

COMPENSATION AND BENEFITS

To ensure that the compensation and benefits provided to employees are fair and within the parameters of the district budget, the Board reserves its right to approve all additional funding required by the provisions of a tentative collective bargaining agreement, in addition to any right of ratification that is secured by the district's negotiation representative(s).

The Superintendent of Schools shall be responsible for administering the compensation and benefits provided to the district's employees as determined in their collective bargaining agreements.

Employees Not Covered by Collective Bargaining Agreements

The compensation and benefits for work provided by employees who are not represented by recognized or certified employee organizations shall be determined by the Superintendent, with approval of the Board of Education.

Ref: Consolidated Omnibus Budget and Reconciliation Act of 1985 (COBRA), 42 USC §§ 300bb-1 *et seq.* (federal law that requires the continuation of health insurance benefits under certain circumstances)

Fair Labor Standards Act (FLSA), 29 USC §§ 200 *et seq.* (federal law that requires a minimum wage and overtime for non-exempt employees)

Family and Medical Leave Act of 1993 (FMLA), 29 USC §§ 2610 *et seq.* (federal law that requires an unpaid leave of absence for certain family and medical situations)

Civil Service Law §§ 200 *et seq.* ("Taylor Law," requires school districts to negotiate with unions)

Education Law § 3005-b (requires a minimum sick leave allotment and accumulation for teachers)

Date Adopted: 5/16/06