

Memorandum of Agreement
between the
White Plains Administrators and Supervisors Association
and the
White Plains Public Schools

- I. As a component of the 2010-2013 Agreement between the White Plains Public Schools and the ASA, Article VI, Representatives from the ASA and the District will form a subcommittee to develop guidelines to be implemented effective July 1, 2011. The current salary range will sunset on June 30, 2011 and will be replaced with a new procedure for payment. The current salary ranges are as follows:

	2010-2011	
Range 1	157,672	197,786
Range 2	144,813	184,958
Range 3	133,988	174,157
Range 4	121,537	161,736
Range 5	115,311	155,527

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| Range 1 | High School Principal |
| Range 2 | Middle School Principal - Highlands |
| Range 3 | Director/Special Services & Programs
Elementary Principals
HS Assistant Principals |
| Range 4 | Middle School Principal - Eastview
Director - Adult and Continuing Education
Director - Guidance
Director - ELL Programs K-12 District-wide
Director - Supplemental Programs
Co-Director - Special Education Administrator (Instructional)
Co-Director - Special Education Administrator (504) |
| Range 5 | Assistant Principals – Middle & Elementary Schools
Coordinators
House Administrators |

- II. The ASA and the WPSD agree to the following in conjunction with I above:
- a. The current salary schedule sunsets on June 30, 2011.
 - b. Salaries for the 2011-12 school year will be based on the pool of active administrators as of June 30, 2011. This amount will be distributed in accordance with a formula mutually agreed upon by the ASA and WPSD, which formula is reflected in the salary schedule set forth in the Attachment I of this Agreement.

- c. Salary payment beyond the 2011-12 school year will be determined by the increase for each ASA member as negotiated in the July 1, 2010-June 30, 2013 Agreement. Once the base rate is determined in the 2010-11 year, future increases will be added to this amount.
- d. New Administrators will be given a salary determined by the Assistant Superintendent or Superintendent's designee.
- e. Any ASA member retiring or resigning by June 30 of the school year will not be included in the calculations contributing to the pool of funds for ASA increases.
- f. The pool is comprised of those individuals who would be eligible for any increases in the following school year.
 - i. Any interim hired for the following year will have the salary included in the pool (i.e., an interim continuing in the assignment for more than one year)
 - ii. Any interim not hired beyond one year will not have his or her salary included in the pool of funds for distribution
 - iii. The pool will be reviewed by the ASA and the WPSD on February 1st and June 1st of each school year to identify salaries included in the calculations

III. The current ranges in effect on June 30, 2011, will be adjusted by 1.85% at the top of the range and .925% at the bottom of the range.

IV. Salary amounts for 2011-12 will be calculated from the agreed upon schedule identified below

Lynna Boz West
WPSD Representative

David Cabrera
ASA Representative

[Signature]
WPSD Representative

ASA Representative

WPSD Representative

ASA Representative

Date 3/23/11