



CONTRACT AGREEMENT
FACT SHEET

TERM

The contract spans retroactively from July 1, 2003 through March 5, 2010.

*** SALARY INCREASES & RETROACTIVITY**

CSA members will see a 23.16% increase over the life of the contract. Increases are as follows:

- 3% wage increase – effective 7/1/04
- 1.136% wage increase – effective 7/1/05
- 3.25% wage increase – effective 7/1/06
- 5.46% increase – effective 6/1/07
- \$4,000 one-time lump sum – 8/21/07 (for all full-time employees in active pay status as of 6/27/07)
- 2.00% increase – effective 10/6/07
- 5.00% increase – effective 4/6/08
- 1.38% increase – effective 9/25/09
- \$708 annual annuity payments begin – 12/9/09

** Does not reflect summer school stipend, contributions to the Active and Retiree Welfare Funds, per session increases and compounding.*

PERFORMANCE DIFFERENTIALS

Annual performance differentials have been expanded and remain pensionable.

- Maximum differential for Principals increases from \$15,000 to \$25,000 (a 67% increase).
- Maximum differential for Assistant Principals and other supervisory staff in schools where the Principal qualifies increases from \$7,500 to \$12,500.
- Non school-based administrators will continue to be eligible to receive differentials. A labor-management committee will meet to modify the differential amounts.
- The Chancellor will determine the eligibility criteria and award amounts in consultation with CSA.

EXECUTIVE PRINCIPAL PROGRAM

Highly successful Principals may be selected as Executive Principals to work in high-needs schools.

- Participants would make a 3-year commitment and leave their current assignments.
- Participating Principals would earn an extra \$25,000 a year.
- At the conclusion of the three years, participants may accept an additional Executive Principal assignment or return to a regular Principal assignment in the district or borough.
- 90% of Executive Principals hired annually will come from the existing CSA ranks.

EXCESSING RIGHTS

Excessing rights remain intact for all CSA members. Several key modifications have been agreed to:

- Members at risk of being excessed for an upcoming school year will be informed on or before June 15.
- The DoE will provide placement assistance and guarantee interviews for posted vacancies in license.
- Members unable to secure a position may be placed in an alternative supervisory position established by the Chancellor.
- Members in excess may be given the option of taking a voluntary severance buyout amounting to 6-12 months salary, in addition to payment for any accrued leave time.

- Excessed members who are offered, but decline, the severance and are placed in an alternative position may be assigned to teach up to three periods a day, in addition to administrative duties. Members would keep their salary and seniority rights.
- A member who declines the severance and accepts an alternate position can be offered a severance again after one year.

DEFINED WORK DAY

Modifications have been made:

- Principals, APs and school-based Supervisors will work a 7 hour & 15-minute day, exclusive of lunch.
- Non school-based supervisors will work a 7 hour 30-minute day, exclusive of a 30 min lunch.
- School-based CSA members will attend up to 25 hours of conferences, meetings and/or workshops outside of their normal hours each school year. These meetings cannot be held on weekends or holidays.
- CSA members will now work on Brooklyn-Queens Day.
- EAs will give up the floating holiday.

TENURE & DUE PROCESS

Members retain their tenure & due process rights. Modifications have been agreed to:

- Supervisor evaluations and reviews will be revised so that criteria are aligned with new accountability standards of the DoE. A labor-management committee will further discuss the criteria and procedures.
- CSA members will continue to use the Principals Performance Review (PPR) and the Supervisory Rating Sheet to develop goals and objectives each school year with their supervisors. Supervisors will continue to receive mid-year reviews, end-of-year reviews and ratings.
- The Unsatisfactory/Satisfactory rating system will be changed to a multiple rating system.
- All step 2 grievances are eliminated and letters in the file can no longer be grieved. However, conferences will be conducted prior to letters being placed in the file and members can attach a written response. If a member earns three subsequent satisfactory ratings, letters in the file are removed. Steps 1, 3 and binding arbitration continue.
- Immediate removal and expedited disciplinary procedures for sex offenses & felony convictions have been agreed to.
- Safeguards for those who are falsely accused of sexual impropriety or corporal punishment have been agreed to.
- Expedited disciplinary procedures for absences and/or lateness have been agreed to.
- 3020a procedures can now commence at any time during the school year.

SUMMER SCHOOL OPT-OUT

An opt-out of summer school will now be available for Principals and 12-month Assistant Principals and other school-based supervisors.

SUMMER SCHOOL DIFFERENTIAL

Starting in 2009, up to 400 Principals who are in charge of summer school programs in their schools will be paid an additional \$2,500 differential. Criteria to be announced.

HEALTH, DENTAL & DRUG BENEFITS

- The City will make a one-time payment of \$167.67 per member to the Welfare fund.
- The City will increase the annual per-member Welfare Fund payment by \$200.
- Terminal leave can now begin at any time if you plan to retire.
- A panel will review cases and settle discrepancies whenever possible to avoid medical arbitration.

RETIREMENT/RESIGNATION NOTIFICATION

- Absent extreme personal circumstances (sudden serious illness) or written authorization, school-based supervisors will now have to give at least 90 days written notice of their retirement or resignation plans.
- Supervisors who comply may elect to receive their final entitlement in a lump sum within 90 days.

- Supervisors who do not comply will receive their final entitlement pay two years after their resignation or retirement date.

PER SESSION

- All rate increases apply to per session. Per-session rates will reflect all contracted increases except the 5.46% on June 1, 2007 for reforms. Retroactivity will apply to per session rates.