Collective Bargaining Agreement
By and between the
Williamsville Central School District
And the
Williamsville Administrators' and Directors' Association

July 1, 2026 – June 30, 2030

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This Agreement is made and entered into by and between the Williamsville Central School District ("District") and the Williamsville Administrators' and Directors' Association ("WADA" or "Association").

Article 1 General Provisions

1.1. Recognition and Terms

1.1.1. The District recognizes the Association as the exclusive collective negotiations representative of employees in the following negotiation unit:

Building and District Office level professionally certified administrators, as defined by the Board of Education, including building principals, building assistant principals, athletic directors, senior directors, directors (formerly, "instructional specialists"), assistant directors, and any other positions requiring administrative certification that are assigned to administrative responsibilities for more than fifty percent (50%) of their time. The negotiation unit shall include both probationary and tenured administrative position appointments. Excluded from membership are Classified supervisory positions, the titles of Superintendent and Assistant Superintendent, and all other employees of the District not specifically addressed herein.

Such recognition shall continue for the maximum period permitted by law.

1.1.2. This is a four (4) year Agreement, beginning July 1, 2026, and ending June 30, 2030.

1.1.3. No provision of this Agreement may be deleted, waived, or changed, and no provision may be added to this Agreement by implication or by any other means except by a written and dated amendment to this Agreement, signed by each party.

1.1.4. Except as provided in paragraph 1.1.5. of this Agreement, the District and the Association each waive any and all rights to insist on collective negotiations of any matter whether or not covered by this Agreement.

1.1.5. If either party desires to negotiate a successor to this Agreement, it shall serve written notice thereof on the other party not later than December 10th of the final year of this Agreement. The first negotiating meeting shall be held at a mutually agreeable date, time, and place, not later than January 31st of the final year of this Agreement.

1.1.6. The Association, pursuant to the NEW YORK STATE PUBLIC EMPLOYEES' FAIR EMPLOYMENT ACT, reaffirms that said organization "does not assert to the right to strike or to impose an obligation to conduct, assist, or participate in such a strike."

1.1.7. 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.

1.1.8. All management rights not expressly bargained away by the District are retained by it and may be exercised as long as such actions are not violative of law or of the terms and conditions of this Agreement.

1.2. Definitions and Legal Effect

1.2.1. Except when this Agreement says otherwise, the following definitions apply in interpreting this Agreement:

a. "Board," means the District's Board of Education.
b. "Superintendent," means the Superintendent of Schools of the District appointed by the Board or any other person designated by the Board as Chief School Officer or on an acting basis.
c. "Administrator," means a person who is appointed to a position in the negotiating unit set forth in paragraph 1.1.1. of this Agreement.
d. "Building Administrator," means a person who is appointed to a building level position in the negotiating unit set forth in paragraph 1.1.1. of this Agreement, including building principals, building assistant principals, and building assistant principals/building athletic directors.
e. "District Administrator," means a person who is appointed to a district level position in the negotiating unit set forth in paragraph 1.1.1. of this Agreement, including senior directors, directors and assistant directors.
f. "Party," means the District *or* the Association.
g. "Parties," means the District *and* the Association.
h. "Agreement," means this Agreement, all appendices to this Agreement, and all amendments to this Agreement.

1.2.2. Except when this Agreement says otherwise, the following rules apply in interpreting this Agreement:

a. A word used in the singular number applies also to the plural.
b. A word used in one gender applies also to other genders.
c. This Agreement speaks as of the time it is being applied.
d. Language in this Agreement is construed as strictly against one party as against any other. It is immaterial which party suggested it.
e. Each lettered appendix referred to in this Agreement (for example, "Appendix A") and each amendment to this Agreement are a part of this Agreement and are incorporated in this Agreement by reference.

1.2.3. If this Agreement requires a party to do anything that is prohibited by law, the obligation is invalid, but all other obligations imposed by this Agreement remain valid.

1.2.4. This Agreement is complete and contains all the provisions agreed to by the parties in negotiations during which each party had a fair opportunity to raise every matter which is a proper subject of collective negotiations.

1.2.5. All policies of the District which are inconsistent with the provisions of this Agreement, including its rules and regulations, shall be amended to the extent necessary to give effect to the provisions of this Agreement.

1.3. Dues Deductions

1.3.1. The District shall deduct Association dues and dues of organizations with which the Association is affiliated in a single deduction from the salary checks of an Administrator if, and only so long as, the District has on file a written authorization therefor signed by the Administrator.

1.3.2. Not later than November 15th of each school year, the Association shall certify to the District in writing the total amount of annual dues per Administrator to be deducted and the amount to be deducted from each salary check. Deductions shall begin with the first full pay period following receipt of the Association's certification. Not later than the end of the following week, the District shall remit to the Association all dues deducted during the previous payroll period.

1.3.3. The Association shall hold the District harmless against any claims, demands, suits, and liabilities of any kind arising out of the operation of this Section 1.3.

Article 2 Grievances

2.1. General Provisions

2.1.1. A "grievance" is a claim that a provision of this Agreement has been violated. A "grievant" is an Administrator or Administrators who have submitted a grievance.

2.1.2. In computing time limits provided in this Article 2, Saturdays, Sundays, and legal holidays shall be excluded.

2.1.3. The time limits set forth in this Article 2 must be strictly adhered to by the parties and the employees. However, the parties may, by mutual consent, extend any such time limit provided that any such extension must be evidenced by a written memorandum signed by both parties. Consent to an extension shall not be withheld unreasonably by either party.

2.1.4. Before submitting a formal grievance as permitted by paragraph 2.2.1. of this Agreement, an Administrator must discuss the matter with the appropriate Assistant Superintendent and give them an opportunity to resolve the matter. Such discussion shall take place not later than the fifth consecutive day after the day on which the Administrator knew or should have known of the occurrence out of which the grievance arises. Such discussions shall be informal, but the Administrator shall clearly state to the Assistant Superintendent that they believe they may have a grievance.

2.2. **Steps**

2.2.1. Step One: Not earlier than the tenth consecutive day following the discussion required by paragraph 2.1.4. of this Agreement, but not later than the fifteenth consecutive day after such discussion, an Administrator who believes themselves aggrieved shall present their grievance to the Assistant Superintendent on the form provided in Appendix B. The Assistant Superintendent shall answer the grievance in writing not later than the fifth consecutive day after they received the grievance form.

2.2.2. Step Two: If the Administrator is not satisfied with the Assistant Superintendent's answer, they may appeal it to the fifth consecutive day after the answer by written appeal which shall be accompanied by a copy of the grievance form and the Assistant Superintendent's answer. Not later than the twentieth (20^{th}) consecutive day after they received the appeal, the Superintendent shall meet with the aggrieved Administrator, the Assistant Superintendent, and such other person(s) as either of them or the Superintendent feel may contribute to an understanding of the matter grieved. Not later than the tenth consecutive day following the conclusion of such meeting, the Superintendent shall render a written decision on the grievance, a copy of which shall be given to the Administrator and to the Assistant Superintendent.

2.2.3. Step Three: If the Administrator and the Association are not satisfied with the decision of the Superintendent, then the Association may appeal such decision not later than the fifth consecutive day after receipt of such decision by letter to the Public Employment Relations Board with a copy of the letter to the Superintendent of Schools. The letter must specifically identify the grievance being submitted and shall request the PERB to send to the Association and to the Assistant Superintendent for Human Resources a list of fifteen names of arbitrators. Within ten working days of the day on which it receives its copy of the list, each party will return its copy to the PERB with all names which are unacceptable to it crossed off and the remaining names numbered in order of the parties' preference. If the PERB determines that no mutually acceptable arbitrator has been selected by the parties, the PERB shall send to each party a second list of fifteen names, and the foregoing procedure will be followed with respect to the list. If the PERB determines that no mutually acceptable arbitrator has been selected by the parties from the second list, the PERB will name the arbitrator.

The arbitrator's decision shall be binding on the parties. The arbitrator shall have no power or authority to add to, subtract from, or modify this Agreement or to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement.

2.2.4. The District and the Association shall share the arbitrator's fees and expenses and the fees of the PERB equally. If either party desires a verbatim transcript of the arbitration proceedings, a copy of the transcript will be made for the arbitrator and the parties. The cost of the transcript will be shared equally by the parties.

Article 3 Terms of Employment

3.1. Terms and Conditions

3.1.1. Performance: The Superintendent has the right to withhold all or a portion of an increase in salary for the subsequent year provided the Administrator has received an unsatisfactory appraisal for the current year by use of the relevant evaluation tool.

3.1.2. Abolishment of Position: It is the objective of the District, at any time an administrative position is abolished, to notify the incumbent in a timely fashion. Normally, no position should be eliminated until the close of a fiscal year. However, the District reserves the right to abolish any position with a minimum of ninety (90) days written notice given the incumbent prior to the effective date on which the position is to be abolished.

3.1.3. Assistant Principal Assuming Principal's Duties: An assistant principal assuming the principalship for a period exceeding ten (10) consecutive work days will be remunerated at the rate of $1,000 per month in addition to their regular salary for each month following the initial ten-day work period. Any assignment under this Section will be at the discretion of the Superintendent/Designee.

3.1.4. Mentoring Program: A mentor will generally be provided for an Administrator who is (a) in their first year of service, (b) serving with an Initial certification requiring mentoring as a certification requirement, or (c) any other Administrator recommended for a mentor by the Superintendent/Designee. The Superintendent/Designee will select and designate mentors for each mentee at the District's sole discretion. Mentors will either be tenured District administrators or other individuals selected through an outside vendor/organization. Upon the Association's request, the Association may submit input for the District's consideration regarding mentor-mentee pairings prior to selection.

The role of a mentor is meant to be supportive in nature and not evaluative. The contents of communications between mentors and mentees shall be kept confidential to the fullest extent practicable and permitted by law. Mentor-mentee activities will be consistent with the District's mentoring policies and procedures and/or corresponding section(s) of the District's Annual Professional Learning Plan. General guidelines for the roles and duties of mentors and mentees shall include but are not limited to:

(a) Mentors and mentees shall meet formally at least monthly to discuss and review items including but not limited to job duties, performance expectations, and elements included in evaluative processes and performance reviews, including the Principal Effectiveness Rubric for building principals;
(b) Mentors and mentees shall communicate and touch base at least weekly;
(c) Mentors and mentees shall log and/or document all such mentoring roles and duties in the form and manner directed by the District;

(d) Mentors and mentees shall attend training sessions, professional learning activities, and/or meetings with other District Office administrators and leaders as required by the District;
(e) Mentors and mentees will generally remain available to each other on a full-time basis, including but not limited to via phone, email, and/or text messaging; and
(f) The above-listed roles and duties are illustrative in nature, not exhaustive, and may include other elements as required by the District.

Any Administrator who serves as a mentor will receive an annual stipend of $2,000, prorated as needed. Mentoring assignments will be for a minimum duration of one (1) year unless otherwise indicated by the District. Mentoring assignments are subject to change and/or discontinuation at the District's discretion.

3.1.5. Terms and Conditions of Employment for 10-month Administrators:

All current Assistant Principals will be transitioned to 12-month prior to or upon commencement of the 2028-29 fiscal year.

10-month Administrators are subject to a work schedule generally consistent with the 12-month Administrator schedule, except for the summer. 10-month Assistant Principals shall begin work for the year when the teacher work year begins and conclude on June 30th annually. Additionally, in order to continue the work of the District and building that must be completed during the summer, including attending any mandatory administrative retreat or other professional learning activities held annually during summer recess as directed, 10-month Assistant Principals shall work a minimum of ten (10) up to a maximum of twenty (20) floating summer work days annually, unless otherwise approved in writing by the Superintendent/Designee. Each building's administrative team shall submit its anticipated schedule and plan for 10-Month Assistant Principal summer work days to the Assistant Superintendent for Instruction by June 15th annually. Summer workdays for 10-month Assistant Principals will be paid at 1/240th of their regular rate.

3.1.6. Summer Administrative Positions and Postings: When vacancies occur for summer school administrative positions, eligibility for consideration and appointment shall be limited to Building Administrators, and Assistant Principals will receive hiring preference. Unless an exception is approved by the Superintendent/Designee, only the Principal of the school building in which the summer program is housed will be eligible for a summer school administrative appointment, and only one Assistant Principal per school building will be appointed. In the event there are no eligible unit member applicants for a summer school administrative position, the District shall have discretion to determine how to fill the relevant position(s) (e.g., appointment of external applicant(s); advance approval for eligible unit members to split an assignment; etc.).

Hiring preference shall be given to eligible unit member applicants who are available for and commit to a complete summer school assignment as scheduled. Advance disclosure and approval are required for any absence requests during the summer term at the earliest possible opportunity, and shall be accompanied by a per diem deduction from the applicable summer school salary. Approval for summer absence(s) is made at the District's sole discretion, and may be contingent upon the District's ability to identify and secure

alternate coverage. An administrator who is approved for and accepts a summer school administrator substitute/coverage assignment will be compensated at the prorated amount of 1/35th per day of the corresponding stipend.

The Salary Schedule for summer school administrative positions is as follows:

	Step 1	Step 2	Step 3	Step 4
Summer School HS Principal	$8,750	$9,000	$9,250	$9,500
Summer School ES/MS Principal	$8,750	$9,000	$9,250	$9,500
Summer School Special Ed. Principal	$8,750	$9,000	$9,250	$9,500
Summer School HS AP	$7,000	$7,250	$7,500	$7,750
Summer School ES/MS AP	$7,000	$7,250	$7,500	$7,750

3.2. Leave Time

3.2.1. Vacation: A 12-month Administrator will receive twenty-five (25) days of vacation for each 12-month period worked. Service of less than a full year will result in a prorated amount of the twenty-five (25) days. A 10-month Administrator will receive twelve (12) days of vacation for each 10-month period worked. Service of less than a full year will result in a prorated amount of the twelve (12) days.

For Building Administrators, vacation may be used during July and August as needed and upon written request to the immediate supervisor. Building Administrators should take their vacation when students are not scheduled for instruction. Vacation time used during September through June is by specific approval of the Superintendent/Designee.

For District Administrators, members should try to take their vacation when students are not scheduled for instruction. Any vacation time is by specific approval of the Superintendent/Designee.

Unused vacation may accrue at the rate of five (5) days per year to a maximum of sixty (60) days. Such days shall be included in the total number of days which may be accumulated in Article 4. Use of more than ten accrued vacation days in addition to the annual allotment is by specific approval of the Superintendent/Designee. Should an Administrator resign from the District for reasons other than retirement as defined in 4.1.4., they shall be paid for up to thirty (30) accumulated vacation days at 1/240th of their base salary on the date notification of resignation is provided to the District.

At the time of retirement from the District and the New York State Retirement System, an Administrator with at least 10 years of District service will have the full allocation of twenty-five (25) vacation days for 12-month Administrators or twelve (12) vacation days for 10-month Administrators effective July 1st. This allocation may only be used as per Article 4.

Unit members may "cash in" accumulated vacation days in June annually at the rate of 1/240 of the current year's base salary. "Cash in" days will be allocated as follows:

2026-27: up to 10 days
2027-28: up to 10 days
2028-29: up to 10 days
2029-30: up to 10 days

3.2.2. Non-Student Attendance Days (Flexible Schedules):

Eligibility for utilization of flexible schedules during non-student attendance days pursuant to this Section of the Agreement shall be limited to Building Administrators.

During breaks and recesses within the regular school year (the Winter, Mid-Winter [February], Spring, and Fall Recesses), Administrators will be expected to report to work, but may exercise a flexible schedule for a portion of the workday with advance written approval 3+ days in advance (except for cases of extenuating/ unforeseeable circumstances) from the Superintendent/ Designee. Administrators are expected to notify the Superintendent/Designee of the time(s) they are in the building during the non-remote portion of their flexible schedule day. While working a flexible schedule under this Section, Administrators shall remain on-call and/or working remotely during the portion of the day they are possibly not in the school building, and ensure that all work duties are fulfilled.

3.2.3. Emergency School Closings: Effective July 1, 2026, on days when all district schools are closed due to weather or other emergency-related concerns, administrators shall have the option of working at school, working remotely, or using an accrual day (personal, family, vacation) unless otherwise notified by the Superintendent/Designee.

3.2.4. Holidays: Administrators shall be allowed leave without loss of pay for all school holidays listed below:

-Independence Day
-Labor Day
-Indigenous Peoples / Italian American Heritage Day
-Veterans' Day
-Thanksgiving Day
-Day after Thanksgiving
-Christmas Eve Day
-Christmas Day
-New Year's Eve
-New Year's Day
-Martin Luther King Day
-Presidents' Day
-Good Friday
-Monday after Easter
-Memorial Day
-Juneteenth

3.2.5. Sick/Family Leave: Sick/family leave without the loss of pay will be allowed if the Administrator has accredited but unused sick/family leave days. Eighteen (18) sick/family leave days per year will be credited to each 12-month Administrator, and fourteen (14) sick/family leave days per year will be credited to each 10-month Administrator, up to a maximum of two hundred seventy (270) days. An Administrator newly hired by the District shall be credited upon hire with a minimum of eighteen (18) up to a maximum of forty (40) sick/family leave days. Additional sick leave days may be granted at the discretion of the Superintendent/Designee. Each year thereafter, effective July 1st, each Administrator will be credited with their annual sick/family leave days allotment accumulative to the maximum.

3.2.6. Bereavement Days: Up to five (5) days of paid leave may be utilized per occurrence of death in an Administrator's immediate family, which includes: spouse, parent, son, daughter, brother, sister, mother-in-law, father-in-law, grandparent, grandchild, or other relative living in the household. Up to three (3) days of paid leave may be utilized per occurrence of death for the following individuals: brother-in-law, sister-in-law, aunt, or uncle.

3.2.7. Jury Duty: If an Administrator is called for Jury Duty, they shall notify the immediate supervisor and the Assistant Superintendent for Human Resources not later than the first workday after they receive the call. Leave without loss of pay for Jury Duty shall be granted. The Administrator shall surrender to the District all fees, excluding transportation expenses, received for such Jury Duty.

3.2.8. Conferences: Upon approval by the Superintendent/Designee, all 12-month Administrators may be granted leave without loss of pay to attend national or international (Canada) professional meetings, conferences, and workshops on a triennial basis, and shall be reimbursed for all reasonable expenses in connection therewith in accordance with the current District policy. Unit members agree to present what they have learned at one of the Administrative Council meetings.

3.2.9. Personal Days: An Administrator may have leave without loss of pay for personal business not to exceed three (3) workdays in any work year. Such leave shall be taken only upon three days' written notice to the Assistant Superintendent for Curriculum and Instruction unless such notice is waived in writing. Personal business days may be used for the purpose of conducting pressing personal business which cannot be scheduled outside the normal workday.

3.2.10. Excused Leave: An excused, planned leave for purposes not covered by any other leave may be granted upon prior written request to the Superintendent/Designee, who shall notify the Administrator as soon as practicable as to whether such leave is to be granted or denied and whether it shall be with or without loss of pay.

3.2.11. Child Care: An Administrator shall be entitled to a child care leave for an infant for as long as approximately one year. Such leaves will be without pay or the accrual of benefits. The leave may commence at any time with an application submitted ninety (90) days prior to the effective date of the leave. The District may waive any portion of the ninety (90) day notice at its discretion. A binding written statement indicating whether the Administrator will return to employment effective July 1st must be received from the Administrator by April 1st. At the conclusion of the leave, the Administrator will be returned to a position within his tenure area.

3.2.12. Professional Development: Upon approval of the Superintendent/Designee, unit members will be granted release time for extended professional development opportunities for the purpose of training and preparing for positions at the assistant superintendent and/or superintendent levels.

3.2.13. Doctoral Award: Building Administrators with an earned doctorate in their certification area from an accredited institution of higher learning shall receive an additional award of $3,500 in each year of this Agreement. Such award shall not be included in the Building Administrator's base salary, but shall be included in their final average salary. Eligibility for payments under this Section shall be limited to Building Administrators.

3.3. Health Benefits

3.3.1. Health Benefits Coverage: The District makes available for eligible members Independent Health Encompass "C" or a comparable plan chosen by the District. Member contribution rates during the Agreement shall be:

Effective July 1, 2026:	19.5%
Effective July 1, 2027:	19.5%
Effective July 1, 2028:	20.0%
Effective July 1, 2029:	20.0%

3.3.1.1. Non-Duplication of Benefits: If spouses are employees of the District, only one may enroll in a health benefit plan providing dependent coverage. Each may select a plan providing individual coverage if it is allowed by the carrier. The District will pay four thousand dollars ($4,000) to each Administrator eligible for family coverage who does not enroll in any health benefits program. On January 1st of years in which five or more members eligible for family coverage do not enroll in any health benefits program under this Section, this benefit will be increased to five thousand dollars ($5,000). On January 1st of years in which ten or more members eligible for family coverage do not enroll in any health benefits program under this Section, this benefit will be increased to seven thousand five hundred dollars ($7,500).

3.3.2. Dental Plan: The District will make available for eligible members a comparable dental plan to that which is currently provided to the WTA.

3.3.3. Section 105.h Account: Each 12-month Administrator's account shall be credited as follows:

July 1, 2026:	$2,000
July 1, 2027:	$2,000
July 1, 2028:	$2,000
July 1, 2029:	$2,000

Member payment of eligible medical expenses shall be via a District-provided debit card. Balances in the fund may be carried forward in accordance with Federal Law. To be eligible for this benefit, you must have health insurance through the District, or submit a signed waiver of group coverage providing you have other health coverage. The balance in excess of fifty dollars ($50.00) remaining at retirement (see Section 4 for retirement eligibility) shall inure to the benefit of the member.

Article 4 Health Insurance into Retirement

4.1. Health Insurance Fund at Time of Retirement

4.1.1. The District shall establish a Health Insurance Benefit account for unit members who retire from the Williamsville Central School District. (See exception in 4.1.2.)

To be eligible for the District's Health Insurance Benefit, the unit member must be eligible to retire under the rules and regulations of the New York State Teachers' Retirement System and have a minimum of ten (10) years of service to the District. A six-month notice of retirement is required to obtain this benefit. Any hardship caused to the member by the strict application of this provision (4.1.1.) may be waived by the Superintendent at their discretion.

The sum of money placed in the account shall be determined in the following manner:

(a) accumulated sick leave at $200 per day to a maximum of 270 days.
(b) accumulated vacation time at the daily per diem rate (1/240) of salary earned in the year of retirement up to a maximum of eighty-five (85) days.

The District shall notify the retiree of total dollars in the account at the time of retirement and each year thereafter.

The retiree shall have a yearly option of membership in the Health Insurance Plan consistent with the policies, rules, and regulations that govern such membership.

Should the retiree die, the remaining dollars in the account shall fund health benefits for their spouse until the depletion of the account or the death of the spouse.

If changes in Federal or State regulations during the life of this Agreement affect the depletion of health insurance accounts for retirees, the use of funds from their accounts may be reopened for negotiations.

4.1.2. If an Administrator will be covered for life by other health insurance after retirement, they must take a cash option in lieu of health insurance. The cash option amount shall be equal to one hundred percent (100%) of the total dollars specified in 4.1.1. This cash alternative shall *not* be required for or available to any other Administrator. This cash option must be deposited in a 403b or a 457 plan. Section 4.1.3. *shall not apply* to Administrators who must take this cash option.

4.1.3. The benefit contained in 4.1.1. will be contributed to the Administrator's Post-Employment Health Plan (the "Plan"). Contributions for each Administrator will be made to the Plan incrementally as follows:

(a) Effective July 1 after the member reaches ten (10) years of service and age fifty (50) (at a minimum) through age fifty-five (55) (at a maximum), the member may elect to join the PEHP (VEBA). The member may join any year after reaching eligibility by notifying the District by July 1 of the year in which they wish to join, until age 55+ with at least ten years of service, at which time the member must inform the District of their intention. At such time, the value of the accumulated sick days over one hundred (100) and accumulated vacation days in excess of five (5) days will be contributed to the Plan at the rate of up to thirty (30) sick days and fifteen (15) vacation days per year. The total number of sick days contributed shall not exceed one hundred seventy (170) and the total number of vacation days contributed shall not exceed forty-five (45). The sum of money placed in the Plan shall be made pursuant to 4.1.1 (a) and (b).

(b) Once sick days and vacation days are cashed in and invested in the Plan, they are no longer accessible by the unit member as accumulated leave.

(c) During any year the Plan is in effect, the contribution set forth in 4.1.3 (a), above, shall occur in a lump sum prior to September 1.

(d) Upon retirement, a Plan member may choose from two options for the dollar value of the remaining balance of days, to the maximums allowed in 4.1.1 (a) & (b):

i. Option 1: shall be contributed to the member's Plan during the last month of employment.
ii. Option 2: shall be deposited into the member's 403B and/or 457 plan.

(e) If for any reason the member leaves the District prior to retirement, they must repay all sick leave monies and monies contributed for accumulated vacation beyond 30 days. They shall sign a legally binding document which guarantees such repayment. The District may use payroll deduction(s) for this purpose. Should the member fail to repay the monies owed to the District, the member will pay all attorney fees, court costs and other related expenses incurred by the District to obtain such repayment.

(f) This benefit shall not be provided to members who elect to take the cash option specified in 4.1.2.

4.1.4. The District shall annually contribute to each Administrator's Post-Employment Health Plan ("PEHP") account as follows:

(a) Building Administrators: $4,000
(b) District Administrators: $3,000

These amounts shall not be cumulative. These contributions shall be in two equal installments and made on or before December 31st and June 30th. Service for less than a year shall result in the contribution being prorated.

4.1.5. The District does not have any authority or responsibility in administering the Plan set forth in 4.1.3. and 4.1.4. The District's only obligation to its Administrators with regard to the Plan is to make contributions to the Plan on behalf of its Administrators pursuant to 4.1.3. and 4.1.4.

4.1.6. Eligible retired members residing within the U.S. but outside the coverage area of Independent Health Association may use their post-employment Health Insurance Fund to participate in a plan of their own choosing.

Article 5 Compensation

5.1. Salary Schedules

Effective July 1st of each year of the negotiated Agreement, the following increases will be added to each unit member's salary:

July 1, 2026: 2.90 % + $5,250
July 1, 2027: 2.95 %
July 1, 2028: 2.95 %
July 1, 2029: 2.95 %

The Superintendent/Designee has the right to withhold any portion of a salary increase for a coming school year provided the member has received an unsatisfactory written evaluation prior to July 1st of that year.

Appendix A contains starting salary minimums for all unit members.

5.2. Longevity

A longevity stipend will be allocated to employees following the completion of the 4th, 9th, 14th and 19th full year of continuous administrative service to the District within the bargaining unit. Longevity will be allocated as follows:

Beginning on the 5th year of service: $3,500
Beginning on the 10th year of service: $3,500
Beginning on the 15th year of service: $4,000
Beginning on the 20th year of service: $4,000

For District Administrators hired prior to July 1, 2022, longevity payments shall be applied as non-cumulative, one-time additions to base salary effective the July 1st following the completion of the required service increment.

For all other Administrators, longevity payments shall not be included in the base salary upon which any future incremental increases are applied, but same shall otherwise be considered earned income in the year received, including for the purposes of final average salary calculations. Longevity steps are cumulative.

5.3. Retirement Benefit

Upon retirement (in accordance with the eligibility provisions of 4.1.1.), the District will make an employer contribution to the unit member's 403(b) or 457 plan:

Effective July 1, 2026:	$15,000
Effective July 1, 2027:	$15,000
Effective July 1, 2028:	$15,000
Effective July 1, 2029:	$15,000

Article 6 Evaluation

6.1. Evaluation

An annual evaluation shall take place in accordance with New York State Department of Education Guidance on New York State's Standard's-based Educator Evaluation and Professional Support (STEPS) to Implement Education Law §3012-e and the Commissioner's Regulations.

Signature Page

July 1, 2026 – June 30, 2030

We, the undersigned, certify that this collective bargaining agreement as enumerated herein, has been ratified by the membership of the Williamsville Administrators' and Directors' Association and has been, and will be, funded by the Williamsville Central School District Board of Education.

Williamsville Central School District:

Darren J. Brown-Hall, Ed. D.
Superintendent of Schools

Moira H. Cooper, Esq.
Executive Director of Labor Relations

Dana Floriano
Executive Director of Human Resources

WCSD Administrators' & Directors' Assoc.:

Charles Smilinich
WADA President

Keith Boardman
WADA Vice President, Building Administrators

Karen Greco
WADA Vice President, District Administrators

Appendix A

Starting Salary Minimums July 1, 2026 - June 30, 2030

Position/Level	***Minimum Annual Salary***
High School Principal:	$115,000
Middle School Principal:	$112,500
Elementary Principal:	$110,000
Director:	$106,000
12-month Secondary Asst. Principal:	$98,000*
12-month Elementary Asst. Principal:	$94,550
Assistant Director:	$94,000
10-month Assistant Principal:	$82,250
*Athletic Director Annual Stipend	$7,000

Appendix B

Grievance Form

NOTE: After completing the form, give one copy to the appropriate supervisory administrator, one copy to Human Resources, one copy to the Association Representative, and retain one copy.

TO:

GRIEVANT'S NAME*:

BUILDING:

TITLE:

(1) What action did the District take or fail to take the grievant is complaining of?

(2) When did this act or failure to act occur?

(3) What provision(s) of the Agreement did this act or failure to act violate?

(4) What action does the grievant want the District to take to correct the situation?

Grievant's Signature:

Date Grievance Submitted:

*If there is more than one grievant, each must sign and give the same information on an attached sheet.