

RESOLVED that the BOARD OF EDUCATION of the Horseheads Central School District ratify and affirm the Tentative Agreement between the Horseheads Central School District and the **Association of Administrators**.

2 year agreement effective July 1, 2010 and running through June 30, 2012.

Article IV: SALARY AND FRINGE:

2010-11 - \$600 added to the 2009-10 salary plus a 2.5% increase.

2011-12 – 2.5% increase over total 2010-11 salary

In year 2010-11, all unit members shall be eligible for the following longevity:

at 5 years or above of Administrative service to the District shall have their salaries increased by \$500.

at 10 years of Administrative service to the District shall have their salaries increased by \$1000

at 15 years of Administrative service to the District shall have their salaries increased by \$1500

In year 2011-12, all unit members shall be eligible for the following longevity:

at 5 years of Administrative service to the District shall have their salaries increased by \$500.

at 10 years of Administrative service to the District shall have their salaries increased by \$1000

at 15 years of Administrative service to the District shall have their salaries increased by \$1500

C. Unused Vacation Days - This section shall be amended as follows:

Administrators may elect to receive a per diem reimbursement for unused vacation days up to a maximum of eight (8) days. Reimbursement of all or part of the 8 days may be made to the Director of Human Resources at any time. Payment will be made as part of the regular payroll cycle. Reimbursement will be calculated on a work year of 215 days.

In the Administrator's final year with the District prior to retirement, the Administrator may request that his/her accrued (earned) vacation days be paid out over the course of that final school year.

At the time of retirement or resignation from the District, unit members will be reimbursed for any and all earned, unused vacation days. The reimbursement will be calculated on a work year of 215 days.

Within the final three years of employment prior to retirement, a Unit member may issue an irrevocable letter of retirement and in each year may convert up to three (3) accrued vacation days to salary.

An Administrator may, in any year of eligibility for retirement into the New York State Teachers' Retirement System, and for as long as the District remains a single-employer self-insurance health insurance plan, elect at the time of retirement to opt out of District Health Insurance Coverage. In exchange for the irrevocable opt-out, the administrator shall receive an amount equal to one-half of his/her final base salary. This opt-out provision is only available to those who have access to health insurance coverage other than through the District's single-employer self-insured health insurance plan.

E. Health insurance

2010-11 – 10%

2011-12 – 12%

MRA is eliminated (\$600 offsets that elimination)

**M. Retirement Benefit
(Option II)**

Upon retirement from the District, the Administrator shall be paid at the rate of \$75 per day for his/her accumulated sick leave (exclusive of sick leave bank). This retirement benefit will be kept on account in the Business Office to pay for Medical Insurance into retirement.

N. Payment for Smartphone (New Section)

\$200 one-time payment for Blackberry/Smartphone device

\$1800 per year for service for Blackberry/Smartphone

RESOLVED that the BOARD OF EDUCATION of the Horseheads Central School District ratify and affirm the changes to the **Sr. Food Service Workers Agreement**:

Article I. Salaries

2010-11	\$450 plus a 2.5% increase
2011-12	\$125 plus a 2.5% increase

All unit members will receive \$100 in the first pay of the school year and the first pay in February for the purchase of work shoes. (underlined section added)

Minimum Hours – Add: For meetings with the Food Service Supervisor, all unit members will be paid a minimum of thirty (30) minutes.

Article II. Leaves

F. Attendance incentive – eliminated

Article III. Health Insurance

2010-11 – 10% contribution of premium equivalent of the Single, 2 Person (premium equivalent for 10% of 2 single policies) or Family Plan

2011-12 – 12% contribution of premium equivalent of the Single, 2 Person (premium equivalent for 12% of 2 single policies) or Family Plan

Add: Group Dental Plan 7 to benefit package at no cost to the employee. If an employee not wish to participate in the plan, then the District, shall contribute \$150 into a Flexible Benefit Plan. Employees need to notify the District as of July 1 of each school year if they do not wish to participate in the Dental Plan.

Eliminate the Medical Reimbursement Account

Article IV. Retirement

...Any remaining accumulated sick leave days (not inclusive of banked days) shall be laced on account in the business office to offset the employee's contribution to health insurance into retirement. The calculation for this account is as follows:

\$60 per day times the number of accrued days to 200 days

Effective July 1,2010, employees who have [1] fifteen (15) or more years employment with the Horseheads School District;...shall have their health into retirement. Into retirement, employees shall pay the same contribution and receive the same benefits as active employees.

RESOLVED that the BOARD OF EDUCATION of the Horseheads Central School District ratify and affirm the changes to the following **Exempt Administrators'** benefits packages:

Kim Williams, Director of Student Services

Salary:

2010-11 - \$600 added to the 2009-10 salary plus a 2.5% increase.

2011-12 – 2.5% increase over total 2010-11 salary

Alice Learn, Assistant Superintendent
Michael Stuart, Business Administrator
Judith Christiansen, Director of Human Resources

Salary:

January 1, 2011 – 1.25% increase

July 1, 2011 – \$600 added to the current salary plus a 1.25% increase.

Health insurance and other benefits:

2010-11 – 10% of the premium equivalent

2011-12 – 12% of the premium equivalent

MRA is eliminated (\$600 offsets that elimination)

Upon retirement from the District, the Administrator shall be paid at the rate of \$75 per day for his/her accumulated sick leave (exclusive of sick leave bank). This retirement benefit will be kept on account in the Business Office to pay for Medical Insurance into retirement.

In year 2010-11 and thereafter, Central Office Staff shall be eligible for the following longevity:

at 5 years or above of Administrative service to the District shall have their salaries increased by \$500.

at 10 years of Administrative service to the District shall have their salaries increased by \$1000

at 15 years of Administrative service to the District shall have their salaries increased by \$1500