

**Tentative Agreement on  
Successor Collective Bargaining Agreement  
by and between the  
Ithaca Principals and Directors Association  
and the  
Ithaca City School District**

The Ithaca Principals and Directors Association ("IPDA") and the Superintendent of Schools of the Ithaca City School District ("District"), are parties to a collective bargaining agreement that covered the period July 1, 2011 through June 30, 2013. The IPDA and District have reached a tentative agreement ("Tentative Agreement") on a successor collective bargaining on the terms set forth below. This Tentative Agreement is subject to ratification by the membership of the Ithaca Principals and Directors Association and by the Board of Education of the Ithaca City School District.

**Duration:** The successor agreement is for a three-year period commencing July 1, 2013 and ending June 30, 2016.

**Vacation Sell Back:** Employees occupying positions represented by the Association shall be able to convert up to five (5) unused, accumulated vacation days for payment (at 1/240 of their per diem rate for each of the days so converted) during the month of June of each school year. If legally permissible and at no extra cost to the District, IPDA members who execute a conversion under this provision would have the option to put said payment into an annuity/403B account.

**Base Salary.** Effective July 1, 2013, the base salary of incumbent IPDA bargaining unit members of the District, but excluding those bargaining unit members who were newly hired for the 2013-2014 school year, shall be increased by two percent (2%). Effective July 1, 2014, the base salary of incumbent IPDA bargaining unit members shall be increased by two percent (2%). Effective July 1, 2015, the base salary of incumbent IPDA bargaining unit members shall be increased by two percent (2%).

**Membership in Association:** Members of the Association shall be administratively certified, unless the Association agrees, in writing, to represent a position for which administrative certification is not required. This provision shall have no force or effect regarding any current employee(s) represented by the Association who currently do not hold administrative certification.

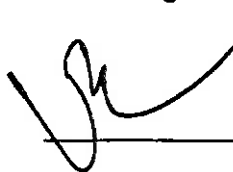
**Tuition Reimbursement Plan.**

The Superintendent and Association President will meet within 30 days of ratification of this Agreement along with two other District administrators jointly appointed to develop detailed procedures for reimbursing Association members for tuition costs associated with advanced degree studies.

The Tuition Reimbursement Plan shall include the following terms and conditions:

Initials: \_\_\_\_\_

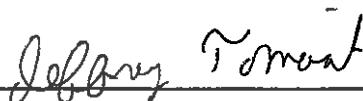




1. The District shall allocate \$40,000 for the year if no sabbatical is granted; \$20,000 if a half year or full year sabbatical is granted by July 1st. The \$40,000 or \$20,000 shall be the maximum extent of ICSD liability for tuition reimbursement.
2. Association members must apply for tuition reimbursement by August 1st for the following school year. Tuition reimbursement is applicable to courses taken after the application is approved. The application deadline for the 2013-2014 school year only shall be December 1, 2013.
3. Eligibility to apply for tuition reimbursement begins the day after the employee's first year anniversary of employment by the district in a position represented by the Association.
4. Tuition reimbursement will be available to Association members if they are in a degree granting program in the field of education or leadership in any accredited institution of higher learning, and maintain at least a "B" or better average for the courses being reimbursed.
5. The percentage of tuition reimbursement shall be equal to each Association member who applies by August 1st for the entire year (July-June) until all available monies (either the \$40,000 or \$20,000) are allocated.


Each page of this agreement has been initialed by the parties indicating agreement as of today. This agreement is entered into on the 30<sup>th</sup> day of September, 2013. The parties shall ratify this agreement on or before October 30, 2013.

**For the Association:**

  
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**Jeffrey Tomasik, President Ithaca Principals and Directors Association**

**For the District:**

  
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**Dr. Luvelle Brown, Superintendent of School**

Initials: J.T.

  
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