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Contract Database Metadata Elements

Title: **Penn Yan Central School District and Penn Yan Administrative & Technical/Managerial Personnel (1999)**

Employer Name: **Penn Yan Central School District**

Union: **Penn Yan Administrative & Technical/Managerial Personnel**

Local:

Effective Date: **07/01/99**

Expiration Date: **06/30/02**

Number of Pages: **15**

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Penn Yan Central School District And
Penn Yan Admin & Tech/Mgr
Personnel

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PENN YAN CENTRAL SCHOOL DISTRICT
Penn Yan, New York

PROFESSIONAL AGREEMENT

FOR

ADMINISTRATIVE

AND

TECHNICAL/MANAGERIAL PERSONNEL

July 1, 1999 through June 30, 2002

NYS PUBLIC EMPLOYMENT RELATIONS BOARD
RECEIVED

JUL 26 1999

CONCILIATION

ARTICLE I: GENERAL

The Superintendent and the Association recognize and declare that providing a quality education for the children of the district is their mutual aim, and that the character of such education depends largely upon the quality, dedication, and morale of the teaching service.

The Superintendent and the Association, with full awareness of the legal responsibilities and duty of the Board of Education to determine policy within the framework of the law recognize that the members of the teaching profession are particularly qualified and professionally obliged to assist in the formulation of educational policies and programs, and that these responsibilities and objectives can best be discharged and realized when mutual understanding, cooperation and effective communications exist within the district.

The Board of Education, through joint consultation, has agreed that a formal negotiating unit will represent the certified administrative professional staff and non-certified technical/managerial staff of the district.

The Association has heretofore affirmed that it shall not engage in a strike, and shall not cause, instigate, encourage, or condone a strike.

ARTICLE II: SCOPE

- A. This Agreement shall cover the negotiating unit's members in all conditions of employment with the Board of Education, Penn Yan Central School District, and this Agreement shall apply alike to all personnel within the negotiating unit described herein, regardless of membership or lack of membership in the Association.
- B. This Agreement may be altered, changed, added to, deleted from, or modified, only through the voluntary, mutual consent of both parties in a written amendment to this Agreement, signed by the original parties or their appointed successors.
- C. The work year for unit members is twelve months. The contract shall run from July 1, 1999 and expire at midnight on June 30, 2002.
- D. Past practices shall prevail. Personnel practices which are not specifically covered in this contract, but which are established over several years shall continue in effect.
- E. Rules, regulations and/or practices of the Board of Education and/or Superintendent of Schools, which may be found contrary to or inconsistent with the terms of this Agreement shall be items for further negotiations. Areas of continued disagreement will be resolved by arbitration as hereinafter stated.
- F. Any individual arrangement, agreement or contract hereafter executed shall be expressly made subject to, and consistent with, the terms of this or subsequent agreements to be executed by the parties. If an individual arrangement, agreement, or contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

ARTICLE III: NEGOTIATING PROCEDURE

Meetings of the negotiating teams will be initiated upon the written request of either party, in any given school year.

ARTICLE IV: SAVINGS CLAUSE

This Agreement and all provisions herein are subject to all applicable laws. In the event any provision of this Agreement is held to violate such laws, said provision shall not bind either of the parties. The remainder of this Agreement shall remain in full force and effect as if the invalid provision had not been a part of this Agreement.

ARTICLE V: VACATIONS

A. Paid holidays (14) shall be granted unit members according to the following list:

- | | |
|---------------------------|----------------------------|
| 1. New Year's Eve Day | 8. Good Friday |
| 2. New Year's Day | 9. Memorial Day |
| 3. President's Day | 10. Veterans Day |
| 4. Thanksgiving Day | 11. July 4 |
| 5. Day after Thanksgiving | 12. Labor Day |
| 6. Christmas Eve Day | 13. Columbus Day |
| 7. Christmas Day | 14. Martin Luther King Day |

B. Paid vacation is to be provided each unit member, as follows:

1. Paid vacation of twenty (20) days per contract year are to be provided for each unit member.
2. For each additional five (5) years of continuous service with the Penn Yan School District, each unit member shall be provided an (1) additional day of vacation, up to five (5) additional days. The years of service shall be retroactive to the anniversary date of each unit member.
3. Days may be taken at any time throughout the school year, as long as it does not interfere with the educational process.
4. If more than ten (10) working days in succession are requested, the prior approval of the Superintendent must be obtained.

C. An association member may roll over ten (10) unused vacation days (B. above). Upon request, up to ten (10) unused vacation days may be added to an individual's accumulated sick leave (Art. VII) as of each succeeding September 1. Unit members will be responsible to complete the appropriate District form to account for vacation days upon return to work status.

D. In the event that the Superintendent or his/her designee closes schools due to inclement weather or road hazards, administrators will be expected to ensure that necessary building operations are provided for.

ARTICLE VI: INSURANCE

The District is required by various provisions of the Education Law to provide certain insurance coverage and protection from certain liabilities and expenses for members of this unit. These are explained, as follows:

A. Protection - The District will maintain insurance which allows it to apply for job-connected coverage for fire, extended coverage, or vandalism to personal effects of unit members. This coverage is limited to Five Hundred Dollars (\$500) for any one person per incident, and is conditioned upon such member notifying the Superintendent's Office, in writing, of any personal property damaged, immediately upon learning of such loss.

B. Blue Cross/Blue Shield - The District will provide unit members full family coverage of the District's group health plan and riders, at no cost to the member.

C. Changing Insurance Program

The District shall have the right to select the insurance carrier as long as the schedule of benefits is generally equal to or better than the benefits contained in the health insurance program currently being administered.

The District shall have the right to provide a schedule of benefits which is generally equal to or better than the benefits contained in the health insurance program currently being administered, through a program of self funding.

D. Health Insurance - Upon the death of an administrator, the District shall offer the surviving spouse the same group health insurance coverage at the spouse's own expense to the extent permitted by law.

E. Section 105 Plan - The district has agreed to establish a plan in accordance with Section 105 of the Internal Revenue Code in the amount of seven hundred fifty dollars (\$750) for each unit member. The unit member may use this fund to pay for any out-of-pocket expenses incurred by the unit member or a member of his/her family for medical, optical or dental care, not covered by insurance. This fund may also be used for the payment of insurance premiums already held by the unit member. The unit member will submit copies of the bills to the district for payment or reimbursement.

F. Sick Leave Bank - The Board of Education and the Administrators agree to a sick leave bank. For administrators who have reached the 220 sick days the remainder may be placed in a sick leave bank if the administrator agrees. Administrators who have not reached 220 days may donate two (2) sick days to the sick leave bank.

1. A sick leave bank will be established for use by unit members. The Sick Leave Bank is for the purpose of making additional sick leave available to unit members who are suffering from long-term illness or injury, and who have exhausted their personal accumulated sick leave. For the purposes of this provision, the definition of "long-term serious illness or injury" shall include only those illnesses or injuries which are unforeseen, long-term and/or catastrophic.

2. The following criteria will be applied to the use, installations and management of the sick leave bank:

- a. A unit member may elect to join the sick leave bank in July of any school year by donating only two (2) of his/her accumulated sick days to the bank.
- b. Days donated by unit members are cumulative from year to year.
- c. Reassessment of days shall only occur if the number of banked days falls to ten (10). If a member elects not to be reassessed, he/she will no longer be a member for the balance of that year, but may rejoin in a future year (see letter A above).
- d. The President of the Penn Yan Administrators Association, in conjunction with the Superintendent of Schools, will administer the Sick Leave Bank.
- e. Only bank members may draw from the bank, and to do so must:
 1. Have a documented, serious illness,
 2. Have exhausted their own accumulated sick leave,
 3. Apply to the Superintendent, in writing, within ten (10) working days prior to use of the bank, when possible.
- f. The Superintendent of Schools shall inform the association of the status of the Sick Leave Bank prior to October 15, of each year.
- g. Bank members may draw a maximum of thirty (30) days per year from the bank.
- h. Reassessment of days during the life of the contract may not result in the total number of days available to the unit members to exceed 220 days.
- i. Unit members who have accumulated the maximum of 220 days during the term of the contract, shall be paid for a maximum of 16 days of unused sick and personal leave at the end of each school year. The rate of pay is \$30 per day for the unused sick days over the maximum accumulation allowed. No unit member may accumulate an excess beyond the 220 days. Claim for payment not made by the unit member prior to June 30, each year shall be forfeited. Request must be submitted on a district claim form. Maximum payment available is \$480 per unit member.

G. Section 125 Plan - The Penn Yan Central School District shall make available to unit members a BC/BS flexible spending plan. This program shall be at no cost to the Penn Yan Central School District. Enrollment periods shall be subject to appropriate BC/BS regulation.

1. The Plan shall be at no cost to the Penn Yan Central School District. For purposes of this agreement, a net cost exceeding one thousand dollars (\$1,000) will allow the District to seek discontinuance of the Plan. In order to facilitate a mutual understanding of the District's economic exposure, all financial accounts for the Plan will be made available to the Association at any time.
2. Enrollment periods shall be subject to appropriate Blue Cross/Blue Shield regulations.

3. Participating unit members who contribute to the Flexible Spending Plan \$1,000 or less per year may submit medical or dental expenses to Blue Cross/Blue Shield, up to their total contribution, at any time during that year. All participating unit members who contribute more than \$1,000 per year shall not submit to Blue Cross/Blue Shield any medical or dental expenses which exceed the \$1,000 amount until adequate funds to cover these additional expenses have been collected from the unit member through payroll deduction.
4. The participating unit members shall reimburse the District for any monies advanced on their behalf to cover non-reimbursed medical or dental expenses under the plan.
5. The Plan will run concurrent with the District's fiscal year. If at any time after the implementation of the plan, the Penn Yan Central School District determines that the Blue Cross/Blue Shield Flexible Spending Plan is exceeding the cost parameters as established in Section 1 of this agreement, and the unit members agree that those parameters have been exceeded, the parties may elect to discontinue the Plan for the following fiscal year and will not accept any new participants as of the date of the mutual decision to discontinue. Should the application of the cost parameters be in dispute, that dispute will be submitted immediately to expedited arbitration. The decision of the arbitrator shall be final and binding. Until such third party decision is rendered, the Plan shall remain in effect. In any event, the District will continue to sponsor the Plan for the remainder of the enrollment year.
6. Any unit member who wishes to enroll in the Plan must complete an enrollment form in June of each year.
7. The administrative fee shall be the responsibility of the participating unit member.
8. Any and all monies remaining in the fund at the end of any plan year shall be equally divided by the number of unit members who have enrolled for the next plan year. The resulting dollar amount shall be applied to the administrative fee referenced in the preceding paragraph above for each of those unit members so enrolled in the next plan year.

ARTICLE VII: LEAVES OF ABSENCE

- A. Sick Leave - The Sick Leave Policy of the District will provide fourteen (14) days a year, cumulative to two hundred twenty (220) days for members of this unit. In extenuating circumstances, additional sick leave may be granted by the Board of Education upon the recommendation of the Superintendent. Such additional leave must be requested in writing.
- B. Personal Day Leave - Each Administrator will receive up to five (5) additional discretionary days as needed from the Superintendent. Days in excess of five (5) shall be deducted from sick day accumulation. Personal days not used will be added to sick leave accumulation annually.
- C. Bereavement - Administrators will be granted bereavement leave of one to ten days for each death in the immediate family (own grandparents, father, mother, sister, brother, wife, husband, child, mother-in-law, father-in-law, immediate relative of spouse and significant other. The intent of the leave is for the superintendent to grant one to three days as appropriate and to grant up to ten days when documentation is presented to the superintendent to justify long distance travel and/or performance of executor's duties. Bereavement days are not to be deducted from personal, vacation or sick days.

D. Extended Leave - An extended leave of absence for personal reasons, without pay or increment, may be recommended at the discretion of the Superintendent. A member on leave of absence for a school year or more will notify the Superintendent of Schools of his/her intention to return to service at least five (5) months prior to the expiration of such leave.

1. All benefits to which a unit member was entitled at the time of the commencement of his/her leave of absence, including unused accumulated sick leave, will be restored to him/her upon his/her return. He/she will be assigned to the same position that he/she held at the time said leave commenced.
2. The salary for the members on leave of absence pursuant to the provisions of this Section of the first year of return shall be the salary of the year of application plus the negotiated increase of the year of return.

E. Extended Study (Certified Administrative Personnel Only)

1. Purpose

This plan is to encourage and promote the professional advancement of the Penn Yan Central School District's administrative staff. By granting a leave with pay for a half year or full year period, it is presumed that the administrator will be encouraged to participate in activities that will result in the advancement of the administrative function of the Penn Yan Central School District.

2. Application

- a. All regular employed members of the administrative staff with at least five (5) years service as an administrator may make application for leave of absence for extended study. Henceforth, Leave of Absence for Extended Study shall be indicated by Leave.
- b. Applications shall be submitted to the Superintendent of Schools by March 15 (for Fall semester) or October 15 (for Spring semester) before the semester for which leave is requested. The Superintendent will review the request and thereafter make a recommendation to the Board of Education. The decision of the Board of Education shall be final.
- c. Each application must include a statement of the definite purpose for which the Leave is requested and the proposed value it will have upon achieving the District's administrative goals.

3. Leave

- a. Leave may be granted for projects or programs of one (1) full year or one-half year in duration. Half-year leaves should be taken in the first semester if at all possible.
- b. The maximum number of leaves granted in any one academic year shall be one.

- c. Leave recipients shall receive their full salary for a half-year leave or one-half (1/2) salary for full year leave during the term of their leave. Payment shall be made at the same intervals as the regular administrative staff.
- d. Leave recipients will remain on tenure and shall be entitled to all the same salary increments, salary step, adjustments, and other benefits received by members of the administrative staff for regular service in the system.
- e. Acceptance of leave shall not preclude the recipient's simultaneous acceptance of a grant or fellowship or other leave from another source designed to implement the proposed project or program.
- f. Salary adjustments for travel or research will be made by consultation between the recipient and the Superintendent of Schools and/or the Board of Education.
- g. Recipients of a leave must present to the Superintendent of Schools and/or the Board of Education a comprehensive report of the completed project, travel or studies within a reasonable time after returning to service in the system.
- h. Recipients of a leave will remain in the service of the District for a period of two (2) years and shall, prior to leave, execute and deliver to the District a firm understanding to so remain in the service of the District.
- i. If the recipient of a leave does not fulfill his/her required term of service to the District, the recipient shall return a proportional part of his/her salary while on leave, except in case of a long-term disability or sickness which is then verified by the school physician. This provision shall be a part of the undertaking described in (h) above.
- j. Unit members must notify the District in writing of their intent to return not later than seventy-five (75) days prior to termination of leave.
- k. Each unit member granted this leave will share his/her learning experiences with his/her counterparts, the Superintendent and others if requested.

F. Child Rearing Leave

- a. Child Rearing Leave will be an unpaid leave for a period not exceeding two (2) years plus the balance of the current year.
- b. Any unit member on a Child Rearing Leave of Absence who wishes to terminate such leave in advance of the date specified in the Board approval must notify the Superintendent of Schools, in writing, at least forty-five (45) days in advance. Such unit member shall be given priority consideration for reinstatement to any openings which exist at that time, for which that unit member is certified.
- c. The time period spent on this unpaid leave of absence shall not be certified for advancement on the salary schedule nor toward completion of the probationary period.

- d. No professional staff member who has been granted such leave shall accept any other employment during the term of the leave. No sick leave benefits will be paid while a unit member is on this unpaid leave.

ARTICLE VIII: MISCELLANEOUS

- A. Mileage Allowance - Approved mileage allowance for members will be at the applicable IRS rate.
- B. Conference Attendance - Members will be one hundred percent (100%) reimbursed for all conferences attended as approved by the Superintendent of Schools.
- C. Professional Dues - All yearly professional dues of members of this unit will be paid by the School District. Total amount per member shall not exceed Five Hundred Dollars (\$500) in any given year, to recognized State and/or National Education organizations, with the exception that the Penn Yan Association of School Administrators and the School Administrators Association of New York State shall not be eligible organizations. The District shall establish a District Budget Code for the payment of approved dues for each member.
- D. Unit Member Personnel File
 1. The official administrator personnel file shall be maintained at the District Office.
 2. An administrator shall have the right to inspect materials in his/ her personnel file.
 3. Administrators shall be notified in writing of material to be added to their personnel files and shall receive a copy of such materials. The administrator shall be notified that materials have been placed in his or her file and shall have the opportunity to respond in writing to any such item. Administrator written response to such items shall be placed in the personnel file with the original item.
 4. An administrator may request and receive copies of any file material entered prior to the effective date of this contract (at actual cost of duplication), with the exception of pre-hire materials.

ARTICLE IX: GRIEVANCE PROCEDURE

- A. Definitions:
 1. Any alleged violation of the application of the terms or provisions of this Agreement shall constitute a grievance. Equitable solutions to the grievance may be sought under the provisions of this section.
 2. Days shall mean calendar days.
- B. General Procedures:
 1. All alleged written grievances shall include the name and position of the aggrieved party, the identity of the provision of this Agreement involved in the alleged grievance, the time when and

the place where the alleged grievance existed, the identity of the party responsible for the area in which the alleged grievance is alleged to have occurred, and a statement of the nature of the alleged grievance and the redress sought by the aggrieved party.

2. Except for informal decisions provided for by Level I, all decisions shall be rendered in writing at each level of the grievance procedure.
3. The Board of Education and the Association agree to reasonably facilitate any investigation which may be required and to make available to the aggrieved party all pertinent information not privileged under law in its possession or control and which is relevant to the issues raised by the grievance.
4. Except as otherwise provided by Level I, an aggrieved party and any party of interest shall have the right at all stages of a grievance to confront and cross-examine all witnesses called against him/her, testify and to call witnesses on his/her own behalf. The aggrieved party, any party of interest, and the Superintendent shall be furnished with a copy of the minutes of the proceedings made at each and every stage of this grievance procedure.
5. All documents, communications and records dealing with the processing of a grievance shall be kept in a confidential file separate from the personnel files of the participants. This file shall be available only to the aggrieved party, any party in interest, and the Superintendent or his/her duly authorized representative.
6. Except by consent of the School District and the Association, hearings shall not be open to the public.
7. When a grievance is based upon a decision of the Board of Education and is entirely dependent upon action by the Board of Education, the grievance shall be heard in the first instance at Level II.
8. A unit member shall have the right to representation by the Association at any level of the grievance procedure.

C. Grievance Levels

1. Level I (Administrative) – Superintendent

- a. A certified member of the unit covered by this Agreement, having a grievance, shall discuss it with the Superintendent in an attempt to resolve the matter informally.
- b. If the matter is not resolved informally at this time, the aggrieved party shall state the alleged grievance, in writing, and present it to the said Superintendent within six (6) days from the date he/she originally discussed the matter with said Superintendent. Within six (6) days after the written grievance is presented to him/her, the said Superintendent shall, without any further consultation with the aggrieved party, render a decision thereon, in writing, and present it to the aggrieved party.

1. Level I (Technical/Managerial) – Immediate Supervisor

- a. A non-certified member of the unit covered by this Agreement, having a grievance, shall attempt to resolve the matter informally by discussing it with his/her immediate supervisor (regardless of whether that supervisor is a member of the negotiating unit).
- b. If the matter is not resolved informally at this time, the aggrieved party shall state the alleged grievance, in writing, and present it to the said Supervisor within six (6) days from the date he/she originally discussed the matter with said Supervisor. Within six (6) days after the written grievance is presented to him/her, the said Supervisor shall, without any further consultation with the aggrieved party, render a decision thereon, in writing, and present it to the aggrieved party.

2. Level II - Board of Education

- a. If the aggrieved party is not satisfied with the decision at Level I, he/she will file an appeal, in writing, with the President of the Board of Education within ten (10) days after receiving the decision at Level I. Copies of the written grievance, the written decisions at Level I, and any other relevant documents shall be submitted with the appeal.
- b. Within fourteen (14) days after receipt of the appeal, the Board of Education shall hold an executive session hearing on the alleged grievance with the aggrieved party, the Superintendent who rendered the decision at Level I, any other party of interest, and the Chairman of the Association, or his/her duly appointed representative.
- c. The Board of Education shall render a decision, in writing, to all of the above parties within twenty (20) days after the conclusion of the hearing.

3. Level III - Arbitration

An arbitrator, mutually agreed upon by the Penn Yan Administrators Association and the Superintendent of Schools, or in the instance where mutual agreement cannot be reached, assigned by the American Arbitration Association, shall be appointed to provide assistance and recommendations to resolve grievance. The arbitrator's award shall set forth findings of fact, reasons and conclusions of law, and shall be binding upon both parties. The arbitrator shall have no power to alter the contract. All costs for the services of the arbitrator shall be borne equally by the District and Association.

ARTICLE X: REMUNERATION

- A. Salaries shall be paid according to the attached schedule.
- B. Effective July 1, 1999, no Master's or Doctoral differential shall be paid to unit members commencing their duties on or after July 1, 1999. Master's and Doctoral differentials paid to unit members' prior to July 1, 1999 shall remain in effect and is not included in base pay calculations.
- C. Administrative unit members who take approved graduate courses will receive payment at \$60 per credit hour for all hours submitted and approved for payment on or after July 1, 1999. Such courses shall be approved in advance by the Superintendent at his/her discretion. Requests for salary adjustments must be submitted to the District Office no later than October 1, the first semester, and March 1, the second semester.

- D. Unit members may participate in a tax sheltered annuity program, in accordance with District policy.

ARTICLE XI. RETIREMENT INCENTIVE (Certified Administrative Personnel Only)

The Board of Education is offering the following plan to all full-time certified tenured Administrators, in the Penn Yan Central School District, who do not elect participation in any Statewide Retirement Incentive, if offered by the Penn Yan Central School District.

The ingredients of the retirement incentive will not be precedent setting in any manner.

A. Criteria for Retirement

1. Eligibility for undiminished retirement benefits from the New York State Teacher's Retirement System, at age fifty-five (55) or older, on or before June 30, current year.
2. At least ten (10) years of continuous service in the Penn Yan Central School District immediately preceding retirement.

B. Procedures and Retirement Date

A regular full-time unit member in the Penn Yan Central School District who retires and who meets the eligibility requirements specified above shall be paid money according to the following:

1. Regular full-time unit members who desire to take advantage of the Retirement Incentive must submit an irrevocable letter of resignation to the Superintendent of Schools, no later than 3:00 p.m. on or before December 31, for retirement the following June 30. The letter must be personally delivered to the Office of the Superintendent of Schools during working hours, where it will be received with the date and time of receipt recorded.

Retirement date for eligible regular full-time unit members must be on or before June 30.

C. Payment Date

Total lump sum payment, less withholding taxes, equal to 60% of the certified administrator's final total salary as of the final year of service shall be made according to the following schedule:

1. Eligible unit member will be paid on or before 120 days after date of retirement.
2. The unit member may elect for the District to retain an amount up to the retirement incentive amount due the retiree. The District shall utilize these funds for insurance premiums until exhausted.
3. Subsequent to retirement, should the retiree die prior to receipt of incentive payment, the surviving spouse or estate shall be the beneficiary.

ARTICLE XI: POSITION TITLES

A. This agreement covers the following position titles:

Administrative (Certified):

Academy Principal
Assistant Academy Principal
Middle School Principal
Elementary School Principal
Administrator for Health, Physical Education and Athletics
Elementary School Assistant Principal
Director of Student Support Services

Technical/Managerial (Non-certified):

Director of Food Services
Director of Transportation
Director of Facilities

B. Consolidation or Elimination of Positions

In so far as is practicable, every reasonable attempt will be made to notify the unit member in advance should his/her position not be continued the following year.

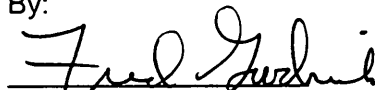
ARTICLE XII: DURATION

This Agreement shall continue in full force from July 1, 1999 - June 30, 2002.

IN WITNESS THERETO, the parties have set their hands and seals this 14th day of July, 1999.

PENN YAN CENTRAL SCHOOL DISTRICT

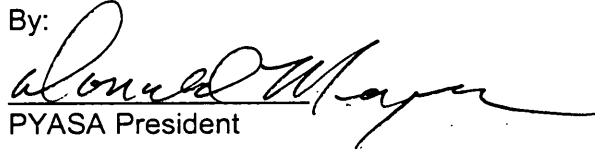
By:



Superintendent

PENN YAN ASSOCIATION OF SCHOOL ADMINISTRATORS

By:



PYASA President

**PROFESSIONAL AGREEMENT FOR ADMINISTRATIVE AND
TECHNICAL/MANAGERIAL PERSONNEL--JULY 1, 1999-JUNE 30, 2002**

BASE SALARY SCHEDULE

Position	Name	1999-00	2000-01	2001-02
<i>Administrators (Certified)</i>				
Director of Student Support Svcs.	Dick Shaver	62,500.00	65,000.00	67,600.00
High School Principal	Keith Mathews	74,666.02	77,652.66	80,758.77
Middle School Principal	Linda Raide	68,426.02	71,163.06	74,009.58
Elementary School Principal	Matt Herz	66,807.07	69,479.35	72,258.52
High School Asst. Principal	Don Meyer	80,293.79	83,505.54	86,845.76
Elementary School Asst. Principal	Sharon Muth	62,400.00	64,896.00	67,491.84
<i>Technical/Managerial (Non-Certified)</i>				
Director of Transportation	Phyllis Record	38,500.00	40,040.00	41,641.60
Director of Food Service	Jack Brown	32,310.72	33,603.15	34,947.27
Director of Facilities	Chuck Roach	41,000.00	42,640.00	44,345.60

PROFESSIONAL AGREEMENT FOR ADMINISTRATIVE AND
TECHNICAL/MANAGERIAL PERSONNEL--JULY 1, 1999-JUNE 30, 2002

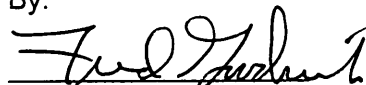
MEMORANDUM OF UNDERSTANDING

This section shall be reserved for language mutually agreed upon between the parties pending Education Tenure Law revision.

IN WITNESS THERETO, the parties have set their hands and seals this ____th day of _____, _____.

PENN YAN CENTRAL SCHOOL DISTRICT

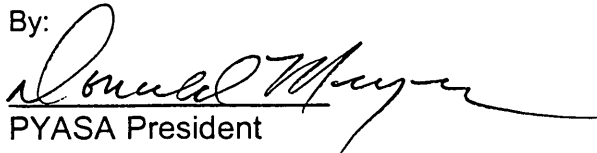
By:



Superintendent

PENN YAN ASSOCIATION OF SCHOOL ADMINISTRATORS

By:



PYASA President