



Agreement

between the

Schalmont Central School District

and the

**Schalmont Administrators
Association**

July 1, 2020 through June 30, 2023

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ARTICLE I

1. Recognition

The Schalmont Central School Administrators Association is comprised of all directors, principals and assistant principals hereinafter called Administrators. For the purpose of negotiations with regard to salaries, and all other conditions of employment, the Board recognizes the Schalmont Administrators Association as the exclusive negotiating agent for the personnel eligible for membership in such unit. Recognition shall continue in effect through the life of the contract.

2. Conformity to Law

It is hereby agreed by and between the Board of Education of the Schalmont Central School District (hereinafter called the Board) and the Schalmont Administrators Association that the employees shall perform their duties for the public schools in said District as prescribed by the Laws of New York State and by the policies adopted hereunder by the Board of said District. Throughout the term of this contract, administrators shall be subject to discharge under the provisions provided in New York State Education Law.

An administrator is eligible for tenure after service of a probationary period as required by law.

ARTICLE II

Association Rights

1. Use of School Facilities

The Association shall have the right to use school buildings for meetings, without cost. The association may use the duplicating, copying and mimeograph machines available in the schools. Paper will be provided through Association funds.

2. Copies of Agreement

Copies of this Agreement will be provided to each member of the Administrators Association and the Board of Education through the District Office.

3. Dues Deduction

Facilities will be provided through the District Office to provide regular payroll deduction for dues to SAANYS, NAESP, NASSP and local Administrator's Association at the request of the individual administrator or through the administrator's business representative at the local level. The district will provide for payroll deductions for administrators who express a desire to have deductions made to the Schenectady Teachers Federal Credit Union.

4. **In-District Travel**

The district shall compensate employees at the IRS approved rate that is in effect on July 1st of the then current school year, per mile for use of their personal automobiles where such use is required in the performance of their duties.

ARTICLE III

Negotiations

Negotiations shall be conducted between the Administrators Association and the Board of Education according to the provisions of the Taylor Law.

ARTICLE IV

Vacations and Holidays

1. Twelve month administrators will receive 22 days annually and eleven month administrators will receive 20 days annually, exclusive of legal holidays. Vacation shall be taken in the year in which it was earned on the days when school is not in session except as permitted below. Administrators shall use vacation in the summer unless approved otherwise by the Superintendent of Schools. Administrators shall submit a proposed use of vacation leave no later than June 1st of each school year in advance of summer. Some individual days may be reserved to be noticed to the Superintendent during the summer itself. Vacation shall be coordinated, to the extent possible, by administrators in buildings to avoid all assigned administrators in that building being on vacation at the same times. All administrators will avoid the use of vacation during the mutually agreed upon retreat dates and two additional full days between July and August to be mutually agreed upon so that administrator meetings can be scheduled. Administrator's use of vacation time when school is in session will may be requested as part of the June 1st request or at a later time, but at least two weeks in advance of requested use. The Superintendent may waive this advance notice request if the situation did not permit such notice. Any request for use of vacation leave may be submitted to the Superintendent of Schools by email or some other electronic system as determined by the District. Unused vacation days may be rolled over into the next school year and may be used up to August 31st of the next school year. After August 31st, any unused vacation time from the previous school year will be lost unless previously approved by the Superintendent of Schools.
2. Administrators will be provided sixteen and one-half (16 1/2) holidays. The specific days will be cooperatively determined and attached to this contract. On other days when pupils are not in attendance, administrators will report to work unless the Superintendent of Schools grants prior approval for absence.
3. Administrators cannot save vacation after September 1, but will be paid for unused vacation annually. This would be only for a maximum of 5 unused days at the rate of \$300 a day and only with the approval of the Superintendent that their full vacation was not taken because of the need to work to meet the needs of the district.

4. Eleven month administrators who work additional days beyond their schedule will be paid at their per diem rate.

ARTICLE V

Professional Development

1. **Attendance at Professional Meetings**

Administrators may attend appropriate professional meetings at the local, state, and national level, the expenses of said attendance to be incurred by the District. The District shall apportion \$3,000 per year for use by members of the administrators unit. Administrators shall file an itemized account of expenses with the business office. Attendance at such meetings shall be subject to the approval of the Superintendent of Schools.

2. **Memberships**

Each administrator will be allocated \$1,000 per year to defray the cost of membership dues in professional organizations

3. **Advanced Study**

All administrators who receive prior approval of the Superintendent for a college credit course shall have the tuition for such course paid by the School District upon successful completion of the course. The tuition payment made for any course relating to professional responsibility shall not exceed \$300 per credit hour and approval for payment shall be limited to a total of twelve (12) credit hours per school year (July 1 - June 30).

A one-time payment of \$1,500 for completion of a CAS and a one-time payment of \$3,000 for completion of a Doctorate.

Administrators are required to attend conferences that align with the district strategic plan and support each individual's professional growth in meeting school and district goals. The Board will allocate \$11,000 over a three year period to cover conferences or courses taken with approval of the superintendent.

4. **Responsibilities**

Administrators hereby agree to devote their full time, skill, labor, and attention to the discharge of their duties during the term of this contract, provided, however, that the administrators may, with prior approval by the Board, undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations, with or without re-numeration so long as such activities do not interfere with the full and faithful discharge of the administrators duties.

ARTICLE VI

Vacancies

Written notification of vacancies in administrative positions within the District shall be sent to all administrators to arrive no later than ten (10) days before the final date when application therefore must be submitted. All candidates will receive written notification of the appointment decision.

ARTICLE VII

Benefits

1. Health Insurance

- a. The School District shall pay 80% of the full premium cost for the health insurance premium or its equivalent for individual and family coverage for the following insurance plans available through the district as of the date of this agreement: CDPHP or the BSNENY 813 offered through the Capital Area School Health Insurance Consortium (CASHIC). The details of the CASHIC Plan including the applicable riders are annexed hereto and made part hereof as Appendix "A".

In the event that any of the elements of the existing plans noted above are modified by the health insurance carrier, the District shall notify the Association of the proposed changes, meet with the Association to review the proposed changes, and, to the extent that it has any choice in the selection of such benefits, select the benefit level closest to the benefits in existence prior to the mandated change. In the event an Article 47 prescription plan becomes available through CASHIC the district reserves the right to reopen negotiations during the period of this contract. This clause is only for this section of the contract and is limited to the available health care plans and prescription coverage.

Effective January 1, 2021, or as soon thereafter as can be implemented, amend co-pays on items covered by PPO 813 and other offered plans as follows:

Office (primary or specialist) to \$25
ER to \$150
In-patient to \$250
Out-patient to \$100
Ambulance to \$150
Urgent Care to \$35
Labs to \$25

- b. All employees currently paying 15% shall continue till the 2015-16 school year and change to 20% for the 2016-17 school year. All employees hired after July 1, 2011 shall pay 20% of the cost of family or individual health care.

- c. Administrators who officially retire under the rules of the New York State Teachers Retirement System with at least ten (10) years of continuous credited service in the Schalmont School District at the time of retirement shall be eligible to continue health and optical benefits into retirement for as long as the status of retirement exists. Paid leaves (e.g. sick leave) are not considered a break in service. Periods of unpaid leave (e.g., child care leaves) are breaks in service and shall not count towards completion of the required minimum of ten (10) years of service. If the administrator returns from an unpaid leave, their time will continue from where they left of prior to said leave. (e.g. 5 years of service with 3 months LOA, return at 5 years and not year 1) The district will pay the same percentage of the premium cost as it did on the date of retirement of the employee. After the death of the retiree, the surviving spouse will continue to be covered under the health plan until the spouse's death. The total cost of this continued coverage will be paid for by the surviving spouse.
- d. Any new employee must meet the related FTE requirement required by the affordable care act to be eligible for health, dental, life insurance and optical benefits. Any employee who has been reduced at no fault of their own will be remain eligible for health, dental, life insurance and optical benefits at a minimum of 0.6 FTE.
- e. On a quarterly basis, the district shall reimburse retirees enrolled in Medicare Part B for at the level of the premium cost paid by the retiree. For employees retiring on or after July 1, 2014, the Medicare reimbursement shall be limited to the basic Medicare premium; any charge in excess of the basic charge shall not be reimbursed and to be eligible for the reimbursement need to have joined a Medicare Advantage program in lieu of the health insurance plans available to active employees.

When a retired administrator who is covered under the district's insurance reaches age 65, the district will send that retiree, in that year, a certified letter informing them that the district requires a copy of their Medicare Part B card in order to proceed with payment. It is the retirees' responsibility to provide the district with the Medicare Part B card within that calendar year. If the card is not provided during that calendar year, the district is not responsible for providing payments for the time in which the card was not received.

- f. At the option of the retiree, the retiree may elect to participate in the Medicare Advantage program in lieu of the health insurance programs available to active employees, and the District shall pay the full premium cost of such enrollment.

- g. A high deductible health insurance plan will be made available on a voluntary basis to unit members starting July 1, 2017. Prior to implementation of the plan, the parties will meet to agree upon the terms of the high deductible plan to be offered.
- h. The plan offered to retirees will be the same as offered to active employees at the time of the member's retirement. Such plan may later be changed by the terms of this Agreement or by negotiation for subsequent agreements for active employees. In other words, retirees shall be offered the same health insurance plan options as are offered to active members of the bargaining unit as such plan options change in accordance with this agreement. Only dependents consisting of a spouse and dependent children the unit member has at the time of retirement are eligible or dependent coverage under this provision.

2. **Insurance Buyout**

Any unit member who elects not to take the health insurance coverage will receive a \$1,000 incentive for individual coverage and \$4,000 incentive for family coverage, payable no later than the last pay date in June of the school year in which the election took place. This election shall be by written notice to the Superintendent or his/her designee during the open enrollment period of each school year. Any member who elects the buyout of the insurance will supply proof of alternate coverage.

Re-entry into the health plan shall be permitted under the following conditions:

- a. The amount paid by the district as incentive on a pro-rated basis shall be paid back prior to re-entry.
- b. Any re-entry of participation in said plan shall be subject to administrative regulations limited to the open enrollment period of each school year.) Once this option is exercised, unless a trigger event occurs, the individual will be ineligible for insurance for the duration of that school year.
- c. The parties agree that a trigger event shall be defined as the loss of alternate health insurance coverage.
- d. On an annual basis, an employee is covered under the health insurance program unless the employee opts out during the open enrollment period.

3. **Optical Insurance**

The School District shall pay the same percentage of the premium or its equivalent for individual coverage or for family coverage as is paid for the health insurance coverage. The optical plan shall provide full coverage for reasonable and customary costs for standard vision examination including glaucoma testing once each year for adults and children. It will also provide one pair prescription lenses and one complete pair of

frames every two years paid in full based on reasonable and customary charges or one pair prescription contact lenses every two years up to a maximum benefit for all claims.

4. **Dental Insurance**

The School District will provide dental coverage, paying the same percentage of the premium or its equivalent for individual coverage or for family coverage as is paid for the health insurance coverage. The dental plan shall include the basic coverage plus riders A, B, and C, and shall include an 80-20 co-pay provision. The orthodontia rider will pay 50% of the cost of such service up to a maximum of \$2,250 per phase for new claims.

5. **Flexible Benefits Plan**

The District shall, at its cost, create and maintain the IRC 125 Plan for the purposes of health, optical, dental insurance and term life insurance premiums paid by the employees, and for all other allowable expenses designated by the employee. Participation in the 125 Plan shall be at the option of the employee.

6. **Disability Insurance**

The School Board will provide each administrator the premium cost of the basic disability insurance policy now in force.

7. **Retirement Incentive/Benefit Plan**

Administrators are required to provide notification of retirement 6 months prior to their actual retirement date.

Administrators who are eligible without reduction in benefits to retire under the rules governing the New York State Teachers Retirement System shall receive \$100 for each unused sick day, up to a maximum of 350 days for the period of July 1, 2017 through June 30, 2019. Beginning July 1, 2019, the maximum unused sick time will be 300 days.

8. **Life Insurance**

All Administrators will be covered by a \$150,000.00 Group Term Life Insurance policy paid for by the District. Administrators who officially retire, with at least one year notice, under the rules of the New York State Teacher's Retirement system and with, at least ten (10) years of service in Schalmont Central School District at the time of retirement shall be eligible for the following:

As soon as practical after the above notice the \$150,000.00 Term Life policy will be terminated and the administrator will be simultaneously offered a \$150,000.00 Split Dollar Life Insurance policy. The premium for said policy will be paid for by the District.

In the event an administrator proves to be uninsurable for the split dollar policy, then the \$150,000.00 term insurance would be continued until the Administrator's 65th birthday.

As of July 1, 2011, any new administrator hired is not eligible for split dollar retirement benefit.

9. **Sick Leave**

- a. Leave with pay will be granted for 12 month administrators for personal illness or serious illness in the family up to a maximum of eighteen (18) days per year. Sick leave shall be cumulative without limit. Administrators shall inform the Superintendent as soon as practicable when they are absent due to personal or family illness. This will be by electronic means using the Envision portal. This permits the Superintendent to arrange for any necessary coverage for the absent administrator.
- b. Leave with pay will be granted for 11 month administrators for personal illness or serious illness in the family to a maximum of fourteen (14) days per year. Sick leave shall be cumulative without limit. Administrators shall inform the Superintendent as soon as practicable when they are absent due to personal or family illness. This will be by electronic means using the Envision portal. This permits the Superintendent to arrange for any necessary coverage for the absent administrator.
- c. Four (4) days non-cumulative leave will be granted per year to be used only in the event of a death in the immediate family. Immediate family is defined as father, mother, brother, sister, son, daughter, husband, wife, parent-in-law, or near relative who resides in the same household or any person with whom the administrator has made his/her home.

10. **Personal Business Leave**

Five days annual leave with pay will be granted for administrators for personal business. The use of leave for personal business shall require as much prior notice as possible. Administrators shall inform the Superintendent as soon as practicable when they are absent due to personal or family illness. This will be by electronic means using the Envision portal. This permits the Superintendent to arrange for any necessary coverage for the absent administrator.

Such personal leave is intended for personal business, which cannot be transacted outside normal school hours. It shall not be used for social affairs, athletic events, recreational trips, and part time employment or to extend a vacation or holiday. A maximum of three unused personal business leave days shall be added to the Administrators accumulated sick leave.

11. **Unpaid Leaves of Absence**

An unpaid leave of absence for one full school year may be granted by the Board of Education if the Superintendent of Schools recommends the leave. This includes child rearing unpaid leaves of absence following the birth of a baby. There will be a maximum

of one full year granted for all unpaid leaves of absence including child rearing immediately following the birth of a baby. Application for all leaves of absence must be submitted to the Superintendent of Schools by April 1 of the school year prior to the year the leaves will take effect except in cases involving the birth of a baby. Unpaid leave of absences immediately following the birth of a baby will be for a maximum of one (1) year from the end of the semester in which the leave commences.

12. **Tax Sheltered Annuity**

Each year, beginning in the 2005-06 school year, the District shall contribute two percent of the annual salary of each employee to a tax-sheltered annuity designated by the employee from the district provided list of providers.

13. **Payout Procedures**

Monies for unutilized sick or vacation days to which an employee is entitled will be paid, as directed by the employee, at least 30 days before the effective date of the retirement, in one of the two following ways:

- a. check for all amounts due will be paid to the employee within 90 days of the effective date of retirement; or
- b. the monies will be deposited into the retiring employee's tax sheltered annuity (TSA) all amounts due will be deposited into the retiring administrator's non-elective 403b account within 90 days of effective date of retirement. The parties agree that if applicable law or regulation prohibits such a practice, the parties will meet and negotiate alternative payment procedures consistent with applicable law.
- c. For purpose of payout for 12 month employees, 1/240th of salary is used for calculation of unused vacation.

ARTICLE VIII

Accidents

1. Whenever an administrator is absent from school due to personal injury caused by an accident occurring while performing within the context of his/her professional responsibilities, there shall be no loss of sick leave during the first seven (7) days of such absence.
2. Whenever an administrator is absent and unable to perform his/her duties due to personal injury caused by an assault occurring while performing within the context of his/her professional responsibilities he/she will be paid his/her full salary and credited service during his/her absence from employment up to a period of one (1) year (less the amount of any workers compensation injury) and no part of such absence will be charged to his/her annual or accumulated sick leave.

Personal Injury Benefits

1. The District shall reimburse an administrator for costs of replacing or repairing dentures, eye glasses, hearing aids or similar bodily appurtenances not covered by workers compensation or other insurance, which are damaged or destroyed while in the discharge of the administrator's duties within the scope of his/her employment as a result of an assault by a second person.
2. The District will reimburse an administrator for the value of any clothing or other personal property damage or destruction as a result of an assault suffered while the administrator was acting in the discharge of his/her duties within the scope of his/her employment.
3. The maximum reimbursement for each claim will be \$1000. All claims are subject to the superintendent's approval and the decision is non-grievable.

Personnel Files

1. No material shall be placed in any official file unless the administrator has read the material. The administrator shall acknowledge that he/she has read the material by signing the official file copy, understanding that his/her signature merely signifies he/she has read the material to be included and does not necessarily indicate agreement with its content.
2. The administrator shall have the right to answer any material in his/her file and his answer shall be attached to the file copy of the material being answered.

ARTICLE IX

Recruitment and Selection of Personnel

1. Where possible, administrators will interview those candidates who are applicants for positions in the school or department they administer
2. Administrators will be consulted by the Superintendent of schools prior to the appointment of a prospective member of the administrative staff.

ARTICLE X

Elimination of Administrative Positions

Any Administrator covered by this agreement who will be adversely affected by an elimination of an administrative position within the school district shall be given notice of such adverse effect by the district. An effort will be made to notify such administrator six (6) months in advance where practical.

ARTICLE XI

School Calendar and School Year

A representative of the Administrative Association designated by the Association will be consulted in an advisory capacity in matters pertaining to the school calendar.

ARTICLE XII

Grievance Procedures

Declaration of Purpose

WHEREAS, the establishment and maintenance of a harmonious and cooperative relationship between the Superintendent and its administrators is essential to the operation of the schools, it is the purpose of this procedure to secure at the lowest possible administrative level, equitable solutions to alleged grievances of administrators through procedures under which they may present grievances free from coercion, interference, restraint and discrimination or reprisal, and by which the District and its administrators are afforded adequate opportunity to dispose of their differences without the necessity of time-consuming and costly proceedings before administrative agencies and/or in Courts. A grievance must be filed within forty-five (45) days after the occurrence giving rise to the grievance.

Stage 1: Superintendent of Schools

- a. An administrator and/or the Association may file a grievance with the Superintendent of Schools in writing setting forth the sections of the agreement at issue, the circumstances involved, and remedy sought.
- b. Within ten (10) school days after receipt of the grievance, the Superintendent or his/her duly authorized representative shall hold a meeting with the administrator, his/her union representative and all other parties in interest.
- c. The Superintendent shall render a decision in writing to the administrator and the Association within fifteen (15) school days after the conclusion of the meeting

Stage 2: Board of Education

- a. If the administrator and/or the Association are not satisfied with the decision at Stage 1, an appeal may be filed in writing with the Board of Education within fifteen (15) school days after receiving the decision at Stage 1. The official grievance record maintained by the superintendent shall be available for the use of the Board of Education.
- b. Within ten (10) days after receipt of an appeal, the Board of Education shall hold a meeting on the grievance with the Grievant and Association. The meeting shall be conducted in executive session.
- c. Within fifteen (15) school days after the conclusion of the meeting the Board of Education shall render a decision in writing on the grievance. Such decision shall be promptly transmitted to the grievant and all parties in interest.

Stage 3: Arbitration

- a. If the Association is not satisfied with the decision at Stage 2, it may submit the grievance to arbitration to the extent permitted by Law, upon written notice to the Board of Education within fifteen (15) school days after the decision at Stage 2.
- b. After such written notice of submission to arbitration the Board and the Association will agree upon a mutually acceptable arbitrator.
- c. The decision of the arbitrator will be final and binding on the parties subject only to challenge in accordance with applicable law.
- d. The costs of the services of the arbitrator or arbitrators, including expenses, if any, will be equally shared by the Board of Education and the Schalmont Administrators Association.

ARTICLE XIII

Evaluations

The Superintendent will evaluate the professional performance of administrators annually using a format mutually agreed by the Superintendent and the Association and based upon NYSED APPR process. The parties agree to negotiate evaluation standards and processes consistent with Education Law Section 3012-d and all regulations promulgated pursuant to Education Law Section 3012-d, including, but not limited to the appeals procedure for such evaluations. All agreed upon standards and procedures will be incorporated into the contract through attached Appendix A.

Effective during the 2020-21 school year, a committee shall be formed to research alternate evaluation tools for administrators other than the current tool, the Multidimensional Principal Performance Review or MPPR. SAA shall choose three members and the District shall choose two members to serve on this committee. The committee will explore all options including electronic mediums and make a recommendation to the Superintendent and other SAA members no later than June 30, 2021.

ARTICLE XIV

1. Paychecks

Effective July 1, 2020, or as soon thereafter as can be implemented, all unit members are required to utilize direct deposit of pay into a credit union or bank of their choice.

2. Salary Schedules

High School Principal

| <u>Step</u> | 2019-20 | 2020-21 | 2021-22 | 2022-23 |
|--------------------|----------------|----------------|----------------|----------------|
| 1 | \$99,611 | \$100,475 | \$101,301 | \$102,086 |
| 2 | \$101,672 | \$102,599 | \$103,489 | \$104,340 |
| 3 | \$103,734 | \$104,722 | \$105,677 | \$106,594 |
| 4 | \$105,796 | \$106,846 | \$107,864 | \$108,848 |
| 5 | \$107,858 | \$108,970 | \$110,051 | \$111,100 |
| 6 | \$109,920 | \$111,094 | \$112,239 | \$113,353 |
| 7 | \$111,981 | \$113,218 | \$114,427 | \$115,606 |
| 8 | \$114,043 | \$115,340 | \$116,614 | \$117,859 |
| 9 | \$116,105 | \$117,464 | \$118,801 | \$120,113 |
| 10 | \$118,167 | \$119,588 | \$120,988 | \$122,365 |
| 11 | \$120,229 | \$121,712 | \$123,176 | \$124,618 |
| 12 | \$122,290 | \$123,836 | \$125,363 | \$126,871 |
| 13 | \$124,352 | \$125,959 | \$127,551 | \$129,124 |
| 14 | \$126,414 | \$128,083 | \$129,737 | \$131,377 |
| 15 | \$128,476 | \$130,206 | \$131,925 | \$133,630 |
| 16 | \$130,537 | \$132,330 | \$134,113 | \$135,883 |
| 17 | \$132,599 | \$134,453 | \$136,300 | \$138,136 |
| 18 | \$134,661 | \$136,577 | \$138,487 | \$140,389 |
| 19 | \$136,723 | \$138,701 | \$140,674 | \$142,641 |
| 20 | \$138,788 | \$140,825 | \$142,862 | \$144,895 |

Middle School Principal

| <u>Step</u> | 2019-20 | 2020-21 | 2021-22 | 2022-23 |
|--------------------|----------------|----------------|----------------|----------------|
| 1 | \$95,004 | \$95,892 | \$96,747 | \$97,567 |
| 2 | \$96,909 | \$97,854 | \$98,769 | \$99,649 |
| 3 | \$98,813 | \$99,816 | \$100,790 | \$101,732 |
| 4 | \$100,717 | \$101,777 | \$102,811 | \$103,813 |
| 5 | \$102,621 | \$103,739 | \$104,831 | \$105,895 |
| 6 | \$104,525 | \$105,700 | \$106,851 | \$107,976 |
| 7 | \$106,430 | \$107,661 | \$108,871 | \$110,056 |
| 8 | \$108,334 | \$109,623 | \$110,891 | \$112,137 |
| 9 | \$110,238 | \$111,584 | \$112,912 | \$114,217 |
| 10 | \$112,142 | \$113,545 | \$114,932 | \$116,299 |
| 11 | \$114,046 | \$115,506 | \$116,951 | \$118,379 |
| 12 | \$115,945 | \$117,467 | \$118,971 | \$120,460 |
| 13 | \$117,863 | \$119,423 | \$120,991 | \$122,541 |
| 14 | \$119,780 | \$121,399 | \$123,006 | \$124,621 |
| 15 | \$121,698 | \$123,373 | \$125,041 | \$126,696 |
| 16 | \$123,615 | \$125,349 | \$127,075 | \$128,792 |
| 17 | \$125,533 | \$127,323 | \$129,109 | \$130,887 |
| 18 | \$127,450 | \$129,299 | \$131,143 | \$132,983 |
| 19 | \$129,368 | \$131,274 | \$133,178 | \$135,077 |
| 20 | \$131,285 | \$133,249 | \$135,212 | \$137,173 |

Athletic Director

| <u>Step</u> | 2019-20 | 2020-21 | 2021-22 | 2022-23 |
|--------------------|----------------|----------------|----------------|----------------|
| 1 | \$80,035 | \$81,219 | \$82,402 | \$83,583 |
| 2 | \$81,217 | \$82,436 | \$83,656 | \$84,874 |
| 3 | \$82,398 | \$83,654 | \$84,909 | \$86,165 |
| 4 | \$83,580 | \$84,870 | \$86,163 | \$87,456 |
| 5 | \$84,761 | \$86,087 | \$87,416 | \$88,748 |
| 6 | \$86,239 | \$87,304 | \$88,670 | \$90,039 |
| 7 | \$87,717 | \$88,826 | \$89,923 | \$91,330 |
| 8 | \$89,283 | \$90,349 | \$91,491 | \$92,621 |
| 9 | \$90,673 | \$91,961 | \$93,059 | \$94,236 |
| 10 | \$92,151 | \$93,393 | \$94,720 | \$95,851 |
| 11 | \$93,629 | \$94,916 | \$96,195 | \$97,562 |
| 12 | \$95,108 | \$96,438 | \$97,763 | \$99,081 |
| 13 | \$96,586 | \$97,961 | \$99,331 | \$100,696 |
| 14 | \$98,064 | \$99,484 | \$100,900 | \$102,311 |
| 15 | \$99,542 | \$101,006 | \$102,468 | \$103,927 |
| 16 | \$101,020 | \$102,528 | \$104,036 | \$105,542 |
| 17 | \$102,498 | \$104,051 | \$105,604 | \$107,157 |
| 18 | \$103,976 | \$105,573 | \$107,172 | \$108,772 |
| 19 | \$105,454 | \$107,095 | \$108,740 | \$110,387 |
| 20 | \$106,929 | \$108,618 | \$110,308 | \$112,002 |

Director Curriculum, PPS

| <u>Step</u> | 2019-20 | 2020-21 | 2021-22 | 2022-23 |
|--------------------|----------------|----------------|----------------|----------------|
| 1 | \$95,004 | \$95,892 | \$96,747 | \$97,628 |
| 2 | \$96,909 | \$97,854 | \$98,769 | \$99,649 |
| 3 | \$98,813 | \$99,816 | \$100,790 | \$101,732 |
| 4 | \$100,717 | \$101,777 | \$102,811 | \$103,813 |
| 5 | \$102,621 | \$103,739 | \$104,831 | \$105,895 |
| 6 | \$104,525 | \$105,700 | \$106,851 | \$107,976 |
| 7 | \$106,430 | \$107,661 | \$108,871 | \$110,056 |
| 8 | \$108,334 | \$109,623 | \$110,891 | \$112,137 |
| 9 | \$110,238 | \$111,584 | \$112,912 | \$114,217 |
| 10 | \$112,142 | \$113,545 | \$114,932 | \$116,299 |
| 11 | \$114,046 | \$115,506 | \$116,951 | \$118,379 |
| 12 | \$115,945 | \$117,467 | \$118,971 | \$120,460 |
| 13 | \$117,863 | \$119,423 | \$120,991 | \$122,541 |
| 14 | \$119,780 | \$121,399 | \$123,006 | \$124,621 |
| 15 | \$121,698 | \$123,373 | \$125,041 | \$126,696 |
| 16 | \$123,615 | \$125,349 | \$127,075 | \$128,792 |
| 17 | \$125,533 | \$127,323 | \$129,109 | \$130,887 |
| 18 | \$127,450 | \$129,299 | \$131,143 | \$132,983 |
| 19 | \$129,368 | \$131,274 | \$133,178 | \$135,077 |
| 20 | \$131,285 | \$133,249 | \$135,212 | \$137,173 |

Elementary Principal

| <u>Step</u> | 2019-20 | 2020-21 | 2021-22 | 2022-23 |
|--------------------|----------------|----------------|----------------|----------------|
| 1 | \$91,895 | \$92,558 | \$93,177 | \$93,750 |
| 2 | \$93,928 | \$94,652 | \$95,335 | \$95,972 |
| 3 | \$95,961 | \$96,746 | \$97,491 | \$98,195 |
| 4 | \$97,994 | \$98,840 | \$99,648 | \$100,416 |
| 5 | \$100,027 | \$100,934 | \$101,805 | \$102,638 |
| 6 | \$102,060 | \$103,028 | \$103,962 | \$104,859 |
| 7 | \$104,093 | \$105,122 | \$106,119 | \$107,081 |
| 8 | \$106,126 | \$107,216 | \$108,275 | \$109,302 |
| 9 | \$108,159 | \$109,310 | \$110,432 | \$111,524 |
| 10 | \$110,191 | \$111,404 | \$112,589 | \$113,745 |
| 11 | \$112,222 | \$113,497 | \$114,746 | \$115,967 |
| 12 | \$114,048 | \$115,589 | \$116,902 | \$118,188 |
| 13 | \$115,873 | \$117,469 | \$119,056 | \$120,409 |
| 14 | \$117,698 | \$119,349 | \$120,994 | \$122,628 |
| 15 | \$119,524 | \$121,229 | \$122,930 | \$124,623 |
| 16 | \$121,349 | \$123,110 | \$124,866 | \$126,618 |
| 17 | \$123,175 | \$124,989 | \$126,803 | \$128,612 |
| 18 | \$125,000 | \$126,870 | \$128,739 | \$130,607 |
| 19 | \$126,826 | \$128,750 | \$130,676 | \$132,601 |
| 20 | \$128,647 | \$130,631 | \$132,613 | \$134,597 |

High School Assistant Principal (12 Month)

| <u>Step</u> | 2019-20 | 2020-21 | 2021-22 | 2022-23 |
|--------------------|----------------|----------------|----------------|----------------|
| 1 | \$85,216 | \$85,216 | \$86,418 | \$87,615 |
| 2 | \$87,703 | \$87,772 | \$87,772 | \$89,011 |
| 3 | \$90,189 | \$90,334 | \$90,406 | \$90,406 |
| 4 | \$92,676 | \$92,895 | \$93,044 | \$93,118 |
| 5 | \$95,163 | \$95,456 | \$95,682 | \$95,835 |
| 6 | \$97,650 | \$98,018 | \$98,320 | \$98,552 |
| 7 | \$100,137 | \$100,580 | \$100,958 | \$101,270 |
| 8 | \$102,623 | \$103,141 | \$103,597 | \$103,987 |
| 9 | \$105,110 | \$105,702 | \$106,235 | \$106,705 |
| 10 | \$107,597 | \$108,263 | \$108,873 | \$109,422 |
| 11 | \$110,082 | \$110,825 | \$111,511 | \$112,139 |
| 12 | \$111,321 | \$113,384 | \$114,150 | \$114,857 |
| 13 | \$112,561 | \$114,661 | \$116,786 | \$117,574 |
| 14 | \$113,800 | \$115,938 | \$118,100 | \$120,290 |
| 15 | \$115,040 | \$117,214 | \$119,416 | \$121,643 |
| 16 | \$116,279 | \$118,491 | \$120,730 | \$122,998 |
| 17 | \$117,519 | \$119,767 | \$122,046 | \$124,352 |
| 18 | \$118,758 | \$121,045 | \$123,360 | \$125,707 |
| 19 | \$119,998 | \$122,321 | \$124,676 | \$127,061 |
| 20 | \$121,235 | \$123,598 | \$125,990 | \$128,416 |

Middle School Assistant Principal (12 Month)

| Step | 2019-20 | 2020-21 | 2021-22 | 2022-23 |
|-------------|----------------|----------------|----------------|----------------|
| 1 | \$80,610 | \$81,555 | \$82,484 | \$83,395 |
| 2 | \$82,040 | \$83,028 | \$84,002 | \$84,959 |
| 3 | \$83,470 | \$84,501 | \$85,519 | \$86,522 |
| 4 | \$84,901 | \$85,974 | \$87,036 | \$88,085 |
| 5 | \$86,331 | \$87,448 | \$88,553 | \$89,647 |
| 6 | \$87,761 | \$88,921 | \$90,071 | \$91,210 |
| 7 | \$89,192 | \$90,394 | \$91,589 | \$92,774 |
| 8 | \$90,622 | \$91,868 | \$93,106 | \$94,336 |
| 9 | \$92,053 | \$93,341 | \$94,624 | \$95,899 |
| 10 | \$93,483 | \$94,815 | \$96,141 | \$97,463 |
| 11 | \$94,913 | \$96,287 | \$97,659 | \$99,025 |
| 12 | \$96,344 | \$97,760 | \$99,176 | \$100,589 |
| 13 | \$97,774 | \$99,234 | \$100,693 | \$102,151 |
| 14 | \$99,204 | \$100,707 | \$102,211 | \$103,714 |
| 15 | \$100,635 | \$102,180 | \$103,728 | \$105,278 |
| 16 | \$102,072 | \$103,654 | \$105,246 | \$106,840 |
| 17 | \$103,801 | \$105,134 | \$106,764 | \$108,403 |
| 18 | \$105,530 | \$106,915 | \$108,288 | \$109,967 |
| 19 | \$107,259 | \$108,696 | \$110,122 | \$111,537 |
| 20 | \$108,986 | \$110,477 | \$111,957 | \$113,426 |

11 Month Assistant Principal/CSE

| Step | 2019-20 | 2020-21 | 2021-22 | 2022-23 |
|-------------|----------------|----------------|----------------|----------------|
| 1 | \$80,035 | \$81,219 | \$82,401 | \$83,581 |
| 2 | \$81,217 | \$82,436 | \$83,656 | \$84,873 |
| 3 | \$82,398 | \$83,654 | \$84,909 | \$86,165 |
| 4 | \$83,580 | \$84,870 | \$86,163 | \$87,456 |
| 5 | \$84,761 | \$86,087 | \$87,416 | \$88,748 |
| 6 | \$86,239 | \$87,304 | \$88,670 | \$90,039 |
| 7 | \$87,717 | \$88,826 | \$89,923 | \$91,330 |
| 8 | \$89,283 | \$90,349 | \$91,491 | \$92,621 |
| 9 | \$90,673 | \$91,961 | \$93,059 | \$94,236 |
| 10 | \$92,151 | \$93,393 | \$94,720 | \$95,851 |
| 11 | \$93,629 | \$94,916 | \$96,195 | \$97,562 |
| 12 | \$95,108 | \$96,438 | \$97,763 | \$99,081 |
| 13 | \$96,586 | \$97,961 | \$99,331 | \$100,696 |
| 14 | \$98,064 | \$99,484 | \$100,900 | \$102,311 |
| 15 | \$99,542 | \$101,006 | \$102,468 | \$103,927 |
| 16 | \$101,020 | \$102,528 | \$104,036 | \$105,542 |
| 17 | \$102,498 | \$104,051 | \$105,604 | \$107,157 |
| 18 | \$103,976 | \$105,573 | \$107,172 | \$108,772 |
| 19 | \$105,454 | \$107,095 | \$108,740 | \$110,387 |
| 20 | \$106,929 | \$108,618 | \$110,308 | \$112,002 |

One-time signing bonus of \$650 for all members employed by the district as of June 30, 2020 or who retired during the 2019-20 school year. This is a one-time offer due to the impact of COVID-19 on our school system and is non-precedent setting.

ARTICLE XV

1. Duration

The provisions of this Agreement shall be effective from July 1, 2020 through June 30, 2023 and shall remain in full force and effect until renegotiated by both parties.

2. Editorial or Date Changes

The parties agree to make any other editorial or date changes and to include any MOA language that should be incorporated into the new collective bargaining agreement all as may be mutually agreed.

IN WITNESS WHEREOF, the parties hereto, the Superintendent of Schools and the President of the Schalmont School Administrators Association have hereunto affixed their names this 24 day of July, 2020.

BOARD OF EDUCATION of the Schalmont Central School District

By: _____
Thomas B. Reardon
Superintendent of Schools

SCHALMONT SCHOOL ADMINISTRATORS ASSOCIATION

By: _____
Joby Gifford
President, Schalmont Administrators Association