

Contract Q & A

- Q. What is the salary increase in the new contract?
A. CSA negotiated a raise of 23.16% which is for general wages compounded.
- Q. Is the contract retroactive?
A. The contract (including per session) is retroactive from July 1, 2004 and has increases through March 5, 2010. All retroactive money including per session is pensionable.
- Q. Who receives the one-time lump sum payment?
A. Full-time employees in active pay status in a CSA title as of June 27, 2007 shall be paid \$4000 effective August 13, 2007. Persons working less than full time will be paid a pro rata amount. The lump sum payment is pensionable.
- Q. Will I have to work on Brooklyn-Queens Day this year?
A. Yes.
- Q. What is the workday for Principals, Assistant Principals and EAs?
A. Principals and Assistant Principals work 7 hours and 15 minutes exclusive of lunch. EAs work 7 hours and 30 minutes exclusive of a 30 minute lunch.
- Q. Will I be required to attend meetings after my normal workday?
A. School-based supervisors may be asked to attend conferences, meetings and workshops up to a maximum of 25 hours per school year exclusive of holidays and weekends.
- Q. Have the criteria for supervisor evaluations changed?
A. The PPR as well as the supervisory evaluation (A, B, C) will be revised by a joint CSA-DOE committee to include accountability standards.
- Q. Do I still have due process rights?
A. Yes, CSA members have full due process rights including the right to contest probationary discontinuance and for tenured members the right to a statutory due process hearing before a neutral arbitrator.
- Q. Do grievances still exist?
A. Yes, to expedite your grievance rights, the process has been streamlined from four steps to three.
- Q. Can I still grieve letters in my file?
A. No, however, before a letter may be placed in your file, you may request a meeting with the author of the letter and your Union representative to discuss the issues. You can also attach a rebuttal to any letter placed in your file. Should a letter be placed in your file, it will be removed after three years of satisfactory ratings.

Q. What happens if I am excessed?

A. If you are excessed, you will continue to be paid your appropriate salary and will continue to accrue seniority credit. If you are unable to find a supervisory position, the Chancellor must place you in an appropriate assignment. Rather than place you in a vacancy or bump another member, the Chancellor may offer a severance package.

Q. What is the severance package?

A. The Chancellor may offer a voluntary severance package of no less than 6 months and no more than 12 months salary. Should the Chancellor offer a severance package to an excessed person in a particular title, all excessed persons in that title are eligible for the package offered. Should a person decline the severance package, s/he will continue serving as a supervisor in a position s/he has found or one the Chancellor has placed them in and will continue to be eligible for future severance offers in their title.

Q. Must I notify the DOE in advance of my retirement or resignation?

A. Absent extreme circumstances, Supervisors shall provide at least 90 days written notice to their immediate supervisor of their intention to retire or resign. Those supervisors who have provided the appropriate notice will receive a lump sum final entitlement payment within 90 days. Supervisors who do not provide 90 days written notice will have their final entitlement made in a lump sum 2 years after their resignation or retirement date.

Q. Will performance increases continue to be awarded?

A. Yes. The maximum performance differential for Principals has been increased from \$15,000 to \$25,000. Assistant Principals will continue to receive half of the performance increase received by their Principal. On June 30, 2007, the Chancellor will announce the criteria for Principals to receive the award for the school year 2007-2008. For the years 2005-2006 and 2006-2007, the criteria used for granting performance awards will be governed by the expired collective bargaining agreement. Education Administrators and other non-school based supervisors are eligible to receive the performance increase. The CSA and the DOE have established a labor-management committee to establish and announce the criteria for awards to EAs and other non-school based supervisors.

Q. What is the Executive Principal Program?

A. In the Executive Principal Program, Principals are selected by the Chancellor and agree to a 3-year assignment to serve in high-needs schools. Those chosen to participate will receive a \$25,000 annual salary enhancement which is pensionable. At the conclusion of the 3-year assignment, the principal may seek to continue in his/her current assignment or accept a new one. Additional time as an Executive Principal may be offered in one-year terms renewable by mutual agreement. The principal may also opt to return to a regular assignment in the district (or borough for High Schools) in which s/he is assigned.

Q. Can Principals and 12-month mandated Assistant Principals opt-out of summer school?

A. Yes, Principals and 12-month mandated Assistant Principals wishing to opt-out will have their salaries adjusted to reflect an unpaid leave. Requests to opt-out will be considered and decided by the Chancellor or his designee on a case-by-case basis.

Q. What is the summer school differential?

A. It is a salary differential for Principals in charge of summer school programs in their buildings beginning July 2009. Criteria for selection for the summer school differential are being developed by the DOE in consultation with the CSA. The summer school differential will be implemented beginning July 2009.

Q. Can you explain the new annuity payment?

A. Effective December 9, 2009, the DOE will contribute \$708 annually to a new annuity fund. The fund is subject to future collective bargaining increases. This fund will benefit members at the time of their retirement. Any CSA member in active status as of December 9, 2009 will qualify for the annuity payment.

Myths and Reality

Myth: A teacher on maximum salary earns more than an Assistant Principal.

Reality: A **teacher** on maximum salary (22 years of DOE service) **earns \$100,049**. An **Assistant Principal** with 22 years of DOE service **earns between \$102,611 and \$117,056**.

Myth: Assistant Principals no longer have tenure.

Reality: **Assistant Principals have tenure pursuant to NYS Education Law.**

Myth: There are no longer due process rights.

Reality: **Due process rights continue to exist.** The grievance process has been streamlined so that appeals reach arbitration more quickly.

Myth: Letters may be placed in my file arbitrarily.

Reality: **Untrue.** Prior to a letter being placed in your file, the author meets with you and your Union representative to discuss. If the letter is placed in your file, you may attach a response, CSA will assist in drafting the response.