

**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 Exempt Confidential Secretaries 2- year agreement effective July 1, 2010 and running through June 30, 2012.

2010-11 - \$600 added to the 2009-10 salary plus a 2.5% increase. (retroactive to July 1, 2010).

2011-12 – \$600 added to the 2010-11 salary plus a 2.5% increase over total 2010-11 salary

Annual differential (currently \$2000), increased to \$2500.

Health Insurance:

2010-11 – 10% (remove caps) of premium equivalent for family or single plan or two person (equal to the premium of two single plans).

2011-12 – 12% of premium equivalent for family or single plan or two person (equal to the premium of two single plans).

MRA is eliminated (\$600 offsets that elimination)

Upon retirement from the District, the Confidential Exempt Secretary 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.

Eliminate/Reduce the following benefits:

1. Educational Credit (up to \$200 per person each year)
2. Tuition Reimbursement (up to \$500 per person each year)
3. Conferences – reduce from \$500 to \$250 each year
4. Attendance Incentive (up to \$400 per person each year).
5. Annual physical (\$40 per person per year)

Should an employee elect to not take the district's health insurance into retirement, a one-time permanent buy-out equal to one-half of the employee's final salary will be paid to that employee.