

Wheatland-Chili Central School District
and the
Wheatland-Chili Administrators Association
2015 Contract Negotiations
Submitted: Friday, June 5, 2015

1. Except as otherwise provided, the agreement will be effective from July 1, 2015 through **June 30, 2018**.
2. Unless set forth herein, the terms of the agreement expiring on **June 30, 2015** will be continued in the new agreement.
3. Article I – Recognition.

The Wheatland-Chili Central School District hereinafter called the “District,” having determined that the Wheatland-Chili Administrators Association, hereinafter called the “Association,” is supported by a majority of administrators in a unit composed of all professional, regularly employed, full-time (ten, eleven, and twelve month) certified administrative personnel in the administrative positions of Elementary Principal, Secondary Principal, **Assistant Principal**, Director of Pupil Personnel Services, and Director of Curriculum, excluding the Superintendent, has recognized the Wheatland-Chili Administrators Association as the exclusive negotiating agent within the terms of the law for the administrators in such unit, and will grant unchallenged representation to it for the maximum period permitted by law.

D. Flexible Benefits

The district will establish a Flexible Benefit program, at the discretion of and funded by the unit member for the following expenses: HMO premium, health insurance premiums, dental insurance premium, group life insurance premiums, child care expenses, out-of-pocket medical or dental expenses. The Flexible Benefit program will be subject to IRS approval.

105 Plan

A 105 Plan shall be established effective July 1, 2010. The District contributions to the Flexible Benefit plan will cease but employees will have the opportunity to contribute to this plan.

The district will contribute the following into a 105 Plan **or Flexible Benefit Plan** for each unit member annually.

2015-16	\$500 \$1,000/Family	\$300 \$800/Single
2016-17	\$500 \$1,000/Family	\$300 \$800/Single
2017-18	\$500 \$1,000/Family	\$300 \$800/Single

~~For the school years of 2012-2013, 2013-2014, and 2014-2015 only, the District shall contribute an additional \$500 annually into one or a combination of the following: (1) unit member's 105 account or (2) unit member's Flexible Benefit plan. The unit members must timely, as determined by the District, elect his/her choice in writing. Once the election for each school year has been made, it cannot be changed during that school year. At the expiration of the contract, the District's contribution will revert to a 105 Plan contribution at the \$500 Family/\$300 Single level.~~

3. Article IX – Health, Life, and Dental Insurance.

1. District Contribution.

For members hired before July 1, 2015: Effective January 1, 2016, the District shall pay 89% of the premium costs of the Blue Point 2 Value Plan; effective January 1, 2017, the District shall pay 87% of the Blue Point 2 Value; and effective January 1, 2018, the District shall pay 85% of the Blue Point 2 Value. The employee shall pay the difference in premium for any other plan selected by the employee beyond the cost of the Blue Point 2 Value.

For members hired on or after July 1, 2015: The District shall pay 85% of the premium costs of the Blue Point 2 Value Plan. The employee shall pay the difference in premium for any other plan selected by the employee beyond the cost of the Blue Point 2 Value.

4. Article X – Work year

11 Month – Employees who are scheduled to work 11 months shall be required to work from September 1 through June 30, plus 20 days during the summer, which shall be

scheduled by the employee's supervisor and/or the Superintendent. Eleven-month employees shall be entitled to each of the paid holidays that 12 month employees receive between September 1 – June 30. **Eleven month employees are not required to work the vacation periods that fall within the work year.**

5. Article XI – Vacation

An administrator who is unable to take all of his/her vacation during the course of the school year may elect to be paid for vacation in lieu of accruing it. Such requests may not exceed **nine (9)** vacation days in any one school year.

6. Article XIII – Leaves of Absence

A. Sick Leave

1. All full time administrative unit members shall be allowed twenty days (20) sick leave for each year in the district. Days unused shall accumulate to the credit of the administrator to a maximum of **two hundred forty (240) days** and shall be carried over to the following school year. The current twenty (20) day allotment of sick leave for each school year shall be added to the unused accumulated days of sick leave.

B. Personal Business

3. Unused personal days shall be accumulated into a member's unused sick leave total.

7. Article XXI – Compensation.

Wages:

A. Effective July 1, 2015 (or as soon as practicable following ratification of this agreement if agreement is not ratified by that date), all full-time unit members returning for the 2015-2016 school year will receive a guaranteed 2.5% increase from their 2014-1015 salary (salary only).

B. Effective July 1, 2016, all full-time unit members returning for the 2016-2017 school year will receive a guaranteed 2.5% increase from their 2015-2016 salary (salary only).

C. Effective July 1, 2017, all full-time unit members returning for the 2017-2018 school year will receive a guaranteed 2.5% increase from their 2016-2017 salary (salary only).

**Wheatland-Chili Administrators
Association**

By: _____
Jennifer Sinsebox, President

**Wheatland-Chili Central School
District**

By: _____
Deborah Leh, Ed.D., Supt.