

AGREEMENT BETWEEN

BARKER CENTRAL SCHOOL  
BOARD OF EDUCATION

AND

MICAELA LOVE  
BARKER SCHOOL PRINCIPAL

JULY 1, 2025 – JUNE 30, 2027

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## **PREAMBLE**

This document sets forth the terms and conditions of employment for Micaela Love, Barker School Principal in the Barker Central School District.

## **TERMS AND CONDITIONS**

### **1. Work Year**

The administrative work year shall be July 1 through June 30.

During the period of the official school year, the Barker School Principal is required to work during student/teacher recess periods unless approved as vacation days, sick days and/or personal leave days.

The Barker School Principal shall be entitled to all other legal holidays granted to other employees of the District. These shall include the following holidays:

|                            |  |
|----------------------------|--|
| Fourth of July             | One Day for New Year's                   |
| Labor Day                  | One Day Before or After New Year's       |
| Columbus Day               | Martin Luther King, Jr. Day              |
| Veterans' Day              | Presidents' Day                          |
| Thanksgiving Day           | Good Friday                              |
| Day following Thanksgiving | Memorial Day                             |
| One Day for Christmas      | One Day Before and After Christmas       |
| Juneteenth                 | Lunar New Year (if during the work week) |

The Barker School Principal will also be entitled to the day off before Thanksgiving in exchange for attending the District held Open House and Parent/Teacher Conference nights.

There will be no work scheduled the Friday prior to Memorial Day each year in which no more than three (3) snow days have been used, and as long as the District does not drop below the required student days necessary to receive full state aid.

During the summer recess the usual and customary work days will be six and a half (6.5) hours daily. Summer hours will commence the first work day after graduation and will end at the Superintendent's discretion, but will be no earlier than two Fridays before staff return for the following school year. The Building Principal may elect to work four (4) day work weeks of at least eight and a quarter (8.25) hours per day for a total of thirty three (33) hours per week during the summer recess only. Only the week of July 4<sup>th</sup> must a full week at reduced (6.5) hours be worked unless the principal uses a vacation or other appropriate leave day. At all times shall an administrator be present on each day of the week during the summer months. As such, vacations and four (4) day work weeks must be

planned with other administrators in the District throughout the summer and will be approved in advance as they are submitted. Four (4) day work weeks may be denied if no other administrator is present on campus.

## 2. **Leaves of Absence**

### **Vacation Leave**

The Barker School Principal shall be entitled to twenty (20) days each year during the period from July 1 through June 30 as vacation days. One to ten days may be carried over and accrued up to a maximum of forty (40) days. Accumulated vacation leave may be used during any subsequent year of employment. In the event the administrator has unused accumulated vacation days at the time their employment with the district terminates for any reason, they shall be paid at their per diem rate for each such unused accumulated vacation day.

The Principal shall be allowed compensation for not more than five (5) days of unused vacation at the individual's per diem rate. The administrator must notify the Business Office by June 1 each year of their intent to exercise this option. Payment will be made in the last payroll of the fiscal year.

### **Sick Leave**

Each year of the contract on July 1 the principal shall be granted fourteen days of sick leave per year. Unused sick leave shall be accumulated to a maximum of two hundred ninety five (295) days.

### **Family Sick Leave**

A total of ten (10) days per year shall be allowed and deducted from the annual sick leave allowance for illness in the immediate family (spouse, parents, children or any permanent resident of the employee's household).

### **Bereavement Leave**

The Barker School Principal shall be allowed bereavement leave each year, as follows:

- a. One (1) day of absence shall be allowed for the purpose of attending the funeral of any person regardless of relationship.
- b. Three (3) days bereavement leave shall be allowed in the event of the death of an administrator's brother, sister, brother-in-law, sister-in-law, grandchild, grandparent, or spouse's grandparent.
- c. Five (5) days bereavement leave shall be allowed in the event of the death of an administrator's spouse, child, parent, spouse's parent, or any person who is a permanent member of the administrator's household.

- d. Bereavement leave may be extended due to special circumstances with prior approval of the Superintendent.
- e. Bereavement leave shall be deducted from accumulated sick leave.

### **Jury Duty**

Leave without loss of pay shall be granted for jury duty. The Building Principal shall surrender to the District all jury duty funds paid to them, excluding the transportation expenses received.

## **3. Health Insurance**

The District will make available to the Barker School Principal a managed care health plan (POS) or (PPO), and a dental plan that is equal to or better than the coverage provided to other professional employees of the district. However, the District's premium contribution on behalf of the Barker School Principal shall not exceed 85%.

Open enrollment periods shall be established by the District. The Barker School Principal shall remit any required premium contribution(s) through payroll deductions.

The District shall have no obligation to contribute toward the Barker School Principal's health insurance premiums with the district if she is covered by a health insurance plan provided by another employer. Accordingly, each year this contract is in effect, the Barker School Principal will file a written statement with the District's Business Office stating that she is not covered by a health insurance plan provided by another employer before the due date for the payment of the first monthly premium in the school year in order to be eligible for the above District contribution toward premium. Any other health insurance coverage, from any other source, shall constitute "double" coverage.

The Barker School Principal may participate in the separate dental insurance, however the district's premium contribution on behalf of the Barker School Principal for the dental insurance shall not exceed 85%.

The District reserves the right to change carriers, plan administrators, plans and coverage benefits, which are comparable to the existing coverage.

## **4. Membership in Professional Educational Organizations**

The Barker School Principal shall be encouraged to join local, state, and national professional educational organizations. The Board of Education will assume the cost of membership, not to exceed \$1,000 in any one fiscal school year, at the Superintendent's recommendation. SAANYS or other union dues are excluded from this provision.

5. **Attendance at Professional Educational Conferences**

The Barker School Principal will attend such local, county, state, or national conferences as is deemed to be in the best interest of the school district and approved in advance by the Superintendent. Expenses for attendance to conferences will be provided and governed by the policies of the district.

6. **Flexible Spending Account**

The Barker School Principal shall be entitled to participate in the Flex Benefits Plan for reimbursement of medical expenses.

7. **Tax-Sheltered Annuity (TSA)**

For every three dollars (\$3.00) the employee contributes to a tax-sheltered annuity in any pay period, the Board will match one additional dollar (\$1.00) in contribution up to a maximum Board expense of \$1,500.00

8. **Grievance Procedure**

Definitions

- a. "Grievance" shall be defined as an alleged violation, misinterpretation or inequitable application of the Agreement, Board policies, practices or customs, or laws, or rules and regulations having the force and effect of law.
- b. "Grievant" shall be defined as the party named as the Principal.
- c. "Hearing Officer" shall mean any individual or board charged with the duty of rendering decisions at any stage of the grievance procedure. Any action, which the Superintendent is either required or authorized to take under the instant grievance procedures, may be delegated to a representative of his or her choice.

Procedure

Every grievance shall be filed within twenty (20) calendar days after the grievant knew or should have known of the facts upon which the grievance is based. Failure to comply with such time limitation shall constitute a waiver of any claim arising out of the facts upon which the grievance is based, and bar any proceeding based thereon in any forum. The parties may, by mutual written agreement, extend time limits on a case-by-case basis.

Step 1: Supervisor

If the administrator is not able to settle a grievance after talking it over with the Superintendent directly with the objective of resolving the matter informally, and

if the Superintendent has not met with the grievant within fifteen (15) calendar days of the grievant's request, the grievant may take the grievance to Step 2.

#### Step 2: Board of Education

- a. Within fifteen (15) calendar days after receiving the decision of the Superintendent, the Barker School Principal may decide, by written notice, to appeal the grievance to the Board of Education.
- b. Within fifteen (15) calendar days after the receipt of an appeal, the Board or subcommittee of the Board shall hold a hearing on the grievance. The hearing shall be in executive session unless the grievant requests that it be open.
- c. The Board or subcommittee of the Board shall give its decision, with reasoning, within fifteen (15) calendar days after the conclusion of the hearing.

#### Step 3: Binding Arbitration

- a. Within fifteen (15) calendar days after receiving the decision of the Board of Education, the Barker School Principal may decide, by written notice to the Superintendent, to take the grievance to arbitration pursuant to the Rules of Procedure of the American Arbitration Association. If a demand for arbitration is not received by the Superintendent within fifteen (15) calendar days after the Step Two decision is rendered, the grievance shall be deemed settled in accordance with the Step Two resolution and further appeal of the grievance shall be barred.
- b. Submission of a grievance to arbitration shall constitute the sole means for the Barker School Principal to resolve the grievance. All other courses of action or remedies shall be barred. Election of an alternative course of action or remedy prior to the submission of a grievance to arbitration shall be considered to be a waiver of the right of the Barker School Principal to thereafter seek recourse by means of the grievance procedure.
- c. If there is a dispute over arbitrability that shall be the threshold question decided by the arbitrator.
- d. The arbitrator's recommendation shall set forth his or her findings of fact, reasons, and conclusions of law on only that issue submitted for determination.
- e. The arbitrator shall have neither power nor authority to alter, modify, add to, or subtract from the provisions of this Agreement.
- f. The arbitrator shall not usurp the functions of the Board of Education under the law.

- g. The fees and expenses of the arbitrator, and the costs of the hearing room, shall be shared equally by the employer and the Barker School Principal. All other expenses shall be borne by the party incurring them. Neither party shall be responsible for the other party's share of the divided costs nor the expenses of witness or participants called by the other.
- h. The arbitrator's recommendation shall be binding.

9. **Salary**

The annual salary of the Barker School Principal shall be:

|         |           |
|---------|-----------|
| 2025-26 | \$119,500 |
| 2026-27 | \$123,085 |

In the event that the Barker Central School District realigns to a two principal system, the Barker School Principal will be allowed to choose which Principalship they desire at the following rates:

|         |           |
|---------|-----------|
| 2025-26 | \$108,638 |
| 2026-27 | \$111,897 |

10. **Other Benefits**

The Barker School Principal shall be granted, where applicable, all fringe benefits granted to other professional staff members if not already addressed in the agreement.

BARKER CENTRAL SCHOOL

BOARD OF EDUCATION

AND


MICAELA LOVE


WORKING AGREEMENT

This Agreement is made and entered into this 10<sup>th</sup> day of June, by  
and between the Superintendent of Schools, upon authorization from the Board of  
Education, and Micaela Love.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed  
by their duly authorized representatives on the day and year first above written.

ATTEST:

  
Jacob L. Rehner  
Superintendent of Schools

  
Micaela Love  
Barker School Princip