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CL / 4510

ATTICA CENTRAL SCHOOL DISTRICT

AGREEMENT BETWEEN

THE CLERICAL UNIT

AND THE BOARD OF EDUCATION

JULY 1, 2007 – JUNE 30, 2010

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## POLICIES OF THE BOARD OF EDUCATION

### Recruitment and Selection

- A. The Superintendent shall recommend to the Board of Education the best available candidates for positions as clerical personnel.
- B. Recommendations for appointments to the positions for clerical duties shall be made from eligible lists provided by the Wyoming County Civil Service Commission.

### Appointment

- A. The time, place, and conditions of employment shall be assigned by the Superintendent. The duties for each of the clerical personnel shall be clearly defined.
- B. Civil Service employees shall be granted a probationary period of not less than eight (8) nor more than fifty two (52) weeks. The Board of Education will specify the time period upon appointment.

### Evaluation

- A. The Superintendent shall cause reports on the performance of clerical employees who are appointed under Civil Service Examinations to be made at the midpoint of the probationary period, at the end of the probationary period, and annually thereafter.

## ARTICLE I – LEAVES OF ABSENCE

- A. Annual paid leave shall accumulate at the rate of 1½ days per month for employment commencing July 1, 1995.
- B. All full-time clerical personnel regularly employed by the District shall be entitled to 18 days of leave per year accumulative to a total of 180 days.
- C. A clerical employee shall notify his/her immediate supervisor of the need to use such leave as soon as practicable.
- D. Three days per year will be considered as personal annual paid leave. Personal annual paid leave may be used for personal or emergency business reasons. Requests must be made to the supervisor two (2) days in advance of leave. The use of a half-day is permissible.

- E. Employees who work between 25 hours and 40 hours per week shall accumulate and be granted, on a pro-rated basis, according to the number of hours worked, until such employee accumulates 18 days. After accumulating 18 days, leave days will be granted at the beginning of each work year. This will continue as long as the employee has a reserve of 18 days. Employees working under 25 hours will not participate in any leave.
- F. An employee shall, upon return to work from a leave of absence, sign the appropriate form furnished by the District, indicating the day and date of absence and initialed or signed by their immediate supervisor.
- G. Employees who wish to be absent from work for not more than five (5) working days without pay shall submit a request to their immediate supervisor. Granting of this absence from work requires approval of the immediate supervisor and the Superintendent of Schools.
- H. See Article VIII – Retirement, Subsection F, for information regarding payment of unused annual paid leave to be applied toward payment of health insurance premiums.
- I. Sick Leave may be taken only for the personal illness of the staff member, and/or immediate family member, for treatment (i.e., dental, optical, out-patient, pediatrician). Every effort shall be made to schedule doctor appointments after the school day. Immediate family shall be defined for purposes of this section as the staff members' father, mother, mother/father-in-law, spouse, brother, sister, child, grandchildren, or any person living in the staff member's immediate household.
- J. For any claimed period of personal illness which exceeds three (3) work days, the staff member may be required by the Superintendent to be examined by the school physician at no cost to the staff member.

## ARTICLE II – BEREAVEMENT

- A. Bereavement Leave of up to five (5) calendar days from the day of the death of the individual per incident, will be granted for the death of an immediate family member, husband/wife, mother, father, child/children, brother/sister, grandchild, related by blood or marriage or legal adoption or any person living in the staff member's immediate household. Three (3) days will be granted for the death of grandparent(s), aunt, uncle, niece, nephew related by blood, marriage, or legal adoption without loss of benefits. This leave is in addition to the 18 days. The Superintendent of Schools will grant extra paid bereavement days when warranted. Annual paid leave can be used after bereavement days are exhausted.

## ARTICLE III – MATERNITY LEAVE AND CHILD-REARING LEAVE

### A. Maternity Leave

1. Maternity leave is defined as a leave of absence granted to a unit member during the period she is incapable of performing duties due to a pregnancy.
2. A unit member who is pregnant shall give written notice thereof to her immediate supervisor as soon as practicable after she becomes aware of her pregnancy. Such notice shall be accompanied by a statement from her attending physician, which states the anticipated date of delivery.
3. The maternity leave shall begin when the unit member has become physically incapable of performing her duties. Maternity leave will end when the unit member's condition, as verified by a statement from her physician, is such that she is able to perform her duties.
4. If the unit member begins a child-rearing leave prior to the time when a maternity leave is available, she shall not be eligible for maternity leave.
5. The District may require a verification of the unit member's ability to perform her duties from her physician at any time during the pregnancy.
6. If the unit member returns to work from a maternity leave as soon as her condition permits her to perform her full duties, she shall be entitled to return to her former position, or, if the position is not available, a comparable position for which she is qualified.
7. At any time during the pregnancy or before a unit member returns to work following a leave granted pursuant to this section, the member may be examined by a physician representing the District.
8. Pregnancy related physical disabilities will be treated the same as any other physical disability or illness.
9. Annual paid leave may be utilized during maternity leave. A unit member shall be paid full salary and benefits to the full extent of the unit member's accumulated leave. Upon the expiration of annual leave credit, the employee will be on a maternity leave without pay.

### B. Child-Rearing Leave

1. Child-rearing leave is defined as a leave of absence without pay granted to a unit member after she has become pregnant for the purpose of preparing for her child and/or caring for her child.

2. A unit member who is pregnant shall give written notice thereof to her immediate supervisor as soon as practicable after she becomes aware of her pregnancy. Such notice shall be accompanied by a statement from her attending physician, which states the anticipated date of delivery.
3. Not later than the sixtieth (60th) consecutive day prior to the date she desires to begin leave, she shall give written notice to her immediate supervisor stating the time she would like to begin such leave and the time she would desire to return. This notice shall be accompanied by a statement from her attending physician which states that the unit member's condition is not expected to interfere with full performance of her duties until the leave commences. The District may require a verification of the unit member's ability to perform her duties from her physician at any time during her pregnancy.
4. If the Unit member takes a child-rearing leave prior to the time when a maternity leave is available, she shall not be eligible for maternity leave.
5. A unit member may take a child-rearing leave of up to 18 months. He/she shall be entitled to return to her/his former position. The 18 months begins on the first day of the child-rearing leave.
6. At any time during the pregnancy before a unit member returns to work following a leave granted pursuant to this section, the unit member may be examined by a physician representing the District.
7. No salary benefits or fringe benefits may accrue nor be utilized by a unit member on a child-rearing leave, nor may leave be utilized during such leave period.

#### ARTICLE IV – COURT OR JURY LEAVE

- A. Any employee called for jury duty and/or required to serve on a jury or be a witness shall be allowed his/her full pay as an employee of the Attica Central School District, less the amount allowed for services on the jury, with the employee retaining any mileage fee received. This applies to those days and hours where jury duty causes an absence from the employee's duties as an employee of the Attica Central School District. The accepted method for compliance is for the employee to endorse the check received for the jury duty to the Attica Central School District depositing the same with the Treasurer of the Board. The salary check in full will then be allowed and retirement contributions will be protected.

**ARTICLE V - PAID HOLIDAYS**

A. When a paid holiday falls on a weekend, a day in lieu of the paid holiday will be granted. Paid holidays are as follows:

Independence Day	Day before Christmas
Labor Day	Christmas Day
Columbus Day	New Year's Day
Veteran's Day	Martin Luther King's Birthday
Day before Thanksgiving	President's Holiday
Thanksgiving	Good Friday
Day after Thanksgiving	Memorial Day

B. Employees must work the scheduled day before and scheduled day after a holiday to receive holiday pay. The use of "scheduled vacation time" the day before or day after a holiday will not constitute an absence. The purpose of this clause is to prevent the extension of a holiday with the use of a sick day. Under special circumstances, such as hospitalization, surgery, or extended illness of three (3) days or more, the employee will not lose holiday pay if such circumstances occur the day before or the day after a holiday.

**ARTICLE VI - VACATIONS**

A. Required Service:

1. After one year from anniversary date of employment – one (1) week.
2. Two (2) years, three (3) years, and four (4) years of full employment – two (2) weeks.
3. Five (5) years through 14 years of full employment – three (3) weeks.
4. 15 years or more of full employment – four (4) weeks.

B. Employees shall become eligible for vacation on the anniversary date of their employment.

C. Vacations shall be scheduled at the discretion of the employer, provided that, where a conflict exists as between employees, the employer shall consider the employee's length of service in scheduling his/her vacation.

D. During the event of termination of service or retirement, an employee shall be paid for all unused vacation for that year and pro-rated for each full month she has worked beyond her anniversary date.

E. Each week of vacation which an employee has earned shall be paid at the employee's weekly rate when the vacation is taken.



- F. Each employee must secure and prepare a Vacation Request/Approval Form from her immediate supervisor and obtain prior approval of both her immediate supervisor and the Superintendent in scheduling vacation time off.
- G. There may be an accumulation of unused vacation time up to a maximum of five (5) days from one year to the next.
- H. Unused vacation time may be used as annual paid leave only after all annual paid leave is exhausted. Vacation days cannot be converted to annual paid leave for the purpose of paid up health insurance at retirement.

**ARTICLE VII – HEALTH INSURANCE**

- A. Effective July 1, 2007, the District shall make available to all clerical unit members Genesee Area Health Care Plan, such plan shall include:
  - 1. Office co-pay - \$15
  - 2. Prescription Drug Retail – 5-10-25 (30-day Rx)
  - 3. Prescription Drug Mail Order – 10-20-50 (105-day Rx)
  - 4. Dependent Coverage – 19/26 years
  - 5. Riders for Dental and Vision
  - 6. In-Network Deductibles – N/A
- B. Genesee Area Health Care Plan Dental Rider I will be provided to all clerical unit members, either family or single coverage, whichever is appropriate. Should an employee wish to opt up to Dental II coverage, the employee may do so at no additional cost to the District.
- C. Unit members who are covered under another type of health insurance are encouraged not to apply for health insurance under this Article if such plan has benefits comparable to those provided by the District. Any unit member whose spouse is employed by the Attica Central School District shall not be eligible for separate health insurance under this Article provided his/her spouse has family coverage pursuant to this Article.
- D. Effective July 1, 1998, the District shall contribute \$125 into a Flex Plan for each full-time staff member annually. The amount is to be prorated for part-time employees.
- E. Beginning with the 1997-1998 school year the District established a VEBA plan for eligible staff members. The VEBA payment will be \$400 per year for the life of the contract for those enrolled in family plans. Single VEBA participants will receive \$200 per year for the life of the contract.
- F. Effective July 1, 2007, participants in District-provided health insurance plans will contribute as follows:
 

2007-08	10%
2008-09	10%
2009-10	12%

- G. In those cases where a staff member or spouse attains the age of 65, the District shall provide 65+ Genesee Area Health Care Plan, if such staff member is covered by Medicare, provided that the cost for such program shall not exceed the amount paid by the District for coverage under the health insurance plan provided for in this Article for which the staff member would otherwise be eligible. Any additional cost resulting from 65+ Genesee Area Health Care Plan, over the cost of the coverage for which the staff member would be otherwise eligible under this Article shall be borne by the staff member through payroll deduction, with the exception of those employees who have accrued 350 sick days and are entitled to lifetime health insurance coverage.
- H. Eligible staff members who will be returning to the school system for the following year shall be covered under the above insurance plans for the months of July and August.
- I. Those eligible staff members joining the Attica Central School for the first time on July 1, who wish to obtain health insurance coverage must, not later than July 20, complete and transmit to the Business Office the necessary application forms. Coverage is not automatic. Coverage shall become effective as of July 1.
- J. Those eligible staff members joining the Attica Central School for the first time later than September 1, who wish to obtain health insurance coverage, must, within 30 days after the date of employment, complete and transmit to the business office the necessary application forms. Coverage shall become effective as of the date of employment.
- K. Any covered staff member must report in writing any change in marital status or the death of a spouse to the Business Office within 30 days of its occurrence.
- L. Any covered staff member whose service with the District terminates during or at the end of the school year is entitled to coverage one (1) month beyond the last month of active employment in the District. Said employee is responsible for % contribution toward premium.
- M. Those eligible staff members who elect not to be covered should so notify the Business Office in writing.  
Effective July 1, 2007, a staff member eligible for a family plan who elects not to take the family plan will receive \$850. In the case of an eligible staff member whose spouse is employed in the District, the amount shall be \$500.  
Effective July 1, 2007, a staff member will receive \$500 if he/she is eligible for a single plan and elects not to take the plan.  
Except in the case of a staff member whose spouse is employed in the District, this cash payment shall not require the forfeiture of dental insurance provided by the District.  
An eligible staff member may continue to have prescription drug insurance coverage if the cost of this rider is deducted from the amount they would otherwise be eligible to receive. The balance will then be paid to the staff member in two (2) equal installments, the first being the last payday in December and the remainder on the last payday in June. Any period of less than twelve (12) months shall be prorated. The intent of this section is to eliminate payment for double coverage.

- N. Those eligible staff members who are transferring from coverage under another GAHCP policy, who wish to be covered by the Attica Central School policy, will be entitled to immediate coverage if, not later than 10 days after employment by the school, the staff member completes and transmits to the Business Office the necessary application forms.
- O. Staff members currently covered under the group insurance program may continue the coverage after retirement at the rate of the premium assigned by the carrier. Premiums for coverage of staff members shall be paid in full by the retired staff member except as provided under Article VIII of this agreement.
- P. A joint committee will be established for the purpose of studying health insurance carriers to determine if an alternative to the current plan is feasible. The task of the committee will be to investigate other health insurance carriers, to obtain proposals from other insurance carriers, to determine if a cost savings can be made for equal or equivalent coverage, and to file a report to both the Board of Education and the Association within six (6) months of the first meeting of the committee. The committee will consist of three (3) members appointed by the Superintendent of Schools and three (3) members appointed by the Association President, and one unit member from the clerical unit. The framework and procedures to be followed by the committee will be determined by the committee. The Superintendent will arrange for the first meeting within 30 calendar days after the request of either party to form the committee. The report of the committee will be subject to the acceptance or rejection of each of the parties.
- Q. Health Care will remain in concert with the Faculty Association provisions.

#### **ARTICLE VIII – RETIREMENT**

- A. Effective October 4, 1977, the Board adopted the fully paid New York State Employees' Retirement System Plan commonly referred to as "The New Career Retirement Plan" (Section 74-I) for all employees who are bonafide members of said system.
- B. Unused annual paid leave days may be used toward retirement under the provisions of Section 41-J of the New York State Employees' Retirement System, defined as optional coverage.
- C. Anyone accumulating 350 sick days at the age of 55 or over, who retires at this time will have health insurance paid for by the District for life. For calculation purposes only, everyone working before 15 days were granted per year will be credited with additional days to bring them to a total of 15 days per year for those previous years. These days may not be used as actual sick time; they are used only for equalization to be counted toward 350 accumulated sick days which provides lifetime payment of all health insurance provided by the District at the time of retirement. This would not apply to anyone hired after July 1, 1992.

- D. Any employee covered by this agreement who retires at 55 or over with 20 years of service to the Attica Central School District will be eligible for 20% of his/her annual salary. Any employee covered by this agreement who retires with 25 years of service to the Attica Central School District, regardless of age, will be eligible for 20% of his/her annual salary. Retirement must be submitted in writing by March 20, 2004.
- E. Any unit member who retires prior to age 55, with 25 years of service to Attica Central School District, must pay their own health insurance from the time of their early retirement until age 55, at which point they would begin to use their previously vested amount towards health insurance.
- F. Payment of \$50 for unused sick leave up to 220 days at retirement at age 55 or over, with 20 years of service in the District, to be used exclusively for the payment of health insurance premiums.

#### **ARTICLE IX – CREDIT UNION & PAYROLL DEDUCTION**

- A. The Board of Education shall authorize payroll deductions for those clerical employees who desire to deposit savings funds with the Tonawanda Valley Federal Credit Union.
- B. Payroll deductions will be in effect for the total year beginning with the first payroll in July and ending with the last payroll in June of each year.
- C. Form CTFCU-71 will be used by a clerical employee to authorize the Board of Education to legally deduct the specified amount selected in equal installments over the 12 months.
- D. It will be the responsibility of each individual employee to present completed form CTFCU-71 to the Board Business Office by the last payday in June of the school year immediately preceding the school year in which the employee initiates Form CTFCU-71.
- E. A copy of the credit union payroll deduction form to be used is obtainable from the Business Office.

#### **ARTICLE X – WORKING DAY**

- A. The regular working day shall not be more than seven and one-half hours in length for the members of this unit. The work week shall be composed of thirty-seven and one-half hours for the members of this unit. Hours in excess of this shall command overtime pay.
- B. Summer hours are 8:00 a.m. to 3:00 p.m., with one-half hour for lunch.

**ARTICLE XI – SNOW DAYS**

- A. If the Superintendent of Schools declares the school system to be closed for a day as a result of inclement weather or other emergency, the clerical employees are not expected to report to work and they will not be expected to claim the day or days to be deducted from their available accumulated leave days.
- B. If the immediate supervisor requests his/her secretary to come in, weather permitting, overtime will be paid at 1 ½ time. If the unit member chooses to work on their own, no additional compensation will be paid nor will compensation days be afforded such unit member.

**ARTICLE XII – WINTER AND SPRING RECESS**

- A. Office personnel are required to report for work during the regular Winter, President’s Holiday, and Spring Recesses.
- B. The employee’s immediate supervisor may, at his/her discretion, grant to the employee paid time off during such recesses. The extent, if any, of such paid time off shall be at the discretion of the employee’s immediate supervisor. However, all main offices in all buildings will have coverage during the recesses.
- C. Due to the fact that Prospect Elementary has only one secretary in the building, it will be necessary to have a substitute cover during the recess if both the principal and the secretary will be absent. This applies to the Prospect building only.

**ARTICLE XIII – CLERICAL WAGE SCHEDULE**

- A. For a three-year contract:

2007-08	1-5 Year(s) of Service	\$.60/hour wage increase
	6+ Years of Service	\$.50/hour wage increase
2008-09	2-6 Years of Service	\$.60/hour wage increase
	All Others	Greater of \$.50/hour or 4%/hour wage increase
2009-10	3-7 Years of Service	\$.60/hour wage increase
	All others	Greater of \$.50/hour or 4%/hour wage increase
- B. It is agreed that any new employee hired who is affected by this agreement shall not make a higher wage than the lowest paid employee within the same Civil Service Classification.

- C. The starting wage will be as follows:
- |         |             |
|---------|-------------|
| 2007-08 | \$8.57/hour |
| 2008-09 | \$8.91/hour |
| 2009-10 | \$9.25/hour |

For future years, the Board of Education shall set the starting wage for clerical personnel each year at the reorganizational meeting. If any clerical employee is making less than the starting wage of a new clerical employee, that employee will have his/her wage "bumped" up to be equal with the starting clerical wage.

- D. All employees, without exception, shall participate in direct deposit.

#### ARTICLE XIV – LONGEVITY PAY

- A. All clerical personnel will be eligible for longevity pay as follows:

\$375.00	At the end of 10 years of service.
\$500.00	At the beginning of 15 years of service.
\$625.00	At the beginning of 20 years of service.
\$700.00	At the beginning of 30 years of service.

- B. These amounts are cumulative from the onset of employment. Eligible employees may select the method of payment; biweekly, monthly, lump sum, or in two (2) equal payments.

#### ARTICLE XV – CHANGE IN POSITION

- A. No 12-month clerical position covered under an existing contract may have length of employment decreased from 12 months to 10 months unless the clerical unit is notified of impending change and the person in question has an opportunity to justify the position.

#### ARTICLE XVI – AGREEMENTS BETWEEN PUBLIC EMPLOYERS AND EMPLOYEE ORGANIZATIONS (SECTION 204-A)

- A. Any written agreement between a public employer and an employee organization determining the terms and conditions of employment of public employees shall contain the following notice in type no smaller than the largest type used elsewhere in such agreement:

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.

- B. Every employee organization submitting such a written agreement to its members for ratification shall publish such notices, include such notice in the documents accompanying such submission and shall read it aloud at any membership meeting called to consider such ratification.
- C. Within 60 days after the effective date of this act, a copy of this section shall be furnished by the Chief School Officer of each public employer to each public employee. Each public employee employed thereafter, shall, upon such employment, be furnished with a copy of the provisions of this section.

## ARTICLE XVII – GRIEVANCE PROCEDURE

The Board of Education of the Attica Central School District does hereby establish and adopt the following procedures for settlement of grievances of members of the Clerical Staff of the Attica Central School District to be effective July 1, 1977, in compliance with Article 16 of the General Municipal Law:

### Section 1 – Purpose

The Board of Education and the Clerical Staff agree that it is advisable to have an orderly, clearly defined procedure to resolve differences which may arise from an alleged violation of the provisions of this agreement or the interpretation or application thereof. This procedure is established so that such grievances may be resolved promptly, in an equitable manner, and without coercion, restraining, or reprisal.

### Section 2 – Definitions

A grievance is any claimed violation, misinterpretation, or application of the terms of the agreement, but shall not include any matters that are otherwise reviewable pursuant to law or any rule or regulation having the force or affect of law, nor shall the denial of reemployment or tenure be construed as a grievance.

1. An employee is any person in the Service Unit covered by this Agreement.
2. The aggrieved party shall mean that employee who submits a grievance.
3. The term days shall mean working days.

### Section 3 – Representation

The aggrieved party has the right to represent himself/herself and/or to be represented at any level of the proceedings by any person or any organization of her choice.

#### Section 4 – Procedures

1. Level 1 – Within three (3) days after the occurrence of the grievance, the aggrieved party shall orally and formally discuss the grievance with his/her immediate supervisor. If the grievance is not satisfactorily resolved at this time, the grievant may formally file a written grievance with his/her immediate supervisor and with the Superintendent of Schools within five (5) days after occurrence of the grievance. Such statement shall set forth the specific nature and details of the grievance, including the specific article and section of the Agreement alleged to have been violated, misinterpreted, or inequitably applied as to the aggrieved party, the specific acts upon which the grievance is based and the remedy sought by the aggrieved party. Within three (3) days after receipt of the written grievance, the immediate supervisor shall provide the employee with his/her written determination concerning the grievance.
2. Level 2 – If the aggrieved party is unsatisfied with the result of Level 1, within two (2) days after determination has been made at that level, a copy of the written statement submitted at Level 1 and that answer received are to be filed with the Superintendent. Within five (5) days after their receipt, the Superintendent will hold an informal hearing with the aggrieved party, his/her representative, if any, and the immediate supervisor present. Both parties may present oral and/or written statements supporting their positions in the case. The Superintendent shall, within five (5) days after he declares the informational hearing to be closed, render a written decision.
3. Level 3 – If the grievance remains unresolved following the written decision of the Superintendent at Level 2, and if the aggrieved party wishes to pursue the matter further, he/she must, within two (2) days after receipt of this written decision, submit in written form, a request for final review and determination by the Board of Education. All written statements and records concerning the grievance will be submitted to the District Clerk.

The Board of Education will, within 30 days of receipt of the grievance, review the grievance in a hearing at which the aggrieved party may appear, and shall render its decision within 30 days following such hearing.

The decision of the Board of Education will be final and binding.

#### ARTICLE XVIII – PREEMPTORY PROVISIONS

- A. This Agreement shall constitute the full and complete commitments between both parties and shall supersede any rules, regulations, or practices of the Board, which shall be contrary to or inconsistent with its terms.
- B. If any provision of this Agreement shall be found contrary to law, then such provisions shall be deemed invalid except to the extent permitted by law. All other provisions shall continue in full force and effect.



- C. All rights, powers, and authority which the Board has prior to entering into this Agreement are retained by the Board except as those rights that are expressly and specifically limited by this Agreement. The failure to enumerate such retained rights shall not be construed as a waiver of any such right, power, or authority.

ARTICLE XIX – DURATION

- A. With respect to this Agreement, the parties agree that all proposals to be considered have been discussed during negotiations leading to this Agreement, and therefore, agree that negotiations will not be reopened by either party prior to March 1, 2010.

ARTICLE XX – SIGNING AGREEMENT

This agreement is made and entered into on 8/24/07, by and between the Chief School Administrator and the Representatives of the Clerical Staff. The terms and conditions of this agreement are retroactive to July 1, 2007.

By: Carin M. Krawczyk 8/9/07  
Representative, Attica Central School Clerical Staff Date

By: Joqueline C. Mayer 8/16/07  
Representative, Attica Central School Clerical Staff Date

By: [Signature] 8/24/07  
Superintendent of Schools Date