses for meals and travel.

7.04 Personal Leave
Employees covered by this agreement shall be permitted to use no more than five (5) days per contract year to conduct personal business under the following circumstances:

a. Requests for personal leave must be submitted in writing to the School Superintendent.

b. Personal leave shall generally not be granted for a school day immediately preceding or following a scheduled vacation or holiday, except for extenuating circumstances.

c. Should personal leave days not be used during the year, they may be accumulated as sick leave benefits.

7.05 Holidays

It is understood that the Administrators are expected to be in attendance during the school year on days that District is open as designated in the Gowanda Central School District Calendar.

All Administrators will be granted the following fully paid holidays: New Year’s Day, Martin Luther King Day, Patriot’s Day, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, the day after Thanksgiving, Christmas Day, and 2 other days to be approved by the Superintendent of Schools.

7.06 Vacation Days

Dates for requested vacation shall be submitted to the School Superintendent for his approval and determination.

Beginning with the 2004-2005 school year and every year thereafter during the years period of this agreement, each administrator shall annually accrue twenty (20) days as vacation. Bargaining unit employees will not be allowed to carryover unused vacation days from one year to the next.

7.06 Length of the Work Year

The work year shall be twelve (12) months commencing July 1st and ending June 30th.
ARTICLE VIII

CONFERENCES

8.01 Employees covered by this Agreement, in addition to regularly attending local and county professional meetings and conferences may be granted permission on an annual basis by the Superintendent to attend a State or National conference. The employee(s) involved shall suffer no loss of pay and shall be compensated in full for reasonable expenses incurred with respect to attendance at such conferences and meetings upon the submission of satisfactory evidence of such expenses.

8.02 The District will provide each Administrator with $350.00 (three hundred and fifty dollars) toward professional journals and/or membership fees in professional organizations, excluding the organization representing the bargaining unit.

ARTICLE IX

HOSPITALIZATION AND DISABILITY

9.01 Health Insurance Benefits

All bargaining unit employees may participate in the Gowanda Central School group full service type insurance plan.

Gowanda Central School District shall have group membership in Independent Health with a $7/$15/$30 co-pay Prescription Drug program and Community Blue with a $7/$15/$35 co-pay Prescription Drug program.

In the event an insurance company providing coverage for the District unilaterally eliminates an offering rendering such offering unavailable, the District, upon the effective date the offering is eliminated by the carrier, will no longer be required to provide the eliminated coverage but agrees to select the closest next available alternative. For example, the $7/$15/$30 coverage is eliminated and the plan provides for a two tier $7/$15 and a three tier $9/$18/$35. The latter would be selected as it is three tiers as was the one that was eliminated.
The District’s share of the premium shall be 100% of the premium in effect as of July 1, 2003 for Independent Health Encompass A. Any and all premium rate increase on or after January 1, 2004 shall be paid by the employee via payroll deduction.

The District will then assume 100% of the premium rates again, effective July 1, 2004. Any and all premium rate increase on or after January 1, 2005 shall be paid by the employee via payroll deduction.

The District will then assume 100% of the premium rates again, effective July 1, 2005. Any and all premium rate increase on or after January 1, 2006 shall be paid by the employee via payroll deduction.

The District will then assume 100% of the premium rates again, effective July 1, 2006. Any and all premium rate increase on or after January 1, 2007 shall be paid by the employee via payroll deduction.

Eligible employees hired on or after September 1, 2004 and electing either single or family coverage in any of the plans, shall be responsible for ten percent (10%) of the selected plan’s premium. The District will be responsible for ninety percent (90%) of the premium.

The District will provide additional choices while maintaining the contribution rates as described above. Employees in this unit who are eligible to participate in the District’s health insurance program may elect to change their health insurance option on an annual basis during the open enrollment period.

Financial savings experienced when an employee elects an alternative offering that is less expensive than the benchmark plan (Independent Health Encompass A, $7/$15/$30 drug prescription co-pay) will be divided equally between the District and the employee. The employee’s portion of the savings will be placed in an IRC 105 (h) account for the employee’s use, and administered by the third party administrator that provides the Flexible Spending Account administration. The 105 (h) plan will have an accrual maximum of $2500. The plan year for the 105 (h) shall be the 12-month period following the annual open enrollment period of the health insurance options.

The District reserves the right to select a pharmacy benefit manager as an alternative to the current providers of drug prescription coverage.

The District reserves the right to change health insurance companies, provided the coverage is comparable to Independent Health Encompass A. Any proposed changes in the health insurance coverage will be reviewed by the Association.
Once a year there will be an open window period for employees to choose between programs offered. If a husband and wife are both employed by the District, and are eligible for coverage, the eligibility shall be limited to one family plan between them or one single plan for each.

Retiring employees shall be allowed to continue, at their option, to make their required premium payments at the group rates under the current plan of health insurance coverage. It will be the employee’s responsibility to notify the District at least two (2) months prior to becoming age sixty-five (65) or going on Medicare. Payment must be made to “The Gowanda Central School District”, the fifteenth (15th) of the month, to be effective for the first (1st) of the following month. Changes in marital status, child coverage, and address change must be reported to the District.

9.02 It is agreed to by the parties that during the term of this Agreement (July 1, 2003 to June 30, 2007) it may become necessary to re-open the terms of the Agreement with respect to Article IX - Health Insurance. At either parties’ request, the above-mentioned section will be re-opened for negotiations within ten (10) calendar days of the date such request is made by means of a signed, dated letter from one party to the other.

9.03 Disability Compensation Insurance

All Administrators are covered by Workmen’s Compensation Insurance which protects them in case of accidents while on duty. In the event of such an accident, the employee should immediately notify the Superintendent so the proper forms may be executed by school authorities and the attending physician.

Whenever a regularly employed Administrator is absent from his/her employment in full day increments and unable to perform his/her duties as a result of personal injuries caused by accident or an assault occurring in the course of his employment as an administrator or in an authorized extra-curricular activity, he/she shall be paid his/her full salary during his/her absence from his/her employment up to a period of one (1) year, by the School District.

The amount of any weekly Workmen’s Compensation award for temporary disability due to said injury shall be paid to the Board in full by the employee, and no part of such absence shall be charged to his/her annual accumulated sick leave. Said person may be subject to examination by a school physician or a physician of the Board’s office.
ARTICLE X

RETIREMENT AWARD

10.01 All employees covered by this Agreement shall, upon retirement from the Gowanda Central School System, receive a retirement award determined exclusively as follows:

a. Employees shall receive a one-time payment calculated on the basis of $30 per year for each year of satisfactory service in the Gowanda System during and subsequent to the 1978/1979 school year. Employees who have served in districts that have since become part of the Gowanda System shall have their years of service within such districts considered for retirement award purposes. “Satisfactory Service” shall be determined by the School Superintendent, who shall notify and advise the employees annually with respect to his determination for purposes of this award.

b. Effective July 1, 2004 employees shall receive an amount equal to one-half (1/2) of their unused sick leave times $200.00 per day.

c. Employees shall receive a one time proficiency award of twelve hundred dollars ($1200.00) or a percentage thereof, which percentage will be the same as the percentage of satisfactory years of service compared with the total years of service.

d. To be eligible for this Award, employees must be eligible for retirement benefits according to the criteria of the New York State Teachers’ Retirement System and be indeed retiring, not just leaving the Gowanda System.

e. An employee applying for the Award must submit an irrevocable letter of resignation for purposes of retirement prior to April 1st.

f. An employee applying for the Award must have an effective retirement date before the first day of classes in September.

Upon retirement the employee shall be compensated in the full amount of this benefit as a one time and final payment. The district will deposit the dollar amount of the retirement award as a non-elective employer contribution in to the employee’s designated 403(b) account, provided such account will accept employer non-elective contributions. Such non-elective contribution cannot exceed the contribution limits as outlined in the Internal Revenue Code Section 415(c) (1). If there is a balance awed because the amount would
exceed the limits, the District shall make the remaining post employment payments as an employer non-elective contribution to the former employee’s 403(b) account, the contribution limit will be based on the eligible employee’s compensation, as determined under Section 403(b) (3) of the IRS Code.

If the employee does not designate a 403(b) account to receive the employer’s non-elective contributions, or if the account designated will not accept employer non-elective contributions for any reason, then the District will not be obligated to deposit employer non-elective contributions on an employee’s behalf until a 403(b) account has been properly designated by the employee. Both the District and the employee are responsible for providing accurate information to the 403(b) provider.

This provision is subject to IRS regulations and rulings. If any portion of this provision is declared contrary to law, then that portion will not be deemed valid and subsisting, but all other portions will continue in full force and effect. As to those portions declared contrary to law, the Association and District will promptly meet and alter those provisions to provide the same benefits that conform, as closest as possible to the original intent of the parties.

ARTICLE XI

EVALUATION

The Superintendent will evaluate all members of the Administrators Association.

Probationary Administrators will be evaluated twice yearly during their probationary period. One (1) evaluation will be conducted prior to April 1 of the current school year and the second prior to August 31 of the subsequent school year.

Tenured administrators will be evaluated one (1) time with the evaluation completed prior to August 31 of the subsequent school year.

The Superintendent reserves the right to determine the criteria against which the administrators are evaluated. Changes to evaluative criteria will be made in consultation with the Unit prior to September 1 of the current school year.

A copy of the completed evaluation form (Appendix A) will be made available to each administrator prior to the post conference.
ARTICLE XII

GENERAL

12.01 No Strike Lockout

The Association, its members and each employee member, individually and collectively, agree that they will not call, authorize, sanction, cause or permit, instigate, aid or condone or take part in any strike whatsoever, whether sit-down, sit-in, sympathetic, general or any kind of walkout, work stoppage, slowdown or interruption of work of any kind during the term of this Agreement.

The Association, its officers, agents and representatives shall refuse to aid or assist in any way employees participating if any of the foregoing prohibited practices, and shall, in good faith, use every reasonable effort to have such practices terminated, including the prompt direction of its members to return to work.

The Association shall not question the District’s right to discipline or discharge employees engaging in, participating in or encouraging such action. It is understood that such action on the part of the District shall be final and binding upon the Association, its members, and all employees covered by this Agreement, and shall not be subject to the grievance procedure herein.

12.02 Non-Discrimination

Neither party to this agreement shall discriminate against any applicant. For employment or employee covered by this Agreement with regard to sex, age, creed, race, color, or national origin.
12.03 Flexible Benefits Plan

Internal Revenue Code of 1986 hereinafter referred to as the 125 Plan shall be established by the District to be effective upon acceptance of the plan document by the District.

a. Administrators may utilize the plan in accordance with the IRS rules for:
   1. Accident and health plans including medical insurance medical reimbursement, disability insurance, etc.
   2. Group Term Life Insurance
   3. Dependent Care Assistant

b. The Plan year shall be from December 1 through November 30.

a. The District shall assume the start up cost.

b. The District shall pay the monthly administrative fees.

c. The District keeps unexpended monies which remain in the Plan at the end of the Plan year.

d. The District shall select the third party administrator.

ARTICLE XIII

TERMS OF THE AGREEMENT

13.01 Final Agreement

a. This Agreement is subject to amendment, alteration, or addition only by a subsequent written agreement between and executed by the District and the Association. The waiver of any breach, term or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all these terms and conditions. The parties acknowledge that during the negotiations that resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.
b. Therefore, the District and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waive the right and each agrees that the other shall not be obligated to bargain collectively with respect to any matter or subject referred to or covered in this Agreement, or with respect to any other matter or subject not specifically referred to or covered in this Agreement even though such subjects or matters may not have been within the knowledge or contemplation of either or both parties at that time when they negotiated or signed this agreement.

13.02 Saving Clause

If any provision of this Agreement is or shall be at any time contrary to Law or determined by an administrative agency or court of competent jurisdiction to be invalid, such provision shall not be applicable, performed or enforced except to the extent permitted by law. In the event that any provision of this Agreement is or shall be any time contrary be contrary to law, all remaining provisions of this Agreement shall be maintained in full force and to the extent not invalidated by such determination.

13.03 Duration and Signature Clause

The provisions of this Agreement shall become effective as of July 1, 2003 and shall continue in full force and effect until and including June 30, 2007. Thereafter, this Agreement shall continue in effect from year to year unless either party notifies the other in writing at least sixty (60) days prior to the expiration date of this Agreement. Such notice shall specify the proposed modifications of amendments.

IN WITNESS HEREOF, the parties hereto have caused this agreement to be executed each by its duly authorized officials and representatives, the day and year first above written.

Gowanda Central School District
Superintendent of Schools

Gowanda Central
Administrators Association

By _

By _

Date Executed: _____________

Date Executed: ______________