

CHAPPAQUA CENTRAL SCHOOL DISTRICT

and

CHAPPAQUA CONGRESS OF TEACHERS

NEGOTIATING REPRESENTATIVES

2001 - 2004 CONTRACT

Chappaqua Congress of Teachers

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PREAMBLE

This agreement made by and between the Superintendent of Schools of the Chappaqua Central School District, hereinafter called the District, and the Chappaqua Congress of Teachers, hereinafter called the Congress, after negotiations, is a statement of the terms and conditions of employment of the members of the Teachers' Negotiation Unit (Unit II) represented by the Congress.

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CONTRACT RIGHTS AND PROCEDURES

ARTICLE 1 – Duration

- A. This agreement shall remain in full force and effect for the period beginning July 1, 2001 and ending June 30, 2004, and may not be changed, altered or modified during such period without the mutual consent, in writing, of the parties hereto.**
- B. Any written request for modification must specify the article and paragraph to be amended and the exact wording proposed. Within ten days of receipt of the request for modification, the second party shall indicate its willingness, or unwillingness, to meet concerning the proposed amendments.**
- C. If the second party agrees to meet, it shall specify, in writing to the first party, the acceptable scope of reopening. If both parties are unable to agree to an acceptable amendment within thirty school days of the initial meeting, and if they do not mutually agree to extend the negotiations, the agreement shall be closed and shall remain unaltered to the end of the contract period.**

ARTICLE 2 – Recognition

- A. The District has recognized the Congress for the purpose of negotiating collectively over the terms and conditions of employment of members of the teachers' unit pursuant to the New York State "Public Employee's Fair Employment Act" as amended.**
- B. The Congress is the sole and exclusive bargaining representative of the unit described as "Unit II - Teacher Personnel," including summer school, school psychologists, guidance counselors, and all other professionally certified personnel, but excluding principals, assistant principals, teacher aides, and all other employees, the major part of whose duties are of a supervisory nature .**
- C. For the purposes of this agreement, unless otherwise indicated, the term "teacher," when used in this agreement, shall refer to a member or members of the unit employed during the regular school year as herein defined.**
- D. In accordance with Article 14 (Section 208) of the "Public Employees' Fair Employment Act," the Congress shall have unchallenged representation status. Such recognition shall extend for the maximum period allowed by law. Competing claims of majority support shall be resolved according to procedures established by the "Public Employees' Fair Employment Act," Article 14 (Section 207) of the Civil Service Law.**

E. Nothing stated or implied in this agreement shall be construed as requiring a teacher to be a member of the Congress as a condition of employment in this District.

ARTICLE 3 – Rights of the Congress

- A. The Congress may use school buildings at reasonable times and without cost for business of the Congress. Request for use of a building shall be made to the building principal in advance, and such use shall not interfere with any scheduled school programs or activities.**
- B. The Congress may distribute materials dealing with the proper and legitimate business of the Congress through teacher mailboxes and e-mail.**
- C. The Congress may utilize bulletin board space in a designated area in each school building for the exclusive purpose of posting material dealing with proper and legitimate business of the Congress.**
- D. The Congress desires to establish the kind of cooperation with the District which reflects mutual understanding. In order to achieve this, the Congress will send a copy of the agenda of its general meetings to the District, and the District shall send to the Congress a copy of the official agenda of each regular Board of Education meeting when it is released to the public.**
- E. The District and the Congress shall cooperate in making available appropriate records and survey statistics for the purpose of joint examination in the mutual endeavor to maintain or to reach a satisfactory agreement.**
- F. Having notified the principal in advance, the Congress shall have the opportunity to use a short period for Congress business after the conclusion of any faculty meeting.**
- G. The District shall bear the cost of reproducing this agreement. A copy shall be provided for each employee in Unit II. One hundred additional copies shall be provided for Congress use.**
- H. Office space of not less than 120 square feet for the keeping of Congress records and conduct of Congress business shall be provided free of charge in a district-owned school building. The Congress may install and maintain a telephone with an automatic answering device in this space and/or the home school of the Congress President at Congress expense.**
- I. For the performance of the duties of the office, the Congress President shall have an adjusted teaching load. Such adjusted load shall consist of either up to 20 days of released time or a mutually agreed upon equivalent to be utilized by the President or designee, a reduced teaching load where mutually convenient and agreeable to the Congress President and the building principal, or, at the elementary level, a reduction in classroom duties as agreed to by the President and the principal. When the terms of this Agreement require the presence of the President in legal or grievance procedures, it shall be the responsibility of the building principal, upon prior notice, to provide**

coverage of the President's classes. The Congress President shall not be required to have any extra duties.

- J. The Congress and the District agree to work cooperatively to provide educational programs and educational quality in the most cost-effective ways. Determination of staffing shall be the responsibility of the District, but the Superintendent of Schools agrees to:**
- 1. Inform the Congress when staff reductions are seriously contemplated prior to any public announcement and to consider the recommendations of the Congress for constructive staffing patterns.**
 - 2. Secure staff reductions, whenever possible, through attrition, while maintaining the teacher-student ratios provided for in Articles 11 and 12.**
 - 3. Provide any tenured teacher whose position is eliminated through staff reduction with one month of severance pay at 1/10 of BA Step 1 for each two years of District service to a maximum of four months, and one month of medical insurance coverage for each two years of district service to a maximum of five months. Once new employment is found, both severance pay and insurance will cease.**
- K. Congress building representative in each building shall be provided with an up-to-date copy of the District's Administrative Regulations. The District shall provide the Congress with copies of changes made in those regulations.**
- L. The Congress shall be granted up to 10 additional days for official Congress business, for which the Congress shall reimburse the District for the cost of substitutes when necessary.**

ARTICLE 4 – Dues Deduction

- A. The District will, if so authorized, deduct from the salary of any Unit II employee, dues for the Congress. Teacher's initial authorization shall be in writing on the Payroll Deduction Authorization Form. Dues deduction authorization shall be continuous from year to year unless the teacher submits written revocation by November 1 of the applicable year.**
- B. At least 15 days prior to the commencement of payroll deductions, the Congress shall certify in writing to the District any change in the membership dues of the Congress.**
- C. No later than two weeks prior to the first payroll date in November, the Congress shall provide the District with a supplementary list of those employees who have voluntarily authorized the District to deduct dues for the Congress on the original Payroll Deduction Authorization Form.**

- D. The District shall transmit the total of the amounts deducted from each employee's paycheck as designated to the Congress at the end of each pay period for a total of ten (10) consecutive pay periods, beginning with the next payroll cycle following November 1. Each transmittal shall be accompanied by a listing of the members for whom deductions have been made and the amount deducted. [Please note portions of this Article have been superseded by State law.]**

ARTICLE 5 – Negotiation Procedures

- A. Negotiation meetings for the next agreement shall commence during the first week of December of the school year in which the contract will expire.**
- B. At least one month prior to that week -- and no later than the last school week in October -- both the District and the Congress Negotiating Teams shall meet to discuss and agree upon the procedures and schedules to be followed during negotiations.**
- 1. A date must be selected for the presentation of money items. (In the past, it has been no later than February 15.) If no agreement can be reached, the February 15 date shall be maintained.**
 - 2. In the event that no agreement be reached, the following schedules and procedures will be adhered to:**
 - a. Negotiation meetings shall be conducted at least once a week during those weeks that school is in session with a mutually agreeable date and place. Whenever possible, at the end of the meeting, the date and agenda for the next meeting shall be mutually agreed upon.**
 - b. The District and the Congress shall present to each other, no later than ten calendar days prior to the first negotiation meeting in December, proposals for additions, changes, and deletions from this agreement other than proposals for Salary and Fringe Benefits (Article 24 - Article 28). All proposals shall include the number and paragraph of the article and the suggested wording for the appropriate paragraph. Supplementary proposals in this category must be submitted by January 15.**
- C. The District and the Congress shall present to each other all proposals relating to the salary and fringe benefits. Such proposals shall include the number and paragraph of the article and suggested wording for the appropriate paragraphs.**
- D. The meetings and the proposals shall be confidential, and neither the District nor the Congress shall release to the press, or to any other information medium, any information relating to the proposals or to the conduct of the meetings unless and until a final impasse is declared. Nothing contained herein shall be construed to prohibit communication between the negotiating teams and their respective parties.**

- E. The District's representatives and the representatives of the Congress shall have an unlimited right of caucus.**
- F. The District and the Congress may employ consultants at the negotiation meetings.**
- G. The District and the Congress agree that the agreements reached by the respective representatives of the District and the Congress shall be reduced to writing and initialed by the spokesmen for the parties. Such agreements shall be tentative and may be revised in light of future agreements and negotiations of other proposals. Provisions of the current agreement on which changes are not being proposed shall be considered automatically included in the successor agreement.**

ARTICLE 6 – Grievance Procedures

- A. PURPOSE -- The purpose of this procedure is to provide a means for the rapid and equitable settlement at the lowest possible level of alleged violations of this Agreement.**

- B. DEFINITIONS**

A grievance shall be a claim by a teacher or group of teachers in the unit stating that there has been a violation of this Agreement. The decision as to the appointment of a probationary teacher to a permanent position shall not be a matter subject to grievance.

A grievant shall be a teacher or group of teachers filing a grievance.

A grievance committee comprised of one member from each school shall be appointed by the Congress to represent teacher grievances beyond Stage II.

The term day shall mean teacher's working school day.

- C. PROCEDURES – The existence of the Procedure hereby established shall not be deemed to require any teacher to pursue the remedies herein provided and shall not in any manner impair or limit the right of any teacher to pursue any other appropriate remedies available.**

Nothing herein contained shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the Administration, and, as an outcome, having his grievance adjusted without the intervention of the Congress, provided the adjustment is consistent with the terms of this Agreement. The Congress shall have the opportunity to be present and to state its views through the Grievance Committee at any level in the grievance procedure beyond Stage II.

Failure of the responsible school officer at any step of this procedure to communicate the decision on the grievance within the specified time limits shall permit the aggrieved teacher to proceed to the next step. Failure of the grievant to bring the grievance to informal presentation within ten days of its occurrence or to appeal the grievance to the next step within the specified time limits shall be deemed a waiver of the grievance, and the grievance shall abate. In the event that an employee alleges that a grievance is based upon newly gained knowledge of facts or conditions which could have constituted the grievance within the ten day provision, the employee may bring a grievance subsequent to the expiration of this period, but in no event may any grievance be filed in excess of thirty days from the date upon which the act or conditions upon which the grievance is based occurred.

Stage I – Informal Appeal. Every grievance must be presented informally to the grievant's principal or immediate supervisor within ten days of the occurrence of the events underlying the grievance. If mutual agreement has not occurred after an informal oral presentation of a grievance to a grievant's immediate supervisor or principal, the formal steps set forth below shall be followed. The immediate supervisor or principal shall orally dispose of each grievance informally presented within five days following the informal presentation.

Stage II – Formal Appeal to the Supervisor or Principal. If the grievance is not settled satisfactorily at the informal stage, a grievant may file a written grievance on the appropriate form within five days of the decision handed down as a result of the informal presentation. The form used to start the formal grievance procedure is to be filed with the grievant's principal or immediate supervisor.

Within five days of the filing of the grievance, the principal or immediate supervisor shall hold a hearing with the grievant in an attempt to resolve the grievance. The grievant may invite a Congress building representative to be present at the hearing. If the grievance is resolved, the resolution shall be stated in writing and signed by the teacher, the building representative, and the principal or immediate supervisor. If the grievance cannot be resolved, the principal or immediate supervisor hearing the grievance shall issue a written decision on the grievance within five days of the hearing.

Stage III – Formal Appeal to Superintendent of Schools. If the grievance is not resolved at the conference or the grievant is not satisfied with the written decision, the grievant may appeal the decision to the Superintendent of Schools. Such appeal must be filed with the Superintendent of Schools on the appropriate form within five days of receipt of the decision of Stage II. It shall be in writing, shall contain a copy of the written decision of Stage II, and shall state the reasons for the appeal. The grievant shall also file a copy of the appeal with the Grievance Committee at the time it is filed with the Superintendent of Schools. Within ten days of the receipt of the appeal, the Superintendent or designee shall hold a hearing with the Grievance Committee and the grievant in an attempt to resolve the grievance. If the grievance is resolved, the resolution shall be stated in writing and signed by the grievant, the Superintendent of Schools, and the chairman of the Grievance Committee. If no resolution is reached, the

Superintendent shall issue a written decision on the grievance within five days of the hearing.

Stage IV – Formal Appeal to the Board of Education. If the Grievance Committee is not satisfied with the disposition of the grievance in Stage III, it may, in its sole discretion, appeal the decision to the Board of Education by filing an appeal in writing with the Board within five days after receipt of the Superintendent's written decision. The appeal shall be in writing, shall state the reasons for the appeal, and shall contain the written decision of the supervisor or principal at Stage II, and the decision of the Superintendent at Stage III. Within ten days of receipt of the appeal, the Board of Education or its designee(s) shall hold a hearing on the grievance. The Board or its designee(s) shall render a decision in writing within five days of the hearing.

Stage V – Binding Arbitration. If the Grievance Committee is not satisfied with the Board's decision, it may submit the grievance to arbitration by filing a written notice with the office of the Superintendent of Schools on the appropriate form, within five days of receipt of the Board's decision. The arbitration shall be held pursuant to the Voluntary Arbitration Rules of the American Arbitration Association, and it shall be the duty of the office of the Superintendent to notify the American Arbitration Association of the pending arbitration and request a submission form.

The Arbitrator shall hold such hearings as he deems necessary and shall render a decision in writing. The Arbitrator shall not have the power to alter or amend, add to, or change the terms of this agreement or the conditions of employment of teachers in this District. The arbitrator shall, however, have the power to interpret and apply this contract and specify a remedy. The Arbitrator's decision shall be final and binding on both parties. The cost of arbitration shall be borne equally by the District and the Congress.

- D. **DISTRICT RIGHTS** – The District, at any time, acting through the School Board or the Superintendent of Schools may, in its sole discretion, register a grievance against the Congress or one of the members of the negotiating unit for failure to comply with the terms and conditions of this agreement by filing a written complaint on the appropriate form with the Superintendent of Schools, who will transmit the complaint to the President of the Congress. Within ten days of the presentation of the complaint, there shall be a conference concerning the complaint by the District between representatives of the Congress and the District. If the complaint cannot be resolved at this level, the District may, in its sole discretion, and at its sole option, bring the complaint to arbitration, Stage V of the grievance procedure. Use of this procedure shall in no way be construed as a waiver of the District's right to bring disciplinary proceedings.
- E. **REPRISALS** – The fact that a grievance is raised by a member of the unit, regardless of its ultimate disposition, shall in no way result in any reprisals by the District.

ARTICLE 7 – Legislative Authority

It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

ARTICLE 8 – Savings Clause

- A. In the event that any provision of this agreement shall be declared contrary to law, all other provisions shall continue in full force and effect.**
- B. If any provision of this agreement is declared contrary to law, then such provision shall not be applicable, performed or enforced except to the extent permitted by law.**

PROFESSIONAL CONDITIONS OF EMPLOYMENT

ARTICLE 9 – Teacher Recruitment, Selection and Orientation

- A. The District shall be responsible for teacher recruitment, selection and orientation.
- B. Faculty will be advised of candidate's visit. Appropriate teachers will be involved in one or more of the following activities: interviews, observations, or recommendations. Selections shall be made on the basis of candidate's record and recommendations, personal interview, observations of the candidate's teaching whenever this is possible, and consultation with those faculty members who have met with the candidate during his or her visit to the District.
- C. Recognizing the importance of teacher selection to the continued excellence of the school system, the Congress agrees to encourage its members to refer the names of possible candidates to their building principals.
- D. Newly appointed teachers shall be available for a three-day orientation session during the week before Labor Day without remuneration. Additionally, these teachers will be available for up to the equivalent of 5 days between September 1 and August 30 of their first year of employment for participation in special staff development and training sessions. Compensation will be at the per diem rate. Candidates shall be informed of these commitments during their placement interview.

ARTICLE 10 – School Year

- A. The determination of the school year and calendar and the days on which students shall be taught shall be the sole responsibility of the Board of Education upon the advice of the Superintendent of Schools who will consider the recommendations of the BOCES Calendar Committee. One hundred eighty-five (185) attendance days will normally be required from teachers. Four days - or their equivalent - shall be provided for:
 - 1. The pre-school meeting in September.
 - 2. Three Superintendent's Conference Days for curriculum planning and work sessions or parent conferences.
- B. Twelve hours for professional planning and staff development will be required of teachers:
 - 1. The time will be divided into three, two-hour blocks (i.e., 6 hours), each block of which will be added to the teachers' day, three times throughout the course of the year, and an additional six (6) hours of required professional planning and staff development time to be determined by the District.

2. The three two-hour blocks will be added to the teacher's day three times throughout the school year and will be accompanied by an equivalent two-hour early dismissal of students.
 3. The additional six hours cannot be time added to the beginning or end of the school year or scheduled on school holidays or weekends without the agreement of the teachers involved.
 4. Teachers will have a substantial say in the use of this time.
 5. Scheduling, implementation and modification will be coordinated by the Staff Development Committee.
 6. Issues arising from the implementation of this provision will be reviewed and resolved at Labor-Management.
- C. An additional two (2) days may be required from any teacher for curriculum planning or special assignment, subject to the following conditions:
1. Teachers may not be involuntarily assigned more than four days in three years.
 2. Actual dates must be agreed to by both parties within a reasonable deadline of no fewer than 60 days, unless this deadline is waived by both parties.
 3. An assignment under subsection C of this article shall be paid at the per diem rate provided in this Agreement.
- D. The school year is subject to emergency closings of schools. Should the number of closings cause the District to fall below 180 "days of instruction", the minimum required by the New York State Education Department, adjustments in the calendar shall be made by the Superintendent of Schools.
- E. In the event of a serious emergency, meetings may be called at any time on short notice.
- F. The third Tuesday of each month shall be reserved for a Congress business meeting beginning after the last dismissal.
- G. The Faculty Advisory Council and individual staff members are encouraged to submit to the school principal topics for discussion at faculty meetings. When possible, meeting agendas will be available twenty-four hours in advance. Other items may be added when necessary.
- H. Whenever possible under State regulations, classes of the teachers who are participating in Community Night or Open House will be dismissed before 1:00 P.M. to allow those teachers time to prepare for the event.

- I. Four half days or their equivalent shall be provided for parent conferences in grades K through 5.**
- J. There will be three half days for elementary school teachers during the last five days of school unless there are extenuating circumstances created by school closings due to weather or any other unforeseen events which, under State Law, require that these days be converted to full days of student instruction time.**

ARTICLE 11 – Teaching Day, Load, Assignments

- A. The normal length of the teacher's day at the elementary schools shall be the equivalent of 7 hours with no increase in the student day.
 - 1. The building principal, acting in collaboration with the Faculty Advisory Council, shall schedule and plan for the use of the increased teacher time. Faculty meetings and other school-related meetings shall continue to be held as per past practice. Meetings will be scheduled on a regular basis whenever possible. All other professional practices will continue as previously established in the district**
 - 2. The normal length of the teacher's day at the middle school and the high school shall be 7 hours. Teachers may be required to be present a maximum of an additional 2 hours per week. The building principal, in cooperation with the Faculty Advisory Council or the Department Chairpersons, shall schedule and plan for the use of this additional time which shall include all faculty meetings and other school-related meetings. Meetings will be scheduled on a regular basis whenever possible.****
- B. All teachers shall have a 30-minute continuous, duty-free lunch period. In the event a teacher receives less than a 30-minute continuous, duty-free lunch period, the teacher may appeal to the Faculty Advisory Council. The Faculty Advisory Council and teacher involved shall make recommendations to the building principal to alleviate the situation.**
- C. In exceptional cases warranted by the needs of students in the areas of their health, safety, transportation, or emergencies, teachers will be expected to remain longer than the normal teacher's day. All teachers shall be expected to fulfill daily professional responsibilities and to adhere to current practices, which include night functions.**
- D. Guidelines for guidance counselor loads shall be:**

**325 in the middle school
250 in the high school**

In the event these ratios are exceeded, paraprofessional assistance shall be provided. The above guidelines shall not be construed as mandating a student/counselor ratio.

- E. All elementary teachers shall, in addition to their lunch periods, have at least one daily unassigned professional period of at least 30 continuous minutes in duration. Should extenuating circumstances prohibit the scheduling of a daily unassigned professional period, such affected teachers shall be guaranteed a minimum of 150 minutes in blocks of a minimum of 30 continuous minutes of unassigned professional time per 5-day week. For elementary Pupil Personnel staff members, testing time shall be built into their schedules.**
- F. The normal teaching time requirement at the middle school will be five periods or its equivalent.**
- G. The normal teaching time requirement at the high school shall be no more than 1500 minutes per six-day cycle. Special area teachers, teachers offering lab experiences and Pupil Personnel staff members will normally operate within an equivalent period of time but, in no case will their assignment exceed 1620 minutes. Except under unusual circumstances, the 1620 minutes shall include extra duty assignments.**
- H. Teachers who are required to teach an extra course before or after school will be paid at an hourly rate calculated as follows: 1/200 contract salary divided by 6 hours.**
- I. The teaching day of a teacher who is assigned to more than one building shall not exceed 7 hours, including travel time.**
- J. It is the responsibility of the District to make teaching assignments in accordance with the needs of the pupils and the qualifications of the teachers. The seniority of a teacher and his/her individual desires will be considered in making changes in grade or subject assignments.**
- K. Principals are responsible for the assignment of paraprofessionals, tutors, and substitutes, and they shall solicit the advice of the Faculty Advisory Council and the teachers concerned in planning for the best use of such personnel.**
- L. Every effort shall be made to give written notice of next year's assignment by June 1 but no later than June 10 with the understanding that if any subsequent changes have to be made, the teacher involved shall be notified and given an opportunity to consult with the principal before a final assignment is made.**
- M. Building hours shall be determined by the Superintendent of Schools. The high school building hours may exceed the length of the teachers' day, but in no case may they be set earlier than 7:30 A.M.**
- N. Services of one position or the equivalent will be provided to be shared among the elementary schools each week to support collaborative planning.**

ARTICLE 12 – Class Size

- A.** Determination of class size shall be the responsibility of the Board of Education upon the recommendation of the Superintendent of Schools.
- B.** The following guidelines shall apply except as specified in this Article, Paragraph D:
- 1.** The maximum class size shall be 28.
 - 2.** The instructional teacher-student ratio for kindergarten will be 20 pupils for each teacher.
 - 3.** The instructional teacher-student ratio for Grade 1 will be 23 pupils for each teacher. The maximum class size for Grade 1 will be 26.
 - 4.** The instructional teacher-student ratio for Grades 2-5 will be 25 pupils for each teacher.
 - 5.** In Grades 6-12, a classroom teacher's load shall not exceed an average of 25 students.
- C.** It is recognized that the above guidelines are for regular academic classes. Regularly scheduled art, music and physical education classes in the elementary grades shall be consistent with the guidelines in Article 12, Paragraph B. Regularly scheduled art and music classes in the secondary grades shall also be consistent with such guidelines. An acceptable reason for exceeding the guidelines in this instance will be when an adjustment will force classes in other areas to be in excess of the guidelines. The number of pupils may vary from these guidelines in large-group instruction, physical education (secondary grades), band, orchestra, chorus, assembly lectures and the like. For large group instruction involving two or more whole classes taught by a single teacher, professional assistance shall be provided when requested by the teacher in charge.
- D.** It is recognized that the above guidelines may be exceeded with the mutual consent of the building principal and the teachers concerned to provide for flexibility in staffing and program. An acceptable reason for exceeding the guidelines listed above may be any of the following:
- 1.** To provide for large-group instruction.
 - 2.** To provide for specialized or experimental instruction.
 - 3.** To meet department or grade-level objectives by dividing classes into larger or smaller enrollments.

4. There is no space available to permit scheduling an additional class or classes to reduce class size.

If the principal and teacher concerned are unable to agree on the proposed increase in class size, the building Faculty Advisory Council shall determine the applicability of the exceptions listed above. An appeal may be made to the Superintendent of Schools, whose decision shall be final.

- E. Teachers whose classes exceed the guidelines may be granted a suitable increase in paraprofessional or clerical assistance, or a reduction in non-teaching assignments, or other appropriate aid as determined jointly by the principal, the teachers involved and the building Faculty Advisory Council.

In Grades 2-5 in any elementary building, the following procedures may be selected:

1. When more than one class at a particular grade level exceeds 25 students, additional teacher aide time will be provided to that grade level.
2. When a class at a particular grade level exceeds 28 students, a teacher aide will be assigned to that class on a full-time basis.
3. When a grade level averages more than 30 students, a certified teacher will be assigned to assist at that level.

ARTICLE 13 – Teacher Files

- A. No evaluative materials, excluding references and information obtained in the process of evaluating the teacher for employment, shall be placed in a teacher's file unless the teacher has an opportunity to read the material. The teacher shall acknowledge that he or she has read such material by affixing his or her signature on the actual copy to be filed with the understanding that such signature merely signifies that the teacher has read the material to be filed. Such signature does not necessarily indicate agreement with its content.
- B. The teacher shall have the right to answer any material filed, and the teacher's answer shall be reviewed by the building principal and the Superintendent and attached to the file copy.
- C. Upon reasonable notice, the teacher may review the contents of his or her file at the Education Center with the Director of Human Resources or designee or the building principal or the principal's designee. Upon request, the teacher shall be given a copy of the current formal evaluation report. A representative of the Congress or another representative of the teacher's choice may accompany him or her.

- D. Correspondence received by the District relative to a teacher shall be treated with the utmost discretion. If, after investigation by management, the contents are believed to be significant, the named teacher shall be promptly informed. If the correspondence is to be filed, the teacher shall have the right to make written response. Said response shall be attached to all file copies of the original letter. Any such letter must be filed within 12 months of its receipt by the district. The teacher shall have the right to grieve to the Superintendent of Schools whether such correspondence is inaccurate and/or unfair. The Superintendent's determination can be appealed to the Board of Education whose decision shall be final.**
- E. Upon request, single photo copies of the contents and records of his or her file, except such confidential references given at the time of the teacher's employment, shall be made available to the teacher.**
- F. Two personnel files shall be kept on a teacher, one at the teacher's school, the other at the Education Center. Copies of all evaluative material shall be maintained at the Education Center.**

ARTICLE 14 – Vacancies and Promotions

- A Whenever any vacancy in a Unit I position or other administrative positions occurs, it shall be published by the Superintendent of Schools by notice placed on a bulletin board in every school as far in advance of the appointment as possible. Qualifications for the position and its duties, specific period of appointment for the position, directions for applying and the first day for applying shall be set forth.**
- B. Vacancies in Unit II shall be posted by title and, when appropriate, by school. Openings in co-curricular, coaching and other extra pay positions shall be posted.**
- C. All teachers shall be given the opportunity to make application for any position for which they are qualified, and the district shall give weight to relevant factors. All such teachers in the District applying for such positions shall be given the opportunity for a personal interview with the appropriate personnel. When, in the opinion of the Superintendent and the Board, all other factors are substantially equal, preference shall be given to qualified teachers already employed by the District.**
- D. All teachers shall be given the opportunity to register with the District office in June of each school year to be considered for vacancies that may arise when school is not in session, but such registration shall not in itself constitute an application for any vacancy.**
- E. The Building Faculty Advisory Councils may make recommendations for filling vacancies in their buildings to the Superintendent. The Congress is encouraged to make recommendations for filling district-wide vacancies to the Superintendent.**

**ARTICLE 15 – Department Chairpersons, District Chairpersons,
Elementary Chairpersons**

- A. The Department Chairpersons in the high school shall consist of: English, Foreign Language, Math, Science, Social Studies, Fine/Practical Arts, Performing Arts (Music, Drama), Resource, and Guidance Counseling Services.**

The Department Chairpersons in the middle school shall consist of: English, Foreign Language, Math, Science, Social Studies, Pupil Personnel Services, Special Area I (Physical Education, Health, Music, Library) and II (Home and Careers, Technology, Art) and Guidance Counseling Services.

There shall be district-wide Chairpersons as follows: Speech/Language, Psychological/Social Work, Compensatory Education, Elementary Special Education and Music.

In each elementary building there shall be one Chairperson for each grade level, one Chairperson to represent all regularly scheduled special subject teachers, and one Chairperson for Pupil Personnel Services teachers.

- B. Compensation for Chairpersons shall be as follows:**

- 1. High School - 2001-02 school year: \$5,217
2002-03 school year: \$5,400
2000-01 school year: \$5,589**
- 2. Each high school Chairperson with nine or more persons in the department shall have a reduced teaching load of one class.**
- 3. Middle School - 2001-02 school year: \$4,744
2002-03 school year: \$4,910
2003-04 school year: \$5,082**
- 4. Each middle school Chairperson with nine or more persons in the department shall be paid a stipend of \$500 in lieu of a reduced teaching load.**
- 5. Elementary School, District-wide Chairpersons
2001-02 school year: \$1,200
2002-03 school year: \$1,242
2003-04 school year: \$1,285**

- C. Each department and grade level shall have clerical or teacher aide support.**

- D. Selection, Length of Term, Evaluation and Eligibility**

- 1. Selection: The building principal in cooperation with all of the department members shall select a Department Chairperson for that department by April 15 at the high school, and by May 10 at the middle school. The final decision shall rest with the building principal, subject to approval by the Superintendent of Schools and the Board of Education.**
- 2. Length of Term: Chairpersons shall serve for two years.**
- 3. Eligibility: Any certified teacher shall be eligible to serve as Chairperson.**
- 4. Responsibilities: The key responsibilities of the Chairpersons shall be to:**
 - a. Coordinate, evaluate and improve curriculum.**
 - b. Implement new or revised curriculum in the department.**
 - c. Assist in the improvement of instruction in the department.**
- 5. Evaluation: The Department Chairperson shall be evaluated annually by the building principal. The Chairperson may be removed upon 30 days' written notice by the building principal.**

PROFESSIONAL STAFF AND DISTRICT DEVELOPMENT

ARTICLE 16 – Evaluation - Non-tenured Staff

- A. Evaluation is one of the most important responsibilities of the District in maintaining a quality teaching staff. The evaluation of a teacher should be a cooperative process between the administrator and the teacher for the purpose of improving the quality of instruction. The teacher and the administrator shall review the teacher's general and specific responsibilities and the quality of the teacher's teaching performance, examine the conditions under which the teacher is working, determine whether the teacher is meeting responsibilities satisfactorily and what changes, if any, shall be carried out. The administrator shall have supervisory responsibility for making decisions and in offering recommendations to the Superintendent of Schools concerning the teachers within his school or department.
- B. During the hiring and orientation process, the Superintendent and/or the administrator shall inform the teacher of major responsibilities, quality of performance expected, the purpose of the evaluation process, and the assistance the teacher may expect from the administrator.
- C. Observations of teacher performance shall be conducted openly and with the knowledge of the teacher.
- D. Each probationary teacher shall be observed in the classroom environment for reasonable periods of time during the school year. As far as possible, these observations shall cover different periods during the day and varying types of instruction.
- E. All probationary teachers shall receive at least two formal observations prior to the April 1 notification date (see Paragraph I below) each year. An additional formal observation shall be given at the request of the teacher. Each formal observation shall follow these guidelines:
 - 1. Such observation to be of a complete lesson and/or at least one-half hour's duration.
 - 2. Such observation to be followed by a conference between the teacher and the observing administrator during which the administrator's evaluation shall be discussed.
 - 3. The teacher may attach comments to the written evaluation, if desired, and the evaluation with the attached comments, if any, shall be placed in the teacher's file. The teacher shall sign each copy, which shall indicate that the teacher has read it, although signing the copy does not necessarily indicate approval of all, or any, of the statements contained in the evaluation.

Should prior notification as to the time and anticipated duration of one of the administrator's formal observations be desired by the teacher, the teacher shall present a written request for such notification of the conference following the first formal observation.

Any teacher may request evaluations of his or her professional performance. The teacher is encouraged to do so periodically. Administrators are encouraged to make informal observations as well. Informal observations need not comply with guidelines 1 and 2 above, but if a written evaluation is prepared, then the procedure in guideline 3 must be followed.

- F.** For P.P.S. teachers assigned to one building, the department supervisor and building principal shall each make at least one formal observation. These observations shall be merged into a single, joint evaluation.
- G.** For P.P.S. teachers assigned to more than one building, the department supervisor and one of the building principals shall each make at least one formal observation. These observations shall be merged into a single, joint evaluation. The teacher will be notified in advance as to which building principal will be involved in this process. It is understood that this process will take place in the same year.
- H.** For non-P.P.S. teachers assigned to more than one building, the building principals shall arrange for coordination of the formal observations. The observations of each principal shall be merged into a single, joint evaluation. It is understood that this process will take place in the same year.
- I.** All teachers with a probationary appointment who are not to be invited back for the next year shall be notified of that decision by the administrator on or before April 1. During that year, each teacher shall receive at least three formal observations, each followed by a written summary. The option to resign shall be given provided that the letter of resignation is submitted not later than April 15.
- J.** Teachers being recommended for tenure will be so informed by the administrator. The Superintendent of Schools will notify the teacher of this decision in writing. Teachers whose anniversary date of employment is September 1 will be notified by the Superintendent by April 1. If the anniversary date of employment is other than September 1, the Superintendent's notification will be at least 90 days (exclusive of July and August) prior to the effective date of tenure. All other Teachers with a probationary assignment who are being invited back for another year will be notified in writing by the administrator as soon as proper clearance is provided by the Superintendent of Schools.
- K.** A teacher who has advanced an extra step upon receipt of tenure shall maintain the additional step if the teacher accepts a different position in the School District which requires a new probationary period of service. No teacher shall be eligible for an extra step upon the completion of any additional probationary period.

- L. In the event that a change of administrators occurs during the course of a school year, prior and current observations and evaluations will be reviewed with the Superintendent of Schools before a decision to recommend to continue or terminate employment is made by the new administrator.**
- M. Part-time teachers who are not to be invited back for the next year based upon performance shall be notified of that decision by the administrator on or before April 1.**

ARTICLE 17 – Professional Accountability - Tenured Staff

- A. It is the joint responsibility of the District and the teaching staff to maintain the highest level of professional performance. All observations and evaluation of work performance of teachers shall be conducted openly and with full knowledge of the teacher and shall be pursuant to the District's Annual Professional Performance Review/Professional Development Plan.**
- B. The teaching staff and the administrator shall develop specific evaluation procedures and schedules which shall annually be published in the appropriate handbook, and they shall also develop procedures for assisting teachers in maintaining performance.**
- C. Each tenured teacher shall undergo a formal evaluation at least once every four years. The evaluation shall be supervised by the administrator and shall be designed to identify the teacher's strengths, encouraging continuing professional growth, and provide such assistance as may be required to maintain or improve the teacher's performance.**
- D. At the beginning of the evaluative year, the administrator shall clarify and discuss with each teacher to be evaluated the immediate and long-term projections of classroom and professional growth. In addition to informal observations and other appropriate means, each evaluation shall include at least two formal observations, which shall conform to these guidelines:**
 - 1. Such observations to be of a complete lesson and/or at least one-half hour's duration.**
 - 2. Such observations to be followed by a conference between the teacher and the observing administrator during which the administrator's evaluation shall be discussed.**
 - 3. The teacher may attach comments to the written evaluation, if desired, and the evaluation with the attached comments, if any, shall be placed in the teacher's file. The teacher shall sign each copy, which shall indicate that the teacher has read it, although signing the copy does not necessarily indicate approval of all, or any, of the statements contained in the evaluation.**

4. The evaluator and the teacher may substitute any mutually agreeable procedure/format in lieu of the procedure specified in D, D1, D2, and D3, e.g. cognitive coaching, video observation, portfolio assessment.

Should prior notification as to the time and anticipated duration of one of the administrator's formal observations be desired by the teacher, the teacher shall present a written request for such notification of the conference following the first formal observation.

Any teacher may request evaluations of his or her professional performance. The teacher is encouraged to do so periodically. Administrators are encouraged to make informal observations as well. Informal observations need not comply with guidelines 1 and 2 above, but if a written evaluation is prepared, then the procedure in guideline 3 must be followed.

- E. For P.P.S. teachers assigned to one building, the department supervisor and building principal shall each make at least one formal observation. These observations shall be merged into a single, joint evaluation.
- F. For P.P.S. teachers assigned to more than one building, the department supervisor and one of the building principals shall each make at least one formal observation. These observations shall be merged into a single, joint evaluation. The teacher will be notified in advance as to which building principal will be involved in this process. It is understood that this process will take place in the same year.
- G. For non-P.P.S. teachers assigned to more than one building, the building principals shall arrange for coordination of the formal observations. The observations of each principal shall be merged into a single, joint evaluation. It is understood that this process will take place in the same year.
- H. At the end of the evaluative year, the administrator shall submit a written evaluation to the teacher and discuss its contents. A copy of the written evaluation, signed by the administrator and the teacher, shall be submitted to the Superintendent of Schools and placed in the teacher's file. The teacher's signature shall mean only that the written has been read and discussed; the teacher retains the right to submit a written reply to be entered in the teacher's file.
- I. Following a satisfactory evaluation, an administrator may recommend that a teacher consider further academic course work. Tuition for such course work, upon approval of the Superintendent of Schools, shall be paid fully by the District but shall not be credited for purposes of salary increases.
- J. In the event of a substandard or unsatisfactory rating of a teacher who has undergone evaluation, the administrator shall take the following steps:
 1. Within 30 school days of the unsatisfactory rating, the administrator and the teacher involved shall cooperatively design a program aimed at improving job performance. The teacher may request that a third party be present at this

conference. Specific deficiencies shall be identified and specific objectives and criteria shall be developed. When appropriate, volunteer assistance from the staff shall be made available to help the teacher develop strategies to improve instruction. Any formal training proposed by this program, upon approval of the Superintendent of Schools, shall be fully paid by the District but will not be available for salary advancement credit.

2. Periodic observations will be made by the administrator as appropriate to assess corrective behavior or progress in identified areas of difficulty. No later than eighty (80) school days from the establishment of the unsatisfactory evaluation, the administrator shall conduct a formal evaluation. In the event of an unsatisfactory rating, the administrator and the teacher shall review the remedial program and, if necessary, make adjustments. The teacher shall have the right to request that another administrator make a separate evaluation which shall become a part of the teacher's file at this point.
 3. No less than 120 school days from the first unsatisfactory rating, if, in the opinion of the administrator, the teacher's performance remains unsatisfactory, the administrator may recommend to the Superintendent of Schools that appropriate action be taken and pursued in accordance with New York State Education Law.
- K.** Nothing in this Article is to be interpreted as constituting a waiver of the District's rights and responsibility to evaluate teachers or to take disciplinary action in the case of misconduct or failure to maintain job performance.
- L.** Nothing in this Article is to be interpreted as constituting a waiver of a teacher's right to a defense against charges of alleged misconduct or failure to maintain job performance as provided in New York State Education Law.

ARTICLE 18 – Salary Credit

Advancement will be restricted to no more than two lanes in any two-year period.

- A.** Courses may be taken in the following areas:
1. Professional preparation in education.
 2. Preparation in one's teaching field.
 3. Other related courses appropriate to increasing teacher effectiveness.
 4. Courses that enhance non-classroom services to the district taken at the request of the district.

5. Up to three credits out of every thirty, may be approved in an area unrelated to a teacher's professional duties.
- B. With the intent to maintain quality, all courses for credit must be sponsored by one of the following:**
1. An accredited college
 2. NYSUT
 3. BOCES
 4. District
 - a. District generated in-service
 - b. Authorized by the district to meet district needs
- C. Credit**
1. College credit shall mean semester hours and generally shall be restricted to graduate credit.
 2. Undergraduate credit will be approvable only under one of the following conditions:
 - a. No comparable graduate course is available.
 - b. The undergraduate course is more appropriate.
 3. In-service credits are subject to the following conditions:
 - a. Teachers on Schedule A must bank in-service course credits.
 - b. Teachers on Schedules B, C, and D may earn in-service credits up to a maximum of thirty. At no time may credited in-service courses exceed half of the completed graduate credits.
 4. For district generated courses, in-service credit shall be defined in terms of cumulative hours. Fifteen hours shall equal one credit.
 - a. For district generated in-service courses approved by the Administrative Council, teachers may apply for pay in lieu of salary credit. Payment will be at the rate of \$232.00 2001/2002, \$240.00 2002/2003, \$248.00 2003/2004 for a fifteen hour, one credit course.

- b. District teachers who teach a district generated in-service course approved by the Administrative Council, will be paid at the rate of \$1,200.00 for a fifteen hour, one credit course. This stipend includes preparation time. This stipend applies to courses taught both during the regular school year and during the summer.**

D. Procedure

- 1. A record of completed course work will be kept in the teacher's file at both the Education Center and in the building. The Education Center file shall be the official file.**
- 2. Course Approval**
 - a. Teachers working towards a Master's Degree shall have their degree program automatically approved if the degree is in the general field of the teacher's primary responsibilities.**
 - b. Staff members shall submit a Prior Approval Salary Credit Course form, along with a copy of the Course Record on which the proposed course work is entered in the appropriate column, to the Salary Credit building member.**
 - c. The Salary Credit building member shall approve or disapprove, forward one copy of the Prior Approval Form to the building principal or district supervisor for approval or disapproval within three days of the request, and retain one copy as a record.**
 - d. The building principal or district supervisor shall approve or disapprove and forward a signed copy of the request to the Director of Human Resources within three days of receipt.**
 - e. The Director of Human Resources shall return a signed copy of the request, indicating receipt by Central Management, to the applicant within three days.**
 - f. If, in the judgment of the Director of Human Resources, a building level approval or disapproval may not be in conformity with the guidelines or district practices, or if he/she judges the quality of the course(s) sponsored by an accredited college, NYSUT, or BOCES to be sub-standard, he/she will call a meeting of the Appeal Board for the purpose of review within 5 days.**
 - g. Should a teacher not take or complete a course for which prior approval has been granted, it is that teacher's responsibility to inform the Human Resource Office and to amend the Course Record Form.**

E. Salary Credit Appeal Board

1. Formation

The Salary Credit Appeal Board shall consist of an administrator and an alternate (*) selected by the Administrative Council; and a teacher and an alternate (*) selected by the CCT.

***The alternate will serve on the Appeal Board under either of two conditions:**

- a. The regular member is absent.**
- b. The regular member is an interested party in the appeal.**

2. Function

- a. In the event that the course is disapproved, the applicant shall have the option of appealing his/her case in person. This appeal shall be made in writing to the Director of Human Resources within five days of the receipt of the disapproval.**
- b. The Director of Human Resources will schedule an appeal hearing within five days of the receipt of the request.**
- c. The Appeal Board will conduct a hearing with the Director of Human Resources, the administrator, the Salary Credit Building Member, and the applicant, after which a decision will be rendered by the Appeal Board.**
- d. In the event of a tie vote, a resolution will be made by the Superintendent.**
- e. The decision of the Appeal Board or the resolution by the Superintendent shall be final. Neither is subject to grievance.**

F. Salary Schedule

The salary program in the district provides for six (6) salary lanes. These are as follows:

1. Schedule A -- BA
2. Schedule B -- BA+30; BA+45
3. Schedule C -- BA+60; BA+75
4. Schedule D -- BA+90

G. Other Course Work

The contract provides several additional avenues for taking course work and attending seminars and workshops:

1. Article 16 -- Evaluation - Non-Tenured Staff
2. Article 17 -- Professional Accountability
3. Article 19 -- Educational Development Grants
4. Article 20 -- Short-Term Grants

ARTICLE 19 – Educational Development Grants

There will be a moratorium on Educational Development Grants for the duration of this agreement pending a review and possible revision of overall Staff Development/Professional Growth.

ARTICLE 20 – Short-term Grants

Independent of Educational Development Grants, short-term leaves, or standard per diem payments may be awarded upon the recommendation of the building principal concerned and the Superintendent of Schools with the approval of the Board of Education. These grants may involve study, research, curriculum development, workshops, conferences, planning, visits, reports with recommendation for action, training other staff members, self-training, project development, State Department of Education or U.S.O.E programs and other activities that will bring educational improvement to the District. Teachers interested in such a grant should make application to their principal and to the Superintendent of Schools.

ARTICLE 21 – Visitations, Conferences, Trips, and Meetings

- A. Teachers shall be excused to visit schools and attend conferences, trips, or meetings without loss in salary or charges against sick leave, provided that the building principal and Superintendent of Schools approve such absence in advance. A teacher whose duties involve more than one school must receive approval from the affected supervisors.

- B. Conferences, trips, and meetings for which teachers are to receive reimbursement for necessary expenses shall be approved in advance by the building principal. Written application for such approval shall be made on the appropriate forms. Request for reimbursement shall be filed with the building principal on forms prescribed, together with supporting receipts and other pertinent data. Mileage reimbursement for transportation by personal automobile shall be made at a rate no less than the highest rate paid to any other employee or group of employees in the District.**

ARTICLE 22 – Teacher Transfers, Returns and Assignments

- A. Involuntary transfers will be made only when necessary and in the best interest of the District. The parties recognize the right of the Board to reassign staff in the best interest of students and the educational program and also, at the same time, recognize the right of the teachers to equitable treatment. These assignments will be made in accordance with Educational Law, Rules and Regulations of the Commissioner of Education and this Agreement.**
- B. In order to staff a new school or to realign grades, any qualified teacher may be transferred. In the event of a reduction, elimination or other contraction of teaching periods within a tenure area: (1) any teacher with fewer than 15 consecutive years of teaching in the District may be transferred; (2) any teacher with more than 15 consecutive years of teaching in the District may be involuntarily transferred only if he/she is the least senior teacher within the tenure area. Tenure areas in this Article shall be those as set forth in Sections 30.4 through 30.8 of the Rules of the Board of Regents, as amended August 1, 1975.**
- C. Tenured members of the Pupil Personnel Department are not covered by Paragraph B. The Superintendent or designee shall consult with the member of the Pupil Personnel Department being considered for a transfer prior to the date of notification of the transfer. If, at the time of this consultation, the teacher objects to the transfer, the teacher may request that the Superintendent or designee schedule a mutually agreed upon second meeting. At this second meeting the teacher has the right to be present and to be represented by the Congress or any other representative the teacher desires. If the teacher or the teacher's representative fails to request to meet with the Superintendent or designee within one week after the first consultation, said transfer or reassignment will be effected without further regard to this Article.**
- D. Should it become necessary to transfer a teacher, the following steps will be taken:**
- 1. Principals and CCT representative(s) will meet with the staff in the tenure area involved to discuss the issues and solicit volunteers. A specified period of time to volunteer will be established.**
 - 2. The principals of the affected schools and the CCT President or designee will meet with the Superintendent or designee to select a volunteer.**

- 3. If there is no acceptable volunteer, this same group will select a staff member for transfer.**
- 4. If consensus cannot be reached in either step 2 or step 3, the Superintendent's decision will be final.**

- E. A tenured teacher who has been involuntarily transferred to a different school may, if he or she desires, request to return to his or her original school from which transfer occurred. Such a request shall be made in writing on a form to be provided by the District. Such request must be made annually and filed with the District personnel office not later than February 1, of the preceding school year for which transfer is desired. Copies of the "Request for Return" form shall be kept on file at the teacher's old school, new school, Education Center, Congress office, and the teacher's personnel file. The right to return shall be governed by the following criteria:**
- 1. Any full-year vacancy caused by resignation, retirement, voluntary transfer, or death shall afford a right to return if the vacancy is in the original tenure area from which the teacher was transferred, provided, however, that such teacher is certified for the vacant position. Any right to return is limited to three years from the date of original transfer.**
 - 2. If two or more qualified transferred teachers wish to return to a single vacancy, the affected principals, the CCT President or designee and the Superintendent or designee will meet to make the selection.**
- F. The District shall maintain and share with the CCT President an annual seniority and Preferred Eligible List for the District as a whole. This list shall be available for each school year by December 1 of such year. The Congress shall have 30 days to review and challenge the accuracy of such list.**
- G. "Consecutive years of service" is defined as the number of consecutive years of completed teaching service in the District. Approved leaves of absence do not constitute an interruption in service. Unpaid leaves of absence are not included in the computation of service years.**
- H. Notwithstanding the limitations of Paragraph B and the procedures of Paragraphs D and E of this Article, the District will have the right to transfer up to two teachers of fewer than 15 years of service in the District from each building each year. The principal will meet with the selected teacher to give the reason for the transfer. The teacher may request that the Superintendent or designee schedule a mutually agreed upon second meeting. At this second meeting the teacher has the right to be present and to be represented by the CCT or any other representative the teacher desires.**

SALARY AND FRINGE BENEFITS

ARTICLE 23 – Salary

- A. **Salary schedules: 2001-2002, 2002-2003, and 2003-2004 -- see Appendices I through III. The BA salary lane will be frozen at step six.**
- B. **All full-time teachers will advance one step per year on the salary schedule.**
1. **Steps A, B and C will be eliminated as of July 1, 2001. Any teachers currently on steps A, B or C prior to July 1, 2001 will be on step 1 effective on July 1, 2001 or on their anniversary date if relevant. Teachers on steps A, B or C with anniversary dates will get the percentage increase until they get their step on their anniversary date.**
 2. **Full-time teachers who began service after July 1, 1995 and before June 30, 2001 on steps A, B or C will advance an additional step after five years of full-time service in the Chappaqua Schools and will be granted a special \$2,000 stipend after ten years of full-time service in the Chappaqua Schools with the exception of teachers on Steps A and B in 2000/2001 who will advance to step 1 in 2001/2002 and receive no other step jumps or stipends. The special \$2,000 stipend is a one-time, non-repeating, off the schedule payment.**
 3. **Full-time teachers who began service after July 1, 1995 and before June 30, 2001 on Step 1 or above will be granted a step jump after twelve years of full-time service in the Chappaqua Schools.**
 4. **Full-time teachers hired on Step 1 or above who began service on or after July 1, 1995 and before June 30, 2001 will be eligible for a special stipend of \$2,000 at the end of ten years of full-time service in the Chappaqua Schools. The special \$2,000 stipend is a one-time, non-repeating, off the schedule payment.**
 5. **Full time teachers who began service after September 1, 1992 but before July 1, 1995 on Step 5 or above will be granted a step jump after twelve years of full-time service in the Chappaqua Schools.**
 6. **Teachers who begin service in the Chappaqua Schools on or after July 1, 2001 will receive no step jumps.**
 7. **Teachers who earn additional educational credits entitling them to move horizontally on the salary schedule shall be so advanced on September 1 following the successful completion of the courses taken. No salary credit shall be granted for travel.**

- C. A teacher with one or more earned master's degrees shall be granted the following stipend beyond the appropriate step on the BA scale:

2001-02 school year: \$849
2002-03 school year: \$879
2003-04 school year: \$910

The payment for an earned doctorate shall be \$843 in 2001-02 in addition to the payment for an earned master's degree. This payment shall be \$873 for the 2002-03 school year and \$904 for the 2003-04 school year.

- D. Guidance counselors shall receive a differential of 10% of contract salary for a 200-day schedule to be determined by the building principal after consultation with the counselors involved. Counselors who work beyond the 200-day schedule shall be paid at the rate of 1/200 of contract salary for each additional day worked.

- E. Summer school salary schedule shall be increased as follows:

2001-02 school year: 3.3%
2002-03 school year: 3.5%
2003-04 school year: 3.5%

- F. Per diem shall equal 6½ hours including a half hour for lunch. The per diem rate is:

2001-02	\$210
2002-03	\$217
2003-04	\$225

The hourly rate shall be calculated by dividing the per diem rate by 6.

- G. Teachers who are performing (outside their regular school year) in what is their primary assignment (ex: staff developers, CSE assignments) will be reimbursed at an hourly rate calculated as follows: 1/200 of contract salary divided by six hours. This excludes Summer School Teachers and any other stipended or hourly positions. Staff developers will receive the 1/200 payment in lieu of any additional stipends for teaching classes.

- H. Paychecks will normally be available by noon of each payday.

- I. Teachers shall receive their final checks by noon of the last day of school in June providing all their individual commitments have been met.

ARTICLE 24 – Extra Pay for Extra Duties

- A. An Extra Duty shall be defined as an official, school-sanctioned activity which requires a teacher to work beyond the contractual school day in an area which is not an integral part of the teacher's regular instructional responsibilities. This Article does not include part-time administrative assignments.**

- B. Qualified and interested staff members shall be encouraged to apply for extra duty assignments. All extra duty positions for the coming school year shall be posted by the end of the previous school year and as vacancies occur. Every effort will be made to select the best staff member for each position. If no qualified teaching staff member is available, personnel may be sought outside staff personnel. The final decision will be made by the building principal, subject to approval of the Superintendent of Schools. The Congress must be notified in the event that an extra pay position has been abolished or is not being filled.**

- C. If for any reason a teacher cannot complete an extra duty assignment, he or she shall be paid a pro rata share for the portion of the assignment completed. The replacement who completes the assignment shall be paid proportionately. In no case shall the total amount exceed the amount allocated for the position.**

- D. From time to time application is made to the building principals for approval of new activities. The application, when received by the Superintendent, will be discussed with the Congress, and the appropriate rate of compensation will be determined.**

- E. Activities**
 - 1. Co-Curricular**
 - a. Each activity shall be compensated by the number of time units assigned.**

 - b. Unit Value: A rating of responsibility based on the duration, in weeks, of the activity and the staff responsibilities. All activities shall be rated according to one of three levels:**

Maximum Responsibility - 1.2
Moderate Responsibility - 1.0
Limited Responsibility - 0.8

 - c. Pay shall be:**

2001/02	\$10.74 per time unit
2002/03	\$11.12 per time unit
2003/04	\$11.51 per time unit

d. The time units assigned to each school are as follows:

Bell	2,049
Grafflin	864
Greeley	8,221
Roaring Brook	816
Westorchar	784

e. Co-curricular activities will be reviewed by December 15 of each year as follows:

1) Each building principal, the building representatives and the Faculty Advisory Council will review each activity to determine the accuracy and appropriateness of unit values and hours.

At Horace Greeley High School, a committee consisting of an Administrator, a CCT negotiator and a Faculty Advisory Council Member will conduct this review.

2) The administrator may then recommend a revised list of time allocations which shall not exceed the time units presently allocated to that school. A review of revisions and recommendations will take place at an Administrative Council meeting.

3) If it is felt that additional activities are necessary, recommendations should be made in writing to the Superintendent of Schools by January 15 of each year.

4) The CCT will be provided with a copy of the revised co-curricular activities for the coming year by May 15. Co-curricular activities for the coming year shall be posted in each building.

2. The following terms and conditions shall be used in determining music teachers' compensations for extra duties:

a. An evening concert shall be defined as a school-sanctioned concert presented during the evening hours on a week night or at any time during the weekend to which parents and the public are invited.

b. All vocal and instrumental music teachers shall be expected to present one evening concert per year. Each additional concert approved by the building principal shall be compensated at the rate of \$117 for 2001/2002, \$121 for 2002/2003 and \$125 for 2003/2004.

- c. There shall be compensation at the rate of \$233 for 2001/2002, \$241 for 2002/2003 and \$249 for 2003/2004 for each All-County Music Festival Coordinator. Three Coordinators shall be recommended by the district-wide music department annually, subject to approval by the Superintendent of Schools.
3. The Director of Library Media Services at Horace Greeley shall receive a stipend of \$1,832 for 2001/2002, \$1,896 for 2002/2003 and \$1,962 for 2003/2004.
 4. Coaching Positions
 - a. Each coaching assignment shall be compensated as follows:

RATINGS

	<u>2001/2002</u>		
Coaches Rating	Step 1	Step 2	Step 3
30	2348	2617	2906
35	2740	3051	3393
40	3138	3488	3877
45	3525	3923	4362
50	3916	4362	4844
55	4308	4797	5330
60	4701	5232	5814
65	5106	5668	6299
70	5483	6106	6784
75	5881	6542	7271
80	6267	6978	7754
85	6659	7416	8240

	<u>2002/2003</u>		
Coaches Rating	Step 1	Step 2	Step 3
30	2430	2709	3008
35	2836	3158	3512
40	3248	3610	4013
45	3648	4060	4515
50	4053	4515	5014
55	4459	4965	5517
60	4866	5415	6017
65	5285	5866	6519
70	5675	6320	7021
75	6087	6771	7525
80	6486	7222	8025

Fall Junior Varsity	30
Winter Varsity	35
Winter Junior Varsity	30

Cross Country

Boys	60
Girls	60

Field Hockey

Varsity	65
Assistant	40
Junior Varsity	40
9th Grade	35

Football

Varsity	85
Assistant	55
Assistant	55
Junior Varsity	55
Assistant	45
9th Grade	50
Assistant	45

<u>Golf</u>	40
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<u>Ice Hockey</u>	75
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Lacrosse

Boys	
Varsity	65
Assistant	50
Junior Varsity	50
Boys 9th Grade	40

Girls	
Varsity	65
Assistant	50
Junior Varsity	50
Girls 9th Grade	40

<u>Skiing</u>	40
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Soccer

Boys	
Varsity	65
Assistant	45

Junior Varsity	45
9th Grade	40
Girls	
Varsity	65
Assistant	45
Junior Varsity	45
9th Grade	40
<u>Softball</u>	
Varsity	65
Junior Varsity	45
9th Grade	40
<u>Swimming</u>	
Boys	
Varsity	65
Assistant	40
Girls	
Varsity	65
Assistant	40
Junior Varsity	40
<u>Tennis</u>	
Boys	50
Junior Varsity	40
Girls	50
Junior Varsity	40
<u>Track - Spring</u>	
Varsity	65
Assistant	50
Assistant	50
Assistant	50
<u>Track - Winter (indoor)</u>	
Varsity	60
Assistant	45
<u>Volleyball</u>	
Varsity	65
Junior Varsity	45
9th Grade	35

<u>Wrestling</u>	
Varsity	70
Junior Varsity	50

Robert E. Bell Middle School

Bowling	35
Cross Country	40
Field Hockey	35
Field Hockey	35

<u>Football</u>	
Head Coach 8 th Grade	50
Assistant	45
Head Coach 7 th Grade	50
Assistant	45

Boys Lacrosse	40
Boys Lacrosse	40
Girls Lacrosse	40
Girls Lacrosse	40
Spring Track	40
Spring Track	40
Winter Track	40
Volleyball	35
Volleyball	35
Wrestling	40

b. In order to change any of the salaries listed above, or to add or delete a sport, the following procedure should be adhered to: the Director of Athletics jointly with the Coaches' Representative shall make application for change to the building principal. Should the principal approve the change, the application will be forwarded to the Superintendent of Schools for final action. The CCT will be notified of any changes made.

5. Intramurals

a. There will be one coordinator for District wide intramurals whose stipend will be \$2,500. This person will report to the Director of Physical Education/Athletics.

b. Intramural supervisors will be paid at a rate of \$20 per hour.

6. Units of Chaperone or Activity pay shall be granted to teachers for participation in extra duties not specifically mentioned in Article 24. A Unit of Chaperone or

Activity pay shall be \$50 for 2001/2002, \$52 for 2002/2003 and \$54 for 2003/2004. Three Chaperone Units will be paid for chaperoning duties which involve overnight responsibility. All requests for approval of trips must be submitted to the building principal on the appropriate form.

ARTICLE 25 – Insurance

- A. The District shall pay 95% of the premiums for employees and dependents in the Northern Westchester-Putnam Schools Consortium or other insurance carriers providing identical or better medical benefits if the District elects to designate another carrier. All participating teachers shall pay the remaining 5% of premiums.
- B. Teachers married to another District teacher or administrator shall be entitled to either two single plans or one family plan. Limited coordination of benefits will be provided for such employees through self-insurance under the Joint Benefit Fund. (See Article 26-B.)

ARTICLE 26 – Joint Benefit Fund

- A. The Joint Benefit Fund shall be administered by four trustees; two (2) of whom shall be selected by the Congress and two (2) Administrators selected by the District. All Fund Trustees must be eligible to receive the benefits provided by the Fund.
- B. No more than \$5,000 shall be contributed to the Fund for each school year of this agreement for the purposes of purchasing coordination of benefits for teachers married to another district teacher or administrator.
- C. Effective July 1, 2001, the District shall contribute to the Fund \$1,036 per member payable on a semi-annual basis with \$518 per teacher payable on July 1, 2001, and \$518 per teacher payable on February 1, 2002.
- D. For the 2002-03 school year, the District shall contribute to the Fund an annual rate of \$1,072 per member payable on a semi-annual basis with \$536 per teacher payable on July 1, 2002, and \$536 per teacher payable on February 1, 2003.
- E. For the 2003-04 school year, the District shall contribute to the Fund an annual rate of \$1,110 per member payable on a semi-annual basis with \$555 per teacher payable on July 1, 2003, and \$555 per teacher payable on February 1, 2004.

ARTICLE 27 – Tax-Sheltered Annuities and Credit Union

- A. The District agrees to enter into a written agreement with any teacher during the months of September and January to reduce the annual salary for the purpose of purchasing a

tax-sheltered annuity for the teacher. The District reserves the right to limit the number of additional companies to be selected by employees.

- B. The District and the Congress assume no fiduciary responsibility for such tax-sheltered annuities, and they shall not be held liable for the performance or management of such funds. District expense and involvement shall be limited to clerical expense required for making payroll deductions and subsequent remittance to the appropriate insurance company.
- C. A teacher may direct the District to forward monies withheld through payroll deduction to either, but not both, the Mutual Credit Union or the Hudson River Teachers Federal Credit Union. Notice to initiate, change or cancel this action must be made in writing by the teacher during the months of September and/or January.

LEAVES OF ABSENCE

ARTICLE 28 – Sick Leave

- A. Any teacher, absent on account of personal illness or any quarantine regulation of the Board of Health, shall be entitled to full salary for up to and including (15) days during a school year which may be accumulated to a maximum of 200 days, except as hereinafter provided. Should the sick leave be covered under the provisions of pension or compensation law, only the difference between the employees' salary and that compensation paid by the other agency shall be paid by the District.
- B. Any teacher whose current sick day accumulation is equal to or exceeds 200 days may accumulate up to a maximum of fifteen (15) additional days each year of this agreement with an upper limit for forty-five (45) additional days.
- C. Regularly approved leaves, including leaves of absence, educational leaves and parental leaves, shall be construed to provide retention of accumulated sick days for use upon return to full-time service in the District. Said days may not be accumulated during the period of such approved leaves.
- D. A sick leave bank shall be created upon the contribution of sick leave days by the Congress and the District. Teachers electing to participate in such a bank shall submit to the District a waiver of two (2) sick leave days. The District shall contribute one day for each two days of teacher contribution up to 225 days from available teacher accumulated sick leave in excess of 200 days. All teachers shall be eligible to participate, but teachers not electing to waive time shall not be eligible to receive time from the sick leave bank. The bank shall be administered by a committee of two (2) administrators appointed by the District and two (2) teacher representatives appointed by the Congress who shall act upon withdrawals. Withdrawals from the sick leave bank

shall be limited to teachers who are involved in extended or disabling illnesses which are not covered under workmen's compensation insurance or accidents and who have exhausted their sick leave time. The maximum withdrawal by any one teacher from the bank shall be 300 days.

The bank shall be renewable once the reserve falls below 50% of maximum contribution. The renewal shall be subject to the ratio as forth above. The bank may be renewed a maximum of once annually.

The bank shall be available to administrators under the conditions set forth above.

- E. Upon retirement, teachers will be paid \$30 per day for unused sick leave up to a maximum of 245 days.
- F. In all matters involving the health of a teacher, and related absences, the District may require a physical examination or a doctor's verifying statement.

ARTICLE 29 – Other Leaves

- A. A teacher shall be granted up to three personal leave days with pay during each school year in order that he or she may meet serious personal obligations which can only be accomplished on a work day, such as: Family obligations, non-family funerals, legal matters, personal business, etc. Except in unusual or extenuating circumstances, notification for such leave shall be given at least three days in advance to the building principal on the personal leave notification form. A teacher need not specify reasons for taking such leave unless it immediately precedes or follows a holiday or vacation period or falls on a Superintendent's Conference Day, in which case the leave would first need to be approved by the building principal. In the case of an emergency, the provision for three days' notice may be waived at the discretion of the building principal. Such leave, if not used, shall be cumulative as sick leave, but in no event shall it be in addition to the sick leave cumulative ceiling.
- B. Any teacher, absent on account of illness or death in the immediate family, shall be entitled to full salary for five (5) days during a school year. These days are separate and distinct from the 15-day personal illness and are not to be included in accumulated days.
- C. Up to two days' leave with pay may be allowed for observance of religious holidays. At least two days' notice shall be required.
- D. A teacher shall be granted leave for jury duty on full pay. The District shall be reimbursed by the teacher for per diem compensation paid for jury duty. In the event such reimbursement is not received by the District before the end of the school year, such money shall be deducted from the teacher's final checks. A teacher shall notify the district at least two (2) days in advance of such jury duty.

E. Child Care Leave

- 1. A child care leave shall be granted without pay to regular, full-time teachers who are about to become, or have just become, a parent. In the event that both husband and wife are employed by the district, only one of them may be on child care leave at any given time.**
- 2. Application for such leave shall be made in writing to the building principal. A teacher starting in September will normally be expected to teach at least through the first semester (February). In this case the leave shall endure for the balance of the school year in which it began and may continue the following two school years.**
- 3. Should a teacher be granted a child care leave commencing before the end of the first semester, such teacher may only apply for one additional year of child care leave.**
- 4. Each year a teacher on leave shall notify the building principal in writing no later than March 15 of his, or her, intention to return, or not to return, the following September. Failure to give appropriate notice by March 15 will cause the teacher to forfeit employment.**
- 5. A teacher must return to the District for at least one academic year prior to application for a subsequent child care leave.**

F. Special leaves may be granted, with or without pay, by the Board of Education upon the recommendation of the building principal and the Superintendent of Schools.

G. Conditions affecting leaves under E and F above.

- 1. Teachers granted leaves that do not coincide with the school year must, upon their return, complete the balance of 180 days of service to the District before moving onto the next salary step.**
- 2. Teachers granted leaves will be credited for the purposes of seniority with the number of months served prior to the inception of the leave.**
- 3. Additionally, teachers returning from leave are not guaranteed the specific position or building assignment they left.**

H. Emergency Leave Bank

An emergency leave bank shall be created with 15 days contributed by the District. Withdrawals from the emergency leave bank shall be limited to teachers who have exhausted family and personal leave, are not eligible for sick leave, and who have a catastrophic circumstance that is recognized by the Superintendent of Schools. The award of emergency leave day(s) shall be at the sole discretion of the Superintendent of Schools.

STAFF COMMUNICATIONS

ARTICLE 30 – Faculty Advisory Council

There shall be a Faculty Advisory Council in each building. The Unit II members of the Council shall be elected by members of Unit II. A Congress Building Representative may be present at each Council meeting.

Other Articles in the Contract which refer to the Faculty Advisory Council can be found in the following sections:

ARTICLE 10: School Year

ARTICLE 11: Teaching Day, Load, Assignments

A.1. and A.3; B.; K.

ARTICLE 12: Class Size

D. and E.

ARTICLE 14: Vacancies and Promotions

E.

ARTICLE 24: Extra Pay for Extra Duties

E.

ARTICLE 31 – Employee Assistance Program

The parties to this Agreement jointly recognize the need to provide appropriate as assistance to teachers whose health problems are affecting job performance. Therefore, both parties agree to the establishment of a confidential referral and counseling program to assist teachers and members of their immediate families in securing effective treatment and rehabilitation for psychological or physical illness, including alcoholism. Such assistance shall be rendered with due attention to the teacher's dignity and right of privacy. Self-referral or evaluation of job performance shall be the sole basis for referral to the program.

The provisions of the Employee Assistance Program shall be made a part of the policies of the Board of Education, in consultation with the Executive Committee of the Congress, and shall be annually renewed with the consent of both parties.

Payment of a teacher E.A.P. Coordinator shall be reviewed annually.

ARTICLE 32 – Academic Freedom

The Board and the CCT affirm that academic freedom has been and shall continue to be guaranteed to all teachers in the District.

Any issues arising with regard to academic freedom will ultimately be decided at the level of the Superintendent and shall not be subject to the grievance/arbitration procedure.

ARTICLE 33 – Retirement Stipend

Full-time teachers who are planning to retire at the end of a school year who submit in writing to the Superintendent of Schools a letter of resignation for retirement purposes on or before January 31 of the school year in which they will retire, shall receive a stipend of \$1,500.00 following their retirement. Retirement is defined as being eligible for retirement under the New York State Teacher's Retirement System and receiving a pension.

ARTICLE 34 – Mentors

- A. Selected teachers may be invited to be mentors. Mentors will be appointed by the district and paid a stipend of \$1,000 for the 2001/2002 school year, \$1,035 for the 2002/2003 school year, and \$1,071 for the 2003/2004 school year. The role and responsibilities and training of mentors will be outlined in a memo to be developed by the district prior to extending invitations to teachers to volunteer for this responsibility. Secondary department chairs will not be eligible for a stipend for mentoring.**

- B. With the approval of the Assistant Superintendent, mentors will be paid at the per diem rate for any training necessary for them to assume this role.**

- C. Mentors will be paid one stipend of \$1,000 regardless of the number of mentees. However, the limit on number of mentees will be two. Mentors will be selected by the Building Principal in consultation with the Building Representatives. Not every new teacher is required to have a mentor. When responsibilities are shared by mentors, the stipend will be shared also.**

RATIFICATION

The Chappaqua Central School District and the Chappaqua Congress of Teachers have ratified this agreement, and the ratification is attested by the signatures appearing below.

CHAPPAQUA CENTRAL SCHOOL DISTRICT

**By
Dr. James F. Donovan
Superintendent of Schools**

**By
Stephen A. Perelson, Esq.**

Dated:

CHAPPAQUA CONGRESS OF TEACHERS

**By
Edward J. Schneller
President**

**By
Deborah Crosby**

Dated:

APPENDICES

TEACHER'S SALARY SCHEDULE 2001-2002 SCHOOL YEAR

STEP	SCHEDULE A	SCHEDULE B		SCHEDULE C		SCHEDULE D	STEP
	BA	BA+30	BA+45	BA+60	BA+75	BA+90	
1	44,528	47,049	49,575	52,090	54,614	57,133	1
2	46,621	49,220	51,815	54,411	57,006	59,577	2
3	48,716	51,388	54,058	56,729	59,405	62,022	3
4	50,807	53,555	56,302	59,048	61,794	64,463	4
5	52,897	55,722	58,546	61,366	64,186	66,914	5
6	54,989	57,887	60,785	63,684	66,585	69,358	6
7		60,057	63,034	66,005	68,979	71,805	7
8		62,224	65,272	68,326	71,375	74,249	8
9		64,390	67,516	70,641	73,764	76,690	9
10		66,558	69,762	72,960	76,162	79,134	10
11		68,727	72,002	75,280	78,558	81,582	11
12		70,897	74,249	77,600	80,948	84,025	12
13		73,059	76,490	79,916	83,339	86,468	13
14		75,229	78,732	82,235	85,739	88,915	14
15		77,398	80,979	84,553	88,132	91,362	15
16		79,569	83,220	86,875	90,528	93,805	16
22		81,730	85,465	89,191	92,918	96,251	22
27		83,901	87,708	91,510	95,315	98,695	27

Masters = \$849
 Doctorate = \$843

TEACHER'S SALARY SCHEDULE 2002-2003 SCHOOL YEAR

STEP	SCHEDULE A	SCHEDULE B		SCHEDULE C		SCHEDULE D	STEP
	BA	BA+30	BA+45	BA+60	BA+75	BA+90	
1	46,086	48,696	51,310	53,913	56,525	59,133	1
2	48,253	50,943	53,629	56,315	59,001	61,662	2
3	50,421	53,187	55,950	58,715	61,484	64,193	3
4	52,585	55,429	58,273	61,115	63,957	66,719	4
5	54,748	57,672	60,595	63,514	66,433	69,256	5
6	56,914	59,913	62,912	65,913	68,915	71,786	6
7		62,159	65,240	68,315	71,393	74,318	7
8		64,402	67,557	70,717	73,873	76,848	8
9		66,644	69,879	73,113	76,346	79,374	9
10		68,888	72,204	75,514	78,828	81,904	10
11		71,132	74,522	77,915	81,308	84,437	11
12		73,378	76,848	80,316	83,781	86,966	12
13		75,616	79,167	82,713	86,256	89,494	13
14		77,862	81,488	85,113	88,740	92,027	14
15		80,107	83,813	87,512	91,217	94,560	15
16		82,354	86,133	89,916	93,696	97,088	16
22		84,591	88,456	92,313	96,170	99,620	22
27		86,838	90,778	94,713	98,651	102,149	27

Masters = \$879

Doctorate = \$873

TEACHER'S SALARY SCHEDULE 2003-2004 SCHOOL YEAR

STEP	SCHEDULE A	SCHEDULE B		SCHEDULE C		SCHEDULE D	STEP
	BA	BA+30	BA+45	BA+60	BA+75	BA+90	
1	47,699	50,400	53,106	55,800	58,503	61,203	1
2	49,942	52,726	55,506	58,286	61,066	63,820	2
3	52,186	55,049	57,908	60,770	63,636	66,440	3
4	54,425	57,369	60,313	63,254	66,195	69,054	4
5	56,664	59,691	62,716	65,737	68,758	71,680	5
6	58,906	62,010	65,114	68,220	71,327	74,299	6
7		64,335	67,523	70,706	73,892	76,919	7
8		66,656	69,921	73,192	76,459	79,538	8
9		68,977	72,325	75,672	79,018	82,152	9
10		71,299	74,731	78,157	81,587	84,771	10
11		73,622	77,130	80,642	84,154	87,392	11
12		75,946	79,538	83,127	86,713	90,010	12
13		78,263	81,938	85,608	89,275	92,626	13
14		80,587	84,340	88,092	91,846	95,248	14
15		82,911	86,746	90,575	94,410	97,870	15
16		85,236	89,148	93,063	96,975	100,486	16
22		87,552	91,552	95,544	99,536	103,107	22
27		89,877	93,955	98,028	102,104	105,724	27

Masters = \$910
Doctorate = \$904