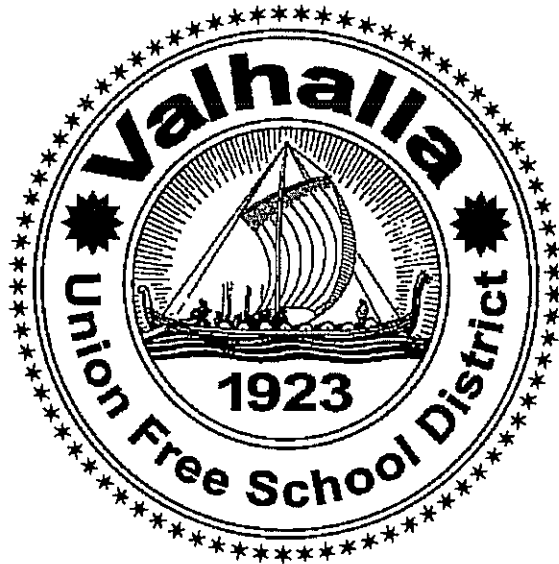


AGREEMENT BETWEEN
THE BOARD OF EDUCATION OF
VALHALLA UNION FREE SCHOOL DISTRICT

AND THE

VALHALLA PUBLIC SCHOOL
ADMINISTRATORS ASSOCIATION

FOR THE SCHOOL YEARS 2004-05 THROUGH 2006-07



I. PREAMBLE

The Board of Education, representing the Valhalla Union Free School District, hereinafter designated the "District" and the Valhalla Public School Administrators Association, hereinafter designated "Association", recognize and declare that providing a quality education for the child of the school district is their mutual concern. It is agreed that the responsibility of both parties is to provide a managerial climate that is financially sound, administratively effective and educationally oriented.

II. RECOGNITION

The Board of Education, acting for the District, hereby recognizes the Association as the exclusive and sole negotiating representative for the Valhalla Public School administrative personnel, exclusive of the Superintendent of Schools, Business Administrator and Superintendent of Building and Grounds.

III. PLANT MANAGEMENT

It is agreed that no item that involves the administration of the schools or management of the schools - inclusive of specific teacher issues alleged to be related to collectively negotiated agreements - is to be negotiated with the teachers' bargaining group unless the Association has been offered the opportunity to give its recommendations on all such items and said recommendations will receive the careful consideration of the Board of Education prior to said items being negotiated or ruled upon.

IV. SALARIES

1. The salary schedule for the 2004-05 through 2006-07 school years is annexed hereto as Exhibit "A".

2. Base salaries shall be increased by 8% effective July 1, 2004; 7%, effective July 1, 2005; and 7%, effective July 1, 2006. Administrators Martin and McGowan effective July 1, 2004 will each receive a \$7,500.00 adjustment to their base pay in addition to 8% increase to base salary.
3. An annual stipend for evening administrative activities will be established in the 2004-05 school year. Administrators Parker and Miele will receive \$2,000.00 per year in 2004-05 and Administrators Martin, Salese and McGowan will receive \$3,000.00 per year effective in the 2004-05 school year. The evening activities stipend will increase for administrators by \$1,000.00 in 2005-06; and an additional \$1,000.00 for administrators in 2006-07.
4. An annual tax sheltered annuity payment will be provided by the District to each administrator effective in the 2004-05 school year. Then annual payment will be \$1,000.00 per year per administrator in 2004-05 and 2005-06. The annual payment will be increased to \$4,000.00 per administrator in 2006-07.
5. The Board of Education shall pay on behalf of each administrator \$1,000 per year for documented expenses including professional association dues and out-of-pocket costs for annual physicals and other medically related expenses.
6. In addition to the increases set forth on Exhibit "A", an administrator who receives tenure is eligible to receive additional compensation in an amount determined by the Board. Such an increase could be no more than 6% of the administrator's base wage for all purposes. A decision by the Board not to grant such an increase is not reviewable.

V. **FRINGE BENEFITS**

All fringe benefits granted to the members of the Teachers Association (all items in its

contract, Article X, except chaperoning and retirement incentive) shall be granted to members of the Association as well as the following:

- A. Administrators shall receive 20 sick days per year.
- B. Administrators are to be annually compensated for minimal use of annual personal and sick leave days according to the following schedule:

0 days used	-	\$2,000.00
1-2 days used	-	\$1,800.00
3-4 days used	-	\$1,600.00

- C. Valhalla administrators, upon leaving the Valhalla Union Free School District will be compensated for accrued unused sick days as follows:

250 days or above	-	\$13,000.00
225 days - 249 days	-	\$12,000.00
200 days - 224 days	-	\$11,000.00
180 days - 199 days	-	\$10,000.00
140 days - 179 days	-	\$ 9,500.00
100 days - 139 days	-	\$ 9,000.00
Less than 100 days	-	\$ 00.00

- D. The administrators agree to contribute 1% more each year toward the cost of individual and family health insurance coverage than is required in the teachers' Collective Bargaining Agreement.

VI. LEAVES

All leaves granted to members of the Valhalla Teachers Association such as sick leave, personal/business, bereavement days or any other are also granted to all full-time administrators.

VII. VACATION PERIODS

All full-time administrators shall receive a four-week vacation following one year of full-time service as an administrator. This vacation is exclusive of school vacation periods at which time they would be required to be present if requested by the Superintendent of Schools. The four-week vacation period may be granted in whole or in part any time during the school calendar year with approval of the Superintendent of Schools.

Vacation time granted is not cumulative, and if not used following the school calendar year earned, is lost.

VIII. PREVIOUS PRACTICE CLAUSE

No administrator shall during the term of this Agreement, and resulting from application of this Agreement, be deprived of any privileges, benefits, emoluments or immunities pertaining to his job which were in existence prior to the date of execution of this Agreement.

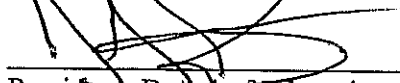
IX. AGREEMENT SUPERSEDES

This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms.

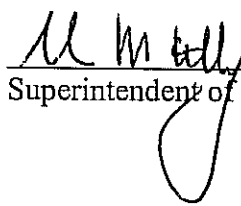
X. DURATION AND APPLICATION OF CONTRACT

This contract shall be in force for the period commencing July 1, 2004 and terminating June 30, 2007.

**FOR THE VALHALLA UNION
FREE SCHOOL DISTRICT**




President, Board of Education Date



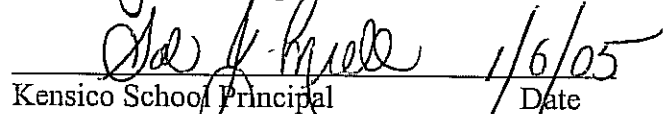
Superintendent of Schools Date

11/31/05
Date

FOR THE ASSOCIATION




Virginia Road Principal Date



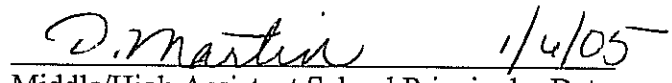
Kensico School Principal Date

1/6/05
Date



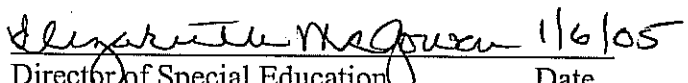
High School Principal Date

1-4-05
Date



Middle/High Assistant School Principal Date

1/4/05
Date



Director of Special Education Date

1/6/05
Date

SALARY SCHEDULES
2004-05 THROUGH 2006-07 SCHOOL YEARS

	Ada Parker	Sal Miele	Diane Martin	Jerry Salese	Liz McGowan
2004-05 Base Salary	\$127,345	\$140,057	\$104,700	\$134,757	\$124,009
2005-06 Base Salary	\$136,259	\$149,861	\$112,029	\$139,910	\$132,690
2006-07 Base Salary	\$145,797	\$160,351	\$119,871	\$149,703	\$141,978