

AGREEMENT

between the

**WALLKILL VALLEY REGIONAL
HIGH SCHOOL
BOARD OF EDUCATION**

and

**WALLKILL VALLEY
BOARD OFFICE PERSONNEL**

Covering the period

July 1, 2005

to

June 30, 2008

AGREEMENT
BETWEEN
WALLKILL VALLEY BOARD
OF EDUCATION
AND
THE WALLKILL VALLEY
BOARD OFFICE PERSONNEL

This agreement covers conditions specified for the three year period effective July 1, 2005 through June 30, 2008. Other items not specified will continue according to past practice.

ARTICLE I - LONGEVITY

A longevity formula will be applied in accordance with the following schedule:

Completed 5 through 9 years	\$ 450
10 14	500
15 19	600
20 24	700
25 or more	800

This sum is to be paid on the anniversary date of employment.

ARTICLE II - LEAVES OF ABSENCE

A. ABSENCE FOR PERSONAL ILLNESS

1. Absence for personal illness shall be allowed and shall include full pay not to exceed twelve days in one year. If fewer than twelve days of allowed sick leave are taken in any year, then the number of days not utilized shall be accumulated without limit.
2. In case of illness incurred during the school day which results in the employee leaving school before 11:00 A.M., a full day will be charged; if after 11:00 A.M., one half day will be charged.
3. Upon retirement, unused sick leave will be reimbursed at a rate of \$35 per day for each unused sick leave day accumulated to the day of retirement. Retirement shall mean an employee filed the necessary papers to effect same with the Public Employees Retirement System.

B. PERSONAL AND EMERGENCY DAYS

Personal Days will be designated as Personal/Emergency Days with Emergency Days not requiring prior notice. Four (4) Personal Days and (2) Emergency Days will be granted per year. In the event that Personal and Emergency Days are not used in any given year, the number of days not used will be accumulated as sick leave.

C. ABSENCE FOR DEATH IN THE IMMEDIATE FAMILY

1. Absence due to death in the employee's immediate family or household shall be allowed with pay for the required period not to exceed five school days. The term "immediate family" shall include wife, husband, children, mother, father, mother-in-law, father-in-law, sister, brother, sister-in-law and brother-in-law.
2. Two days with full pay shall be allowed in the event of the death of a grandparent and one day with full pay shall be allowed in the event of the death of other non-immediate members of the family.

D. ABSENCE FOR JURY DUTY

Employees will be granted time off to serve on Jury Duty without being penalized. They will receive full pay and time spent on Jury Duty will not be charged against personal leave and will count as time on the job. An employee called for Jury Duty shall report same to the Superintendent and while on Jury Duty, will report their schedule for the following days.

E. EXTENDED ABSENCES

All extended absences and other absences not otherwise specifically covered herein shall be considered only after application thereof to the Board of Education

ARTICLE III - INSURANCE

A. A Board-paid family plan for the following will be provided:

1. Hospitalization/Major Medical Health Plan
2. Dental Plan
3. Prescription Plan
4. Optical Plan

ARTICLE IV - VACATIONS

Vacations may be taken at any time during the period July 1 through June 30 upon approval of the Superintendent.

Vacations shall be earned as follows:

- | | | |
|-----------------------------|---|------------------|
| After 1 full year's service | - | 10 vacation days |
| After 5 full years' service | - | 15 vacation days |

ARTICLE V - HOLIDAYS

A. Employees shall receive seven fixed holidays with pay as follows:

- | | |
|-------------------|-------------------------------|
| 1. New Year's Day | 5. Thanksgiving Day |
| 2. Memorial Day | 6. Day after Thanksgiving Day |
| 3. Fourth of July | 7. Christmas Day |
| 4. Labor Day | |

B. In addition, employees shall receive four days from the following list. These days shall be approved by the Superintendent.

- | | |
|-----------------------|------------------------|
| 1. Good Friday` | 5. Veterans Day |
| 2. Christmas Eve Day | 6. Day after Christmas |
| 3. New Year's Eve Day | 7. Floating Day |
| 4. President's Day | |

ARTICLE VI - OTHER

During Spring, Winter, and Christmas Breaks, NJEA Convention and all other days when school is not in session, minimal staffing schedule will be in effect for the Board of Education Office.

ARTICLE VII - TUITION REIMBURSEMENT

Tuition reimbursement shall be paid upon the completion of job-related college courses with a grade of B or better, not to exceed credits per year. Other job-related workshops and seminars, subject to prior approval by the Superintendent, may be taken for which reimbursement will be made.

ARTICLE VIII - SALARIES

The salaries of Board Office Personnel covered by this agreement are set forth in Schedule A-1 which is attached thereto and made a part of this agreement.

Board Secretary	Date	Board President	Date
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SCHEDULE A-1

WALLKILL VALLEY REGIONAL HIGH SCHOOL
BOARD OFFICE PERSONNEL

SALARY SCHEDULE

	2005-06	2006-07	2007-08
Elizabeth Flatt	75,195	78,205	81,335
Deidre Metzger	40,760	42,390	44,085
Sarah McGrath	5,415	5,635	5,860