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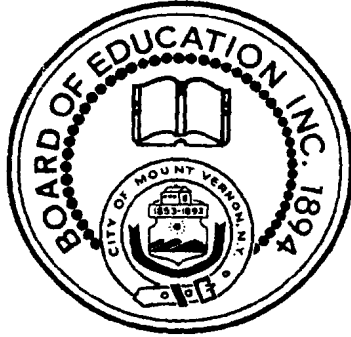
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AGREEMENT



Mount Vernon City
School District
and
Mount Vernon
Administrators Group

RECEIVED

DEC 18 2007

July 1, 2004

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

to

June 30, 2007

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PREAMBLE

The Board of Education (hereinafter "Board") and the Mount Vernon Administrators Group (hereinafter "Association") recognize that they have a common responsibility beyond their collective bargaining relationship.

The Board of Education and the Mount Vernon Administrators Group wish to declare their mutual intent to work together toward the achievement of educational excellence in the Mount Vernon School System

It is hoped that their joint efforts will contribute in significant measure to the advancement of public education in the City of Mount Vernon.

ARTICLE I RECOGNITION

- 1.1. The Board recognizes the Mount Vernon Administrators Group as the exclusive bargaining representative of Secondary Principals, Elementary Principals, Directors, Supervisors, Project Coordinators, Chief School Psychologists, Vice Principals, Assistant Principals, Chief Attendance Teacher, Dean of Mount Vernon High School, Teachers on Special Assignment, and Department Administrators.

In this Agreement, unless otherwise specified, administrator means any member of the bargaining unit.

- 1.2. Nothing herein shall be construed to prevent any individual member of the unit from discussing personal problems with the Superintendent without intervention from the Association, provided that the resulting adjustments are not inconsistent with the terms of the Agreement.
- 1.3. Summer and night school are recognized as represented by the Association limited to benefits specifically designed as summer or night school.

ARTICLE II PROFESSIONAL DUES DEDUCTION

- 2.1 The Board agrees to the deduction of a uniform amount from the salaries of members of the Association for dues for the Mount Vernon Administrators Group, as said members individually and voluntarily authorize the Board to deduct and to transmit the monies promptly to the Treasurer of the Association.

- 2.2 Deductions referred to above shall be made on each pay period beginning September 15th and ending June 30th.

ARTICLE III NEGOTIATION PROCEDURE

- 3.1. There shall be negotiation in accordance with the procedures set forth herein in a good faith effort to reach mutual understanding and agreement on matters affecting the terms and conditions of employment of employees in the above described unit.
- 3.2. The Board agrees to enter into negotiation with the Association over a successor Agreement no later than January 15th of the calendar year preceding the expiration of the Agreement. The Board or the Association shall initiate such negotiations by exchanging written agenda prior to the above date. Any agreement so reached shall apply to all personnel included in the bargaining unit defined above and shall be reduced to writing and signed by the Board and the Association.
- 3.3. The Board and the Association during the negotiations shall present relevant data, exchange points of view and make proposals and counter proposals. The Board shall make available to the Association for inspection all pertinent records of the Mount Vernon City School District. Either party may, if it so desires, utilize the services of outside consultants and may call upon professional and lay representatives to assist in the negotiations.
- 3.4. If the negotiations described in the above section have reached an impasse, the New York State Public Employment Relations Board's procedures on impasse shall prevail.
- 3.5. Pending completion of a successor Agreement, or determination through legislative hearing, all salary and fringe benefits contained herein shall be continued in effect.

ARTICLE IV PROFESSIONAL CONFERENCES

The Board shall pay the reasonable expenses, including fees, meals, lodging, and/or transportation, incurred by members of the Association to attend workshops, seminars, conferences, or other professional meetings subject to advance approval of their immediate supervisors and Superintendent. Requests shall give full information relative to the conference.

ARTICLE V PROMOTIONS, VACANCIES, AND TRANSFERS

A. VACANCIES AND PROMOTIONS:

- 5.1 All vacancies and positions covered by members of this Association including Teacher on Special Assignment, shall be publicized pursuant to the following procedure:
1. Such vacancies shall be adequately publicized which shall mean, as a minimum, that a notice shall be posted in every school clearly setting forth a description of the qualifications for the position, including duties and compensation. During summer recess, such notices shall be mailed to the officers of the Association (President, Vice President, Secretary, and Treasurer) as well as to each member.
 2. Such notices shall be posted as far in advance as possible, usually within 7-60 days of the day upon which the job becomes vacant.
 3. Candidates shall submit their applications in writing to the Superintendent of Schools.
- 5.2 The Board agrees to give consideration to the professional background, qualifications and experience when administrators from within the system apply for another administrative opening. However, the Superintendent and Board shall not be precluded from selecting applicants from without the system when in their judgment the educational needs of the local system will be better served by such selection.
- 5.3 If a qualifying written examination is given, the results of the examination may be made known to the Administrators Group at the request of the candidate.
- 5.4 All administrative vacancies shall be filled by an applicant covered by the contract if his or her performance, educational qualifications, and experience for the position shall be substantially equal to those of any other applicant not covered by this contract.

B. TRANSFER POLICY:

- 5.5 It is recognized that transfers of administrators will be made at the discretion of the Superintendent and based upon the educational needs of the District.

- 5.6 It is recognized that the transfer of administrators must be made in the context of the educational needs of the school system.
- 5.7 Administrators requesting transfers shall submit such requests in writing to the Superintendent by February 1st of the preceding year.
- 5.8 Administrators with seniority in the school system will be given priority provided all other factors are equal.
- 5.9 Where involuntary transfers are required, seniority in the Mount Vernon system will be an important factor considered effectuating such transfers. Administrators being involuntarily transferred will be transferred, where possible, to a comparable position.
- 5.10 Involuntary transfers shall not be made for punitive reasons.
- 5.11 The Board agrees that transfers to and from the proposed middle schools (grades 7 and 8) will not jeopardize tenure rights.
- 5.12 A transfer will only be made after a meeting between the administrator and the Superintendent or his designee at which time the administrator will be notified of the reason for the transfer.
- 5.13 Notice of transfer will be given to administrators as soon as practicable and, under normal circumstances, not later than June 1st for the following school year.
- 5.14 Administrators requesting transfers shall submit such requests to the Superintendent stating the assignment preferred. Under ordinary circumstances, such requests shall be submitted by February 1st for the following school year.
- 5.15 When a member is hired or transferred into a position covered by the Association, the Board shall, upon request, notify the Association in writing, giving name, address, position, rate of pay and assignment.
- 5.16 In accordance with present practice, in the event of a program modification, personnel so involved shall be transferred to another position if (1) there is a position available in their current administrative assignment, and (2) if the person is certified (to assume the new position) and has performed creditably in his/her former position.
- 5.17 The Transfer Policy will remain consistent with existing state law.
- 5.18 The parties agree to abide in accordance with the terms of a "special

transfer policy” when the rules require involuntary transfers. All openings shall be posted.

C. SPECIAL TRANSFER POLICY GUIDELINES:

1. A list of all openings in the system by building and grade level shall be made available to administrators involved in the transfers.
2. The administration shall make a request for volunteers to transfer prior to the involuntary transferring of any administrator.
3. A specified amount of time will be set for administrators to list their three priorities of positions they wish to be transferred to.
4. Seniority will be “a factor” considered when transferring administrators.
5. HEW guidelines will be “a factor” considered when transferring administrators.
6. The needs of a building will be “a factor” considered when transferring administrators.
7. Administrator’s experience in Primary/Intermediate will be “a factor” considered when transferring administrators.
8. A specific target date for assignments will be set.

ARTICLE VI PROFESSIONAL WORK SCHEDULE

- 6.1 Members of the Association shall have all holidays and school vacations occurring during the school year as provided for in the school calendar and in addition, July 4th, and Labor Day.
- 6.2 Administrators will be included as members of the committee planning for the school calendar.
- 6.3 Administrator’s workday is from 8:00 a.m. to 4:00 p.m.
- 6.4 An administrator’s work year shall be from September 1st up to and including June 30th.

ARTICLE VII POLICIES AND REGULATIONS

- 7.1 At the beginning of each school year, a complete copy of all written policies and administrative procedures of the Board of Education shall be placed on file in the Principal's Office of each school, and one copy to the President of the Association.
- 7.2 At the earliest practical date, one copy of each Board of Education meeting agenda and minutes shall be mailed to each building principal.
- 7.3 Proposed activities, projects and decisions which will involve a change in school programs are to be made known to building principals prior to April 1st whenever possible.

ARTICLE VIII EDUCATIONAL PROGRAM DEVELOPMENT

The Board shall make every effort to continue the policy of providing necessary financial support for educational improvement programs including but not limited to items such as consultant services, research and development programs, in-service workshops and curriculum development activities as recommended by the Superintendent of Schools and the Administrative Council.

ARTICLE IX ADMINISTRATIVE AND SUPERVISORY RESPONSIBILITIES

- 9.1 The Board recognizes that the members of this Association exercise administrative and supervisory responsibilities with relation to the staff in the school; therefore, the Board may call upon members of this bargaining unit for their views and for their participation solely as advisors in negotiations in matters that affect their administrative and supervisory responsibilities
- 9.2 No person who is not duly qualified under the Education Laws of the State of New York shall be appointed to an administrative or supervisory position in any school operated under the direction of the Board of Education of the City of Mount Vernon except in cases of emergency.
- 9.3 Principals should interview teacher applicants when possible.

- 9.4 Principals should participate in plans for transferring personnel when possible.
- 9.5 In order to provide a better understanding, one or more administrator may be invited periodically to meet with the Board in Executive Session.
- 9.6 Departmental administrators shall only have 9 – 12 responsibilities.

ARTICLE X

SALARIES AND BENEFITS

A. ADMINISTRATOR SALARY

- 10.1 Effective July 1, 2004, the salary schedule will increase 3%. Effective June 30, 2005 an additional 1% will be added to the salary schedule. Effective July 1, 2005, the salary schedule will increase 3%. Effective June 30, 2006, an additional 1% will be added to the salary schedule. Effective July 1, 2006, the salary schedule will increase 3%. Effective June 30, 2007, an additional 1.1% will be added to the salary schedule. This also applies to the hourly rate.
- 10.2 Effective July 1, 2005, a tenth step will be added to the salary schedule. Effective July 1, 2006, an eleventh step will be added to the salary schedule.
- 10.3 Administrators shall receive twenty (20) equal or twenty-four (24) paychecks in the ten (10) month period from September 1st through June 30th. Those administrators working in July and August will receive additional paychecks for the months worked. Association members shall have the option to also utilize Direct Deposit and the Mt. Vernon Credit Union for payroll purposes. In addition, association members may designate that deductions also be taken for the Tax Shelter Annuity and a Roth IRA.
- 10.4 Unit members who choose to receive 24 paychecks shall notify the District by September 1 and shall receive the four additional paychecks on the 15th and last day in July and August. Unit members must notify the District of their summer address by June 1.
- 10.5 For assigned work related to an administrator's tenure area and certificate which is performed during the administrator's summer or other vacation time, compensation shall be paid at the rate of 1/200 of the administrator's annual salary for each full day worked. All other assigned work performed during vacation periods shall

be paid at the prevailing hourly rate.

10.6 Summer school principals shall be compensated at the hourly rate.

10.7 Work Year Adjustments: The work year of Secondary Assistant Principals shall be increased by 10 days, which shall be worked contiguously with the end of the school year or before the start of school [e.g. beginning of July and/or end of August]. Compensation is reflected in the salary schedule.

10.8 Classification of Administrators

Class A-6 Master's Degree plus 30 approved credits or BA plus 75 approved credits
Class A-7 Master's Degree plus 45 approved credits or BA plus 90 approved credits
Class A-8 Master's Degree plus 60 approved credits
Class A-9 Earned Doctorate

In connection with the foregoing classification of administrators, the District has set the number of in-service credits, which may be used for salary purposes, at a maximum of sixty (60) for purposes of reclassification. Under the following conditions the combination of in-service and college courses taken in one ten month school year should not exceed six (6) hours per semester. (Work taken in summer is not included in this rule.) The above rule applies to people in full time administrative positions. A committee consisting of three (3) members of the Union and three (3) administrators designated by the District shall be created to review and recommend graduate courses for salary reclassification purposes.

B. LONGEVITY

10.9 Effective July 1, 2004, employees beginning their 20th year of service in the Mt. Vernon School District will receive an annual payment of \$1250 in addition to their regular salary.

10.10 Effective July 1, 2004, employees beginning their 25th year of service in the Mt. Vernon School District will receive an annual payment of \$2500 in addition to their regular salary.

10.11 Doctorate: The doctoral differential on Steps 1-5 shall be \$1,500. The doctoral differential on Steps 6-11 shall be \$2,000.

10.12 If an employee is hired on or after February 1st of a given school year, that school year is not counted towards years of service. If an employee is hired before February 1st of a given year, that school year counts fully towards years of service. If an employee is on

leave for more than 90 school days in a school year, then that school year does not count towards years of service. Longevity payments are made in equal installments in each paycheck of a given school year.

C. TAX SHELTERED ANNUITY

Administrators who desire to do so shall be given an opportunity to participate in a tax sheltered annuity program in accordance with procedures worked out between the Association and the Business Office.

D. HOSPITALIZATION AND MEDICAL COVERAGE

The District will assume the cost of Hospitalization and Medical Coverage for the individual administrator and his/her family to the extent of the percentage of time the administrator is employed by the District. The Hospitalization and Medical Coverage for active and retiree unit members shall be the same as the Hospitalization and Medical Coverage offered to the members of the Mount Vernon Federation of Teachers pursuant to the Mount Vernon Federation of Teachers Contract through June 30, 2007 including any and all modifications to such coverage resulting from litigation and/or grievance settlements.

E. WELFARE FUND BENEFITS

The District hereby agrees to contribute to the Association at the rate of \$1375 in school year 2004-2005, \$1450 in school year 2005-2006, and \$1500 in school year 2006-2007, for each eligible employee to provide welfare benefits through a trust heretofore or hereafter created by the Association.

All rebates shall accrue to the trust. The District shall allow the trustees to expand the purposes of the trust to allow the purchase of other group health and health related benefits.

F. FLEXIBLE SPENDING PLAN

The parties shall implement a flexible spending plan in accordance with Section 125 of the Internal Revenue Code.

G. EMPLOYEE ASSISTANCE PROGRAM

The Board-financed Employee Assistance Program shall include all members of the Administrators' unit at no cost to the members.

H. OTHER CONTRACTUAL PROVISIONS

- a. This Agreement shall constitute the full and complete commitment between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to the Agreement.
- b. The provisions of this Agreement shall be incorporated into and be considered part of the established policy of the Board. During the life of this Agreement the Board shall not adopt any policies inconsistent with the terms of this Agreement.
- c. The District shall print and distribute copies of the new collective bargaining agreement as soon as possible and in no event more than 45 days after the ratification of the agreement.
- d. Contracts of all other District bargaining units shall be provided to each building administrator as soon as such contracts are negotiated.

ARTICLE XI LEAVES OF ABSENCE

A. LONG-TERM LEAVE OF ABSENCE WITHOUT PAY

1. Tenured and non-tenured administrators shall be entitled to leave without pay for one school year after seven years of continuous service.
2. Requests for a leave without pay must be submitted by March 1st in writing for the following school year.
3. No more than two (2) administrators shall be granted leave in any one (1) school year.
4. Such leave shall not be available for the purpose of accepting other employment.
5. Administrators shall not be eligible for a second such leave until they have completed seven additional consecutive years after taking the first such leave.

6. An administrator granted leave under this section shall be returned to the same or substantially equivalent position.
7. Any administrator who fails to return to duty on the expiration of long term leave upon the first working day following expiration of such leave shall be deemed to have terminated his/her employment with the District unless such delay is approved by the Board or unless the delay is due to extenuating circumstances. Administrators on long term leave may be required to provide written notice of their intent to return by March 1st of the school year in which leave is taken.

B. CHILD CARE LEAVE

Child care leave shall be granted to regular full time administrators employed by the Board pursuant to the following procedures:

1. Child care leave shall begin at a mutually convenient time and shall terminate at a time agreed upon by the administrator and the District. It shall not terminate during a term where its expiration could disrupt the program.
2. Child care leave shall be without pay or credit on the salary schedule. For a non-tenured administrator, the probationary period will be suspended with the commencement of the leave and will resume when the administrator resumes service in Mount Vernon.
3. An administrator who suffers an interrupted pregnancy, stillbirth, or the death of any child for whom she has received a child care leave may, upon written application to the Superintendent, be returned to service upon appropriate certification.
4. A tenured administrator granted child care leave shall be entitled to one long term leave of absence without pay, at the expiration of the child care leave. An administrator shall be entitled to only one such extension, regardless of the number of child care leaves taken.
5. No leave shall exceed one (1) year except the Board may, upon written request, extend such leave for a period not to exceed one (1) additional year.
6. Child care leave shall be given to any member of the Association; however, in no case shall such leaves be extended to both members of the family simultaneously.

7. Employees who are not using FMLA time during an unpaid child care leave shall be responsible for their own health insurance premium costs.

The seven (7) years continuous service requirements for long term leave without pay shall be waived in this case, but all other conditions for long term leave of absence shall be applicable.

C. SICK LEAVE

Regular full time administrators, whether now in the school system or hereafter entering same, shall be entitled to sick leave benefits at full pay as follows:

1. Effective July 1, 1998, all administrators shall receive 15 sick days per school year. Three (3) of these days may be used for family illness in the year in which the days are issued. "Family" shall be defined as people living in the employee's household.
2. All unused sick leave provided in paragraph one (1) above shall accumulate to a maximum of 180 working days.
3. Sick leave benefits shall be paid on the basis of the administrator's annual salary.
4. Administrators serving less than a full year shall be entitled to sick leave on a pro-rata basis, but not less than 10 sick days per year.
5. If an absence is of five or more consecutive working days, application for leave of absence with pay by reason of personal illness shall be accompanied by a physician's certificate certifying the cause of absence. The Superintendent of Schools, or his authorized representative, may require such a certificate in connection with an absence due to personal illness of less than five consecutive working days. The Superintendent may also require additional certification in cases of prolonged absences.
6. If an administrator reports to school and becomes ill necessitating a return home, absence for a half day will be recorded if the administrator is unable to resume administrative duties in the afternoon. Should an administrator become ill during the afternoon, credit for a full day's attendance will be given.
7. In the event schools are closed due to snow or other emergency and an administrator is on sick leave on the day prior to such school closing and the day after such school closing, the administrator

will be charged for a sick day on the day school is closed. However, should the school closing day be made up that year, the District will reinstate that charged sick day back to the administrator.

D. SICK LEAVE INCENTIVE PROGRAM

1. All administrators must have a minimum of 150 sick days accumulated to participate in the Incentive Program. Those administrators who use 8 or less sick days in one school year may sell the remaining number of days given that year back to the District at the rate of \$75 per day. At retirement, such money will be used by the District to pay for the administrator's share of health insurance and/or welfare fund contributions.
2. Employees in the Incentive Program who use 9 or more sick days in a school year, without medical documentation in 2 or more consecutive years will have their account deducted, at \$75 per day, for those days taken beyond 8 in each year. The District shall provide the employees with an annual accounting of days accumulated in the Incentive Program.
3. Unit members who submit an irrevocable letter of resignation for retirement purposes, and who meet the requirements of the Sick Leave Incentive Program above shall be entitled to sell back days. Unit members who submit letters by January 15 of his/her retirement year shall have the ability to sell back up to 18 days that were given in the final year (15 sick, 3 personal) and receive \$200 per day credit; Unit members who submit letters by February 15 shall have the ability to sell back up to 18 said days and receive \$150 per day credit; Unit members who submit letters by March 15 shall have the ability to sell back up to 18 said days and receive \$100 per day credit. Any credit received shall be used for health insurance and/or welfare fund payments in retirement.

E. SICK BANK

The District shall deduct from each administrator one day from that year's annual sick leave for Sick Leave Bank purposes. That reduction shall reduce the available Sick Leave of the individual administrator for that school year only and shall be transferred to a separate account designated as Sick Leave Bank. The bank shall be administered by two persons designated by the District and two persons designated by the Association. This group shall be designated as the Sick Leave Bank Board. The Sick Leave Bank Board shall determine whether or not administrators are eligible to receive time from the Sick Leave Bank. In the event of disagreement, the question shall be referred

to a physician in the area of specialty in which sick leave is sought. That physician shall be designated, in consent of both sides, by the Academic Dean of the New York Medical College in Valhalla, New York.

No person shall be entitled to receive more than ninety (90) sick days for any single disability and no person shall be entitled to use Sick Leave Bank time unless the medical need is established by the parties to be of a catastrophic or disabling nature as ordinarily understood for general disability purposes.

No Sick Leave Bank time will be available until the exhaustion of that individual's annual and accumulated time. At the time the Sick Bank days have been decreased to 100, the Bank shall be replenished in the same manner in which it was originally established.

F. FAMILY AND MEDICAL LEAVE ACT ("FMLA")

1. The District will provide eligible employees with FMLA benefits as defined by the law. For an employee to be eligible he or she must have worked 12 months prior to the commencement of the leave and must have worked 1250 hours during that 12-month period.
2. When both a husband and wife are employed by the District they are restricted to a total of 12 workweeks for FMLA leave:
 - a) for birth of a son or daughter or to care for the child after birth;
 - b) for placement of a son or daughter for adoption or foster care, or to care for the child after placement; or
 - c) to care for a parent (but not a parent "in-law") with a serious health condition.
3. Where available, subject to the conditions of the FMLA, accrued leave (such as vacation, personal, family and sick leave, child care and sick leave bank) shall be used first to cover some or all of the FMLA leave.
4. During the FMLA leave, health benefits are to be provided at the level and under the conditions of coverage that would have been provided had the employee continued in employment during the period of leave. However, if the employee fails to return from leave, the District may recapture the health care premiums that it paid during the employee's leave. The District will not recapture the premiums of an employee who fails to return to work because

of the onset, continuation or recurrence of a serious health condition of the employee or family member.

5. Any employee who uses unpaid leave for FMLA leave will not accrue seniority during the FMLA leave.
6. The District has a right to 30 days advance notice from the employee where practicable. In addition, employees taking medical leave are also required to make a reasonable effort to schedule the treatment so as not to unduly disrupt the operations of the employer.
7. The District may require an employee to submit certification from the health care provider to substantiate that the leave is due to the serious health condition of the employee or the employee's immediate family member. Failure to comply with these requirements may result in the denial of FMLA leave. The District may also require that the employee present a certification of fitness to return to work when the absence was caused by the employee's serious health condition.

G. ABSENCES EXCUSED WITH PAY

Administrators shall be entitled to leave of absence without any loss of pay under the following circumstances:

1. **JURY DUTY:** An administrator who is required to serve on jury duty while school is in session will receive full salary during the period of such jury service, except that the administrator shall be required to remit to the District an amount equal to any remuneration received for said jury services other than expense money.
2. **LEAVE FOR BEREAVEMENT:** (a) An administrator shall be entitled to leave of absence with pay for a period not to exceed five (5) consecutive days in case of death of a parent, sister, brother, child, spouse, or other family member residing with the Administrator. (b) An administrator shall be entitled to leave of absence with pay for a period not to exceed one (1) day in case of death of any of the following: (1) mother-in-law; (2) father-in-law; (3) daughter-in-law; (4) son-in-law; (5) sister-in-law; (6) brother-in-law; (7) a grandparent not residing in the household of the Administrator except, however, that where an administrator is required to travel over 100 miles from Mount Vernon, the administrator shall, upon written request, be granted up to, but not more than two (2) days leave of absence with pay.

3. **LEAVE FOR PERSONAL REASONS:** All full-time administrators in the school system shall be allowed three (3) days of leave for personal reasons per school year. Unused personal days shall be converted to the employee's accumulated sick leave or the sick leave incentive program.

Personal leave will be granted for matters of urgent personal business, which can only be conducted within the regular school day.

The following are examples of, but not limitations for, personal leave days:

- Legal matters
- Death in family (other than Bereavement Leave)
- Personal property damage
- Medical visit, medical exams or treatment of a compelling nature for the member, spouse, or child
- Family problem of a compelling nature for member, spouse, child
- Religious observance
- Sickness in family above the three days allowed

Any administrator desiring personal leave for two or more consecutive working days may apply for such leave stating the specific reason for review by the Principal and the Office of the Superintendent.

Personal leave days shall only be charged to the association member when personal leave is taken on a day that school is in session.

All requests for such personal leave must be submitted by the Administrator in writing not less than three (3) days prior to the day or days such leave is desired, or as soon as possible in case of an emergency. Such personal leave shall not be granted or allowed for any day or consecutive days or any part thereof before or following either a vacation period or a day when school has been closed for an emergency, except, however, if a request for personal leave has been submitted and approved in advance of an emergency closing, such personal leave will be granted even though it shall fall immediately following a day when school has closed for an emergency. "Vacation Period" shall apply to the adopted school calendar vacations of Thanksgiving, Christmas, midwinter break, and spring break.

4. **CONVENTION ATTENDANCE:** Leave of absence with pay, not to exceed a combined total of six (6) administrators' days shall be granted the Association representatives in order to attend administrator conventions.

5. OTHER EXCUSABLE ABSENCES WITHOUT LOSS OF PAY:
An administrator shall be deemed excusable absent without any loss of pay in the event of the following:
- a. Attendance in a court of law or before a duly constituted governmental administration tribunal in connection with business of the Board of Education.
 - b. Involuntary attendance in a court of law by subpoena or court order.
 - c. Extraordinary transportation delays occasioned by acts of God or by a "force majeure."
 - d. Military duty to meet National Guard and Reserve Forces requirements in accordance with Section 243 of the Military Law.
 - e. Conferring of Degree: An administrator may attend his/her graduation exercises without loss of pay for one day if a degree is conferred him/her.
 - f. Contagious or Infectious Disease in Family: Full pay should be allowed during the continuance of such forced absence due to quarantine.
 - g. Visiting Other Schools: With the approval of the Superintendent, an administrator may be absent for three days in any school year for the purpose of visiting other schools, without loss of pay. A written report of the work observed shall be sent to the Superintendent within 10 days after the visit.

In connection with any absence pursuant to subdivision 1 through 5 inclusive of this Article, an administrator shall be required to submit a form to the Superintendent of Schools prior to the absence or, in the case of an emergency, within 24 hours after his/her return, which form shall be made available at the Office of the Principal of each school.

H. SABBATICAL LEAVE¹

Sabbatical leaves will be granted for one full year upon recommendation of the Superintendent of Schools and approval of the Board of Education.

To be eligible for sabbatical leave, an administrator must have been employed in the Mount Vernon School system for at least seven (7) consecutive years. A second sabbatical shall not be granted until after seven (7) years of service subsequent to the termination of the first sabbatical leave.

¹ The parties agreed that for the duration of this agreement there shall be a moratorium on all sabbatical leaves.

Not more than two administrators shall be absent on sabbatical at any given time. If the number of eligible applications exceeds two, seniority shall be a major, though not the only factor in the selection.

Sabbatical leave may be granted for the following purposes:

- a) For professional study only, sabbatical leave will be granted for full-time study in accredited colleges or universities (a minimum of thirty graduate points per year or the completion of a doctorate).
- b) For professional study and improvement, which may include travel, a complete itinerary must be submitted and 50% of the time must be donated to study in an area related to the administrator's work. Changes must be approved in advance by the Superintendent.
- c) For restoration of health, upon approval of the Medical and Guidance Departments.

An administrator applying for a sabbatical leave must agree to return to the Mount Vernon School system for at least one year.

Administrators on sabbatical leave shall be paid at the rate of sixty percent (60%) of their regular salary while on sabbatical leave. Retirement contributions based upon the salary received shall continue, but there shall be no accumulation of sick leave while on sabbatical leave. An administrator returning from sabbatical leave shall be placed on the salary schedule on the same step as if he had been employed by the Board during his/her period of sabbatical leave.

I. WORKERS' COMPENSATION

All full time employees accidentally injured out of and in the course of their employment or sustaining occupational disease, as defined by the Workers' Compensation Law, who are absent from duty by reason thereof, shall, pending the adjudication of their respective cases and while their disability renders them unable to perform the duties of their positions, be granted leave of absence with pay, during a fiscal year, as follows:

- a. For administrators with less than two years of service as teacher and/or administrator in the District, full pay to twenty (20) working days.
- b. For administrators in their third year of service as teacher and/or administrator in the District, full pay to forty (40) working days.

- c. For administrators with three or more years of service as teacher and/or administrator in the District, full pay to sixty (60) working days.

The days referenced above are a maximum amount to be taken for any single injury. If administrators use more than the above number of days, administrators shall have the right to use accumulated sick days and/or sick bank days or workers' compensation direct payment at the statutory prevailing rates.

When such employees have been awarded compensation by the Workers' Compensation Board for the period of their leave with pay, such compensation award shall be credited and paid over to the School District except that payment to the School District shall not be in excess of amounts received hereunder.

Notwithstanding that employees may receive the maximum leave of absence with pay because of such injury or occupational disease herein provided, they shall be entitled to their appropriate sick leave benefits for absence due to personal illness during the same fiscal year, provided, however, that no employee shall receive both injury benefits and sick leave benefits for the same period of disability.

ARTICLE XII BENEFIT TRUST FUND

The District agrees to pay annually the sum of \$25,000.00 into the Mount Vernon City School District Administrators Benefits Trust Fund.

ARTICLE XIII ASSOCIATION RIGHTS

- 13.1 The use of facilities of the schools shall be permitted for Association business, providing there is not interference with the proper use of schools for educational activities and such business is conducted at reasonable hours and conforms to the rules and regulations for the use of the schools according to District policy.
- 13.2 The only record with respect to any Association member for any official purpose shall be the member's official personnel file in the Superintendent's office. A member shall be entitled to examine his/her professional file and shall receive a copy of any letter or written communication which reflects favorably or unfavorably upon the member or on the performance of his/her duties. Such letter or communication is to be inserted in the

member's file. Any response filed by a member must also be included in such file, but no implication of any kind shall be drawn from any failure to make such a response. Subject to reasonable procedural requirements, a member shall have the right to review his/her file during the normal workday.

ARTICLE XIV GRIEVANCE PROCEDURE

- 14.1 A grievance shall be presented only by or on behalf of an individual member of the bargaining unit or a group of members of the bargaining unit concerned with grievance, and after approval of the Grievance Committee of the Association.
- 14.2 Grievance shall be defined as follows: a) any dispute arising over the interpretation or application of the rules, written policies and administrative regulations of the Board of Education of the Mount Vernon City School District; b) any dispute arising of the application or interpretation of any of the provisions of the Agreement.
- 14.3 An aggrieved party or parties shall be entitled to be represented by legal counsel at any step of the Grievance Procedure.
- 14.4 Failure by a grievant to appeal a decision at any step is to be construed as having the grievance dropped.
- 14.5 Failure to render a decision within the time limit provided herein, at any step, shall automatically thrust the grievance into the next step, unless, by mutual consent the time requirements have been waived.
- 14.6 Step 1:
- a) Any grievance under the Agreement between a member of this Association and the District shall be settled in the first instance by the aggrieved person involved and/or his Association representative, if requested by the aggrieved person, with the immediate supervisor or administrator. A grievance shall be submitted to the immediate supervisor or administrator in writing, and shall be answered by said supervisor or administrator within five (5) calendar days from the time the grievance was received.
- 14.7 Step 2:
- a) In the event the grievance is not adjusted under Step 1, the individual grievant or the Association through its Grievance

Committee, at the grievant's request, may within ten (10) days from the written answer, take up such grievance with the Superintendent.

- b) The Superintendent, after an informal hearing has been requested at which the grievant and his representative may appear and present oral and written statements or arguments, shall answer in writing, within five (5) days of receipt of the grievance, or five (5) days of the hearing, if later.

14.8

Step 3:

- a) A grievance which is not adjusted under Step 2, at the request of either party within two (2) weeks of the Step 2 answer, be promptly submitted to an impartial arbitrator, to be selected by the mutual agreement of the parties.
- b) The selection of an arbitrator shall be referred to the American Arbitration Association. The Voluntary Labor Arbitration Rules of the American Arbitration Association shall apply to the conduct of hearings.
- c) A grievance dispute arising under any terms of this Agreement involving District Policy or discretion may be submitted to an impartial arbitrator only on the question of whether District Policy was disregarded, or was applied in such a discriminatory, arbitrary or capricious manner so as to constitute an abuse of discretion.
- d) The District and the Association shall bear equally the costs of the impartial arbitrator's fees and other expenses.
- e) The Arbitrator's decision shall be binding on the parties in all grievances relating to the interpretation or application of the Agreement where such provisions do not involve educational policy. In a grievance relating to issues involving educational policy, the arbitrator's recommendation shall be advisory only.

ARTICLE XV LITIGATION

15.1 The Board shall provide legal counsel and shall defend members of this Association in lawsuits brought up against them for acts of said members in their legal performance of assigned administrative-supervisory duties.

15.2 An administrator who has suffered an assault shall submit a complete report in writing immediately, or within a reasonable time when the administrator is unable to submit an immediate

report, after any assault suffered by administrators acting in the discharge of his/her duties within the scope of his/her employment and/or under the direction of the District. Such report will be submitted to the Superintendent through the Deputy Superintendent or appropriate director and will include the time, place, personnel involved, witnesses, and other relevant information. The Superintendent shall acknowledge receipt of such and shall notify the administrator of the action within 5 days after the action was taken.

- 15.3 The Board agrees to provide an attorney to defend any administrator in any criminal or civil action or proceeding arising out of disciplinary action taken against a pupil of the District while in the discharge of his/her duties and within the scope of his/her employment. Such counsel will advise the administrator of his/her legal rights in such cases.
- 15.4 In order for an administrator to invoke the foregoing, the original or a copy of any summons, complaint, process notice, demand, or pleading served upon such administrator must be delivered within ten (10) days after such service, to the Superintendent.
- 15.5 It is understood and agreed that the Board is not required to provide an attorney to an administrator in civil or criminal actions initiated by an administrator, provided, however, that if the appropriate authorities will not process a criminal complaint initiated by an administrator arising out of a case of assault against the administrator the Board will provide an attorney to assist the administrator in prosecuting such complaint.
- 15.6 An administrator shall not be held responsible for loss within the school of school property or children's property, when such loss was not due through the fault of the administrator to an intentional act or negligence on the part of the administrator and that such loss occurred while acting in the discharge of the administrator's duties within the scope of his/her employment and/or under the direction of the Board.
- 15.7 The District will reimburse administrators, in any amount not to exceed a total of \$100.00 in any school year, for loss or damage or destruction, while on duty in the school, of personal property of a kind normally worn or brought to school, when the loss is not due to any intentional act or negligence on the administrator's part, to the extent that such loss is not covered by insurance. The term "personal property" shall not include cash. The terms "loss,"

“damage,” and “destruction” shall not cover the effect of normal wear and tear and use. Any claims for reimbursement under this clause must be submitted to the Superintendent through the Assistant Superintendent for Human Resources in writing within seven (7) days after said loss occurred, and must set forth the circumstances in detail, the nature of the property, purchase price, extent of loss, evidence of value, and such relevant data as the Board may require.

- 15.8 The Board shall adopt the indemnification provision of the Public Officers Law.

ARTICLE XVI RESIDUAL RIGHTS

A. FAIR PRACTICES

The Association agrees to continue to admit Administrators to membership without discrimination on the basis of race, creed, color, national origin, gender, or marital status, and to represent equally all members of the voting unit without regard to membership or participation in, or association with the activities of, any employee organization.

The Board agrees to continue its policy of not discriminating against any employee on the basis of race, creed, color, national origin, gender, marital status or membership or participation in, or association with, the activities of any employee organization.

B. BOARD OF EDUCATION RIGHTS

There is reserved exclusively to the Board all responsibilities, powers, rights and authority vested in it by the laws and Constitution of New York and the United States, and by the Charter of the City of Mount Vernon.

It is agreed that the Board retains the right to supervise and manage the City School District of Mount Vernon and its professional staff, including (for example only) the right to establish and enforce rules and personnel policies relating to the duties and responsibilities of administrators and their working conditions which are not inconsistent with this Agreement. Such rights shall not be exercised in violation of the Matters Not Covered clause.

C. RESERVED RIGHTS

Despite references herein to the Board of Education, the Superintendent,

and the Association, as such, each reserves the right to act hereunder by committee, or designated representatives except where this Agreement specifically limits the rights.

If any provision of this Agreement is or shall be at any time contrary to law, then such provision shall not be applicable, or performed, or enforced, except to the extent permitted by law. In the event that any provision of this Agreement is or shall at any time be contrary to law, all other provisions of this Agreement shall continue to be in effect. Any substitute action shall be subject to appropriate consultation and negotiation.

D. NO STRIKE AGREEMENT

The Association and the District subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program.

Therefore, the Association agrees that it will not instigate, engage in, or support a strike, work stoppage, or other concocted refusal to work, on either a system-wide or lesser level, during the term of this Agreement.

E. STAFFING BALANCES

All staff balancing on racial and ethnic grounds, mandated by the United States Department of Health, Education, and Welfare shall be accomplished with due consideration to the seniority rights of individual administrators in individual schools and through a process of attrition and new hiring.

F. MEDICAL EXAMINATIONS

The District will accept, in lieu of physical examination by the District's physician, an examination by the administrator's personal physician for the initial employment examination and for the three-year examinations after tenure for administrators who so desire.

Such examinations by personal physicians shall be at the administrator's expense on forms prescribed by the District.

The District's physician shall conduct the required physical examination prior to placing the Administrator on tenure.

The District reserves the right to have an administrator examined by the District's physician whenever such an examination is deemed warranted by the District.

G. MATTERS NOT COVERED

With respect to matters not covered by this Agreement which are proper subjects for collective bargaining, the Board agrees that it will make no changes without consultation and negotiation with the Association.

ARTICLE XVII DURATION

A. DURATION OF AGREEMENT

This Agreement and each of its provisions shall be effective as of July 1, 2004, and shall continue in full force and effect until June 30, 2007, except as otherwise herein provided in the Agreement. It is agreed that the negotiations will not be reopened during the term of this Agreement except as herein provided. Any District policies unaltered and unchanged by the language of this Agreement shall remain in force, and it shall be the prerogative of the District to initiate and announce new policies not affecting or changing matters contained in this Agreement.

B. LEGISLATIVE CLAUSE

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.

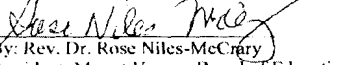
C. DISTRIBUTION OF THE AGREEMENT

All administrators or other personnel within the jurisdiction of this Agreement shall be given a copy of the contract through the Association. Within 90 days after ratification of the Agreement, the Superintendent of Schools shall be responsible for printing the Agreement for Distribution purposes.

D. SIGNATURES

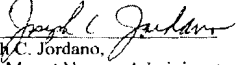
THE MOUNT VERNON CITY SCHOOL DISTRICT AND THE MOUNT VERNON ADMINISTRATORS GROUP HAVE RATIFIED THE ABOVE AGREEMENT AND SUCH RATIFICATION IS VERIFIED BY THE SIGNATURES APPEARING BELOW.

MOUNT VERNON CITY
SCHOOL DISTRICT

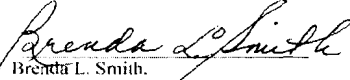

By: Rev. Dr. Rose Niles-McCary
President, Mount Vernon Board of Education

Dated: 3/1/06

MOUNT VERNON ADMINISTRATORS
GROUP


By: Joseph C. Jordano,
President, Mount Vernon Administrators
Group

Dated: 2/1/06


Brenda L. Smith,
Superintendent, Mount Vernon City School District

Dated: 2-1-06

ADMINISTRATIVE SALARY SCHEDULE - 2004-2005 SCHOOL YEAR - ALL SALARIES SHOWN ARE 11 MONTHS

(3%) TITLE	CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
PRINCIPAL HIGH SCHOOL	A6	121,467	122,211	122,958	123,703	124,451	125,197	126,772	128,375	129,880
	A7	122,295	123,041	123,788	124,533	125,280	126,024	127,802	129,206	130,711
	A8	124,892	125,639	126,383	127,130	127,878	128,623	130,285	131,890	133,395
	A9	126,392	127,139	127,883	128,630	129,378	130,623	132,285	133,890	135,395
PRINCIPAL MIDDLE SCHOOL	A6	110,583	111,329	112,075	112,822	113,566	114,313	115,715	117,194	118,700
	A7	113,930	114,675	115,421	116,168	116,912	117,660	119,104	120,624	122,130
	A8	118,497	119,243	119,989	120,736	121,481	122,228	123,715	125,318	126,824
	A9	119,997	120,743	121,489	122,236	122,981	124,228	125,715	127,318	128,824
VICE PRINCIPAL SECONDARY	A6	103,716	104,322	105,208	105,953	106,701	107,446	108,759	110,158	111,508
	A7	106,855	107,598	108,345	109,090	109,836	110,583	111,896	113,335	114,841
	A8	111,142	111,888	112,634	113,381	114,128	114,874	116,230	117,752	119,257
	A9	112,842	113,388	114,134	114,881	115,628	116,874	118,230	119,752	121,257
DIRECTOR FED. & ST. PROG.	A6	100,851	101,597	102,343	103,089	103,836	104,580	105,806	107,206	108,633
	A7	108,262	109,007	109,753	110,499	111,245	111,993	113,304	114,785	116,290
	A8	112,738	113,484	114,229	114,974	115,720	116,468	117,869	119,431	120,936
	A9	114,238	114,984	115,729	116,474	117,220	118,468	119,869	121,431	122,936
DIRECTOR PUPIL PERSON.	A6	104,057	104,803	105,549	106,296	107,041	107,788	109,100	110,499	111,888
	A7	111,471	112,218	112,962	113,709	114,454	115,201	116,602	118,123	119,629
	A8	115,944	116,692	117,438	118,183	118,929	119,674	121,076	122,678	124,185
	A9	117,444	118,192	118,938	119,683	120,429	121,674	123,076	124,678	126,185
DIRECTORS	A6	94,506	95,158	95,811	96,463	97,116	97,771	98,908	100,225	101,537
	A7	97,438	98,090	98,743	99,395	100,049	100,702	101,884	103,240	104,552
	A8	101,467	102,119	102,772	103,424	104,089	104,730	105,956	107,353	108,781
	A9	102,967	103,619	104,272	104,924	105,589	106,730	107,956	109,353	110,781
PRINCIPAL ELEMENTARY	A6	108,244	108,989	109,735	110,481	111,227	111,972	113,374	114,813	116,279
	A7	111,502	112,248	112,995	113,743	114,487	115,234	116,632	118,115	119,619
	A8	115,983	116,730	117,475	118,222	118,966	119,712	121,157	122,720	124,224
	A9	117,483	118,230	118,975	119,722	120,466	121,712	123,157	124,720	126,224
SUPERVISORS	A6	98,093	98,745	99,397	100,050	100,704	101,358	102,582	103,998	105,248
	A7	101,025	101,677	102,330	102,982	103,636	104,290	105,515	106,913	108,302
	A8	105,054	105,706	106,359	107,011	107,663	108,317	109,587	111,026	112,492
	A9	106,554	107,206	107,859	108,511	109,163	110,317	111,587	113,026	114,492
STANDARDS ADMIN		100,849	101,445	102,038	102,632	103,225	103,817	104,932	106,200	107,466
		3,517,111	3,539,947	3,563,048	3,588,025	3,609,024	3,635,986	3,679,465	3,728,869	3,773,522

ADMINISTRATIVE SALARY SCHEDULE - 2005-2006 SCHOOL YEAR - ALL SALARIES SHOWN ARE 11 MONTHS

(1 +3%)
TITLE

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
PRINCIPAL MVHS	A6	131,362	132,136	132,913	133,688	134,466	135,242	136,881	138,549	140,114	141,675
	A7	132,223	133,000	133,777	134,552	135,329	136,103	137,745	139,413	140,979	142,539
	A8	134,925	135,702	136,476	137,253	138,032	138,806	140,536	142,205	143,771	145,331
	A9	136,425	137,202	137,976	138,753	139,532	140,806	142,536	144,205	145,771	147,331
PRINCIPAL HIGH SCHOOL	A6	126,362	127,136	127,913	128,688	129,466	130,242	131,881	133,549	135,114	136,675
	A7	127,223	128,000	128,777	129,552	130,329	131,103	132,745	134,413	135,979	137,539
	A8	129,925	130,702	131,476	132,253	133,032	133,806	135,536	137,205	138,771	140,331
	A9	131,425	132,202	132,976	133,753	134,532	135,806	137,536	139,205	140,771	142,331
PRINCIPAL MIDDLE SCHOOL	A6	115,040	115,816	116,591	117,368	118,143	118,920	120,378	121,917	123,483	125,044
	A7	118,521	119,297	120,072	120,849	121,624	122,402	123,903	125,485	127,052	128,613
	A8	123,273	124,049	124,824	125,601	126,377	127,154	128,701	130,368	131,935	133,496
	A9	124,773	125,549	126,324	127,101	127,877	129,154	130,701	132,368	133,935	135,496
DIRECTOR SPECIAL ED	A6	108,251	109,027	109,802	110,579	111,355	112,132	113,496	114,952	116,397	117,958
	A7	115,963	116,740	117,515	118,292	119,066	119,843	121,301	122,883	124,450	126,010
	A8	120,617	121,395	122,170	122,946	123,722	124,497	125,956	127,622	129,190	130,750
	A9	122,117	122,895	123,670	124,446	125,222	126,497	127,956	129,622	131,190	132,750
DIRECTORS	A6	98,314	98,993	99,673	100,350	101,030	101,711	102,894	104,264	105,629	107,189
	A7	101,365	102,043	102,722	103,401	104,081	104,760	105,990	107,400	108,766	110,326
	A8	105,556	106,235	106,913	107,592	108,284	108,951	110,226	111,679	113,165	114,726
	A9	107,056	107,735	108,413	109,092	109,784	110,951	112,226	113,679	115,165	116,726
PRINCIPAL ELEMENTARY	A6	112,606	113,382	114,158	114,933	115,709	116,485	117,943	119,439	120,965	122,526
	A7	115,996	116,772	117,549	118,327	119,101	119,878	121,333	122,875	124,439	126,000
	A8	120,658	121,434	122,209	122,986	123,761	124,536	126,040	127,665	129,230	130,790
	A9	122,158	122,934	123,709	124,486	125,261	126,536	128,040	129,665	131,230	132,790
SUPERVISORS/STAND ADMIN	A6	102,046	102,724	103,403	104,082	104,763	105,443	106,716	108,085	109,490	111,050
	A7	105,096	105,775	106,454	107,132	107,812	108,493	109,767	111,222	112,667	114,227
	A8	109,288	109,966	110,645	111,324	112,002	112,682	114,003	115,501	117,026	118,586
	A9	110,788	111,466	112,145	112,824	113,502	114,682	116,003	117,501	119,026	120,586
		3,177,985	3,198,169	3,218,336	3,238,517	3,258,724	3,282,380	3,322,086	3,364,391	3,405,586	3,447,718

ADMINISTRATIVE SALARY SCHEDULE - 2006-2007 SCHOOL YEAR - ALL SALARIES SHOWN ARE 11 MONTHS

(1 + 3%)

TITLE	CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
PRINCIPAL MVHS	A6	136,656	137,462	138,270	139,076	139,885	140,692	142,398	144,132	145,761	147,384	148,945
	A7	137,552	138,360	139,168	139,974	140,782	141,588	143,296	145,032	146,660	148,284	149,844
	A8	140,362	141,171	141,976	142,785	143,594	144,400	146,199	147,936	149,565	151,188	152,749
	A9	141,862	142,671	143,476	144,285	145,094	146,400	148,199	149,936	151,565	153,188	154,749
PRINCIPAL HIGH SCHOOL	A6	131,454	132,260	133,068	133,874	134,684	135,491	137,196	138,931	140,559	142,183	143,743
	A7	132,350	133,158	133,967	134,773	135,581	136,387	138,094	139,830	141,459	143,082	144,643
	A8	135,161	135,969	136,775	137,583	138,393	139,199	140,998	142,735	144,363	145,987	147,547
	A9	136,661	137,469	138,275	139,083	139,893	141,199	142,998	144,735	146,363	147,987	149,547
PRINCIPAL MIDDLE SCHOOL	A6	119,676	120,483	121,290	122,098	122,904	123,712	125,229	126,830	128,460	130,083	131,644
	A7	123,297	124,104	124,911	125,720	126,526	127,335	128,897	130,542	132,172	133,796	135,356
	A8	128,241	129,048	129,855	130,663	131,470	132,278	133,888	135,622	137,252	138,875	140,436
	A9	129,741	130,548	131,355	132,163	132,970	134,278	135,888	137,622	139,252	140,875	142,436
DIRECTOR SPECIAL ED	A6	112,613	113,420	114,227	115,036	115,843	116,651	118,070	119,585	121,088	122,711	124,272
	A7	120,638	121,445	122,250	123,059	123,865	124,673	126,190	127,835	129,465	131,089	132,649
	A8	125,477	126,287	127,094	127,901	128,708	129,514	131,032	132,765	134,396	136,020	137,580
	A9	126,977	127,787	128,594	129,401	130,208	131,514	133,032	134,765	136,396	138,020	139,580
DIRECTORS	A6	102,276	102,982	103,690	104,394	105,102	105,810	107,041	108,466	109,885	111,509	113,069
	A7	105,450	106,156	106,862	107,568	108,275	108,982	110,262	111,728	113,149	114,772	116,333
	A8	109,810	110,516	111,222	111,928	112,647	113,341	114,658	116,180	117,726	119,349	120,910
	A9	111,310	112,016	112,722	113,428	114,147	115,341	116,658	118,180	119,726	121,349	122,910
PRINCIPAL ELEMENTARY	A6	117,144	117,951	118,758	119,565	120,372	121,179	122,696	124,253	125,840	127,464	129,024
	A7	120,670	121,477	122,286	123,095	123,901	124,709	126,222	127,827	129,454	131,078	132,638
	A8	125,520	126,328	127,134	127,942	128,748	129,555	131,119	132,810	134,438	136,061	137,622
	A9	127,020	127,828	128,634	129,442	130,248	131,555	133,119	134,810	136,438	138,061	139,622
SUPERVISORS/STAND ADMIN	A6	106,158	106,864	107,570	108,276	108,985	109,692	111,016	112,440	113,902	115,526	117,086
	A7	109,332	110,038	110,744	111,450	112,157	112,865	114,191	115,704	117,207	118,831	120,391
	A8	113,692	114,398	115,104	115,810	116,516	117,223	118,597	120,156	121,742	123,365	124,925
	A9	115,192	115,898	116,604	117,310	118,016	119,223	120,597	122,156	123,742	125,365	126,925
		3,305,835	3,326,632	3,347,811	3,368,606	3,389,628	3,414,095	3,455,402	3,499,411	3,542,267	3,586,097	3,628,229

ADMINISTRATIVE SALARY SCHEDULE - 06/30/2007 SCHOOL YEAR - ALL SALARIES SHOWN ARE 11 MONTHS

(1.1%)

TITLE	CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
PRINCIPAL MVHS	A6	138,159	138,974	139,791	140,605	141,424	142,240	143,964	145,718	147,364	149,005	150,583
	A7	139,065	139,882	140,699	141,514	142,331	143,146	144,872	146,627	148,274	149,915	151,493
	A8	141,906	142,723	143,538	144,355	145,174	145,988	147,807	149,563	151,210	152,851	154,429
	A9	143,406	144,223	145,038	145,855	146,674	147,988	149,807	151,563	153,210	154,851	156,429
PRINCIPAL HIGH SCHOOL	A6	132,900	133,715	134,532	135,347	136,165	136,981	138,705	140,459	142,106	143,747	145,324
	A7	133,806	134,623	135,440	136,255	137,072	137,887	139,613	141,368	143,015	144,656	146,234
	A8	136,648	137,465	138,279	139,097	139,915	140,730	142,549	144,305	145,951	147,593	149,170
	A9	138,148	138,965	139,779	140,597	141,415	142,730	144,549	146,305	147,951	149,593	151,170
PRINCIPAL MIDDLE SCHOOL	A6	120,992	121,808	122,624	123,441	124,256	125,073	126,607	128,225	129,873	131,514	133,092
	A7	124,654	125,470	126,285	127,103	127,917	128,736	130,315	131,978	133,626	135,268	136,845
	A8	129,651	130,467	131,283	132,100	132,916	133,733	135,360	137,114	138,762	140,403	141,981
	A9	131,151	131,967	132,783	133,600	134,416	135,733	137,360	139,114	140,762	142,403	143,981
DIRECTOR SPECIAL ED	A6	113,852	114,668	115,484	116,301	117,117	117,934	119,369	120,900	122,420	124,061	125,639
	A7	121,963	122,781	123,595	124,412	125,227	126,044	127,578	129,241	130,889	132,531	134,108
	A8	126,858	127,676	128,492	129,308	130,124	130,939	132,473	134,226	135,875	137,516	139,094
	A9	128,358	129,176	129,992	130,808	131,624	132,939	134,473	136,226	137,875	139,516	141,094
DIRECTORS	A6	103,401	104,115	104,830	105,543	106,258	106,974	108,218	109,659	111,094	112,735	114,313
	A7	106,610	107,323	108,037	108,751	109,466	110,181	111,474	112,957	114,394	116,035	117,512
	A8	111,018	111,732	112,445	113,159	113,887	114,588	115,929	117,458	119,021	120,662	122,240
	A9	112,518	113,232	113,945	114,659	115,387	116,588	117,929	119,458	121,021	122,662	124,240
PRINCIPAL ELEMENTARY	A6	118,433	119,249	120,064	120,880	121,696	122,512	124,046	125,620	127,224	128,866	130,443
	A7	121,998	122,814	123,631	124,449	125,264	126,081	127,611	129,233	130,878	132,519	134,097
	A8	126,901	127,718	128,533	129,350	130,164	130,980	132,562	134,271	135,917	137,558	139,135
	A9	128,401	129,218	130,033	130,850	131,664	132,980	134,562	136,271	137,917	139,558	141,135
SUPERVISORS/STAND ADMIN	A6	107,326	108,040	108,753	109,467	110,183	110,898	112,237	113,677	115,155	116,797	118,374
	A7	110,534	111,248	111,962	112,676	113,391	114,107	115,447	116,977	118,497	120,138	121,715
	A8	114,942	115,656	116,370	117,084	117,798	118,513	119,902	121,477	123,081	124,722	126,300
	A9	116,442	117,156	117,870	118,584	119,298	120,513	121,902	123,477	125,081	126,722	128,300
		3,341,881	3,363,109	3,384,320	3,405,545	3,426,798	3,451,496	3,493,258	3,537,751	3,581,078	3,625,390	3,667,985

ADMINISTRATIVE SALARY SCHEDULE - 2004/2005 SCHOOL YEAR - ALL SALARIES SHOWN ARE 10 MONTHS

(%) TITLE	CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
PRINCIPAL HIGH SCHOOL	A6	110,424	111,102	111,780	112,457	113,136	113,815	115,248	116,704	118,073
	A7	111,177	111,855	112,533	113,212	113,890	114,567	116,001	117,450	118,928
	A8	113,538	114,216	114,893	115,573	116,252	116,929	118,441	119,900	121,269
	A9	115,038	115,716	116,393	117,073	117,752	118,429	120,441	121,900	123,269
PRINCIPAL MIDDLE SCHOOL	A6	100,530	101,208	101,886	102,565	103,242	103,921	105,198	106,540	107,909
	A7	103,573	104,251	104,928	105,607	106,284	106,964	108,278	109,659	111,028
	A8	107,724	108,403	109,081	109,759	110,438	111,116	112,468	113,925	115,294
	A9	109,224	109,903	110,581	111,259	111,938	113,118	114,468	115,925	117,294
VICE PRINCIPAL SECONDARY	A6	94,287	94,837	95,444	96,321	97,000	97,678	98,872	100,143	101,371
	A7	97,141	97,817	98,495	99,172	99,852	100,530	101,723	103,031	104,400
	A8	101,038	101,717	102,395	103,073	103,752	104,431	105,863	107,047	108,415
	A9	102,538	103,217	103,895	104,573	105,252	106,431	107,663	109,047	110,415
DIRECTOR FED. & ST. PROG.	A6	91,682	92,381	93,040	93,717	94,395	95,074	96,187	97,459	98,757
	A7	98,420	99,097	99,778	100,453	101,132	101,812	103,005	104,350	105,719
	A8	102,489	103,168	103,844	104,523	105,200	105,879	107,153	108,573	109,942
	A9	103,989	104,668	105,344	106,023	106,700	107,879	109,153	110,573	111,942
DIRECTOR PUPIL PERSON.	A6	94,597	95,276	95,953	96,631	97,311	97,989	99,181	100,453	101,717
	A7	101,338	102,016	102,693	103,372	104,049	104,728	106,002	107,384	108,753
	A8	105,404	106,084	106,761	107,440	108,118	108,795	110,089	111,528	112,896
	A9	106,904	107,584	108,261	108,940	109,618	110,795	112,068	113,528	114,896
DIRECTORS	A6	85,915	86,507	87,102	87,694	88,288	88,882	89,915	91,113	92,306
	A7	89,580	90,173	89,766	90,359	90,954	91,547	92,622	93,854	95,048
	A8	92,243	92,835	93,429	94,022	94,616	95,208	96,323	97,584	98,892
	A9	93,743	94,335	94,929	95,522	96,116	97,208	98,323	99,594	100,892
PRINCIPAL ELEMENTARY	A6	98,403	99,081	99,758	100,437	101,116	101,793	103,067	104,378	105,708
	A7	101,366	102,044	102,722	103,402	104,080	104,758	106,030	107,377	108,744
	A8	105,440	106,118	106,795	107,474	108,152	108,829	110,144	111,583	113,031
	A9	106,940	107,618	108,295	108,974	109,652	110,829	112,144	113,563	114,931
ASSISTANT PRINCIPAL	A6	91,851	92,445	93,040	93,634	94,228	94,818	95,934	97,204	98,467
	A7	94,809	95,203	95,796	96,389	96,984	97,576	98,733	100,001	101,334
	A8	98,401	98,994	99,587	100,181	100,773	101,367	102,562	103,895	105,275
	A9	99,901	100,494	101,087	101,681	102,273	103,367	104,562	105,995	107,275
SUPERVISORS	A6	89,175	89,788	90,382	90,955	91,540	92,144	93,256	94,453	95,680
	A7	91,841	92,434	93,028	93,620	94,214	94,808	95,923	97,194	98,456
	A8	95,503	96,097	96,690	97,283	97,875	98,470	99,625	100,933	102,268
	A9	97,003	97,597	98,190	98,783	99,375	100,470	101,825	103,333	104,868
COORDINATOR ADULT ED		88,643	89,901	91,153	92,407	93,663	94,918	96,174	97,430	98,686
DEPT. ADMINISTRATORS CLASS A 2-6 TEACHERS	A6	81,159	81,751	82,344	82,937	83,532	84,126	85,122	86,241	87,363
	A7	82,538	83,132	83,722	84,316	84,911	85,505	86,498	87,658	88,762
	A8	83,910	84,503	85,097	85,692	86,283	86,877	87,911	89,071	90,194
DEPT. ADMINISTRATORS CLASS B 7-12 TEACHERS	A6	85,856	86,449	87,043	87,637	88,231	88,822	89,880	90,912	91,944
	A7	85,231	85,823	86,418	87,012	87,605	88,199	89,233	90,392	91,586
	A8	86,608	87,200	87,793	88,386	88,981	89,575	90,648	91,808	93,038
DEPT. ADMINISTRATORS CLASS C 14-20 TEACHERS	A6	88,106	88,700	89,293	89,888	90,481	91,075	92,648	94,308	95,038
	A7	85,506	86,100	86,693	87,286	87,878	88,473	89,509	90,704	91,882
	A8	86,882	87,475	88,067	88,662	89,255	89,848	90,923	92,081	93,309
DEPT. ADMINISTRATORS CLASS D 21 & OVER TEACHERS	A6	88,256	88,850	89,445	90,039	90,632	91,225	92,300	93,496	94,724
	A7	89,756	90,350	90,945	91,539	92,132	92,725	94,300	95,496	96,724
	A8	87,065	87,659	88,253	88,847	89,438	90,031	91,107	92,265	93,494
	A7	88,444	89,038	89,633	90,227	90,820	91,412	92,488	93,721	94,915
	A8	89,819	90,414	91,005	91,599	92,193	92,787	93,861	95,132	96,360
	A9	91,319	91,914	92,505	93,099	93,693	94,787	95,881	97,132	98,360
		5,002,475	5,035,501	5,068,784	5,101,918	5,135,087	5,174,716	5,236,404	5,304,118	5,371,139

ADMINISTRATIVE SALARY SCHEDULE - 2005/2006 SCHOOL YEAR - ALL SALARIES SHOWN ARE 10 MONTHS

(1 + 3%)

TITLE	CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
ASSISTANT PRINCIPAL SEC	A6	98,087	98,659	99,498	100,203	100,910	101,615	102,857	104,179	105,457	107,017
	A7	101,056	101,759	102,465	103,169	103,876	104,581	105,823	107,184	108,608	110,168
	A8	105,110	105,816	106,521	107,227	107,934	108,639	109,922	111,361	112,784	114,344
	A9	106,610	107,316	108,021	108,727	109,434	110,639	111,922	113,361	114,784	116,344
ASSISTANT PRINCIPAL ELEM	A6	95,553	96,171	96,790	97,407	98,023	98,639	99,800	101,121	102,435	103,996
	A7	98,422	99,040	99,656	100,273	100,892	101,509	102,711	104,031	105,418	106,978
	A8	102,366	102,983	103,601	104,219	104,834	105,452	106,696	108,093	109,518	111,078
	A9	103,866	104,483	105,101	105,719	106,334	107,452	108,696	110,093	111,518	113,078
DEPT. ADMINISTRATORS GRADES 9-12	A6	90,574	91,192	91,810	92,427	93,043	93,659	94,778	95,983	97,262	98,823
	A7	92,008	92,626	93,245	93,863	94,480	95,096	96,215	97,497	98,740	100,301
	A8	93,438	94,057	94,673	95,291	95,908	96,526	97,644	98,966	100,244	101,804
	A9	94,938	95,557	96,173	96,791	97,408	98,526	99,644	100,966	102,244	103,804
		1,182,030	1,189,659	1,197,554	1,205,315	1,213,075	1,222,335	1,236,707	1,252,836	1,269,011	1,287,737

ADMINISTRATIVE SALARY SCHEDULE - 2006/2007 SCHOOL YEAR - ALL SALARIES SHOWN ARE 10 MONTHS

(1 + 3%)

TITLE	CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
ASSISTANT PRINCIPAL SEC	A6	102,040	102,635	103,508	104,241	104,976	105,710	107,002	108,377	109,706	111,330	112,890
	A7	105,128	105,860	106,594	107,327	108,062	108,796	110,087	111,503	112,985	114,808	116,168
	A8	109,346	110,080	110,814	111,548	112,283	113,017	114,352	115,849	117,329	118,952	120,513
	A9	110,846	111,580	112,314	113,048	113,783	115,017	116,352	117,849	119,329	120,952	122,513
ASSISTANT PRINCIPAL ELEM	A6	99,404	100,046	100,690	101,333	101,973	102,615	103,822	105,196	106,563	108,187	109,716
	A7	102,388	103,031	103,672	104,314	104,958	105,599	106,851	108,224	109,666	111,290	112,818
	A8	106,482	107,133	107,776	108,419	109,059	109,702	110,996	112,449	113,932	115,555	117,082
	A9	107,992	108,633	109,276	109,919	110,559	111,702	112,996	114,449	115,932	117,555	119,082
DEPT. ADMINISTRATORS GRADES 9-12	A6	94,224	94,867	95,509	96,152	96,792	97,434	98,598	99,851	101,182	102,805	104,366
	A7	95,716	96,359	97,003	97,646	98,287	98,929	100,092	101,427	102,719	104,343	105,903
	A8	97,204	97,848	98,488	99,131	99,774	100,418	101,579	102,954	104,284	105,907	107,467
	A9	98,704	99,348	99,988	100,631	101,274	102,416	103,579	104,954	106,284	107,907	109,467
		1,229,484	1,237,421	1,245,634	1,253,708	1,261,761	1,271,354	1,286,304	1,303,083	1,319,911	1,339,391	1,357,984

ADMINISTRATIVE SALARY SCHEDULE - 06/30/2007 SCHOOL YEAR - ALL SALARIES SHOWN ARE 10 MONTHS

(1.1%)

TITLE	CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
ASSISTANT PRINCIPAL SEC	A6	103,163	103,764	104,647	105,388	106,131	106,873	108,179	109,569	110,913	112,554	114,132
	A7	106,285	107,024	107,766	108,507	109,251	109,993	111,298	112,730	114,227	115,869	117,446
	A8	110,549	111,291	112,033	112,775	113,519	114,261	115,609	117,123	118,620	120,261	121,838
	A9	112,049	112,791	113,533	114,275	115,019	116,261	117,609	119,123	120,620	122,261	123,838
ASSISTANT PRINCIPAL ELEM	A6	100,497	101,147	101,798	102,448	103,095	103,743	104,964	106,354	107,736	109,377	110,922
	A7	103,515	104,164	104,813	105,461	106,112	106,761	108,026	109,414	110,873	112,514	114,059
	A8	107,663	108,312	108,961	109,611	110,259	110,908	112,217	113,686	115,185	116,826	118,370
	A9	109,163	109,812	110,461	111,111	111,759	112,908	114,217	115,686	117,185	118,826	120,370
DEPT. ADMINISTRATORS GRADES 9-12	A6	95,260	95,910	96,560	97,210	97,857	98,506	99,662	100,950	102,295	103,936	105,514
	A7	96,769	97,419	98,070	98,720	99,368	100,017	101,193	102,542	103,849	105,490	107,068
	A8	98,273	98,924	99,571	100,221	100,871	101,521	102,696	104,087	105,431	107,072	108,649
	A9	99,773	100,424	101,071	101,721	102,371	103,521	104,696	106,087	107,431	109,072	110,649
		1,242,859	1,250,983	1,259,288	1,267,448	1,275,611	1,285,273	1,300,387	1,317,351	1,334,364	1,354,058	1,372,856

NOTES