

AGREEMENT BETWEEN

BARKER CENTRAL SCHOOL  
BOARD OF EDUCATION

AND

CHRISTIAN CORNWELL

COORDINATOR OF CURRICULUM AND PROFESSIONAL  
LEARNING / ASSISTANT PRINCIPAL

JULY 1, 2025 – JUNE 30, 2028

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## PREAMBLE

This document sets forth the terms and conditions of employment for Christian Cornwell, Coordinator of Curriculum and Professional Learning / Assistant Principal in the Barker Central School District.

## TERMS AND CONDITIONS

### 1. Work Year

The administrative work year shall be July 1 through June 30.

During the period of the official school year, the Coordinator of Curriculum and Professional Learning / Assistant Principal is required to work during student/teacher recess periods unless approved as per allowed leave as defined within this agreement.

The Coordinator of Curriculum and Professional Learning / Assistant Principal shall be entitled to the following paid holidays:

Independence Day	One Day for New Year's
Labor Day	One Day Before or After New Year's
Columbus Day	Martin Luther King, Jr. Day
Veterans' Day	Presidents' Day
Day Before Thanksgiving	Thanksgiving Day
Day following Thanksgiving	Memorial Day
One Day for Christmas	One Day Before or After Christmas
Juneteenth	Lunar New Year(If on a scheduled day of student attendance
Good Friday	

There will be no work scheduled the Friday prior to Memorial Day each year in which no more than three (3) snow days have been used, and as long as the District does not drop below the required student days necessary to receive full state aid.

During the summer recess the usual and customary work days will be six and a half (6.5) hours daily. Summer hours will commence the first work day after graduation and will end at the Superintendents discretion, but will be no earlier than two Fridays before staff return for the following school year. The Coordinator of Curriculum and Professional Learning / Assistant Principal may elect to work 4 day work weeks of at least eight and a quarter (8.25) hours per day for a total of 33 hours per week during the summer recess only. Only during the week of July 4<sup>th</sup> must a full week at reduced (6.5) hours be worked unless the Director uses a vacation or other appropriate leave day. At all times shall an administrator be present on each day of the week during the summer months. As such, vacations and 4 day work weeks must be planned with other administrators in the District throughout the summer and will be approved in advance as they are submitted. 4 day work weeks may be denied if no other administrator is present on campus.

2. **Leaves of Absence**

**Vacation Leave**

The Coordinator of Curriculum and Professional Learning / Assistant Principal shall be entitled to fifteen (15) days each year during the period from July 1 through June 30 as vacation days. Up to ten days of unused vacation may be carried over. Accumulated vacation leave may be used during the subsequent year of employment. In the event the administrator has unused accumulated vacation days at the time their employment with the district terminates for any reason, they shall be paid at their per diem rate for each such unused accumulated vacation day.

**Sick Leave**

Each year of the contract on July 1 the Coordinator of Curriculum and Professional Learning / Assistant Principal shall be credited with an additional fourteen (14) days of sick leave per year, the entire amount of such leave to be credited on July 1 of each year. Unused sick leave shall be accumulated to a maximum of 295 days.

**Family Sick Leave**

A total of ten (10) days per year shall be allowed and deducted from the annual sick leave allowance for illness in the immediate family (spouse, parents, children or any permanent resident of the employee's household).

**Bereavement Leave**

The Coordinator of Curriculum and Professional Learning / Assistant Principal shall be allowed bereavement leave each year, as follows:

- a. One (1) day of absence shall be allowed for the purpose of attending the funeral of any person regardless of relationship.
- b. Three (3) days bereavement leave shall be allowed in the event of the death of the Coordinator of Curriculum and Professional Learning / Assistant Principal's brother, sister, brother-in-law, sister-in-law, grandchild, grandparent, or domestic partner's immediate family.
- c. Five (5) days bereavement leave shall be allowed in the event of the death of the Coordinator of Curriculum and Professional Learning / Assistant Principal's spouse, domestic partner, child, parent, spouse's/domestic partner's parent, or any person who is a permanent member of the administrator's household.

- d. Bereavement leave may be extended due to special circumstances with prior approval of the Superintendent.
- e. Bereavement leave shall be deducted from accumulated sick leave.

### **Jury Duty**

Leave without loss of pay shall be granted for jury duty, subject to a maximum of ten (10) working days in a school year. The Coordinator of Curriculum and Professional Learning / Assistant Principal shall surrender to the District all jury duty funds paid to him, excluding the transportation expenses received. If additional time is required due to an extended need, the Coordinator of Curriculum and Professional Learning / Assistant Principal may be provided additional leave with pay upon verification of the required duty by the Superintendent.

### 3. **Health Insurance**

The District will make available to the Coordinator of Curriculum and Professional Learning / Assistant Principal a managed care health plan (POS) or (PPO), and a dental plan that is equal to or better than the coverage provided to other professional employees of the district. However, the District's premium contribution on behalf of the Coordinator of Curriculum and Professional Learning / Assistant Principal shall not exceed 85%.

Open enrollment periods shall be established by the District. The Coordinator of Curriculum and Professional Learning / Assistant Principal shall remit any required premium contribution(s) through payroll deductions.

The District shall have no obligation to contribute toward the Coordinator of Curriculum and Professional Learning / Assistant Principal's health insurance premiums with the district if he is covered by a health insurance plan provided by another employer. Accordingly, each year this contract is in effect, he will file a written statement with the District's Business Office stating that he is not covered by a health insurance plan provided by another employer before the due date for the payment of the first monthly premium in the school year in order to be eligible for the above District contribution toward premium. Any other health insurance coverage, from any other source, shall constitute "double" coverage.

The Coordinator of Curriculum and Professional Learning / Assistant Principal may participate in the separate dental insurance, however the district's premium contribution on behalf of the employee for the dental insurance shall not exceed 85%.

The District reserves the right to change carriers, plan administrators, plans and coverage benefits, which are comparable to the existing coverage.

4. **Membership in Professional Educational Organizations**

The Coordinator of Curriculum and Professional Learning / Assistant Principal shall be encouraged to join local, state, and national professional educational organizations. The Board of Education will assume the cost of membership, not to exceed \$1,000 in any fiscal school year, at the Superintendent's recommendation. SAANYS dues are excluded from this provision.

5. **Attendance at Professional Educational Conferences**

The Coordinator of Curriculum and Professional Learning / Assistant Principal will attend such local, county, state, or national conferences as is deemed to be in the best interest of the school district. Expenses for attendance to conferences will be provided and governed by the policies of the district.

6. **Sick Leave Conversion and Health Insurance at Retirement**

The Coordinator of Curriculum and Professional Learning / Assistant Principal may convert "sick leave" by the following formula:

- a. 1-120 at 1/1000<sup>th</sup> of final year's salary for each day of accumulation.
- b. 121-135 at 1/800<sup>th</sup> of final year's salary for each day of accumulation.
- c. 136-185 at 1/700<sup>th</sup> of final year's salary for each day of accumulation.
- d. 186-305 at 1/600<sup>th</sup> of final year's salary for each day of accumulation

The District will make a non-elective contribution for the appropriate amount, as established by said formula, into the Coordinator of Curriculum and Professional Learning / Assistant Principal's existing or new 403 (b) account, subject to the annual contribution limits as outlined in the Internal Revenue Code, Section 415c.

If the Coordinator of Curriculum and Professional Learning / Assistant Principal receives a sick leave conversion payment into a 403(b) at retirement, he may voluntarily elect to purchase health insurance from the District in retirement at his own expense by paying the District one-tenth (1/10th) of the payment the retiree received for the first one hundred twenty (120) sick days for each year retiree health insurance is desired (plus any amounts required below). 1/10 per year is the equivalent of 12 converted sick days for each year of insurance. Retiree health insurance may be purchased from the District by the retiree for up to ten (10) years (i.e., until such time as the retiree pays the District for retiree health insurance an aggregate amount equaling the sick leave conversion payment into the 403(b) account for up to the first one hundred twenty (120) sick days).

Illustration 1: If the retiree retired with a final annual salary of \$99,155, his accrued sick days would be converted and paid into a 403(b) as follows:

Days 1-120 = \$11,898.60

Days 121-145 = \$3,098.59  
Days 146-195 = \$7,082.50  
Days 196-295 = \$16,525.83  
Total = \$38,605.52

To purchase retiree health insurance from the District, the retiree must then pay the District \$1,189.86 per year for up to ten (10) years (for a total of \$11,898.60 (plus any increase amounts required below)).

Illustration 2: If a retiree retired with a final annual salary of \$99,155, and had less than 120 days of accrued time (i.e. 100 sick days), his sick days would be converted and paid into a 403(b) as follows:

Days 1-100 = \$9,915.50

This individual would be eligible to purchase up to eight (8), years of retiree health insurance from the District, and must pay the District \$1,189.86 per year for up to 8 years (plus any increase amounts required below). Once all sick days (in increments of 12) are exhausted, the retiree must pay for the full cost of insurance for whichever plan is chosen.

To be eligible to purchase up to ten (10) years of coverage provided by the District at the time of retirement as calculated above, the Coordinator of Curriculum and Professional Learning / Assistant Principal must have five (5) years of service as an administrator in the Barker Central School District and must immediately retire into the New York State Teachers' Retirement System and be at least 55 years of age. To receive this benefit, the Coordinator of Curriculum and Professional Learning / Assistant Principal must declare his intent to retire at least one hundred twenty (120) days prior to the anticipated retirement date.

7. **Flexible Spending Account**

The Coordinator of Curriculum and Professional Learning / Assistant Principal shall be entitled to participate in the Flex Benefits Plan for reimbursement of medical expenses.

8. **Tax-Sheltered Annuity (TSA)**

For every three dollars (\$3.00) the Coordinator of Curriculum and Professional Learning / Assistant Principal contributes to a tax-sheltered annuity in any pay period, the Board will match an additional dollar (\$1.00) in contribution up to a maximum of \$1,500.

9. **Grievance Procedure**

**Definitions**

- a. "Grievance" shall be defined as an alleged violation, misinterpretation or inequitable application of the Agreement, Board policies, practices or

customs, or laws, or rules and regulations having the force and effect of law.

- b. "Grievant" shall be defined as the party named as the aggrieved.
- c. "Hearing Officer" shall mean any individual or board charged with the duty of rendering decisions at any stage of the grievance procedure. Any action, which the Superintendent is either required or authorized to take under the instant grievance procedures, may be delegated to a representative of his or her choice.

#### Procedure

Every grievance shall be filed within twenty (20) calendar days after the grievant knew or should have known of the facts upon which the grievance is based. Failure to comply with such time limitation shall constitute a waiver of any claim arising out of the facts upon which the grievance is based, and bar any proceeding based thereon in any forum. The parties may, by mutual written agreement, extend time limits on a case-by-case basis.

#### Step 1: Supervisor/Superintendent

The Coordinator of Curriculum and Professional Learning / Assistant Principal is first to attempt to resolve the matter with his immediate supervisor informally. If the Coordinator of Curriculum and Professional Learning / Assistant Principal is not able to settle a grievance after talking it over with his immediate superior, he will discuss it with the Superintendent directly with the objective of resolving the matter informally.

If the Superintendent has not met with the Coordinator of Curriculum and Professional Learning / Assistant Principal within fifteen (15) calendar days of the grievant's request, the grievant may take the grievance to Step 2.

#### Step 2: Board of Education

- a. Within fifteen (15) calendar days after receiving the decision of the Superintendent, the Coordinator of Curriculum and Professional Learning / Assistant Principal may decide, by written notice, to appeal the grievance to the Board of Education.
- b. Within fifteen (15) calendar days after the receipt of an appeal, the Board or subcommittee of the Board shall hold a hearing on the grievance. The hearing shall be in executive session unless the grievant requests that it be open.
- c. The Board or subcommittee of the Board shall give its decision, with reasoning, within fifteen (15) calendar days after the conclusion of the hearing.

### Step 3: Binding Arbitration

- a. Within fifteen (15) calendar days after receiving the decision of the Board of Education, the Coordinator of Curriculum and Professional Learning / Assistant Principal may decide, by written notice to the Superintendent, to take the grievance to arbitration pursuant to the Rules of Procedure of the American Arbitration Association. If a demand for arbitration is not received by the Superintendent within fifteen (15) calendar days after the Step Two decision is rendered, the grievance shall be deemed settled in accordance with the Step Two resolution and further appeal of the grievance shall be barred.
- b. Submission of a grievance to arbitration shall constitute the sole means for the Coordinator of Curriculum and Professional Learning / Assistant Principal to resolve the grievance. All other courses of action or remedies shall be barred. Election of an alternative course of action or remedy prior to the submission of a grievance to arbitration shall be considered to be a waiver of the right of the Coordinator of Curriculum and Professional Learning / Assistant Principal to thereafter seek recourse by means of the grievance procedure.
- c. If there is a dispute over arbitrability that shall be the threshold question decided by the arbitrator.
- d. The arbitrator's recommendation shall set forth his or her findings of fact, reasons, and conclusions of law on only that issue submitted for determination.
- e. The arbitrator shall have neither power nor authority to alter, modify, add to, or subtract from the provisions of this Agreement.
- f. The arbitrator shall not usurp the functions of the Board of Education under the law.
- g. The fees and expenses of the arbitrator, and the costs of the hearing room, shall be shared equally by the employer and the Coordinator of Curriculum and Professional Learning / Assistant Principal. All other expenses shall be borne by the party incurring them. Neither party shall be responsible for the other party's share of the divided costs nor the expenses of witness or participants called by the other.
- h. The arbitrator's recommendation shall be binding.

### 10. Salary

The Coordinator of Curriculum and Professional Learning / Assistant Principal will receive a salary of \$126,500 for 2025-26. On July 1 of each subsequent year of the agreement, the Coordinator shall receive a 4% increase.

BARKER CENTRAL SCHOOL

BOARD OF EDUCATION

AND

CHRISTIAN CORNWELL

WORKING AGREEMENT

Nothing in this agreement shall be construed as creating any rights or obligations of continued employment. The District reserves the right to take employment actions in accordance with applicable laws.

This Agreement is made and entered into this 12<sup>th</sup> day of August 2025, by and between the Superintendent of Schools, upon authorization from the Board of Education, and Christian Cornwell.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their duly authorized representatives on the day and year first above written.

  
Jacob L. Reimer  
Superintendent of Schools

  
Christian Cornwell  
Coordinator of Curriculum and Professional Learning/Assistant Principal