

Cornell University
ILR School

NYS PERB Contract Collection – Metadata Header

This contract is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial educational use only.

Some variations from the original paper document may have occurred during the digitization process, and some appendices or tables may be absent. Subsequent changes, revisions, and corrections may apply to this document.

For more information about the PERB Contract Collection, see
<http://digitalcommons.ilr.cornell.edu/perbcontracts/>

Or contact us:

Catherwood Library, Ives Hall, Cornell University, Ithaca, NY 14853
607-254-5370 ilrref@cornell.edu

Contract Database Metadata Elements

Title: **Potsdam Central School District and Potsdam Central School Administrators and Supervisors Association (2005)**

Employer Name: **Potsdam Central School District**

Union: **Potsdam Central School Administrators and Supervisors Association**

Local:

Effective Date: **07/01/05**

Expiration Date: **06/30/08**

PERB ID Number: **9336**

Unit Size: **3**

Number of Pages: **3**

For additional research information and assistance, please visit the Research page of the Catherwood website - <http://www.ilr.cornell.edu/library/research/>

For additional information on the ILR School - <http://www.ilr.cornell.edu/>

AD / 9336

Tentative Agreement

Chief Executive Officer of the Potsdam Central School
Board of Education

and the

Potsdam Central School
Administrators' and Supervisors' Association

December 8, 2006

RECEIVED

DEC 20 2006

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

The following constitutes the modifications to the Collective Bargaining Agreement.

1. Article I: Duration of Agreement, change:

This agreement covers the period, July 1, 2005 – June 30, 2008.

2. New Article, **Indemnification**:

The District acknowledges certain indemnification protections afforded to unit members in accordance with New York State Education Law Section 3023, Section 3028, and Section 3811, as well as New York State Public Officers Law Section 18.

3. New Article, **Retirement Compensation**

Any payout for unused accrued leave time due a retiring unit member will be deposited in that unit member's 403(b) account pursuant to Appendix A of this agreement. (Note: Item 4 of the district-proposed 403(b) MOA will be edited to remove the words "NYSUT Member Benefits endorsed.")

4. New Article, **Personnel Files**

A. All data maintained by the District on individual members of the bargaining unit relative to employment, promotion, discipline, evaluation and all other job related matters, exclusive of confidential references and communications received in connection with the initial employment, shall be placed in a single file and maintained in the central office.

B. An administrator shall have the right to inspect, copy, photocopy or photograph the contents of his/her file by appointment during business hours. Such inspection or copying shall be done in the presence of a District representative. The administrator shall be entitled to have a personally selected representative accompany him/her during such review.

C. No material which is in any way derogatory to an administrator's conduct, character, service, judgment or personality shall be filed or maintained unless the administrator has had an opportunity to examine the material. The administrator must affix his/her signature on the actual copy to be kept with the express understanding that such signature merely signifies that he/she has examined the material; such signature does not necessarily indicate agreement with the material.

D. An administrator shall have the right to rebut, explain and comment upon any material in his/her file and such written statements shall be appended to the appropriate item(s) the file.

5. Article 5: Unused Personal Leave & Personal/Family Illness, change Section 4:

On June 30th of each school year, if a **non-retiring** unit member has accumulated 225 or more unused sick days, the District will automatically convert five (5) of those unused sick days to one (1) personal day, **in order to allow the unit member use of five (5) personal days during the subsequent fiscal year.** If a **retiring** unit member has accumulated 229 or more unused sick days as of June 30th, the District will automatically convert five (5) of those unused sick days to one (1) personal day, **in order to allow the retiring unit member payment for up to five (5) personal days in accordance with Section 2 of this Article.**

6. Article 6: Other Leaves, change:

Delete **Sabbatical Leave** subsection in its entirety.

7. Article 8: Insurance, add as 2nd section:

If regional bargaining and/or the Potsdam Central Teachers' Union reach an agreement concerning health insurance before this contract expires, the Association and the District reserve the right to reopen negotiations at the request of either party. Upon reopening, the non-requesting party may submit one, and only one, additional issue to be negotiated.

8. Article 10: Salary Agreement, change:

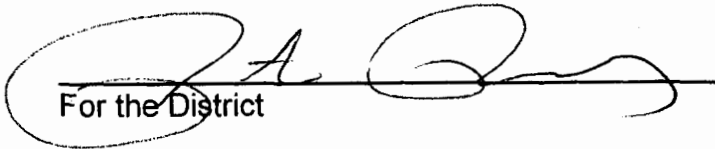
	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>
Elementary Principal – Joann Chambers	\$71,482	\$74,341	\$76,943
Middle School Principal – Richard Evans	\$84,664	\$87,971	\$88,980

High School Principal – Gregory Jados

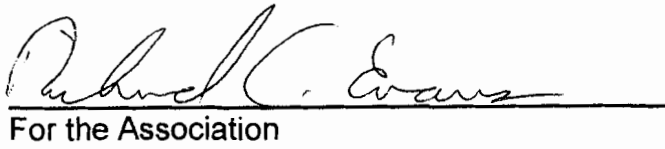
\$75,000

\$78,000

\$80,730


For the District

12/11/06
Date


For the Association

12/11/06
Date