

## Tentative Agreement

June 26, 2019

### Ithaca City School District and Ithaca Principal and Directors Association

#### (1.) Duration of Contract

- a. The length of this contract shall be from July 1, 2019 through June 30, 2025

#### (2.) Unit Recognition

- a. Add the following positions:
  - i. Chief Information Officer,
  - ii. Master Educator,
  - iii. Master Educator of Inclusion,
  - iv. Evaluation Officer,

#### (3.) Article 2 – Evaluation Process

- a. Add – Shall not apply to unit members evaluated by NYS APPR 3012(d) or successor.

#### (4.) Article 3 – B. Compensation

- a. Increases as follows:
  - i. 2019-2020 – 4.50%
  - ii. 2020-2021 – 3.00%
  - iii. 2021-2022 – 3.00%
  - iv. 2022-2023 – 3.50%
  - v. 2023-2024 – 3.00%
  - vi. 2024-2025 – 3.00%
- b. All pay increases will be retroactive to July 1, 2019.
- c. Incorporate Master Educator MOA into contract in regards to compensation increases.

#### (5.) Article 4 – A Health Insurance

- a. All current unit members will be moved to the “Platinum Plan”.
  - i. ***Major Medical Insurance:*** The employer shall provide “The Platinum Plan” health insurance to eligible members through an individual or family plan as selected by the member, with the District paying 78% of the premium of such plan and the employee paying 22%. The District shall have the prerogative to control the means by which the health insurance coverage set forth in this section is provided to members, provided that such coverage provides benefits that are at least equivalent to the benefits that were in effect for such members on June 30, 2019.

The District shall establish a regular schedule of meetings, to which IPDA leadership shall be invited to review the performance of the District health insurance plan.

- ii. ***Open Enrollment Period:*** shall be from November 1-30 of each year, with new coverage or expanded coverage to commence in accordance with time specifications contained in the current Plan Document.
- iii. ***Dental Insurance:*** The District shall provide 100% of individual coverage of the Ameritas MCE fee schedule benefit to each employee. Administrators who select family coverage will pay the difference between the cost of single and family coverage.

- iv. Domestic Partnership Coverage for Health Insurance: Current participant means any ICSD employee represented by IPSA who, on or before June 30, 2019: (a) is unmarried; (b) is a participant in the ICSD's health insurance plan, (c) has a same-sex, domestic partner who is also covered by ICSD health insurance plan subject to the terms and conditions required for such coverage. Said same-sex couple must provide the District, at times consistent with the Dependent Eligibility Audits of the Health Plan, with a sworn affidavit from the employee and same-sex domestic partner that they are, in fact, in a relationship akin to marriage. On or after July 1, 2019, if such same-sex domestic partnership ends with that individual, then the employee would be subject to the terms and conditions then in effect for family coverage.
- v. Retiree Medical Insurance: Upon retirement after ten years of continuous service in the District, administrators will be eligible to continue in the District's health insurance plan in retirement. In retirement, such administrators shall continue to pay the percentage share of the premium for the District group health coverage that was in effect for them at the end of their active employment with the District. In retirement and upon reaching Medicare eligibility, the member shall be covered by the District's Medicare Supplemental Plan that is equal to or better than the group health coverage plan that was in place when in active service. Such retired administrators and their Medicare eligible dependents must enroll in Medicare Part B and pay the full premium cost of Medicare Part B and any additional fees. At this time, their premium contribution toward the District group health coverage shall be reduced to 50% of the premium percentage share that was in effect for them at the end of their active employment.

**(6.) Article 4 – A.2. Dental Insurance**

- a. Unit will be moved to Ameritas, as listed above.

**(7.) Article 4 – F.1. and F.2 Work Year**

- a. Incorporate Master Educators MOA into the contract as regards to vacation, (no vacation for 0.2 FTE's) – language for the contract to be crafted which will set forth vacation pro ratas for 10 month, 11 month and 12 month employees.

**(8.) NEW - Mentoring Stipend**

- a. The Unit and the District shall work to finalize the mentoring process for new administrators including procedures for selecting mentors, frequency of a mentor's meeting with new administrators, documentation. Mentor compensation of \$1,500/annually and shall be retroactive for 2018-2019. Payment for members who were mentors in the 2018-2019 school year shall be reported to NYSTRS as 2018-2019 earnings and shall be paid within forty-five days of the Board of Education's approval of the new CBA.

**NEW – Article 4. Tax Sheltered Annuities**

- b. Allow for 457(b) annuity so long as there is no cost to the district.

**(9.) Article 4. D.3. Temporary Leave of Absences Change as Follows:**

**a. Add - Article 4. D.4. Personal Day**

- Unit members shall be allocated three (3) personal leave days each work year (July – June) which will be requested in advance unless an emergency exists which was not known in advance by the unit member. Personal days may be taken in full or half-day increments.
- Unused personal days are converted to illness days at the end of the work year and are added to the unit member's accumulated illness days.

**b. Add - Article 4. D.5. Bereavement Leave**

- Unit members are granted up to five (5) bereavement leave days per occurrence in the event of death of a relative/cohabitant. The administrator shall notify the Superintendent prior to any use of bereavement leave. Additional days shall be charged against the employee's sick leave. Leave without loss of pay to

attend a funeral of a district teacher, employee or student, for not more than one (1) day, may be permitted with the consent of the Superintendent of his/her designee.

**c. Add - Article 4. D.8. Jury Duty**

- School employees are required to fulfill their civic obligation in cases of jury duty.

**d. Add - Article 4. D.9. Court**

- Leave without loss of pay is granted for court attendance when on school business or when subpoenaed, but not when such court attendance is for the administrator's personal business (for which the administrator must use accrued personal or vacation leave).

**e. Add - Article 4. D.10. Family illness days**

- Unit members will be granted five (5) accrued personal illness days as family illness days per year.

**f. Add - Article 4. D.11. Holidays**

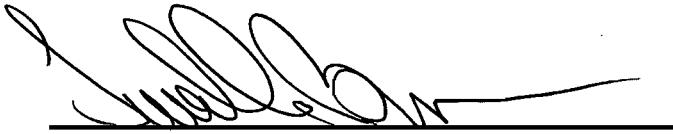
- Twelve month unit members will follow the plant shut down calendar.

**(10.) NEW - Personnel Folder**

- Official Unit Member personnel files shall be maintained under the following conditions:
  - No material critical of a unit member shall be placed in the file unless the Unit Member shall first have an opportunity to read the material. The Unit Member shall acknowledge that he/she has read such material by affixing his/her signature to the file copy within five school days or the item will be included in the file with a note of the failure of the Unit Member to affix his/her signature. The signature shall indicate that the Unit Member has read the material to be filed and shall not necessarily indicate agreement with the Unit Member shall have the right to respond within thirty (30) calendar days to any material filed, and the response shall be attached to the file copy.
  - Upon request of the Unit Member, he/she shall set up an appointment and be permitted to examine the contents of his/her file. The examination shall be made in the presence of the person responsible for safekeeping the file. Privileged or confidential information relating to a Unit Member's past employment or schooling should not be subject to such examination. Except as required by law, access to Unit Member's personnel files will be limited to Superintendent or designee.

**NEW - General Provisions**

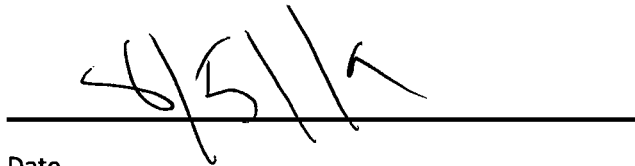
- This Agreement shall constitute the full and complete agreement between both parties and may be altered, changed, added to, deleted from, or modified only by the voluntary, mutual consent of the parties in a written and signed amendment of this Agreement.
- If any provision of the Agreement or any application of the Agreement shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue to full force and effect.
- "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."



Superintendent



Unit President



Date



Date