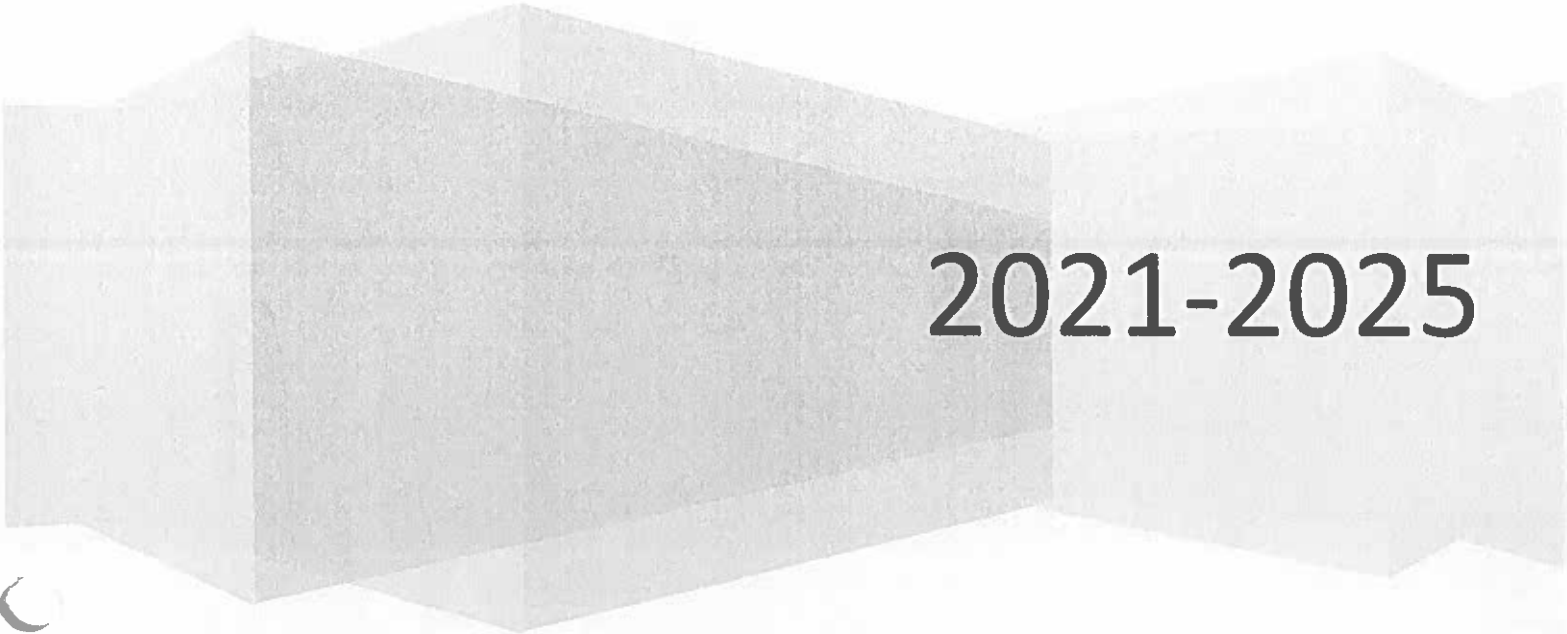


Saugerties Central School District

**Agreement between the
Board of Education of the
Saugerties Central School
District and the
Administrative and
Supervisory Personnel
Association**

July 1, 2021 through June 30, 2025
SCSD



2021-2025

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Article I Recognition

1.1 Bargaining Unit

The Board of Education of the Saugerties Central School District ("District") has recognized the Administrative and Supervisory Personnel Association ("Association") of the Saugerties Central School District for purposes of collective negotiations as the exclusive representative of a negotiating unit consisting of Principals, Assistant Principals, Director of Special Education, Superintendent of Building and Grounds, Head Custodian, District Lunch Manager, Athletic Director, Data Management Coordinator, Coordinator of Elementary Operations, Director of Pupil Personnel Services, School Lunch Manager, District Technology Coordinator, Director of Curriculum & Instruction, and Facilities Director.

Article II Rights of the District

2.1 District Rights

The District retains all the rights, power and authority exercised or had by it prior to the time this agreement was entered upon except as specifically limited by the express provisions of the Agreement.

Article III Rights of the Association

3.1 Payroll Deduction

The Association shall annually notify the District in writing of the amount of its membership dues on or before July 1 of any given year. The District agrees to deduct from the salaries of the unit members those dues, when voluntarily authorized in writing to do so by each member, and remit the same to the Association. Deduction authorizations will remain in effect until revoked by unit members and said written revocation is filed with the business office. The revocation will take effect with the pay period following the filing of said revocation.

3.2 Other Payroll Deductions

The District agrees to continue for unit members participation in the tax sheltered annuity plans and the Section 403 (b) custodial accounts currently in effect.

3.3 Unit Work

Unit work presently being performed will not be contracted to outside agencies nor delegated to other units without prior notification and consent by the Association.

3.4 Written Complaints

Written complaints by building staff, by parents of a student, by a student or by a community organization or individual community members shall be called to the administrator's attention as soon as legally possible, including the identity of the individual or organization making the complaint and the sum and substance of the complaint. In addition, the administrator shall be afforded the opportunity to respond in writing.

3.5 Personnel Files

The official District personnel file for each member of the Association shall be maintained in the District Office. All data relative to a member's employment or performance of his/her duties, promotion discipline, evaluation and all other job related matters shall be placed in the member's personnel file.

No material, excluding references and the information obtained in the process of evaluating the member for initial employment shall be filed in a unit member's personnel file unless the member has an opportunity to examine the materials. The member must sign the actual copy to be filed in their file with the express understanding that such signature merely signified that s/he has examined the materials, and does not indicate agreement with its content. The signed copy must be returned to the Superintendent and attached to the actual file copy.

The member shall also have the right to submit a written response to such material. Said response must be submitted within fifteen (15) days after signing of the copy of the materials. The response shall be signed by the Superintendent and attached to the actual file copy.

The Administrator shall be allowed, upon request, to review the contents of his/her personnel file in the presence of a District representative. In addition, the Administrator may bring a union representative of their choice with them to review the personnel file. The Administrator, upon request, shall be furnished a copy of any document contained therein, at no cost. All personnel files shall be maintained in a confidential manner and will comply with all applicable law and regulations.

3.6 Union Leave Time

The Unit President or his/her designee shall be provided with three days of paid leave (not chargeable top leave accruals) for the purpose of conducting Union business.

Article IV Grievance Procedure

4.1 General Provisions

- A. A grievance is a claimed violation or misinterpretation of a specific provision of this agreement. A grievance may be brought by a unit member, group of unit members or by the Association on behalf of unit members.
- B. All grievances shall include the name and position of the grievant, the time and place of the grievance, the identity of the person claimed to be responsible for the grievance, the contract provision allegedly violated and a general statement of the nature of the grievance and the redress sought.
- C. A grievance shall have been deemed waived, unless it is submitted within thirty (30) working days after the aggrieved party knew or should have known of the events or conditions on which it is based and, in no event, later than five (5) days after the end of the school year. Grievances occurring during the summer months may be filed within five (5) working days after the opening of school.
- D. The District and Association will facilitate any investigation which may be required and make available any and all material, documents and communications concerning the grievance.
- E. A grievant may choose to have a representative of the Association with him/her or acting on his/her behalf at each level of the grievance procedure.
- F. Failure by the District to hold a hearing or submit decisions within the time limits set forth herein shall be construed as a denial of the grievance and the grievance may be appealed to the next stage.

4.2 Grievance Procedure

- A. Step One – The grievance shall be presented in writing to the Superintendent of Schools within thirty (30) working days after the aggrieved party knew or should have known of the events or conditions on which it is based. Within ten (10) working days after the receipt of the grievance, the Superintendent will meet with the grievant in an effort to resolve the grievance. Within five (5) working days after such meeting, the Superintendent shall render a decision in writing.
- B. Step Two – If the grievant is not satisfied with the decision rendered at Step One, he/she may appeal to the Board by submitting to the Superintendent a written request within ten (10) working days of the disposition of the grievance at Step One. The Board shall schedule a hearing no later than the next regularly scheduled meeting which is not less than five (5) working days after receipt of the appeal or at a special meeting of the Board called earlier for such purpose. The written decision of the Board shall be rendered within ten (10) working days after said hearing. The decision of the Board will be accepted as a final and binding determination of the matter.

Article V Professional Responsibilities

- 5.1 Each principal is responsible for the administration of the building for which he/she is assigned and for such district wide responsibilities as have traditionally been performed by building principals. In furtherance thereof, principals shall perform all the duties at such times as are and have been customarily expected and may be reasonably required by the Superintendent to carry out their responsibilities. Assistant Principals and the Director of Special Education shall be responsible for those duties that have traditionally been performed by them and shall continue to perform all such duties at such times as are and have been customarily expected and may reasonably be required by the Superintendent to carry out their responsibilities. The above, however, shall not be considered to limit or preclude the Association from bargaining with the District over the impact of substantial changes in the current terms and conditions of a unit member's employment, including changes in job responsibilities, as well as the contracting out of job responsibilities to outside agencies or other recognized employee units within the District.

Article VI Leaves of Absence

6.1 Extended Leaves

All requests for extended leaves will be in writing.

A. Extended Leaves

Applications with or without pay shall be submitted to the Superintendent. A unit member, whose request for extended leave is denied, upon written request, will be provided with the reasons therefore, in writing, within fifteen (15) days of the next regularly scheduled Board meeting following the leave application. Nothing herein shall limit or restrict the power or discretion of the Superintendent or the Board in considering application for extended leave. Upon the completion of such leave, the unit member shall be reinstated with the previously accumulated benefits.

B. Military Leave

Military Leave will be granted to any unit member who is drafted or recalled into any branch of the Armed Forces of the United States and for one period of enlistment not preceded by such a draft or recall. Upon return from such leave, the unit member will be granted year for year service credit toward salary increments for the period for which he/she is required to serve. Previous accumulated sick leave will be restored.

C. Parental Leave

Unit members shall be eligible for unpaid parental child rearing leave of up to two years for the birth of a child or the adoption of an infant 5 years or under. Such leave entitlement shall be inclusive of any FMLA leave the unit member is eligible for, regardless of whether the FMLA leave is paid or unpaid. Unit members requesting leave shall give sixty (60) days notice to the

District prior to the commencement of such leave. The notice shall include tentative commencement and termination of leave dates. Unit members shall be returned to the same position or a position similar within the tenure area upon sixty (60) days notice to the District of the intent to return. Upon return to service, a unit member shall have restored the same benefits accrued at the time the leave commenced.

6.2 Individual Leave

Each unit member is granted annually five (5) days of leave with pay for emergency or personal reasons which may not be accomplished except during the unit member's normal working hours. Utilization of said leave days is subject to the prior approval of the Superintendent upon two (2) days request therefore. The Superintendent shall have discretion to waive the two (2) day advance request requirement in individual circumstances. Unused individual leave shall accumulate as sick leave. One day of such individual leave will be available to an employee without giving a specific reason therefore, on the following conditions: (1) it will not be used prior to or immediately after a school or individual vacation or holiday; (2) it will not be used for recreational or entertainment purposes; (3) it will not be used for monetary compensation.

6.3 Death in Family

- A. A unit member upon notification of the death of his/her spouse, child, son-in-law, daughter-in-law, parent, guardian, father or mother-in-law, brother, sister, brother-in-law, sister-in-law, grandfather, grandmother, grandchildren or member of immediate household, shall be granted the next three (3) working days off with pay and four (4) days off with pay if required travel is beyond a radius of 500 miles.
- B. Days for death other than those specified in 6.3 (A) may, with the approval of the Superintendent, be deducted from the unit member's accumulated sick or individual leave.

6.4 Religious Observance

Leave for religious holidays shall be granted for the observance of the same and shall be charged to individual leave.

6.5 Sick Leave

Unit members shall be granted one day of sick leave with pay per month accumulating to a maximum total of two-hundred forty (240) days. Sick leave can be utilized for a dependent child.

6.6 Serious Family Illness

A unit member who is absent from work due to a serious illness within the family for ten or less consecutive days may be paid from accumulated sick leave provided the request is approved by the Superintendent. A unit member who is absent from work due to a serious illness within the

family for more than ten consecutive days may be paid from accumulated sick leave provided the request is approved by the Board of Education. Family shall include spouse, domestic partner, children, and parents.

6.7 Sick Leave Bank

The Board of Education and the Administrators agree to a sick leave bank. For Administrators who have reached the two-hundred forty (240) day sick days, the remainder may be placed in a sick leave bank if the Administrator agrees. Administrators who have not reached two-hundred forty (240) days may donate two (2) sick days a year to the sick leave bank.

1. A sick leave bank will be established for use by unit members. The sick leave bank is for the purpose of making additional sick leave available to unit members who are suffering from long-term illness or injury, and who have exhausted their personal accumulated sick leave. For the purposes of this provision, the definition of "long-term serious illness, injury" shall include only those illnesses or injuries which are unforeseen, long-term and/or catastrophic.
2. The following criteria will be applied to the use, installation and management of the sick leave bank:
 - a. A unit member may elect to join the sick leave bank in July of any school year by donating two (2) of his/her accumulated days to the bank.
 - b. Days donated by unit members are cumulative from year to year.
 - c. Reassessment of days shall only occur if the number of banked days falls to ten (10) or below. If a member elects not to be reassessed, he/she will no longer be a member for the balance of that year, but may join in the future years (see letter "a" above).
 - d. The President of the Association, in conjunction with the Superintendent of Schools will administer the sick leave bank.
 - e. Only bank members may draw from the bank, and to do so:
 1. have a documented serious illness;
 2. have exhausted their own accumulated leave; and
 3. shall apply to the Superintendent in writing within ten (10) working days prior to use of the bank, when possible.
 - f. The Superintendent of Schools shall inform the Association of the status of the sick leave bank when requested.
 - g. Bank members may draw a maximum of thirty (30) days per year from the bank.
 - h. Reassessment of days during the life of the contract may not result in a total number of days available to unit members to exceed two-hundred forty days.

Article VII Retirement Benefits

7.1 Sick Leave Accrual Application Toward Retiree Health Insurance Premium

Upon retirement, a unit member shall receive the same sick leave accrual application toward his health insurance premium in retirement as is afforded members of the instructional staff under terms of the then existing collective bargaining agreement between the District and the Saugerties Teacher's Association. The District and the Association agree that unit members who previously received notice of sick leave accruals of more than 240 days will have such days restored only for purposes of application toward the employee's retiree health insurance premium. Unit members who have not accrued more than 240 days will be prohibited from accruing any days beyond 240 for purposes of this provision or any other provision in the Collectively Negotiated Agreement. It is understood that administrative unit members will continue to receive the same retiree health benefits as is afforded to members of the instructional staff under the terms of the existing Collective Bargaining Agreement between the District and the Saugerties Teachers Association.

All unit members must complete ten (10) years of service with the District to be eligible for health insurance in retirement.

The District shall allow unit members to participate in its dental insurance program in retirement, so long as the unit member pays the full cost of the premium and provided the plan allows it.

7.2 Attendance Incentive

Unit member shall, upon retirement from the District under the Rules and Regulations of the New York State Teachers' Retirement System or New York State Employees' Retirement System, receive a non-elective employer contribution amount to the unit member's 403(b) account for the value of accumulated sick leave days. The value of each unused accumulated sick leave day (up to 240 days) shall be \$70.00 per day.

The District agrees to make an employer non-elective contribution to the 403(b) account of each covered employee, who servers his/her employment with the District during the contract year and who is eligible to apply for and who commences their retirement from the state-sponsored system. The amount of the District's contribution for each eligible employee shall equal the value of each employee's accumulated leave days as determined in accordance with this provision. The District shall make the maximum contribution permitted under Section 415(c)(1) of the Internal Revenue Code, as amended, for the year in which the employee severs employment. The District shall deposit the contribution no later than sixty (60) days following the employee's severance date. However, in the event the District's contribution exceeds any annual limit, the balance shall be paid in the following calendar year(s).

7.3 Senior Salary Election Program

The District agrees to provide a SSEP Program.

- A. Administrators wishing to participate have to meet the following qualifications:
1. Must be employed by the District for a minimum of ten (10) years.
 2. Must have reached the age of 52 prior to September 1st of the year in which he/she elects to start participation.
 3. Must be eligible to retire under the rules and regulations of the New York State Teachers' Retirement System or New York State Employees Retirement System (whichever is applicable).
 4. Must submit an irrevocable letter of resignation for retirement purposes by July 1st of the calendar year in which he/she wishes to participate.
- B. Unit members wishing to participate and who have met the above qualifications shall receive salaries for the three (3) years of the program according to the following: 1st year – regular salary x 1.10; 2nd year – regular salary x 1.10; 3rd year – regular salary x 1.10.

7.4 Unused Vacation Leave

Effective July 1, 2011, unit members may cash-in up to five (5) days of unused vacation leave per year at an amount equal to 1/240th of the administrator's annual base salary. Such payment shall be made as an employer non-elective contribution to the 403(b) account of the unit member.

Unit members who resign for the purposes of retiring under the Rules and Regulations of the New York State Retirement System shall be paid for unused accumulated vacation days as per the following: an amount equal to 1/240th of the administrator's final annual base salary for each unused accumulated vacation day up to a maximum of 50 days.

The District agrees to make an employer non-elective contribution to the 403(b) account of each covered employee, who severs his/her employment with the District during the contract year and who is eligible to apply for and who commences their retirement from the state-sponsored retirement system. The amount of the District's contribution for each eligible employee shall equal the value of each employee's accumulated leave days as determined in accordance with this provision. The District shall make the maximum contribution permitted under Section 415(c)(1) of the Internal Revenue Code, as amended, for the year in which the employee severs employment. The District shall deposit the contribution no later than sixty (60) days following the employee's severance date. However, in the event the District's contribution exceeds any annual limit, the balance shall be paid in the following calendar year(s).

Article VIII Work Year

- 8.1 Members of this unit will be employed on a twelve (12) month basis, except the School District Lunch Manager title, which shall remain a ten (10) month position. Ten (10) month positions will not be eligible for vacation time. Unit members employed on a twelve (12) month basis will receive twenty (20) vacation days per year. Such vacation shall be scheduled subject to the Superintendent's discretion as to the reasonable operating needs of the District.

Effective with the 2009-2010 school year, the Food Service Manager may work up to four weeks during the summer months with Superintendent approval, for which s/he shall be compensated at his/her regular salary.

- 8.2 With the exception of the head custodian, District Technology Coordinator, and Network System Specialist II, during the period of time beginning with the first day of school for students and ending with the last student day in June, members of the unit will work the same calendar as that of the instructional unit. In addition, such unit members two (2) additional days during a recess period(a), with the specific two days being designated by the District no later than September 1st of that school year. For the 2021-22 school year, those days shall be April 11, 2022 and April 12, 2022. The head custodian, District Technology Coordinator, and Network Specialist II shall work the same calendar as the twelve (12) month employees who are members of the CSEA bargaining unit.
- 8.3 Days in which summer hours are in effect will be applicable to members of this unit.

Article IX Professional Development

- 9.1 In order to encourage professional development, the Board will bear the expense associated with travel and tuition provided that the course is directly related to the unit member's job and has the approval of the Superintendent and the Board.
- 9.2 It is the intent of the District and the Association to encourage members of the Association to develop a personal professional development plan for the purpose of enhancing one's knowledge and skills in education leadership and pedagogy.
- a. Members of the Association are encouraged to actively participate in their personal professional development. Attendance at local, regional and national conferences is encouraged, and the cost of attendance by members of the Association at conferences, seminars and workshops approved by the Superintendent in advance shall be paid by the District.
 - b. Administrators shall receive reimbursement for courses of graduate study previously approved by the Superintendent and successfully completed with at least a grade of "B (or "Pass" for a Pass/Fail course)." One course shall be reimbursable per semester per

Association member if approved by the Superintendent. One additional course per unit member will be eligible for reimbursement during the summer upon approval by the Superintendent. Reimbursement will be capped at the SUNY New Paltz rate. The Superintendent may approve additional coursework at his/her discretion. In no event shall the total amount for all unit members exceed \$15,000 in any given year. The Association member who receives said reimbursement will render at least three (3) years of satisfactory service henceforth to the District following the completion of any course. In the event the unit member separates from the District before the end of the three years, the unit member shall repay the District the amount of money he/she received in tuition reimbursement. Monies owed shall be deducted from his/her final paycheck or any monies owed upon his/her separation. In the event the unit member owes more money than that which is covered by his/her final pay or separation pay, he/she must issue payment to the District for the remaining monies owed within ninety (90) days of separation.

- c. The District and the Association encourage members of the Association to enter a program of advanced study leading to the Ed.D. or Ph.D. degree. The District will reimburse tuition costs related to this degree based upon the criteria detailed below. Only programs leading to the Ed.D. or Ph.D. which are approved by the Superintendent, will be recognized for compensation or supported for District reimbursement. Reimbursement tuition costs will be based upon the following criteria:
- (i) A unit member must file a letter of intent with the Superintendent to participate in a Doctoral program and receive approval for such.
 - (ii) Up to \$600 in tuition per doctoral program credit will be reimbursed. Such reimbursement will be made not more than 90 days following the submission of a receipt of tuition payment.
 - (iii) Members of the Association must show evidence of admission to a program of advanced study leading to the Ed.D. or Ph.D. degree.
 - (iv) Members of the Association must maintain a grade of "B" in all courses taken (or a "Pass" if the class is Pass/Fail).
 - (v) Members of the Association must show adequate progress toward attaining the Ed.D. or Ph.D. degree by taking a minimum of three (3) courses each year.
 - (vi) Any Association member who receives tuition reimbursement under this section will render at least 5 years of satisfactory service henceforth to the District beginning the July 1 following the attainment of the earned Doctorate degree. In the event that reimbursement is made under this section and the Association member does not earn the Doctorate, he/she will render at least 3 years of satisfactory service following the completion of the last course taken. In the event the unit member separates from the District before the unit member completes the applicable service requirement set forth above, the unit member shall repay the District the amount of money he/she received in tuition reimbursement. Monies owed shall be deducted from his/her final paycheck or any monies owed upon his/her separation. In the event the unit member owes more money than that which is covered by his/her final pay or separation pay, he/she must issue payment to the District for the remaining monies owed within ninety (90) days of separation.

Article X Compensation

10.1 Unit members shall receive a salary increase of 3.25% effective July 1, 2021.

Unit members shall receive a salary increase of 3.25% effective July 1, 2022.

Unit members shall receive a salary increase of 3% effective July 1, 2023.

Unit members shall receive a salary increase of 3% effective July 1, 2024.

In addition, the following unit members shall have their annual salaries increased as set forth below, as a one-time equity adjustment, prior to the July 1, 2021 across the board wage increase:

Carole Kelder	\$5,500
Donald Dickmann	\$3,000
Susan McKinney	\$3,000
Dawn Scannapieco	\$3,000
Lisajane Kappler	\$3,000

10.2 All unit members shall receive the following additions to their base salaries starting in the fiscal year following the anniversary of employment serving in one of the titles in this unit in the Saugerties Central School District. Effective July 1, 2021, upon completion of five (5) years of service in one of the bargaining unit positions herein in the District, certified administrators will receive a three thousand five hundred dollar (\$3,500) increase in base salary and non-certified unit members will receive a two thousand five hundred dollar (\$2,500) increase in base salary. Effective July 1, 2021, upon completion of ten (10) years of service in one of the titles in this unit, a certified administrator will receive an additional four thousand five hundred dollar (\$4,500) increase in base salary and a non-certified unit member will receive an additional three thousand five hundred dollar (\$3,500) increase in base salary. Effective July 1, 2021 upon completion of fifteen (15) years of service in one of the titles in this unit, both certified and non-certified unit members shall receive an additional four thousand dollar (\$4,000) increase in base salary. Effective July 1, 2021, upon completion of twenty (20) years of service in one of the titles in this unit, both certified and non-certified unit members shall receive an additional four thousand five hundred dollar (\$4,500) increase in base salary.

10.3 The District will compensate up to three (3) unit members to serve as summer school principals for the Jr./Sr. High level at the rate of \$2,100 per year, with the understanding that each unit member shall be assigned to serve as summer school principal for two (2) weeks. Should similar opportunities exist at the elementary level, unit members shall be compensated at a rate of \$1,050 per week of summer school. The District will have the right to determine the number of administrators necessary. Unit members who are certified administrators will have the first opportunity for summer work. If such individuals do not wish to accept summer work, the District may employ non-unit members to perform this work. The District recognizes that this will not constitute a breach in the unit's exclusivity of bargaining unit work.

10.4 A unit member assigned to the position of Director of Physical Education shall receive an annual stipend of \$2,500.

A unit member assigned to the position of Universal Pre-Kindergarten Coordinator shall receive an annual stipend of \$4,900. Nothing herein shall require the District to maintain or fill this stipend position.

A unit member assigned to the position of Every Student Succeeds Act (ESSA) Program Coordinator shall receive an annual stipend of \$4,900. Nothing herein shall require the District to maintain or fill this stipend position.

- 10.5 A unit member who has earned a Doctoral degree in Education and who did not receive any tuition reimbursement under Article 9.2, shall receive a one-time salary adjustment of \$2,000.
- 10.6 Administrators who work in the Night School program shall be compensated at \$56 per hour. Hours shall be assigned by the Superintendent of Schools. In the event that no students show up to the Night School program within one (1) hour of the state time on a given day, the administrator may leave, and be compensated for one (1) hour. Nothing herein shall require the District to maintain the Night School program.
- 10.7 In the event a unit member is assigned by both the Athletic Director and the Superintendent or his/her designee to chaperone an athletic event, he/she shall be paid \$90 for the event.

Article XI Insurance Provisions

- 11.1 The District shall pay 89% of the premium for individual or family health insurance (or 2 person family, if offered) for unit members who are enrolled in the DEHIC EPO 20 plan, with the unit member paying the remaining 11% of the premium. Effective July 1, 2022, the District's contribution shall decrease to 88%. Effective July 1, 2023, the District's contribution shall decrease to 87%. Effective July 1, 2024, the District's contribution shall decrease to 85%.

All other health insurance plans shall have an employee contribution rate of 15%.

All employees hired on or after July 1, 2016, will be offered the DEHIC EPO20 as their only health insurance option.

Effective July 1, 2016, CDPHP shall be eliminated as a health insurance plan option.

Effective July 1, 2021, MVP shall be eliminated as a health insurance plan option.

Effective July 1, 2021, the DEHIC PPO plan shall no longer be offered to unit members, with the exception of the specific unit member enrolled in the plan during the 2020-2021 school year.

The District shall implement a Section 125 Internal Revenue Code Premium Only Plan as soon as employee premium contributions commence.

- (A) Unit members may opt out of the District's health insurance program and receive an annual payment of \$1,500. Such payment shall be made in two installments: one on or before November 1st and one on or before April 1st. An employee opting for buyout must notify the District's business office by May 15th of the fiscal year preceding the buyout.
- (B) As soon as practicable following ratification, the District shall implement an IRC Section 125 Plan to the same extent it is available to other District employees.

- 11.2 Dental Insurance – The District shall contribute \$1,530 per year per unit member for such unit members to participate in the Saugerties Teachers' Association Welfare Benefit Trust. In the event the Association's participation in the Teachers' Welfare Benefit Trust is no longer permitted, then the District shall give the equivalent amount to unit members to purchase dental insurance coverage elsewhere.

Article XII Flu Shots

The District will offer flu shots to bargaining unit members who sign the Saugerties Central School District flu shot release and any release required by the administering physician, at no cost to such employee.

Article XIII Conformity to Law Savings Clause

- 13.1 If any provisions of this agreement or any application thereof to any unit member shall be found contrary to law, then such provision or application shall be deemed invalid, except to the extent permitted by law, but all other provisions hereof shall continue in full force and effect.

Article XIV Notice Required by Section 204(A)

- 14.1 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.

Article XV District Cell Phones

Union members issued district cell phones agree to the Board's policy No. 5322 on the use of District cell phones.

Unit members who are identified as part of the District Safety Plan – Emergency Response Phone List, shall be either:

- (A) provided with a district-owned cell phone; or
- (B) compensated \$15 per month for use of their personal cell phone.

Upon being designated as a member of the District Safety Plan, each unit member must select one of the two options referenced in paragraph two above.

Unit members who are provided with a district-owned cell phone will be required to comply with the District's policy on the use of District issued cell phones.

Unit members who are part of the Emergency Response Phone List will be required to respond, as instructed, when contacted in an emergency situation.

Effective July 1, 2022, all unit members shall receive a payment of \$480 per year for the use of their personal cell phone. The payment shall be paid in the unit members' paychecks, in equal installments over the course of the year.

Article XVI Acceptable Use Policy

The Union agrees to the District's implementation of an Acceptable Use Policy, which clearly sets forth the extent to which District computers may be used for District purposes and that unit members shall have no reasonable expectation of privacy in their use of District computers and networked services.

Duration of Agreement

This Agreement shall take effect July 1st, 2021, and shall continue in full force through June 30th, 2025. IN WITNESS WHEREOF, the District and the Association have ratified this Agreement on March 8, 2022.

SAUGERTIES CENTRAL SCHOOL DISTRICT

DATED: 7/20/22

BY: 
SUPERINTENDENT OF SCHOOLS

DATED: 7/21/22

BY: 
BOARD OF EDUCATION PRESIDENT

DATED: 6/27/22

BY: 
ADMINISTRATIVE AND SUPERVISORY
PERSONNEL ASSOCIATION OF THE
SAUGERTIES CENTRAL SCHOOL DISTRICT