

AGREEMENT

BETWEEN

**THE BOARD OF EDUCATION OF THE
PUBLIC SCHOOLS OF THE TARRYTOWNS**

AND

ASSOCIATION OF ADMINISTRATORS

AND SUPERVISORS

JULY 1, 2023, THROUGH JUNE 30, 2027

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ARTICLE I - RECOGNITION

The Board recognizes the Association as the exclusive collective bargaining representative for all professional administrative and professional supervisory personnel employed by the Board, without regard to job title, excluding only the Superintendent of Schools, Assistant Superintendent for Administration, Assistant Superintendent for Learning, Director of Human Resources and School Business Administrator and persons represented by the Teachers' Association of the Tarrytowns.

ARTICLE II - SALARY AND BENEFITS

- A. For the 2023-2024 School Year, there shall be a 2% increase in the salary of each member of the Association, each member shall move pursuant to Appendix A, and there shall be a 0% increase to the "Low" salary range and a 2% increase to the "High" salary range as set forth in Appendix D.
- B. For the 2024-2025 School Year, there shall be a 2% increase in the salary of each member of the Association, each member shall move pursuant to Appendix A, and there shall be a 0% increase to the "Low" salary range and a 2% increase to the "High" salary range as set forth in Appendix D.
- C. For the 2025-2026 School Year, there shall be a 2.25% increase in the salary of each member of the Association, each member shall move pursuant to Appendix A, and there shall be a 0% increase to the "Low" salary range and a 2% increase to the "High" salary range as set forth in Appendix D.
- D. For the 2026-2027 School Year, there shall be a 2.25% increase in the salary of each member of the Association, each member shall move pursuant to Appendix A, and there shall be a 0% increase to the "Low" salary range and a 2% increase to the "High" salary range as set forth in Appendix D.
- E. Longevity

Effective July 1, 2023, personnel covered by this Contract shall receive longevity increments to be added to the base salary for service in the School District as an administrator as follows:

After the 10th year	- \$2,000
After the 12th year	- \$3,500
After the 14th year	- \$5,000
After the 16th year	- \$6,500
After the 18th year	- \$8,000
After the 20th year	- \$9,500
After the 22nd year	- \$11,000

Calculation of Longevities: Longevities will be added to the base. Each successive longevity increment will replace the prior increment. In no way are longevities to be considered to be cumulative. For example, for someone with a \$100,000 salary in their 10th year (without regard to other possible increases), after their 10th year, their salary would be \$102,000. Assuming no additional raises after their 12th year, their salary would be \$103,500.

F. Tenure Pay

Administrators who receive tenure on or after July 1, 2023, shall receive a one-time lump sum payment, not included in their base salary of \$1,000. This payment shall not be applicable to bargaining unit members who received tenure prior to July 1, 2023.

G. Fringe Benefits

1. Health Insurance

- a. Effective July 1, 2023, members of the bargaining unit shall pay 19% of the applicable premium for health insurance through payroll deduction. This premium contribution shall remain in effect for the 2024-2025 school year. Effective July 1, 2025, members of the bargaining unit shall pay 19.25% of the applicable premium for health insurance through payroll deductions. Effective July 1, 2026, members of the bargaining unit shall pay 19.5% of the applicable premium for health insurance through payroll deductions.
- b. The District shall have the option to substitute health insurance of equal or greater benefits than offered by the current carrier. Any contemplated change in health insurance will be discussed with the President of the Association.
- c. Any administrator currently enrolled in the District's health insurance plan or beginning work in the district commencing with the first school day in September and covered under health insurance of another party, who can demonstrate such coverage, may elect to waive District health insurance and take, in lieu thereof, on an annual basis, an amount to be determined by the Board as a matter of policy prior to May 15th of each year. Any administrator currently receiving a waiver from the District's health insurance plan shall continue to be eligible. New staff members beginning after September 1st in any year who wish to waive the District's health insurance under this section may do so and receive a pro-rata share for the first year.

2. Dental Insurance

The District will pay eighty percent (80%) of the cost of dental insurance for the administration.

3. Life/Disability Insurance

4. Disability insurance shall continue at the rates effective June 30, 1994. Effective July 1, 2023, the District shall pay one hundred (100%) of the cost of a group term Life Insurance policy with a death benefit of \$75,000 for each active unit member. The life insurance death benefit payout shall be subject to the terms of the carrier and/or plan document. Retiree Health Insurance

a) Bargaining unit members hired before July 1, 2018, must complete five (5) years of continuous service, must notify the Superintendent, in writing, on or before February 1st (for employees retiring on a date other than June 30th, written notification shall take place four (4) months prior to the effective date of retirement), be eligible to retire and retire pursuant to the requirements of the New York State Retirement System, to receive health insurance benefits in retirement. The Superintendent may waive the notification requirement in the event an emergency requires a unit member to retire without being able to give the appropriate notice, for example, a serious health issue for the administrator or their spouse. The annual premium percentage share paid by the employee upon retirement shall be the same as was in effect at the time of retirement.

b) Bargaining unit members hired on or after July 1, 2018, must complete ten (10) years of continuous service, and must notify the Superintendent, in writing, on or before February 1st (for employees retiring on a date other than June 30th, written notification shall take place four (4) months prior to the effective date of retirement), be eligible to retire and retire pursuant to the requirements of the New York State Retirement System, to receive health insurance benefits in retirement. The Superintendent may waive the notification requirement in the event an emergency requires a unit member to retire without being able to give the appropriate notice, for example, a serious health issue for the administrator or their spouse. The annual premium percentage share paid by the employee upon retirement shall be the same as was in effect at the time of retirement.

c) Bargaining unit members who retired prior to July 1, 2018, shall continue to receive coverage by the Board of Education for health insurance, as per the contract in effect at the time of retirement.

5. IRS Section 125-129

The Board of Education agrees to institute a Section 125-129 ("flexible spending") plan.

6. Optical Benefit

- H. Effective July 1, 2023, the district will reimburse unit members up to \$200 per year for optical expenses incurred for the unit member's or qualified dependent's eye care.

In order to receive such reimbursement, unit members must provide the District with itemized, original receipts. Payroll

1. Direct Deposit – Effective as soon as practicable after full ratification of this Agreement, all payments made to bargaining unit members shall be through direct deposit to a depository chosen by the Unit member through a process administered by the Business Office of the School District.
2. Payroll – The Association agrees that the District may, at its discretion, change the payroll structure to a 24-payment annual schedule providing for payroll to members of the bargaining unit twice in a given month, in the middle, and at the end of the month. No less than thirty (30) calendar days' written notice of any such change to the payroll calendar shall be provided to the Unit President

ARTICLE III – ABSENCES AND LEAVES

A. Sick Leave

1. Personnel covered by the contract will be allowed the following days of absence because of personal illness without loss of pay for each year of service rendered: eighteen (18) days for those administrators on a twelve (12) or eleven (11) month schedule, sixteen and a half (16 ½) days for those administrators on a ten and a half (10 ½) month schedule, and fifteen (15) days for those administrators on a ten (10) month schedule.
2. The unused portion of the allowable sick days during each academic year shall accumulate to a maximum of two hundred fifty (250) days.
3. Any administrator who retires and receives benefits under the New York State Teacher's Retirement System shall be paid for any accumulated sick leave in excess of seventy-five (75) days at the rate of \$90.00 per day not to exceed \$15,750 per administrator (up to 175 days).
4. An absence continuous for more than four (4) days necessitates a physician's certificate to be forwarded to the Director of Human Personnel. The certificate should include the physician's estimate of further necessary absence.
5. The five (5) school days in a school year allowed for serious illness in the immediate family shall be a part of the number of days of absence because of personal illness.
6. Immediate family is defined as husband or wife, son or daughter, father or mother, or a relative with whom one is residing, including "step" family.
7. Professional services rendered for more or less than the regular school year shall receive and accumulate sick leave proportionately.
8. Sick leave shall not be transferred into this District.

9. Personnel covered by this contract shall be informed on or about October 1st of the number of accumulated sick days.
10. The parties are agreed that there shall be created a sick leave bank to which administrators may contribute no more than ten (10) days per year from their accumulated sick leave. Participants shall be eligible to withdraw days from the bank upon exhausting their own accumulated sick leave. The sick leave bank will be jointly administered by a representative of the Association of Administrators and Supervisors and the Director of Personnel. Withdrawals will be limited to administrators who have contributed to the bank and who, due to extended illness, have exhausted their accumulated sick leave. Contributions are not mandatory but, once made, may not be withdrawn. Such contributions shall be made 30 days after receiving notification of accumulated sick leave on a form to be provided by the District.
11. The District will pay up to \$150 for professional memberships for each Administrator, subject to the approval of the Superintendent or his/her designee

B. Death in the Family

1. Bereavement leave for a parent, child, or spouse shall be 5 days per occurrence.
2. Five (5) school days in a school year shall be allowed for the death of other family members without loss of pay.
3. Other family is defined as son-in-law or daughter-in-law, mother-in-law, father-in-law, sister or brother, sister-in-law or brother-in-law, grandparents, aunt, uncle, nephew, niece, or any relative with whom one is residing, and "step" family.

C. Family Leave

Family leave without pay shall be granted for the remainder of the school year plus the following school year at the option of the applicant and the Board of Education and in accordance with the Family and Medical Leave Act (FMLA).

D. Leave Without Pay

To participate in activities of national or state professional organizations, one year shall be granted to any administrator and extended to two (2) years upon the approval of the Board of Education. Leave may be granted for other purposes at the discretion of the Board of Education.

E. Notice of Leave Return

It is incumbent upon the professional staff member to notify the Board by registered mail on or before March 15, prior to the conclusion of their leave of absence, of his/her intention to return to employment in the school system. If such notice is not given by the administrator, this should be construed as meaning the administrator does not intend to return but is resigning instead.

F. Other Absence

1. **Personal Leave**

- a. The Board of Education, in an effort to prevent undue hardship to individual staff members who must be absent from school to attend to personal business which cannot be conducted other than during school hours, provides for personal leave without loss of pay as follows:
- i. Three personal days may be taken without reason.
 - ii. Unit members cannot use three (3) personal days in a row.
 - iii. One (1) personal day may be used either before or after a holiday (or holiday weekend), vacation, or school recess period.
 - iv. If a unit member wants to use more than one personal day before or after a holiday (or holiday weekend), vacation, or school recess period, he/she must receive pre-approval to do so from the Superintendent of Schools. The Superintendent's decision shall be non-grievable, and the Superintendent may ask for the reason the unit member wants to take more than one personal day.
- b. Any unused personal days shall be added to the administrator's total accumulated sick days.

G. Work Year

1. Ten (10) month employees will work from September 1 through June 30. During the period the teachers work, ten-month employees shall not be expected to work on days that teachers do not work. In the event teachers report to work after Labor Day, ten-month employees shall be entitled to Labor Day as a holiday. Additionally, all ten-month employees shall work the last 5 workdays in August unless a different schedule is mutually agreed upon between the administrator and his/her supervisor. These additional days shall be compensated at 10/200ths of the employee's salary. The required number of days in the Summer, including the last five workdays in August, are as follows:

Assistant Principal/High School	20 days
Assistant Principal/Middle School	13 days
Assistant Principal/Washington Irving	13 days
Supervisor of Special Education	20 days

Provided notification of the summer retreat date(s) is provided by the District by December 1st, all administrators shall make themselves available to attend the administrative summer retreat. The days attending the administrative summer retreat shall be counted towards the required number of days to be worked in the summer as set forth above.

Any twelve-month employee whose position is reduced to a ten-month position shall receive 200/220ths of the employee's salary plus the aforesaid 10 days per diem compensation.

2. Twelve-month employees will work from July 1 through June 30. During the period the teachers work, twelve-month employees shall not be expected to work on days that teachers do not work. During the period from July 1 through the first day the teachers report to work, and from the last days teachers work through June 30, twelve-month employees shall also receive all other legal or school District holidays. Twelve-month employees shall receive twenty (20) vacation days during July and August.
3. Directors, as 12-month employees who do not have building-level responsibilities, may schedule the use of vacation days at any time during the year, with mutual agreement from the Superintendent or his/her designee.
4. The vacation days taken during the summer recess will be agreed upon by the administrator and his/her immediate supervisor and approved by the Superintendent prior to June 1st. Any carryover of vacation days must be pre-approved by the Superintendent.
5. Unit members will be reimbursed for unused vacation days accrued during their last year of service with the District, up to 20 vacation days.
6. During school vacations, the administrators will continue to use their professional judgment in order to keep up with job expectations.
7. Any administrator hired on or after July 1 will have vacation days for the first summer "borrowed" from the days earned after the first year. Subsequently, the administrator continues to earn vacation days as of June 30 each year.

ARTICLE IV - DUES DEDUCTION

Upon the presentation of dues deduction authorization forms signed by the individual employee to which this Agreement is applicable, the District shall make payroll deductions from the wages of such unit members in the amount designated by the Union as a membership dues deduction within thirty (30) days of receiving the signed dues authorization card. Employee authorization shall be in writing and in a manner consistent with the law.

ARTICLE V - EDUCATIONAL PROGRAMS

The Board and Association support the improvement of administrators' competencies.

1. If a member of the Association earns a doctorate degree while employed by the District, he/she will receive an increase in pay of \$2,000. The degree-granting institution is subject to approval by the Superintendent.
2. The District will reimburse each administrator annually for up to \$3,000 for graduate study in an institution approved by the Superintendent of Schools. The program of study must be of direct relevance to the administrator's scope of responsibility (as determined by the Superintendent) and must be on a doctoral or post-doctoral level.

ARTICLE VI - ASSAULT ON ADMINISTRATOR

- A. In case of an assault upon an administrator in the performance of his duties, the administrator shall immediately report the assault to the Superintendent and shall communicate the incident in writing within 48 hours, except in extenuating circumstances.
- B. The Board shall provide legal counsel to advise such administrator of any legal rights and obligations with respect to such assault and shall render all reasonable assistance to the administrator in connection with the handling of the incident by law enforcement and judicial authorities.
- C. If a physical assault on an administrator results in lost time, the administrator shall be paid in full and such paid absence shall not be deducted from any accumulated sick leave to which the administrator might be entitled under this agreement.

ARTICLE VII - COMPLAINTS TO THE BOARD

- A. Formal complaints from building staff, by parents of a student, by a student, or by community organizations which are directed toward an administrator shall be called to the administrator's attention as soon as possible, and the administrator shall be afforded the opportunity to reply to same.
- B. Should the Superintendent or the Board decide to make the complaint a matter of record, the files, including the administrator's personnel file, shall also include any written statement that the administrator shall choose to prepare.

ARTICLE VIII - BOARD-STAFF NEGOTIATIONS

The members of this Association, individually and as a group, or by representation, shall be called upon to serve as resource personnel to the Board of Education to advise on those items concerning board-staff negotiations that can affect and influence the administration and operation of the schools.

ARTICLE IX - EXECUTIVE AUTHORITY

The members of the Association, as members of the administrative structure of the school district, shall be consulted and involved in all matters involving the staff in their area of responsibility.

ARTICLE X - NOTICE OF EMPLOYMENT

All probationary members and those whose assignment is being changed or eliminated will be notified on or before April 15 of the recommendation of the Superintendent of Schools regarding employment for the next school year.

ARTICLE XI - VACANCIES

Any administrator whose position has been abolished shall not be precluded from applying for any other position in the District.

Should such an application be filed for any position, due consideration shall be given to such administrator's past service in the District.

Notice of all vacancies shall be posted on bulletin boards in each school. Such notices shall indicate the position title and a complete description of the position duties, including any special qualifications and necessary skills.

ARTICLE XII – EVALUATIONS

The parties agree to form a committee to explore alternative observations and evaluation methods/structures/instruments. The decisions of this committee shall be binding and considered to have been collectively bargained. The parties agree that, at a minimum, any resolution will include the following elements:

- a) Principals will conduct some of the observations of Assistant Principals.
- b) Principals will provide information to inform the annual evaluation of assistant principals and participate in any evaluation meeting scheduled by the Superintendent of Schools, or his designee.
- c) Clarification of the evaluation process of Directors and Supervisors.

Additionally, there will be consideration of the following elements:

- d) Differences in evaluation between tenured and probationary administrators.
- e) Possible rubric changes and additional options for observations and evaluations.

Written evaluations for each administrator will be shared with each administrator by June 30 of each contract year.

Observations and evaluation of Unit members shall be in accordance with the terms of the APPR agreement between both parties that was adopted by the Board of Education. See Appendix C. The adopted APPR may be adjusted as mutually agreed by both parties as adopted by the Board of Education.

ARTICLE XIII - GRIEVANCE PROCEDURE

A grievance shall mean any alleged violation, misrepresentation, failure, or omission to carry out or unfair application of any of the terms and conditions of this contract. No grievance shall be instituted more than thirty (30) school days from the date upon which the individual administrator knew or should have known of the facts upon which the grievance is based.

Any administrator shall have the right to be represented at any stage of this proceeding by a person or persons of his/her own choosing.

All hearings shall be confidential.

This aggrieved administrator shall orally present his/her grievance to his/her immediate supervisor, who shall informally discuss the grievance with the aggrieved administrator. If the grievance is not satisfactorily resolved at this stage, the grieving party may proceed to the formal stage.

Within five (5) school days after the informal conference between the administrator and his supervisor, a written request may be made to the Superintendent of Schools or his/her designee for the resolution of the grievance.

If the Superintendent of Schools designates a person to act on his/her behalf, he/she shall also designate full authority to render a determination on his/her behalf.

The Superintendent of Schools or his designee shall immediately notify the aggrieved administrator and his/her immediate supervisor of a date for the holding of a hearing on the grievance. Such hearing shall be held no later than five (5) days after the submission of the request for a hearing. The determination of the Superintendent shall be released no later than ten (10) school days after the close of the hearing. The decision of the Superintendent shall be in writing and it shall be submitted to all parties involved.

In the event the matter is not resolved at the Superintendent's level, an appeal may be made to the Board of Education. Such appeal shall be filed with the Superintendent's decision. The Board of Education shall forthwith either hear the grievance as a committee of the whole or appoint a subcommittee to hear and determine the matter. The hearing of the Board of Education shall not be held later than thirty (30) school days after the submission of the appeal from the Superintendent's decision. The decision of the Board of Education shall be released ten (10) school days after the date upon which the hearing is held.

In the event that the matter is not resolved at the Board level, grievances shall be submitted for binding arbitration under the Voluntary Arbitration Rules of the American Arbitration Association.

ARTICLE XIV – LEGISLATIVE LANGUAGE

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

APPENDIX B

- A. A member of the bargaining unit who fails to meet professional standards pursuant to the procedures set hereafter shall receive no salary increase until he/she has been determined to meet professional standards.
1. If, as a result of the evaluation procedure, a member of the bargaining unit receives an unsatisfactory evaluation, the Superintendent or his designee:
 - Will provide the employee concerned with a written assessment clearly stating the reasons for judging the performance to be below expected standards.
 - Will continue assessment.
 2. At the end of the prescribed time period, the Superintendent, or his designee, will judge that:

The staff member concerned has responded and is performing at expected levels and that the process has been successful

or

The specific reasons for concern still exist and that the Superintendent may direct the employee concerned to proceed with one or more of the following options:

 - a. Accept a different assignment.
 - b. Enrollment in appropriate university courses that address his/her particular professional needs.
 - c. Agree to a referral to the Employee Assistance Program.
 3. This entire process will be completed within not more than two (2) full school years, inclusive of the initial evaluation.
 4. If the employee is unable to respond to the concerns and is still not performing at expected levels at the end of the two (2) years, the employee shall be considered as not meeting the Professional Standards of the District. Not meeting the Professional Standards of the District results in no salary increase.
 5. This program does not eliminate the Superintendent's authority to review the employee's performance at any time. Further, this program in no way limits the District' right and authority to commence disciplinary procedures against an employee at any time.

Appendix C

PUBLIC SCHOOLS OF THE TARRYTOWNS 200 NORTH BROADWAY, SLEEPY HOLLOW, NY 10591

ADMINISTRATOR EVALUATION SUMMARY (Probationary Administrators and Tenured Administrators)

(To be completed by June 30th)

NAME:	SCHOOL:	ASSIGNMENT:
DATE:	☐ PROBATIONARY	☐ TENURED
LIST OF OBSERVATIONS		
Date	Observer	Type Observation
		☐ Announced ☐ Unannounced
		☐ Announced ☐ Unannounced

Domain I - *Shared Vision of Learning*

An education leader promotes the success of every student by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by all stakeholders.	H - Highly Effective (4)	E – Effective (3)	D- Developing (2)	I – Ineffective (1)
A. Culture				
B. Sustainability				

Domain II - *School Culture and Instructional Program*

An education leader promotes the success of every student by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional growth.	H - Highly Effective (4)	E – Effective (3)	D- Developing (2)	I – Ineffective (1)
A. Culture				
B. Instructional Program				
C. Capacity Building				
D. Sustainability				
E. Strategic Planning Process				

Domain III - *Safe, Efficient, Effective Learning Environment*

An education leader promotes the success of every student by ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment.	H - Highly Effective (4)	E – Effective (3)	D- Developing (2)	I – Ineffective (1)
A.. Capacity Building				
B. Culture				

C. Sustainability				
D. Instructional Program				

Domain IV - Community

An education leader promotes the success of every student by collaborating with faculty and community members, responding to diverse community interests and needs, and mobilizing community resources.	H - Highly Effective (4)	E - Effective (3)	D- Developing (2)	I - Ineffective (1)
A. Strategic Planning Process: Inquiry				
B. Culture				
C. Sustainability				

Domain V - Integrity, Fairness, Ethics

An education leader promotes the success of every student by acting with integrity, fairness, and in an ethical manner.	H - Highly Effective (4)	E - Effective (3)	D- Developing (2)	I - Ineffective (1)
A. Sustainability				
B. Culture				

Domain VI - Political, Social, Economic, Legal and Cultural Context

An education leader promotes the success of every student by understanding, responding to, and influencing the political, social, economic, legal and cultural context.	H - Highly Effective (4)	E - Effective (3)	D- Developing (2)	I - Ineffective (1)
A. Sustainability				
B. Culture				

Evaluation Score

Goal Setting and Attainment

	H - Highly Effective (4)	E - Effective (3)	D- Developing (2)	I - Ineffective (1)
A. Uncovering Goals				
B. Strategic Planning				
C. Taking Action				
D. Evaluating Attainment				

check domain as appropriate	Evidence (artifacts submitted by Administrator, see Appendix A):
☐ I ☐ II ☐ III ☐ IV ☐ V ☐ VI	
☐ I ☐ II ☐ III ☐ IV ☐ V ☐ VI	
☐ I ☐ II ☐ III ☐ IV ☐ V ☐ VI	
☐ I ☐ II ☐ III ☐ IV ☐ V ☐ VI	
☐ I ☐ II ☐ III ☐ IV ☐ V ☐ VI	
☐ I ☐ II ☐ III ☐ IV ☐ V ☐ VI	
☐ I ☐ II ☐ III ☐ IV ☐ V ☐ VI	

check domain as appropriate	Self-Evaluation Comments (noteworthy challenges and accomplishments):
☐ I ☐ II ☐ III ☐ IV ☐ V ☐ VI	
☐ I ☐ II ☐ III ☐ IV ☐ V ☐ VI	
☐ I ☐ II ☐ III ☐ IV ☐ V ☐ VI	
☐ I ☐ II ☐ III ☐ IV ☐ V ☐ VI	
☐ I ☐ II ☐ III ☐ IV ☐ V ☐ VI	
☐ I ☐ II ☐ III ☐ IV ☐ V ☐ VI	
☐ I ☐ II ☐ III ☐ IV ☐ V ☐ VI	

Summary Comments:

Evaluation Score:

Points Earned:

SUPERINTENDENT'S RECOMMENDATIONS:

(For probationary staff only)

I do recommend continued employment.

I do not recommend continued employment.

Superintendent's Signature: _____ Date: _____

Administrator's Signature: _____ Date: _____

(Signature indicates that the administrator has read this evaluation.)

The administrator has the right to attach a written comment to this evaluation or to prepare a written comment

to be attached to this evaluation within 30 days of the date of signature on this evaluation.

ADMINISTRATOR:

I have attached a comment to this report.

I have not attached a comment to this report.

I reserve my right to attach a comment to this report within 30 school days of my signature on this evaluation.

Appendix D

Salary Range 2023-24	0.00%	2.00%
	Low	High
Director of Technology	166,680	202,709
Elementary	154,084	186,580
Elementary	154,084	186,580
Elementary	154,084	186,580
Elementary Asst Principal	128,134	152,567
High School Asst Principal	130,780	161,949
High School Principal	168,261	206,684
Middle School Asst Principal	129,571	160,782
Middle School Principal	166,680	202,709
Supervisor of ENL & Dual Lang Programs	129,571	160,783
Supervisor of Special Education	129,571	160,782
Athletic Director	166,680	202,709

Salary Range 2024-25	0.00%	2.00%
	Low	High
Director of Technology	166,680	206,763
Elementary	154,084	190,312
Elementary	154,084	190,312
Elementary	154,084	190,312
Elementary Asst Principal	128,134	155,618
High School Asst Principal	130,780	165,188
High School Principal	168,261	210,818
Middle School Asst Principal	129,571	163,998
Middle School Principal	166,680	206,763
Supervisor of ENL & Dual Lang Programs	129,571	163,998
Supervisor of Special Education	129,571	163,998
Athletic Director	166,680	206,763

Salary Range 2025-26	0.00%	2.00%
	Low	High
Director of Technology	166,680	210,898
Elementary	154,084	194,118
Elementary	154,084	194,118
Elementary	154,084	194,118
Elementary Asst Principal	128,134	158,731
High School Asst Principal	130,780	168,492
High School Principal	168,261	215,034
Middle School Asst Principal	129,571	167,278
Middle School Principal	166,680	210,898
Supervisor of ENL & Dual Lang Programs	129,571	167,278
Supervisor of Special Education	129,571	167,278
Athletic Director	166,680	210,898

Salary Range 2026-27	0.00%	2.00%
	Low	High
Director of Technology	166,680	215,116
Elementary	154,084	198,000
Elementary	154,084	198,000
Elementary	154,084	198,000
Elementary Asst Principal	128,134	161,905
High School Asst Principal	130,780	171,862
High School Principal	168,261	219,335
Middle School Asst Principal	129,571	170,623
Middle School Principal	166,680	215,116
Supervisor of ENL & Dual Lang Programs	129,571	170,624
Supervisor of Special Education	129,571	170,623
Athletic Director	166,680	215,116

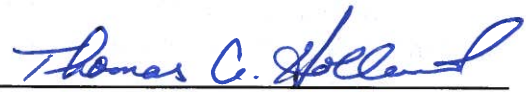
additional funds, therefore, shall not become effective until the appropriate legislative body has given approval.

THE TERMS OF THIS AGREEMENT ARE HEREWITH ACCEPTED BY THE BOARD OF EDUCATION OF THE UNION FREE SCHOOL DISTRICT OF THE TARRYTOWNS AND THE ASSOCIATION OF ADMINISTRATORS AND SUPERVISORS OF THE UNION FREE SCHOOL DISTRICT OF THE TARRYTOWNS.

Dated: Sleepy Hollow, New York
April 26, 2023



Christopher A. Borsari
Superintendent of Schools
Public Schools of the Tarrytowns



Thomas Holland
President
Assoc. of Administrators and Sup.

APPENDIX A
Executive Recruitment and Retention
Compensation Plan

Initial placement is based on current salary. New administrators would negotiate entry salary within range. Each year each administrator's salary and the top and bottom of the range would be increased by an equitable negotiated percentage.

Administrators whose initial placement is in the top one-third of the range would move to the top over four years [1/4, 1/3, 1/2, top]; administrators whose initial placements is in the 2nd third of the range would move to the top of the range over six years [1/6, 1/5, 1/4, 1/3, 1/2, top]; administrators whose initial placement is in the bottom third of the range would move to the top of the range over eight years [1/8, 1/7, 1/6, 1/5, 1/4, 1/3, 1/2, top]. Newly hired administrators move over the same number of years but receive no movement to the top of the range in the first year.

For all individuals who join the bargaining unit on or after October 1, 2014, the number of years to reach the top salary in the range shall be as follows:

Initial placement in the top third of the range; six years

Initial placement in the second third of the range; 8 years

Initial placement in the bottom third of the range; 10 years.

See Appendix D for Salary Ranges.