

AGREEMENT
BETWEEN THE
HYDE PARK CENTRAL SCHOOL DISTRICT
AND
HYDE PARK ADMINISTRATORS' ASSOCIATION

2021-2024

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ARTICLE I

PREAMBLE

In order to effectuate the provisions of the Public Employees Fair Employment Act (Article 14 of the Civil Service Law), also known as the Taylor Law, this contract is entered into between the Hyde Park Administrators' Association (hereinafter referred to as "HPAA") and the Hyde Park Central School District (hereinafter referred to as the "District").

ARTICLE II

RECOGNITION

The Board hereby recognizes HPAA as the exclusive bargaining agent and representative for all interim, probationary, and tenured full-time administrators in the Hyde Park Central School District. The professional positions incorporated in such recognition are as follows:

- A. All Principals, Assistant Principals and Deans of Students;
- B. All Subject Area Directors and the Director of Guidance; and
3. All Special Education Coordinators.

Newly created administrative positions may be included based upon review of job responsibilities.

ARTICLE III

UNION DUES AND AGENCY SHOP

1. Checkoff: Per statutory limitations, the HPAA continues to be recognized as the bargaining agent, dues deduction authorizations shall be renewed automatically.

2. Maintenance of Membership Monies: All employees shall either maintain their membership in the Union or have an amount equal to the Union dues deducted from their regular paychecks as per the procedure established for members of the Union for the duration of this Agreement. The Union shall certify to the District the names of employees for whom such payroll deductions shall be made by September 15, annually.

The District shall deduct from the wage or salary of employees in the bargaining unit who are not members of the HPAA, an amount equivalent to the dues levied by the HPAA and shall submit the sum so deducted to the HPAA, for the period of time authorized by law.

ARTICLE IV

HPAA PRIVILEGES

A. The Board shall deduct from the salary of each member of HPAA, who so authorizes in writing, dues for membership in any professional organization so designated by said member on or before September 30. The HPAA must furnish to the District before that date the fee structure of all such organizations. The HPAA and the District shall determine the number of pay periods of said deduction. The District shall promptly transmit such deductions to the authorized organization or association.

B. The Board shall deduct from the salary of each member of HPAA, who so authorizes in writing, monies in order to participate in a plan for the purchase of a tax-sheltered annuity in accordance with IRS Code Section 403(b). Companies on file with the Board shall be available from which a member desiring to participate in such annuity may choose.

Such member shall enter into a written agreement with the Board for the reduction of the member's annual salary, as otherwise payable by law, for the purpose of funding the annuity to be purchased. Monies deducted pursuant to such agreement shall be transmitted to the insurer on behalf of the member. Any such agreement may be terminated by the employee at any time by the filing of a written notice of termination with the Board or its designee. The member shall bear the full cost of the annuity purchased in this manner.

ARTICLE V

RESPONSIBILITIES OF ADMINISTRATORS

A. In general, a building principal shall have complete authority and responsibility within his/her own school regarding all personnel in that school and he/she is responsible directly to the Superintendent and Board of Education.

B. Principals, Assistant Principals, Deans of Students, Directors, and Special Education Coordinators shall be involved in the development and recommendations regarding policies, programs and curriculum matters which they are responsible for implementing.

ARTICLE VI

WORK YEAR, VACATIONS, HOLIDAYS, and LEAVES

A. WORK YEAR

The work year for the twelve-month positions covered by this Agreement shall be July 1 through June 30. The work year for ten month administrative positions shall be September 1 through June 30. From the first day of required attendance for teachers through the last day of required attendance for teachers, unit members shall work the same calendar as the teachers, inclusive of all school closings, including those made on an emergency basis, holidays, snow days, give-back days, delays, etc.

It is recognized that administrators may have job responsibilities that require their presence and leadership beyond the normal workday. Unit members shall not be required to work after hours or weekends unless such work is relevant to the unit member's position.

B. VACATION

A. Vacation shall be awarded to unit members on July 1st each year. Vacation leave shall be pro-rated for service of less than a full year. Ten month administrators hired on or after July 1, 2021 shall not be eligible for vacation leave. Any vacation days not taken in the event of leaving the employment of the District or in the event of death shall be paid to the employee or his/her lawful representative.

Vacation Allotment and Maximum Accumulation

	<u>Days</u>
Years 1 - 5	20
After 5 Years of Service	25
Maximum Accumulation:	50

Upon separation from employment, vacation days shall be paid out at the rate of 1/240th.

2. The time or times of taking said vacation shall be mutually agreed upon between the Administrator and the Superintendent.

3. Twelve-month Administrators shall take a minimum of fifteen (15) vacation days per year. The remainder of days per year may be accumulated towards the limit referenced above. Use of less than fifteen (15) vacation days per year shall be upon the approval of the Superintendent, based upon the business necessity of the School District.

4. Administrators may buy back up to five (5) unused vacation days annually at their per diem rate. Days bought back shall count as days taken/used under Section (3). Unit members must submit a request for payment to Human Resources to buy back unused vacation days by no later than June 1st.

C. HOLIDAYS

Unit members shall not be required to report to work on any day on which the District Office is closed for either a holiday or the closing of District Office.

D. LEAVES

1. SICK LEAVE

a. Unit members shall be entitled to eighteen (18) sick leave days per year, which days may be used for either personal illness, medical appointments or illness in their immediate family.

b. Sick leave days may be accumulated to a total of two hundred fifteen (215) sick leave days for twelve-month administrators.

c. If an Administrator is unable to perform his/her duties because of a continuing personal illness or injury and has exhausted annual and accumulated sick leave benefits, the Superintendent shall, upon medical verification of such personal illness or injury, grant the Administrator an additional period of sick leave of up to ten (10) days beyond the benefit that has been accumulated. In instances where the additional benefit is not sufficient to cover the period of extended illness or injury, the Board of Education shall, upon medical verification of the extended illness or injury, grant additional sick leave, with pay, as follows:

A. All regular Administrators with at least three (3) years of regular administrative /teaching service in the Hyde Park Central School District, shall be allowed sick leave without loss of salary for up to one school year, including the annual sick leave allowance, additional sick leave granted by the Superintendent, and any accumulated days. For purposes of this benefit, school year shall be defined as the Administrator's normal work year.

B. All Administrators with less than three (3) years of regular administrative/teaching service in the District shall be allowed up to ninety (90) days of leave, including the annual sick leave allowance, additional sick leave granted by the Superintendent, and any accumulated days.

C. All Administrators with less than two (2) years of regular administrative/teaching service in the District shall be allowed up to sixty (60) days of leave, including the annual sick leave allowance, additional sick leave granted by the Superintendent, and any accumulated days.

d. The Superintendent may require verification of the employee's condition by the attending and/or school physician.

2. SICK LEAVE LIQUIDATION

A. An Administrator retiring with fifteen (15) or more years of regular service in the Hyde Park Central School District shall be granted one day's pay (based on 1/240th of the administrator's base salary earned in the final year of service) for every two (2) days of unused sick leave at the time of retirement [Subject to Article V, (D) (1) (C)]. The fifteen years of service requirement for the cash out of unused sick leave upon retirement shall be waived for any unit member who retires between June 18, 2014 through June 30, 2017.

B. In order to receive this benefit, the Administrator must give written notice to the Board of Education and Superintendent of intent to retire at least six (6) months in advance.

3. CRITICAL ILLNESS OR FUNERAL LEAVE

Each unit member shall be granted five (5) days without loss of pay, per occurrence, for a death in the immediate family of the unit member or unit member's spouse/domestic partner. Immediate family shall include spouse/domestic partner, child, parent, stepparent, parent surrogate, sibling, grandparent, grandchild, aunt, uncle, or a dependent of the immediate household. The District may request the unit member submit proof of death for the purpose of payment under this provision.

4. CHILD CARE LEAVE

A. Administrators may apply for childcare leave without pay. Such leave may be granted for up to two (2) years.

B. In special cases, i.e. miscarriage or infant death, provisions may be made by the Board for early termination of child care leave.

C. To assist in reaching decisions regarding granting child care leave, the work period prior to beginning the leave, termination of leave and the resumption of administrative duties following the scheduled termination of leave, the Superintendent may request certification of the Administrator's condition by the family or school physician.

D. For all Administrators who are on probationary appointments who request, and are granted child care leave, the time that any such Administrator is on child care leave will not be counted toward the period of probation.

E. The Board will return the Administrator to the previous school and position.

5. ADOPTIVE LEAVE

An Administrator adopting a child may receive similar child care leave without pay if requested within thirty (30) days after the assignment of the child.

6. LEAVE RETURN NOTICE

Whenever an employee is on an extended leave of absence with or without pay (i.e., for a period in excess of three [3] months), it shall be the obligation of the employee to advise the District of his/her intention to return from leave or resign from his/her position at least thirty (30) days prior to the end of the leave, as set forth in the resolution of the Board of Education conferring such leave.

7. DISCRETIONARY DAYS

Unit members will be entitled to four (4) discretionary days which may be used for any purpose (with no need to provide an explanation), subject to the approval of the Superintendent. Such days shall not be unreasonably denied. Any unused discretionary days shall be converted to sick leave days.

8. JURY DUTY

A. Members shall be granted leave without loss of pay as may be necessary in order to perform jury duty. Such leave shall not be deducted from any other leave allowance. When members receive a notice of call to jury duty, they shall notify their immediate supervisors to that effect.

B. Members on jury duty shall be allowed to retain any and all monies received from the Court to cover any travel expenses incurred.

C. Members shall be required to return to work the day following the completion of jury duty.

ARTICLE VII

NEGOTIATIONS PROCEDURES

A. Negotiation for a successor agreement covering the years subsequent to June 30, 2020, shall be commenced at any time upon the request of either party. A mutually acceptable meeting date shall be set not more than fifteen (15) calendar days following such request. Such request shall be made not earlier than January 1 nor later than February 15, except by Mutual consent.

B. Following the initial meeting, such additional meetings shall be held until the parties reach an agreement or until an impasse is reached.

C. In the event that impasse is reached the procedures of Section 209 of the Civil Service Law with respect to mediation and fact-finding shall be utilized in an effort to solve the dispute.

ARTICLE VIII

COMPENSATION

1. The base wage schedule shall be increased by two and a half percent (2.5%) in each year of the contract.

Effective July 1, 2021, the attached base wage schedule for Directors shall replace the predecessor wage schedule. Any changes to Director compensation based on the unit member's placement on the wage schedule shall be prospective only, and there shall be no retroactive payments made.

2. An additional stipend of \$1,500.00 will be paid to any unit member who earns a doctorate degree while in the employ of the District.
3. Unit members who have prior service with the District as teachers will receive credit for salary purposes on a two for one basis, i.e. for every two years of prior service as Hyde Park teacher a unit member will receive one year of credit for salary purposes.
4. The District shall have the option of implementing a bi-monthly payroll, provided a minimum of sixty (60) calendar days notice is given to the Association.

Absent extenuating circumstances approved by the School of Business Official, direct deposit of paychecks to the financial institution of the unit member's choice shall be required, and paystubs shall either be e-mailed or available to view or print from a District designated website.

5. Effective July 1, 2022 - In the event the District offers summer programs for students that require a Program Principal or Coordinator, unit members appointed to such positions shall be expected to perform all job responsibilities associated with the preparation of and administration of such programs along with any additional responsibilities. Such unit

members shall be paid for each day worked at the rate of \$52 per hour for each hour staff are working the program. In the event a unit member appointed to such a position is unable to work on a particular day, he or she shall not receive pay for that day. In the event a substitute is appointed for the day/time he or she shall receive \$52 per hour for the hours worked as a substitute. There shall be no additional pay for hours worked outside of the summer program. In the event the summer program hours overlap with the unit member's regular position, he/she must use vacation time to cover his/her absence from his/her regular position.

6. A unit member appointed to serve as the Mentor Program Coordinator shall receive an annual stipend of \$4,250.

A unit member appointed to serve as the ENL/Part 154 Coordinator shall receive an annual stipend of \$5,850.

7. Directors or Coordinators who agree to be physically assigned by the District to cover for an absent Elementary Principal shall be paid \$100 per full day of coverage, and \$50 for half day of coverage. This additional pay shall not be granted for unit members who are only asked to be on-call to cover an absent Elementary Principal.

Unit members who, due to extenuating circumstances, agree to be assigned to cover for another unit member or for a vacant position, shall be paid \$100 per full day of coverage, and \$50 for half day of coverage, upon the advance approval of the Superintendent of Schools. In the event a unit member is not approved by the Superintendent of Schools for coverage pay, such decision shall not be subject to the grievance procedure.

ARTICLE IX BENEFITS

A. HEALTH INSURANCE

1. The employee's health insurance contribution shall be sixteen percent (16%) of the cost of the premium for the DEHIC Alternate PPO. The DEHIC EPO 20 plan shall be the only available health insurance option for unit members hired on or after July 1, 2016. Family coverage shall include a domestic partner, subject to the provisions of the health insurance plan.

Effective July 1, 2021, the employee's health insurance contribution shall be thirteen percent (13%) of the cost of the premiums for the DEHIC EPO 20. Effective July 1, 2022, the employee's health insurance contribution shall be fourteen percent (14%) of the cost of the premiums for the DEHIC EPO 20. Effective July 1, 2023, the employee's health insurance contribution shall be fifteen percent (15%) of the cost of the premiums for the DEHIC EPO 20.

2. A Section 125 Internal Revenue Code Cafeteria Plan shall be made available to allow unit members the opportunity to have employee health insurance premium contributions paid for through a salary reduction program.

3. The District and the Association may mutually agree to purchase equivalent to superior insurance from another carrier such as Empire Plan/Blue Cross of Albany. The Hyde Park Administrators' Association agrees that it shall not unreasonably withhold its consent regarding such change in carrier; provided, however, that any dispute regarding the withholding of such consent shall be subject to expedited arbitration pursuant to the voluntary rules of the American Arbitration Association Labor Arbitration Panel.

In the event that the Empire Blue Cross/Blue Shield Matrix plan becomes unavailable through the Dutchess Educational Health Insurance Consortium (DEHIC) during the term of this agreement, the parties shall meet to determine a replacement health insurance program. Should the parties fail to agree in a timely manner, the District shall implement the DEHIC PPO plan.

4. Effective for Unit Members Retiring on or after July 1, 2008:

Upon completion of: (a) seven (7) years of service as an administrator in the District or fifteen (15) years of total service in the District; and (b) retirement from the District in accordance with the provisions of the Teachers' Retirement System (TRS), unit members shall be provided with health insurance benefits at the same percentage contribution as the unit member paid in his/her last year of employment with the District.

B. HEALTH INSURANCE BUY-OUT OPTION

Unit members who are otherwise health insured may voluntarily opt out of the District's health insurance program and receive a payment of \$2,500.00, per annum, for opting out. The employee must give written notice of opting-out at the dates specified below and must also produce proof of other health insurance at the time of making application for the buy-out.

Written notice shall be given to the Business Office on or before May 31st for each period commencing July 1st of the following school year.

Re-entry into the District's health insurance program shall be allowed at any time, subject only to the waiting period, if any, of the health insurance program's rules and regulations. Upon re-entry, the unit member must refund the pro-rated amount of the buy-out paid for the remaining months of the applicable year. New hirees may opt out and receive this benefit on a pro-rated basis where applicable, at the time of hire, provided that proof of other health insurance is furnished to the Business Office at the time of making written application.

In the event that a unit member leaves the employ of the District after receiving a buy-out payment, but before the end of the applicable time period covered by such payment, such unit member shall be obligated to repay the District on a pro-rated basis the amount of buy-out payment for the remaining part of the period of the buy-out. The District is also expressly

authorized to deduct that amount from the remaining paycheck(s) of said employee in the event that repayment is not otherwise made.

C. WELFARE BENEFIT TRUST

The District shall contribute the funds required to provide for participation in the Hyde Park Teachers' Association Welfare Fund for members of this bargaining unit, provided however, that the per capita contribution for this bargaining unit shall not exceed the per capita District contribution for members of the Hyde Park Teachers' Association. In the event that participation in the Hyde Park Teachers' Association Welfare Fund is not allowed, the parties will immediately reopen negotiations for the purpose of selecting alternative dental insurance and other insurance plans which may be mutually agreeable.

D. LIFE INSURANCE

The District shall pay for the yearly premium to fund a group plan providing individual unit members with a \$100,000.00 term life insurance and \$100,000.00 accidental death/dismemberment insurance policy. Upon retirement, the amount of insurance that the District will provide shall be reduced to \$5,000.00 of term life insurance only.

ARTICLE X

RETIREMENT INCENTIVE

Unit members who give written notice to the Board of Education Clerk at least six (6) months before resigning for the purpose of retirement effective June 30th of the school year in which the unit member is first eligible to receive retirement benefits from the New York State Teachers' Retirement System, without penalty (or at age 55 at the administrator's desire), shall be entitled to be paid a retirement incentive benefit equal to thirty five percent (35%) of their final year's salary in addition to the amount of money otherwise due pursuant to the provisions of Article V (B) (1) and (D) (2). The retirement incentive shall be made between July 1st and June 30th of the school year in which the retirement becomes effective. This retirement incentive shall not exceed one hundred percent (100%) of the administrator's final salary. In order to be eligible for the retirement incentive, a unit member must complete a minimum of seven (7) years of service as an administrator in the District (or 15 years of total District service).

Unit members who give written notice to the Board of Education Clerk at least six (6) months before resigning for the purpose of retirement effective June 30th of the school year following the school year the unit member was first eligible to receive retirement benefits from the New York State Teachers' Retirement System, without penalty, shall be entitled to be paid a retirement incentive benefit equal to twenty percent (20%) of their final year's salary in addition to the amount of money otherwise due pursuant to the provisions of Article V (B) (1) and (D) (2). The retirement incentive shall be made between July 1st and June 30th of the school year in which the retirement becomes effective. This retirement incentive shall not exceed one hundred percent (100%) of the administrator's final salary. In order to be eligible for the retirement

incentive, a unit member must complete a minimum of seven (7) years of service as an administrator in the District (or 15 years of total District service).

ARTICLE XI

COURSE WORK/IN-SERVICE CREDIT

A. COURSE WORK

Administrators regularly employed by the district who have completed requirements for New York State permanent certification for administrative and supervisory service, and are taking additional course work, will be granted tuition reimbursement up to 75% of the cost of the course, not to exceed 75% of the credit cost at SUNY New Paltz, provided the course is beneficial to the school system and approved in advance by the Superintendent. Tuition reimbursement shall be limited to four (4) courses per year.

B. IN-SERVICE CREDIT

One Hundred Dollars (\$100.00) shall be paid for a period of five (5) years for every fifteen (15) hours of District sponsored in-service course work for which the Administrator presents a certificate of completion. The enrollment levels and class composition of District sponsored in-service courses shall be determined by the District and the instructor. The Association may recommend in-service courses to the Superintendent.

ARTICLE XII

PROFESSIONAL ASSOCIATION

The Board shall reimburse members up to a maximum of seven hundred fifty (\$750.00) dollars annually for membership dues in state and/or national professional organizations. Reimbursement for dues to any labor organization which provides negotiation and/or legal defense services, or dues to SAANYS shall not be permitted under this Article. These monies may not be used for organizations that are not in compliance with New York State Municipal Law.

ARTICLE XIII

PROTECTION OF ADMINISTRATORS

A. Whenever a unit member is absent as a result of an injury or disability for which there is entitlement to pay under Workers' Compensation Insurance, the unit member shall be paid his/her salary subject to the deduction therefrom of the amount of Workers' Compensation

salary payments. Furthermore, said absence from work shall not affect the unit member's accumulated sick leave.

B. The Board of Education will reimburse employees covered by this agreement up to one thousand dollars (\$1000.00) per occurrence for personal clothing, glasses, and jewelry damaged or destroyed in the course of maintaining discipline or restoring order, or as the result of an assault by a pupil while the administrator is on duty in the school building, on school premises, or at other school sponsored activities.

C. The Board of Education will reimburse employees covered by this agreement up to One Thousand Dollars (\$1000.00) per occurrence for personal vehicles damaged or destroyed in the course of maintaining discipline or restoring order, or as the result of an assault by a pupil while the administrator is on duty in the school building, on school premises, or at other school sponsored activities.

D. The Board of Education will reimburse employees covered by this agreement up to One Thousand Dollars (\$1000.00) per occurrence for personal property damaged or destroyed in the course of maintaining discipline or restoring order, or as the result of an assault by a pupil while the administrator is on duty in the school building, on school premises, or at other school sponsored activities.

ARTICLE XIV

POSTING OF POSITIONS

All vacancies in professional positions, other than classroom teaching positions, shall be publicized as follows:

A. Notice of the opening shall be posted on the District website and emailed to all unit members at least five (5) school days before applications are closed, except in emergency situations where said date of anticipated appointment shall be announced. The President of the Association shall receive copies of all posted notices and it shall be his/her responsibility to inform the members of the Association of the posted notices.

B. The posting shall clearly set forth the qualifications for the position. All professional personnel who possess the necessary qualifications so stated without regard to age, race, creed, color, religion, sex, or marital status shall be permitted to file a written application within the time limit.

C. No applicant who does not meet the District's qualifications and State Certification requirements will be appointed, even on an interim basis. The District reserves the right to reject all applications and re-publicize the vacancy. Should a vacancy not be filled and another Administrator(s) assume(s) the responsibility of the vacated position, the

Administrator(s) will each receive additional compensation in the amount of one hundred dollars (\$100.00) per day beginning with the first day of coverage.

D. Grievances concerning this Article may be brought only on procedural matters.

ARTICLE XV

PERSONNEL FILES

All unit members shall have the right upon request to review the contents of their personnel files. A representative of the Association at the unit member's request may accompany him/her in this review. The review shall be made in the presence of the Administrator responsible for the safekeeping of these files, or a designee. One copy of any material included in the files shall be reproduced upon request. The personnel file shall be defined as the file maintained in the Office of the Superintendent of Schools. Privileged information such as confidential credentials and related personal references normally sought at the time of employment are specifically exempted from review. The Administrator or designee shall in the presence of the unit member, remove them from the file prior to the review of the file by the unit member. All communications, including evaluations, commendations and validated complaints directed toward the unit member which are added to a unit member's personnel file, shall be called to the unit member's attention at the time of inclusion. The unit member shall acknowledge that such material has been read by affixing his or her signature on the actual copy to be filed with the understanding that such signature merely signifies that the material to be filed has been read and does not necessarily indicate agreement with its content. Failure to sign and/or read such material shall result in having said refusal noted on the material by the Administrator or designee involved. The unit member shall have the right to make a written answer to any material filed, and this answer shall be attached to the file copy. All unit members desiring to have commendations or other materials regarding their professional qualifications made a part of their personnel files shall submit the same to the Office of the Superintendent.

ARTICLE XVI

PHYSICAL EXAMINATION

Any unit member who undergoes an annual physical not fully covered by the unit member's health insurance shall be reimbursed by the District in an amount not to exceed \$300 upon the submission of proof of out-of-pocket expense.

ARTICLE XVII

SUBSTITUTE TEACHER/SECRETARY CALLING

A. The Board shall continue to maintain the present substitute teacher calling service.

B. The District shall establish and maintain a substitute secretarial calling service or procedure without requiring the Building Administrators to perform such work.

ARTICLE XVIII

GRIEVANCE PROCEDURE

A. A "grievance" shall mean a complaint by an employee in the bargaining unit that there has been as to the employee, a violation, misinterpretation or inequitable application of any provision of this Agreement.

B. A grievance, to be considered by the Superintendent and/or Board, must be filed in writing with the Superintendent no later than thirty (30) working days after the employee knew or should have known of its occurrence.

C. The Superintendent shall meet and discuss the matter with the grievant and/or the grievant and his/her unit representative if the grievant so wishes, within ten (10) days of receiving said grievance, and notify the grievant within ten (10) working days of his/her decision.

D. If the grievant is dissatisfied with the response of the Superintendent, and wishes review by the Board, he/she shall file his/her appeal to the Board within five (5) working days after receipt of the Superintendent's response. Upon receipt, the Board shall process the grievance and notify the grievant of its decision within fifteen (15) working days.

E. Arbitration.

1. If the grievance is not resolved at the Board Stage, the Association may demand arbitration. Written notice of such demand shall be served by registered mail or in person upon both the Clerk of the District and the Superintendent of Schools within fifteen (15) calendar days after the decision of the Board is received. The notice shall include a brief statement of the issues involved and the grounds upon which the arbitration is based. The voluntary labor arbitration rules of the American Arbitration Association shall apply to proceedings conducted by the arbitrator insofar as they relate to hearings and fees. Fees and expenses shall be borne equally by the District and the Association. The arbitrator shall limit his/her decision strictly to the application and interpretation of this Agreement and shall be without power to make any decision contrary to, or inconsistent with, or modifying or varying in any way, the terms of this Agreement.

2. The decision of the arbitrator, if made in accordance with his jurisdiction and authority under this Agreement and under applicable law and rules and regulations having the force and effect of law, will be accepted as final by the parties to the dispute and both will abide by it.

3. The arbitrator may recommend an appropriate remedy where he/she finds a violation of this Agreement.

4. The parties shall select from the following panel of arbitrators:
Howard Edelman;
Thomas Rinaldo;
Ira Lobel;
Jay Siegel.

In the event an arbitrator from the above list is not available or unwilling to serve, the next arbitrator on the list who is available will be selected. If mutual consent cannot be reached, then a demand for arbitration may be filed with the American Arbitration Association.

5. Only the HPAA may process grievances through arbitration.

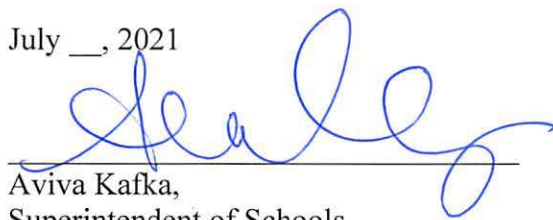
ARTICLE XIX

DURATION

The term of this agreement shall be from July 1, 2021 through June 30, 2024.

IN WITNESS THEREOF, the parties hereto have executed this Agreement on the 21st day of

July __, 2021



Aviva Kafka,
Superintendent of Schools
Hyde Park Central School District

Jennifer Criser-Eighmy

Jennifer Criser-Eighmy, President
Hyde Park Administrators' Association
Hyde Park Central School District

**HPAA Salary Schedules
2021-22 through 2023-24**

2.5% increase per year

This schedule applies to unit members employed on or after 7/1/02

	0-5 years	6-10 years	11-15 years	16-20 years	21-25 years
Principal					
2021-2022	137,581	142,155	150,993	155,702	160,408
2022-2023	141,021	145,709	154,768	159,595	164,419
2023-2024	144,547	149,352	158,638	163,585	168,530

Principal Middle					
2021-2022	141,156	145,732	154,570	159,277	163,984
2022-2023	144,685	149,376	158,435	163,259	168,084
2023-2024	148,303	153,111	162,396	167,341	172,287

Principal Secondary					
2021-2022	142,349	146,922	155,763	160,471	165,175
2022-2023	145,908	150,596	159,658	164,483	169,305
2023-2024	149,556	154,361	163,650	168,596	173,538

Assistant Principal					
2021-2022	119,288	123,859	128,435	133,007	137,581
2022-2023	122,271	126,956	131,646	136,333	141,021
2023-2024	125,328	130,130	134,938	139,742	144,547

Director					
2021-2022	130,153	134,724	143,077	148,006	152,711
2022-2023	133,407	138,093	146,654	151,707	156,529
2023-2024	136,743	141,546	150,321	155,500	160,443

Special Education Coordinator					
2021-2022	119,288	123,859	128,435	133,007	137,581
2022-2023	122,271	126,956	131,646	136,333	141,021
2023-2024	125,328	130,130	134,938	139,742	144,547

10 month Assistant Principal					
2021-2022	99,625	103,440	107,258	111,074	114,891
2022-2023	102,116	106,026	109,940	113,851	117,764
2023-2024	104,669	108,677	112,689	116,698	120,709

Handwritten signatures and dates:
 [Signature] 6/30/2021
 Linda Stenberg 6/30/21
 Jennifer Aish-Egly 7/6/21