

Agreement

Between

Board of Education
Riverhead Central School District

and

Riverhead Administrators' Association

July 1, 2014 – June 30, 2019

MEMORANDUM OF AGREEMENT

ARTICLE I – RECOGNITION

A. Definitions

1. ASSOCIATION: RIVERHEAD ADMINISTRATORS’ ASSOCIATION
2. BOARD: BOARD OF EDUCATION OF THE RIVERHEAD CENTRAL SCHOOL DISTRICT
3. ADMINISTRATORS: The word “Administrators” shall mean all members of the professional staff who are certified and legally employed supervisors, building principals, assistant principals, associate principals, assistant directors and directors.
4. SUPERINTENDENT: The Chief Executive Officer of the District.

B. The parties agree that the Association shall be granted exclusive recognition as negotiations representative of the Administrators’ Unit until seven months prior to the expiration of this contract.

C. Agency Fee: The District will deduct an agency fee from the salary of any bargaining unit member who does not join the R.A.A. The amount of the agency fee shall be set by the R.A.A. and reported to the District in September of each year. The agency fee will be deducted and transmitted in the same fashion as dues. The R.A.A. will indemnify and hold harmless the District on the matter of the claims, actions or proceedings related to or arising out of the deduction of the agency fee from the salary of bargaining unit members.

ARTICLE II – NEGOTIATING PROCEDURES

Subject to the provisions of Civil Service Law, Section 206, on or before December 1 of the final year of the contract, the parties will enter into good faith negotiations regarding a successor contract.

The parties agree that negotiation proceedings be confidential except to the Association, the Board and the Superintendent. The parties also agree that the scheduling of negotiation meetings will be arrived at cooperatively. The parties agree that exchange of supporting or pertinent information pertaining to negotiations will occur upon the request of either party.

ARTICLE III - EVALUATION OF ADMINISTRATORS

The Association and the District were required by law to negotiate an Annual Professional Performance Review Plan. That agreed upon plan is incorporated by referenced herein.

ARTICLE IV – PERSONNEL FILES

A. In the official performance of their duties, the following shall have access to Administrators' personnel folders:

1. Superintendent of Schools
2. Assistant Superintendent
3. Board of Education
4. Specific members of the Board designated by the Board of Education

B. Any new derogatory material, other than that contained in confidential transcripts and letters of recommendation, will be shown to and discussed with the Administrator by the Superintendent or an Assistant Superintendent. The Administrator will be given a copy of the material under discussion. The Administrator will have seven calendar days to sign the original and to attach an explanation or rebuttal. The Administrator's signature only acknowledges receipt of material. It in no way should be construed as agreement with or acceptance of the material. If the material is not signed within the seven day period, the material with attached explanation and/or rebuttal, if any, may be placed in the Administrator's personnel file with a note as to the reason it is not signed.

C. By appointment, an Administrator accompanied by a representative of his/her choice, may examine all contents of his/her personnel file with the exception of confidential transcripts and letters of recommendation. The appointment will be scheduled as early as possible and not later than five calendar days after the Administrator's request to the Superintendent or his/her designee. The Administrator will be permitted to make one copy of each piece of material in his/her file, except confidential transcripts and letters of recommendation, at District expense.

ARTICLE V – GRIEVANCE PROCEDURE

A. The purpose of this article is to provide a uniform responsive process to resolve any contractual grievance.

B. Definitions and Clarifications

1. A grievance shall mean any claimed violation of a term (or terms) of this Agreement.
2. The aggrieved person is the Administrator making the claim.
3. A representative shall mean:
 - a. A person designed by the grievant to act on the Administrator's behalf, and
 - b. A person designated by the recipient of the grievance to act on the recipient's behalf. Such representative(s) may be in attendance at Part D, Step 1, 2, 3 and 4 at the request of the grievant or the recipient.
4. The grievant and recipient may be present at all meetings described hereafter in Part D, with or without a representative, for the purposes of presentation and/or clarification, but not during deliberation.
5. If no decision is communicated to the grievant within the time limit set at any step, the grievant may proceed immediately to the next step.
6. A grievance may be withdrawn at any time upon written notification to the Superintendent without prejudice.

7. A copy of all written decisions as to a grievance shall be sent to each party involved.
8. The immediate superior for assistant building principals and associate building principals is the building principal. For building principals and all other administrators, the immediate superior shall be the Assistant Superintendent.

C. Basic Understanding

An Administrator contemplating a grievance will individually, orally and informally confer with his/her immediate superior in an attempt to resolve the difficulty relating to this Agreement prior to entering Step 1 of the grievance procedure.

D. Procedures

1. An Administrator may present a grievance to his/her immediate superior within 15 calendar days following the alleged claim involving the application or interpretation of this Agreement; if not presented the grievance is waived. A conference shall be scheduled within 7 calendar days after receipt of the grievance. Within 7 calendar days after the conference, the immediate superior will render a written decision.

2.a. An Administrator, dissatisfied with the resolution at Step 1, may submit the grievance to the next immediate superior (the Superintendent) within 7 calendar days of receipt of resolution at Step 1. A conference shall be scheduled within 7 calendar days. Within 7 calendar days after the conference, the Superintendent shall render a written decision.

The Assistant Superintendent shall act at this step in the absence of the Superintendent or when delegated the duty by the Superintendent, except where the Assistant Superintendent has acted at Step 1, in which case the Superintendent may not delegate the duty.

b. Where the Superintendent is required to act at Step 2, because the Assistant Superintendent has acted at Step 1, and the Superintendent is absent, the foregoing period of seven calendar days shall each be enlarged to 14 calendar days. If the Superintendent is absent more than 14 calendar days at Step 2, the Administrator has the option to move directly to Step 3 or to extend the time periods so that the Superintendent may act.

3. An Administrator, dissatisfied with the resolution at Step 2, must notify the Superintendent/Designee within 7 calendar days. The Superintendent will notify the President of the R.A.A. and the President of the Board of Education within 7 calendar days. A committee composed of two administrators selected by the R.A.A. President, and two Board members selected by the President of the Board of Education, will review the preceding decisions and may confer with the grievant, recipient, and representative(s) for purposes of clarification. The committee shall render a written decision within 30 calendar days.

4. An Administrator dissatisfied with the resolution at Step 2/3 may submit the grievance to the President of the Board of Education within 14 calendar days of receipt of the decision at Step 2/3. The Board of Education will render a final and binding decision within 21 calendar

days of receipt of the grievance or at the next regular Board meeting, whichever is the longer period.

ARTICLE VI – WORK YEAR

The work year for 10 ½ month employees will be a total of 202 days and the work year for 12 month employees will be 222 days.

ARTICLE VII – BENEFITS

A. Cumulative Days

1. Administrators will be allowed to accumulate days up to one full year of employment (202 days for 10 ½ months, 222 days for 12 months) at the rate of 1 day per month, worked in the Riverhead Central School District plus 4 days at the beginning of each fiscal year (e.g. 12 month employees get a maximum each year of $4 + 12 = 16$, 10 ½ month get a maximum each year of $4 + 10 = 14 \frac{1}{2}$). This bank of days is for future personal illness and other use approved by the Superintendent should they be needed. An Administrator employed during the fiscal year will have cumulative days pro-rated relative to his/her position.

2. Teachers within the Riverhead Central School District who move into administration, defined as represented by the Riverhead Administrators' Association Unit, shall carry over their then present accumulation up to a total of 180 days. Administrators will not have deductions made from salary for days in excess of accumulated sick leave. After 90 days of sickness beyond their accumulated sick days, the Board of Education reserves the right to consider an extension of sick days, ask the Administrator to take a leave of absence or ask the Administrator to consider a disability retirement.

3. Requests for all other absences from the normal work schedule (personal, family, religious, etc.) must be approved by the Superintendent of Schools and will be deducted, except for religious, from the Administrator's accumulation. Requests must be submitted, in writing, except in emergencies.

4. Participation in various educational forums, conferences and service with professional educational organizations is encouraged. Such participation is subject to the approval of the Superintendent and is not deductible.

5. Sick Bank

a. The parties agree that a sick bank will be established by voluntary contributions. Unit members may elect to contribute up to five (5) days per year to the sick bank. If the sick bank drops below five (5) days, administrators may elect to donate five (5) additional days.

b. The sick bank will be set aside for participating administrators who have exhausted their accumulated days, are not eligible for disability insurance, and have been certified by a physician as unable to work and who have contributed to the current bank when able. An administrator must be employed by the School District for a minimum of 90 calendar days before he/she becomes eligible to apply for the sick bank. The sick bank is to be utilized for those who are unable to fulfill their responsibilities due to a medical illness or disability lasting in excess of 21 days. Periodic verification of the continued illness or disability may be required from the administrator's physician.

c. Administrator authorization shall be in writing on forms supplied by the Association and must be on file by November 1st of any school year to be effective for that year. These forms will remain in effect until revoked by the administrator by November 1st of each year.

d. An administrator or administrator's agent wishing to use the sick bank shall apply in writing to the Association President and provide a medical certificate at that time. The President will present the application to a review committee consisting of two representatives of the Association and two representatives of the Board.

e. If approved, an eligible administrator may draw up to a maximum of sixty (60) days from the bank in any two-year period. Under extenuating circumstances an administrator may petition the committee for additional days.

f. The committee will award the days provided the criteria have been met. The committee will have the right to request a second opinion and examination from another physician of the committee's choice. When an application is denied, reasons for such denial shall be stated in writing to the applicant.

g. Administrators who are retiring from the District and have unused sick days after the salary adjustment for retirement may contribute ten percent (10%) of those days to the sick bank.

B. Vacations and Holidays

1. Effective July 1, 2005, Administrators will have posted*, but not Earned, 21 vacation days per fiscal year. Administrators shall earn vacation at a rate of 1.75 per month. Administrators, who work less than a full year, shall have vacation allocation pro-rated. All vacation days must be taken during the months of July and August; the utilization of specific days is to be subject to the prior approval of the Superintendent of Schools.

* Posted = days not yet earned but credited to account

Earned = for each month worked 1.75 days of the 21 posted days move from posted to earned

Used = vacation days taken during the months of July and August

Note:

- a. Upon separation from the District, final paychecks will be adjusted for days posted vs. used vs. earned.
- b. Both parties agree that it is important for Administrators to be present when school is in session, but minor exceptions may be granted, at the sole discretion of the Superintendent of Schools.

2. Administration will receive those recess periods afforded to the teaching staff during the teaching year. As in the past, should the need occur, Administrators can be called into assist during emergency situations.

3. Upon retirement or resignation, allowable vacation days earned but not used, to a maximum of 31 days will be paid at the per diem rate, calculated by dividing the base salary by 222. In addition, any vacation days accrued beyond the 31 allotted days can be rolled into cumulative days upon retirement.

4. Holidays will be granted as per the official school calendar adopted by the BOE.

5. Vacation days should be scheduled in the same fiscal year for which they are allocated by contract. If allocated vacation days are not used in the contract year (July 1 – June 30), the balance of those days may be scheduled. In no instance may unused vacation days accrue beyond 31 days. Vacation days accrued beyond the 31 days may accrue to cumulative days.

6. Members who do not use 21 days in July and August may cash in up to 5 unused days per year.

C. Personal Protection

Whenever an Administrator is absent from employment and unable to perform normal duties as a result of personal injury incurred in the course of the performance of such duties, the Administrator will be paid the full salary for the period of absence, not to exceed 90 calendar days, less the salary payment of the Workers' Compensation for said injury and any other salary reimbursement received from any other sources. No sick leave shall be deducted during the 90 day period. The Board may request a reasonable number of physical examinations, at its expense, by a doctor selected by the Administrator and approved by the Workers' Compensation Board; provided nothing herein shall be deemed to supersede the Board's right to have an administrator examined by a physician under Education Law, Section 913.

D. Personal Property Protection

1. The School District shall reimburse Administrators for replacing or repairing personal effects not covered by Workers' Compensation which are damaged, destroyed or lost as the result of any injury sustained in the course of the Administrator's employment.

2. The School District for each year of this Agreement shall set aside \$750.00 for reimbursement to Administrators for other property that is damaged, destroyed, stolen or lost.

3. The School District will reimburse Administrators for the cost of damage done to personal family automobiles damaged or vandalized while the auto is on school property during the performance of the Administrator's duties by paying the deductible amount, not to exceed \$250.00, under the car insurance policy that covers the automobile in the event that the \$750.00 has been expended in that year.

E. Payroll Deductions

The Board shall provide for payroll deductions for tax sheltered annuities, credit union, insurance premiums and investment firms as designated initially by each Administrator on forms acceptable to the Assistant Superintendent for Finance and Operations, but provided by the Association. Each Administrator may change or revoke the initial or existing designation two times during each fiscal school year upon his/her own initiative within the first four days of any month by filing an updated form with the Assistant Superintendent for Finance and Operations. The most recent form on file with the Assistant Superintendent for Finance and Operations shall constitute each Administrator's designation during his/her employment with the Riverhead Central School District.

The Board shall provide for Association dues deduction from payroll for Association members only. The declaration of Association membership shall be on forms acceptable to the Assistant Superintendent for Finance and Operations. Membership declaration forms shall be filed with the Assistant Superintendent for Finance and Operations on or before October 1 of each school year. The Association President shall inform the Assistant Superintendent for Finance and Operations, in writing, of the Association dues on or before September 15 of each year.

The Board shall not be responsible for any "fee" payroll deduction for any non-Association member unless there is State Legislation during the term of this contract which mandates such deduction. In that instance, the Association President shall notify the Board President and the Superintendent of such action and fee (or dues) deduction shall begin in the following fiscal year unless the legislation specifies otherwise.

The Board shall not be responsible for the receipt of funds deducted and forwarded as authorized by any Administrator.

F. Health Insurance

The District shall provide health insurance to Administrators by being a participating municipality in the New York State Government Employees Health Insurance Program under which the District will provide the Empire Plan (Core Plus Enhancements).

Binding arbitration is the ultimate method for deciding disputes relating to benefits and equality of coverage. An arbitrator who is mutually agreed upon by both parties shall be chosen.

The District shall pay 80% of individual and family premiums of Administrators.

An Administrator may waive the right to be covered by family health insurance and relieve the District of any obligation for paying premiums on the Administrator's behalf. An Administrator making such election will receive the annual sum of \$2,500 prorated by each check.

In accordance with NYSHIP policy memo 122r3, effective January 1, 2015, any unit member who elects the insurance sell-back as set forth in Article VII-A(5)(a)(3) and whose alternative coverage is via NYSHIP, shall no longer be eligible to receive the sell-back. In such a circumstance, the unit member will either elect to receive individual coverage set forth in Article VII-A(5)(a), or may decline the coverage without compensation. However, should NYSHIP policy memo 122r3 be rescinded, voided, withdrawn, amended or otherwise revised by a court with a final determination, administrative tribunal, legislative act or administrative act, in such way that removes such prohibition, this provision shall be null and void and Article VII-A(5)(a)(3) shall resume applicability. Similarly, should the District's primary insurance carrier be other than NYSHIP, Article VII-A(5)(a)(3) shall resume applicability.

The Association, also, agrees that the Board has the latitude to research any contract for equal or superior Health Insurance coverage and that any financial savings made by the Board will accrue to the Riverhead Central School District.

F(1). COBRA (Comprehensive Omnibus Budget Reconciliation Act of 1986 – signed into Federal Law April 7, 1986)

As per requirements of 99-00 of Public Law 99-272, employees and their families are provided the opportunity for a temporary extension of health coverage, at the individual's expense, including vision care, prescription drugs and dental benefits at group rates in certain instances where coverage under the plan would otherwise end. COBRA is effective January 1, 1989. Details are available from the District Health Administrator.

G. Dental Insurance

A. Dental insurance for unit members shall be converted over to the CSEA Employee Benefit Fund plan as of July 1, 2014. The District retains the right to alter this decision if a plan of equal or better coverage becomes available. The unit members are responsible for filling out any needed enrollment paperwork by the deadline of July 1, 2014 to ensure that there is no lapse in coverage.

B. Administrators will receive dental insurance coverage at 100% payment by the District. It is agreed that other plans will be reviewed and one may be selected that meets or exceeds present coverage. Any financial savings will accrue to the Riverhead Central School District. Administrators retiring on or after July 1, 1987 may continue participation by paying the full cost.

H. IRS Section 125 Program

The District shall pay \$750 into a Section 125 flexible spending account on an annual basis. Partial years shall be prorated.

I. Cell Phones

Unit members may not use a District owned cell phone as of July 1, 2014. Members currently using a District phone shall either surrender that phone to the District as of June 30, 2014, or shall make arrangements to take over the contract and billing for that phone. All unit members shall receive a \$200 per year stipend payment for personal cell phone expenses. Said stipend shall be paid in the end of May or early June each year.

J. Retirement

1. Basic Eligibility

An Administrator eligible for retirement under the New York State Teachers Retirement System, upon written notification to the Board of his/her intention to file for regular or disability retirement, who has a minimum of 10 years of service in the Riverhead Central School District (as teacher or administrator), shall be eligible for the benefits as provided hereinafter in 2, 4 and 5.

2. Basic Benefits

An eligible Administrator will have the basic contract salary to which he or she is otherwise entitled, increased as follows:

After 10 years of service in this District – an increase of 10% of base contract salary for the Administrator's final year of service.

After 15 years of service in this District – an increase of 20% of base contract salary for the final year of service.

After 20 years of service in this District – an increase of 30% of the base contract salary for the final year of service.

3. Limitation on Basic Benefits

To receive the full benefits, an Administrator must have, at the time of retirement, at least the following accumulated days:

For 10% increase – 22 days (20 for 10 ½ month Administrators)

For 20% increase – 44 days (40 for 10 ½ month Administrators)

For 30% increase – 66 days (60 for 10 ½ month Administrators)

Less than full benefits will be paid to an otherwise eligible Administrator *prorating* the percentage by multiplying said percentage by a fraction, the numerator of which will be the actual accumulated days of the Administrator at the time of retirement and the denominator of which will be the required accumulated days above set forth.

4. Health Care Benefits

Any administrator, with a minimum of 10 years of service in Riverhead, who has vested in any of the retirement tiers of the New York State Teachers Retirement System and who retires from the District, shall be required to contribute toward the cost of the health care benefits provided to him/her by the District during retirement at the premium contribution rate in effect for active unit employees on the date of his/her retirement. The health care plan to be provided shall be the health care plan the District provides to its active employees as the same be amended, modified or changed from time to time in the future.

5. Other Benefits

One-half of 1% of the base contract salary in the final year of service will be added to said base contract for each full year in administration (not teaching) in the Riverhead Central School District. This benefit may not be used to compound the Basic Benefit.

6. Maximum Benefits

Total additional increase for the final year of service of combined Basic and Other Benefits may not exceed 30% of the base contract salary for the final year of service. The base contract salary for an Administrator retiring during a contract year will be determined by *prorating* her/his salary over a full calendar year prior to the retirement date.

7. Notice

To obtain these benefits, the Administrator shall file notice with the Board at least six (6) months prior to the start of the fiscal year in which the Administrator will retire. This minimum time may be waived by the Board and will be waived by the Board if the Administrator qualifies for and receives disability retirement. The maximum period of notice which an Administrator may give is three (3) years prior to the start of the fiscal year in which the Administrator will retire.

8. Payment

The Additional amount due an Administrator shall be paid as one lump sum on the day of retirement unless, at the time of giving Notice, the Administrator elects to spread out the benefit and be paid on a bi-weekly basis. At the time of giving Notice, the Administrator who elects to spread out the payments shall state the period of time, not to exceed three (3) years, over which

the benefits shall be paid and give written consent that his/her final year's salary shall be adjusted upward or downward to compensate for any projection errors in the benefit due.

9. Failure to Retire

If, after giving Notice of intention to retire, the Administrator does not retire, the lump sums shall be calculated at the end of the year when the Administrator was to retire but shall not be paid to the Administrator. The sum, so calculated, shall be paid to the Administrator when the Administrator retires and not a sum calculated hereunder as of the actual retirement date. The sum, so calculated, shall also be paid to the Administrator's personal representative if the Administrator dies after the year of announced retirement but before actually retiring. Should the Administrator have elected to have the benefit paid over period of time, he may not return the benefits nor may he file a second Notice; should such an Administrator die before actually retiring, no unpaid benefits shall be paid to the Administrator's personal representative.

K. Accumulated Sick Leave Benefits

1. Eligibility

An Administrator eligible for retirement under the New York State Teachers' Retirement System upon written notification to the Board of his/her intention for regular or disability retirement, who has a minimum of ten (10) years of service in the Riverhead Central School District (as teacher or Administrator), shall be eligible for the benefit provided below should notification be made of retirement six months prior to the effective date of retirement. The District reserves the right to waive or reduce this six month notice period.

- a. An eligible Administrator will receive the one-time payment of 50% of accrued sick days (capped at 222 days): payment to be computed on the basis of $1/222^{\text{nd}}$ *per diem* of the Administrator's final/retirement year's salary.
- b. Such payment shall be in the form of an Employer Non-Elective Contribution into an employee-established 403(b) account. No Employee may receive cash in lieu of or as an alternative to the Non-Elective Employer Contribution as described herein. In the year of retirement, the District shall make the Employer Non-Elective Contribution up to the Contribution Limit of the Internal Revenue Code. To the extent that the Employer Non-Elective Contribution exceeds the Contribution Limit in the year of retirement, such excess shall be reallocated to the Employee the following year as an Employer Non-elective Contribution (which Contribution shall not exceed the maximum amount permitted under the Code). In the event that the Non-Elective Contribution made in the year following retirement exceeds the Contribution Limit, the Employer agrees to pay any excess amount as compensation directly to the Employee. In no instance shall the Employee have any rights to, including the ability to receive any excess amount as compensation unless and until the Contribution Limit of the Internal Revenue Code are fully met through

payment of the Employer's Non-Elective Contribution. Such contribution and compensation scheduled for the year following retirement are to be made no later than the 15th day of January.

L. Longevity

Upon the completion of twenty (20) years of service in education as a teacher or Administrator (as indicated by the New York Teachers' Retirement System credit) and provided that an Administrator possesses a minimum of ten (10) years of service as an Administrator within the Riverhead Central School District, an Administrator may elect a 5% longevity increment for a period of one (1) year only. In addition, following the completion of twenty-five (25) years of service as a teacher or Administrator and provided that fifteen (15) years are completed as an Administrator within the Riverhead Central School District, an Administrator may elect to receive as additional salary a 5% longevity increment for a one (1) year period only. This benefit will be made on a *pro-rated* basis for a period of less than one (1) year.

M. Child Care Leave

An Administrator who is pregnant will be permitted to continue to work as long as she is physically capable of performing the normal duties of her position. The District may require the Administrator to provide a doctor's certificate certifying that she is fit and/or unfit to continue her employment.

Whenever the Administrator who is pregnant cannot perform the normal duties of her position, she will be permitted to utilize all or any portion of her sick leave because of a medical disability connected with or resulting from her pregnancy.

The Administrator will be permitted to return to work when she is capable of performing the normal duties of her position. The District may require a doctor's statement certifying such capability.

A child-care leave incident to the birth or adoption of a child shall be granted to an Administrator for a period not to exceed two years. The leave will be without salary and will not apply to service toward tenure and/or step movement. Such leave shall begin at any time upon thirty (30) days notice and terminate only at the beginning of a school year semester. Administrators will be permitted to continue medical coverage at their own expense.

N. Annuity

For each member of the unit, the District shall contribute, as an employer's contribution, the sum of \$2,500 into a tax sheltered annuity (§403b) of each member's choosing. All amounts and earnings in said annuity are the property of the individual member upon separation from service in the District. Said payment shall occur in the end of May or early June each year.

O. Step Placement

1. Members entering the unit after June 30, 2015 shall be placed on a salary level at the discretion of the District. Such discretion shall be based, on the judgment of the superintendent, of a new unit member's experience, training, qualifications and background. The parties agree that decisions as to salary level placement are solely at the discretion of the superintendent, subject to appointment by the Board of Education, subject to the limitations in the subsequent section.

2. The parties agree that a unit member entering the unit with prior experience as an administrator shall be placed at a level guaranteeing at least 83% of the salary of the highest possible salary in a given year for the specific job the administrator holds (to wit, Step 2 of the schedule, with Step 9 being the highest possible salary). The parties further agree that a unit member entering the unit without prior experience shall be placed as a level guaranteeing at least 79% of the salary of the highest possible salary in a given year for the specific job the administrator holds (to wit, Step E of the schedule, with Step 9 being the highest possible salary).

ARTICLE VIII – SALARY

A. In the 2014-2015 school year, all members shall receive a step (where applicable) and a 1% increase to salary on July 1, 2014.

B. Beginning June 30, 2015 and thereafter, unit members shall not be eligible to receive step increases. This provision shall remain in effect until such time as it may be renegotiated between the parties.

- a. The salary schedule, as attached shall continue to show steps merely for reference purposes; the step a unit member is on as of June 30, 2015 is the step the unit member shall remain on until such time as this provision is renegotiated. The parties agree that such steps will in essence become "salary levels", which shall be fixed in place, subject to annual increases as negotiated.

C. The salary schedule shall be increased as follows:

Year	Raise
2014-2015	1%
2015-2016	2%
2016-2017	2%
2017-2018	2%
2018-2019	2%

D. All unit members shall be paid through mandatory direct deposit as of July 1, 2014.

ARTICLE IX - CONTRACT DURATION AND STATEMENTS OF AGREEMENT

- A. This Agreement shall be in effect July 1, 2014 through June 30, 2019.
- B. This Agreement is the only written Agreement between the parties and supersedes all other Agreements previously entered into the period of time set forth above and may be changed only by the mutual agreement of the parties.
- C. 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.**
- D. The parties agree that each has exercised its right to bargain for any provisions it wished to be included in this contract; that if either has made a proposal not included herein, such proposal has been withdrawn in consideration of the making of this contract; and that this contract constitutes a complete agreement as to all matters upon which the parties have or might have bargained. The parties further recognize and agree that as to every matter not specifically mentioned or provided for in this contract, and as to every matter a final decision as to which is reserved to the Board of Education hereunder, the Board continues to retain, whether exercised or not, the sole and unquestioned right to exercise, in its discretion, its duties, powers, responsibilities and rights in the direction and management of the Riverhead Central School District.
- E. The Riverhead Administrators' Association agrees to comply with the provisions of §210 of the Taylor Law prohibiting strikes.
- F. Because of the special nature of matters related to the educational process of the Riverhead Central School District, it is the intent that as vital concerns arise among the Riverhead Administrators' Association or the Board of Education or the Central Administration between negotiation periods, a format for discussion be established.

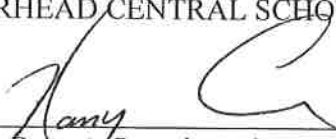
Therefore, upon request of any of the above mentioned entities, an executive session will be scheduled. It is agreed that such meetings will be scheduled, with an agenda, and on dates when at least the majority of the Board of Education and the Riverhead Administrators' Association members may be present, together with the Superintendent and his designees.

If there is a significant increase in administrative responsibilities brought on by double sessions or the equivalent, the parties will meet, on the request of either party, to discuss the impact on the Administrators subject to the satisfaction of both parties.


IN WITNESS WHEREOF, the parties have caused these presents to be executed by their duly authorized offices on November 13, 2014.

RIVERHEAD CENTRAL SCHOOL DISTRICT

By:


Nancy Carney, Superintendent

By:


Gregory M. Meyer, Board President

RIVERHEAD ADMINISTRATORS'
ASSOCIATION

By:


David Densieski, President

	Step E	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
2014-2015 - Step										
101%										
Asst Prin, Asst Dir PPS	\$118,230	\$121,883	\$125,008	\$128,213	\$131,501	\$135,570	\$139,763	\$143,397	\$147,125	\$150,950
Assoc Prin, Dir Guid, Alt Ed & Sub	\$124,467	\$128,315	\$131,607	\$134,980	\$138,294	\$142,719	\$147,134	\$150,960	\$154,884	\$158,912
Elem Prin, Dir PPS, Dir Athletics	\$132,692	\$136,795	\$140,302	\$143,900	\$147,591	\$152,028	\$156,861	\$160,939	\$165,123	\$169,417
Middle School Principal	\$137,020	\$141,254	\$144,877	\$148,592	\$152,401	\$157,116	\$161,975	\$166,185	\$170,507	\$174,940
High School Principal	\$159,610	\$163,759	\$168,017	\$172,386	\$176,868	\$181,466	\$186,185	\$191,025	\$195,992	\$201,088
2015-2016 - No Step										
102.00%										
Asst Prin, Asst Dir PPS	\$120,595	\$124,320	\$127,509	\$130,777	\$134,131	\$138,281	\$142,559	\$146,265	\$150,067	\$153,969
Assoc Prin, Dir Guid, Alt Ed & Sub	\$126,956	\$130,881	\$134,239	\$137,679	\$141,060	\$145,574	\$150,077	\$153,979	\$157,982	\$162,090
Elem Prin, Dir PPS, Dir Athletics	\$135,346	\$139,531	\$143,108	\$146,778	\$150,542	\$155,069	\$159,998	\$164,158	\$168,426	\$172,805
Middle School Principal	\$139,760	\$144,079	\$147,774	\$151,564	\$155,449	\$160,258	\$165,214	\$169,509	\$173,917	\$178,439
High School Principal	\$162,802	\$167,034	\$171,378	\$175,834	\$180,405	\$185,095	\$189,908	\$194,846	\$199,912	\$205,110
2016-2017 - No Step										
102.00%										
Asst Prin, Asst Dir PPS	\$123,007	\$126,807	\$130,059	\$133,393	\$136,814	\$141,047	\$145,410	\$149,191	\$153,069	\$157,049
Assoc Prin, Dir Guid, Alt Ed & Sub	\$129,495	\$133,499	\$136,923	\$140,433	\$143,881	\$148,485	\$153,078	\$157,058	\$161,141	\$165,332
Elem Prin, Dir PPS, Dir Athletics	\$138,053	\$142,322	\$145,970	\$149,714	\$153,553	\$158,170	\$163,198	\$167,441	\$171,794	\$176,261
Middle School Principal	\$142,555	\$146,961	\$150,730	\$154,595	\$158,558	\$163,463	\$168,518	\$172,899	\$177,395	\$182,008
High School Principal	\$166,058	\$170,375	\$174,805	\$179,350	\$184,013	\$188,797	\$193,707	\$198,742	\$203,910	\$209,212
2017-2018 - No Step										
102.00%										
Asst Prin, Asst Dir PPS	\$125,467	\$129,343	\$132,660	\$136,060	\$139,550	\$143,868	\$148,318	\$152,174	\$156,130	\$160,190
Assoc Prin, Dir Guid, Alt Ed & Sub	\$132,085	\$136,169	\$139,662	\$143,242	\$146,759	\$151,455	\$156,140	\$160,200	\$164,364	\$168,638
Elem Prin, Dir PPS, Dir Athletics	\$140,814	\$145,168	\$148,890	\$152,708	\$156,624	\$161,333	\$166,462	\$170,790	\$175,230	\$179,786
Middle School Principal	\$145,406	\$149,900	\$153,744	\$157,687	\$161,729	\$166,732	\$171,889	\$176,357	\$180,943	\$185,648
High School Principal	\$169,380	\$173,783	\$178,301	\$182,937	\$187,693	\$192,573	\$197,581	\$202,717	\$207,988	\$213,396
2018-2019 - No Step										
102.00%										
Asst Prin, Asst Dir PPS	\$127,976	\$131,930	\$135,313	\$138,782	\$142,341	\$146,745	\$151,284	\$155,218	\$159,253	\$163,394
Assoc Prin, Dir Guid, Alt Ed & Sub	\$134,727	\$138,892	\$142,455	\$146,106	\$149,694	\$154,484	\$159,263	\$163,404	\$167,652	\$172,011
Elem Prin, Dir PPS, Dir Athletics	\$143,631	\$148,071	\$151,868	\$155,762	\$159,757	\$164,560	\$169,792	\$174,206	\$178,735	\$183,382
Middle School Principal	\$148,315	\$152,898	\$156,819	\$160,841	\$164,964	\$170,067	\$175,327	\$179,885	\$184,562	\$189,361
High School Principal	\$172,767	\$177,258	\$181,867	\$186,596	\$191,447	\$196,425	\$201,532	\$206,772	\$212,148	\$217,664
Note: the step a unit member is on as of June 30, 2015 is the step the unit member shall remain on until such time as this provision is renegotiated.										