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AGREEMENT

between the

SUPERINTENDENT OF SCHOOLS

as

EXECUTIVE OFFICER

of the

ADIRONDACK CENTRAL SCHOOL

and the

ADIRONDACK TEACHERS' ASSOCIATION

July 1, 2003 - June 30, 2007

**RECEIVED**

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NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD

136



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## PREAMBLE

In order to effectuate the provisions of Chapter 392 of the Laws of 1967 (The Public Employees' Fair Employment Act), to encourage and increase effective and harmonious working relationships between the SUPERINTENDENT and/or the ADIRONDACK CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION (hereinafter referred to as the "Board") and its professional employees represented by the ADIRONDACK TEACHERS' ASSOCIATION (hereinafter referred to as the "Association"), and to enable the professional employees more fully to participate in and contribute to the development of policies for the School District so that the cause of public education may best be served by the ADIRONDACK CENTRAL SCHOOL DISTRICT,

THIS AGREEMENT IS MADE AND ENTERED INTO ON THIS 25 day of August, 2005, by and between the Superintendent and/or the Board and the Association.

## ARTICLE I RECOGNITION

The Adirondack Central School Board of Education, having determined that the Adirondack Teachers' Association is supported by a majority of the teachers, counselors, therapists, psychologists and registered nurses in the Unit composed of all professional, certified personnel, except the Chief Executive Officer and Administrators, hereby recognizes the Adirondack Teachers' Association as the exclusive negotiating agent for the teachers in that Unit. Such recognition shall extend until altered according to procedures established by the Public Employees' Fair Employment Act, Article 14 (Section 207) of the Civil Service Law or by mutual agreement.

## ARTICLE II PHILOSOPHY

The Board of Education and the Association firmly believe that the primary function of the Board and the professional staff is to assure each boy and girl attending the Adirondack Central School District the highest level of educational opportunities obtainable. The Board recognizes that teaching is a profession and that members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve the educational system. The Board and Association believe that the objectives of the educational program are realized to the highest degree when mutual understanding, cooperation, and effective communications exist between the Board and the professional staff.

## ARTICLE III PRINCIPLES

### A. Professional Personnel

It is recognized that members of the professional staff require specialized qualifications and that the success of the educational program in the Adirondack Central School District depends on them.

B. Right to Join or Not Join

It is further recognized that teachers have the right to join, or not to join, the Association, but membership shall not be a prerequisite for employment or continuation of employment of any employee.

C. Rights of Minorities and Individuals

The legal rights inherent in the State School Code and in the rulings and regulations of the Commissioner of Education affecting certified personnel are in no way abridged by this Agreement.

ARTICLE IV  
AREAS FOR DISCUSSION AND AGREEMENT

This recognition constitutes an agreement between the Superintendent and/or the Board of Education and the Association to reach mutual understandings regarding matters related to hours, wages, terms and conditions of employment. The Board and the Association recognize that the Board is the legally constituted body responsible for the determination of policies covering all aspects of the Adirondack Central School District. The Board recognizes that it must operate in accordance with all statutory provisions of the State, and such other rules and regulations as are promulgated by the Commissioner of Education in accordance with such statutes. The Board cannot reduce, negotiate, or delegate its legal responsibilities.

ARTICLE V  
NEGOTIATION PROCEDURES

A. Negotiating Teams:

The designated representative(s) of the Board will meet with representative(s) designated by the Association for the purpose of discussion and reaching mutually satisfactory agreements. Negotiations shall be conducted in private.

B. Dates:

No later than February 15th of each year, the parties will enter into good-faith negotiations over a successor agreement covering the following school year. Issues proposed for discussion shall be submitted in writing by the parties' delegated representatives at the first meeting, or at an adjourned first meeting. All additional issues upon which the parties wish to negotiate must be submitted no later than the second meeting. The second meeting and all necessary subsequent meetings shall be called at a time mutually agreed upon by the parties.

C. Procedures:

Designated representative(s) of the Board shall meet at such mutually agreed upon places and times with representatives of the Association for the purpose of effecting a free exchange of facts, opinions,

proposals and counterproposals in an effort to reach mutual understanding and agreement. Both parties agree to conduct such negotiations in good faith and to deal openly and fairly with each other on all matters. Following the initial meeting as described in paragraph B above, such additional meetings shall be held as the parties may require to reach an understanding on the issue(s) or until an impasse is reached. Meetings shall not exceed two (2) hours and shall be held at a time other than the regular school day.

D. Representatives:

Neither party in any negotiations shall have any control over the selection of the representative(s) of the other party and each party may select its representatives from within or outside the School District. While no final agreement shall be executed without ratification by the Association and the Board, the parties mutually pledge their representative(s) will be clothed with all necessary power and authority to make proposals, counterproposals and reach compromises in the course of negotiations.

E. Exchange of Information:

Both parties shall furnish each other, upon reasonable request, all available information pertinent to the issue(s) under consideration.

F. Committee Reports:

The parties agree that, during the period of negotiations and prior to reaching an agreement to be submitted to the Board and the Association, the proceedings of the negotiations meetings shall not be released. When the Association and the Board have ratified the agreement, the President of the Association and the President of the Board of Education shall meet and jointly release the contents of the agreement.

## ARTICLE VI GRIEVANCE PROCEDURE

A. Section I Declaration of Purpose:

WHEREAS, the establishment and maintenance of a harmonious and cooperative relationship between the Board of Education and its bargaining unit members is essential to the operation of the schools, it is the purpose of this procedure to secure, at the lowest possible administrative level, equitable solutions to alleged grievances of bargaining unit members through procedures under which they may present grievances free from coercion, interference, restraint, discrimination or reprisal, and by which the Board of Education (hereinafter sometimes referred to as the "Board") and its bargaining unit members are afforded adequate opportunity to dispose of their differences without the necessity of time consuming and costly proceedings before administrative agencies and/or in the courts.

The membership of the Adirondack Teachers' Association, through proposing a grievance procedure to resolve grievances, assumes the responsibility for maintaining the highest professional standards

1. by seeking to resolve grievances at the lowest possible level of the procedure;
2. by working to assure professional responsibility in requesting the settlement of grievances through a system of review of grievances and counseling of the aggrieved.

B. Section II Definitions:

- 2.1 A Grievance is an alleged violation of this Agreement or any dispute with respect to its meaning or application.
- 2.2 The term Supervisor shall mean any Principal, Assistant Principal, immediate superior, or other administrative or supervisory officer responsible for the area in which an alleged grievance arises, except for the Chief Executive Officer.
- 2.3 The Chief Executive Officer is the Superintendent of the District.
- 2.4 Association shall mean the Adirondack Teachers' Association (ATA).
- 2.5 Aggrieved Party shall mean any person or group of persons, or the Association, in the negotiating unit filing a grievance.
- 2.6 Party in Interest shall mean the Grievance Committee of the Association and any party named in a grievance who is not the aggrieved party.
- 2.7 Grievance Committee is the committee created and constituted by the Adirondack Teachers' Association.
- 2.8 Hearing Officer shall mean any individual or board charged with the duty of rendering decisions at any stage on grievances hereunder.
- 2.9 Informal Procedure shall mean any process of resolving a grievance that does not involve the formal procedures of the Association.
- 2.10 Formal Procedure shall mean any part of the formal procedure described in this proposed procedure involving the Association and the Grievance Committee acting on the behalf of the Association or for a member of the Unit in the matter of a grievance with the full approval of the aggrieved party, or the majority vote of the Association membership in matters of district-wide grievances.
- 2.11 Full Statement shall mean a written grievance that includes the name and position of the aggrieved party; the time, place, and nature of the alleged events or conditions constituting the grievance; the identity of the party responsible, if known, for causing the grievance; and the redress sought.

- 2.12 Condition of Acceptance shall mean a written report made by the Grievance Committee to the membership of the Association and members of the Unit at such time as the Committee and the Aggrieved Party accept a decision by the Hearing Officer in the matter of grievances.
- 2.13 Day shall mean a day when school is in session, except that "day" shall mean days that the Business Office is open between July 1<sup>st</sup> and Labor Day.
- 2.14 Representative shall mean the Building Representative of the Grievance Committee and/or such persons designated by the Association Grievance Committee.

C. Section III Procedures:

- 3.0 All decisions under the formal procedure shall be rendered in writing, and shall include findings of fact, conclusions and supporting reasons therefor, such decision(s) shall be submitted promptly to the bargaining unit member and the Association.
- 3.1 If a grievance affects a group of bargaining unit members and appears to be system-wide (in more than one school), it may be submitted by the Association directly at STAGE 2.
- 3.2 No interference, coercion, restraint, discrimination or reprisals of any kind will be taken by the Board of Education, or any member of the administration, against any person for his/her participation in a grievance matter.
- 3.3 The normal school day activities will not be interrupted in the processing of grievances and every effort will be made to avoid the involvement of students.
- 3.4 Forms for filing grievances and other necessary documents will be jointly developed by the Superintendent and the Association with the approval of the Board of Education. The Superintendent shall then have them reproduced and distributed.
- 3.5 The Superintendent shall be responsible for maintaining a Grievance Record of all formal proceedings that shall consist of all written communications, written arguments and briefs considered, and all written decisions at all stages, along with the full statements, and shall be available for the inspection and/or copying by the aggrieved party or the aggrieved party's representative.
- 3.6 All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the aggrieved.
- 3.7 All prior hearing officers shall be immediately notified by the aggrieved or his/her representative of an appeal to a higher stage of the formal procedure.
- 3.8 All proceedings shall be confidential until the Conditions of Acceptance have been met and shall not be deemed to require any bargaining unit member to pursue the remedies herein provided and shall not, in any manner, impair or limit the right of any bargaining unit member to pursue any other remedies available in any other forum.

D. Section IV Time Limits:

- 4.0 The time limits specified for either party may be extended only by mutual agreement.
- 4.1 If a decision at one stage is not appealed to the next stage of the procedure within the time limit specified, the grievance shall be discontinued and further appeal shall be barred.
- 4.2 The failure to communicate a decision within the specified time limit shall permit the lodging of an appeal at the next stage of the procedure within the time which would have been allotted had the decision been communicated by the final day.
- 4.3 If a bargaining unit member does not file a grievance in writing within twenty (20) days after the bargaining unit member knows or should have known of the act or condition on which the grievance is based, then the grievance shall be waived. A dispute as to whether a grievance has been waived under this paragraph can be construed to be a grievance.

E. Section V Informal Procedure:

- 5.0 The aggrieved person may informally approach his/her immediate Supervisor/Principal, voice an alleged grievance and resolve differences independent of the Association.
- 5.1 Any decisions derived from informal procedures shall not be inconsistent with the terms of this Agreement or any other negotiated agreements, and shall not create a precedent or ruling binding upon either of the parties of this Agreement in future proceedings.
- 5.2 STAGE 1: Immediate Supervisor and/or Principal
  - (a) An aggrieved person shall appeal to the representative of the Grievance Committee, and together they shall draw up a Full Statement, in writing, which shall be presented by both or by the representative acting for the aggrieved to the immediate Supervisor and/or Principal.
  - (b) Upon the receipt of the Full Statement, the immediate Supervisor and/or Principal, as the case may be, shall notify the representative of a hearing day to be held within five (5) days of receipt of the Full Statement.
  - (c) Within five (5) days after the hearing, the immediate Supervisor and/or Principal shall render a decision, in writing, to the aggrieved person and his/her representative.
- 5.3 STAGE 2: Superintendent of the Adirondack Central School District
  - (a) If the aggrieved and the representative are not satisfied with the decision at the conclusion of STAGE 1, they shall, within five (5) days, present the grievance to the Grievance Committee for consideration.
  - (b) If the Grievance Committee decides that the grievance is valid, it shall file a written

appeal to the Superintendent within ten (10) days after the aggrieved has received the written decision of the immediate supervisor and/or Principal.

- (c) Within five (5) days after the receipt of the appeal, the Superintendent or his/her designated representative shall hold a hearing with the aggrieved and the Grievance Committee, or its representative, and all other Parties of Interest.
- (d) The Superintendent or his/her designated representative shall render a decision, in writing, within five (5) days after the conclusion of the hearing to the aggrieved, the Grievance Committee, and its representative.

#### 5.4 STAGE 3: Board of Education

- (a) If the aggrieved and the Association are not satisfied with the decision at STAGE 2, the Grievance Committee will file an appeal, in writing, with the Board of Education within ten (10) days after receiving the decision at STAGE 2. The Grievance Record shall be made available for the use of the Board of Education by the Superintendent.
- (b) Within ten (10) days after the receipt of an appeal, the Board of Education shall hold a hearing with the aggrieved and the Grievance Committee or its representative and all other Parties of Interest on the grievance. The hearing shall be conducted in executive session of the Board of Education.
- (c) Within ten (10) days after the conclusion of the hearing, the Board of Education shall render a decision, in writing, on the grievance to the aggrieved, the Grievance Committee and its representative.

#### 5.5 STAGE 4: Arbitration

- (a) After such hearing, if the aggrieved and/or the Association are not satisfied with the decision at STAGE 3, the Association may submit the grievance to arbitration by written notice to the Board of Education within fifteen (15) days of the decision at STAGE 3. Such requests will be made to the Public Employment Relations Board (PERB). The parties will then be bound by the rules and procedures of the Public Employment Relations Board.
- (b) The selected arbitrator will hear the matter promptly and will issue his/her decision to the parties not later than thirty (30) calendar days from the date of the close of the hearing, or, if oral hearings have been waived, then from the date the final statements and proofs are submitted to him/her. The arbitrator's decision will be in writing and will be final and binding on the parties.
- (c) The arbitrator shall have no power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement or add or amend in any way the provision(s) therein.

- (d) The costs for the service of the arbitrator, including expenses if any, will be shared equally between the Association and the Board. Any cost involved in witness time or expense shall be borne by the party requesting such witness(es). The cost of transcripts shall be borne by the party requesting same.

ARTICLE VII  
SCHOOL POLICY

- A. School Policy, such as rules for students, general curriculum, general scheduling, marking system, promotion regulations, and/or eligibility policy, shall be determined with the consultation of the faculty. Each year, the Building Principal and three (3) faculty members; one (1) appointed by the Building Principal and the other two (2) selected by the instructional staff within the building, will be formulated within each building unit and called a Faculty Advisory Committee; with the exception of the Boonville Elementary Building, which would have five (5) faculty members and the Building Principal, three (3) of whom are selected by the instructional staff within the Boonville Elementary Building and two (2) by the Building Principal.

- B. School Dance Policy:

The administration will consult with the faculty of each secondary building in any revision(s) of the established school dance policy. This policy shall be uniform throughout the District wherever practicable.

- C. Chaperones:

The administration will consult with the faculty in the establishment and/or revision of policies concerning the use of bargaining unit members as chaperones for athletic events, bus trips, dances or similar activities.

- D. Supervision:

The administration will consult with the faculty in the establishment and/or revision of policies concerning the supervision of students.

- E. Emergency Dismissals:

The Board of Education and the Association will, through consultation, arrive at a fair and equitable manner of providing assistance by the professional staff in each bus when emergency dismissals are made due to extreme weather conditions.

- F. School Calendar:

The school calendar shall be determined by the Board of Education after it has been proposed to the Association by the Adirondack Central School administrative staff through joint meetings with the building representative(s) elected from within the staff of each building unit.

## ARTICLE VIII CURRICULUM

### A. Elementary (General Curriculum Statement):

The Faculty shall have the right and responsibility to significantly participate in the formulation of curriculum planning and change. Any such change(s) must agree with State Education requirements and concur with recommendations of the State Education Department. All changes shall be approved by the Adirondack Central School District Board of Education.

Changing the curriculum is an on-going process of any school organization; therefore, the Building Principals are responsible to initiate and coordinate curriculum review and change. Members of the faculty and each Building Principal shall meet at least once per month during the school year to identify and plan procedures for the study, evaluation and communication of the elementary curriculum.

The Association and Board agree that the professional employees' primary responsibility is the contribution they can make to the children's educational development and that their energies should be utilized to this end. It is, therefore, recognized that the purpose of Teacher Aides is to relieve professional employees solely for the purpose of promoting in-service training, recording or amassing criterion information, corridor supervision, assistance at extracurricular events, bus duty, clerical work, inventory work, and in extreme cases, be used as a day-by-day substitute for the professional employee if a qualified, teacher-trained substitute is not available. No extended replacement of professional teachers will occur as a result of using aides or a combination of aides.

Each of the three elementary schools within this system shall have a three person committee for the purpose of reviewing and recommending needs for and distribution of aides and aide time. The Superintendent of Schools shall designate one person in each group building, preferably the Building Principal. The Association President shall designate two (2) teachers with a preference of one (1) from the primary grades and one (1) from the intermediate grades. Following the formation of each committee in each building, the committees shall have a responsibility to review and recommend to the Superintendent of Schools each individual building's needs for aide time for the subsequent school year. This report and recommendation shall be submitted by March 15th of each year. Following the establishment of aide time available in each building and the specific aides made available in each building, each committee shall have a responsibility to review the individual needs within each building as they relate to the most suitable distribution of the aides that are available for that building. This review and distribution shall be determined not later than September 15th of each school year.

### B. Secondary (General Curriculum Statement):

The Faculty shall have the right and responsibility to significantly participate in the formulation of curriculum planning and change. Any such change(s) must agree with State Education requirements and concur with recommendations of the State Education Department. All changes shall be approved by the Adirondack Central School District Board of Education.

Changing the curriculum is an on-going process of any school organization; therefore, the Building Principals are responsible to initiate and coordinate curriculum review and change(s) with the faculty. Members of the faculty and each Building Principal shall meet at least once per month during the school year to identify and plan procedures for the study, evaluation and communication of the secondary curriculum.

The Association and the Board agree that the professional employees' primary responsibility is the contribution they can make to the children's educational development and that their energies should be utilized to this end. It is, therefore, recognized that the purpose of Teacher Aides is to relieve professional employees from non-teaching and/or non-professional duties. No Teacher Aide or other similarly non-certified person shall be used to replace a professional staff member or assume duties which are directly associated with the child's educational development. Teacher Aides will be hired with due regard to their ability and background. The Teacher Aide does not have to be under the direct supervision of a professional staff member. Teacher Aides will work in areas where their duties are custodial, clerical, or otherwise of a nature not requiring a professional staff member. Teacher Aides' duties may include: study hall supervision, corridor supervision, assistance at extracurricular events, bus duty, clerical work, inventory work, and in general provide assistance to professional employees.

To organize the secondary instructional staff (Gr. 6-12), it is proposed that the setting up of departments would help in the identification and planning procedures for the study, evaluation and communication necessary to improve the secondary curriculum.

1. The secondary English, Mathematics, Science, Social Studies, Fine Arts Department, and Occupational Education departments will be departmentalized.
2. Each year the administration will recommend one (1) department chairperson for each of the departments delineated in B(1) and for any departments which are subsequently departmentalized. Department Chairpersons shall be appointed after application on a form to be prepared by the administration. The Superintendent will submit the names of the recommended candidates to the Board of Education for approval.

C. Position Guide -- Department Chairperson:

1. Board Functions:

The Department Chairperson is responsible and accountable to the Superintendent and Building Principals for all functions with respective departments. Long-range plans shall include 6-12 coordination of the program and advisement to the Building Principal(s) regarding program needs. Specified responsibilities of this position will be adopted by the Board and included in the ACS Policy Book.

2. Protocol Model:

Department Chairpersons when functioning directly as teacher, would be responsible to the Building Principal.

Department Chairpersons, when functioning as departmental leaders outside the building unit within which they teach, would be responsible to the Building Principal of that unit.

Department Chairpersons, when functioning as departmental leaders within the building unit within which they teach, would be responsible to the Building Principal of that unit.

Department Chairpersons, when functioning as departmental leaders, would be responsible to the Superintendent and Building Principal(s) when decisions are required which involve two (2) or more building units.

3. Conditions Concerning the Functions of the Department Chairpersons:

- a. No reduction in class load is to be involved in the position. The maximum number of classes that will be assigned is five (5), and every effort will be made by the Administration to assign department chairpersons a minimum number of preparations to be consistent with program needs. Any exceptions shall be by consultation with the chairperson to determine a suitable alternative.
- b. The department chairperson will be relieved of all non-instructional duties, with the exception of homeroom duties (should homerooms be reestablished at a future date.)
- c. No professional employee shall have his/her non-instructional duties increased by virtue of departmentalization.
- d. Substitutes for the chairpersons may be provided, upon request, to free chairpersons for peer observations of teachers, holding individual conferences with tenured and non-tenured teachers to articulate curriculum, planning, reviewing materials and equipment needs, and formulating budgets for the department.
- e. Compensation for this position of Department Chairperson for each of the departments delineated in B(1) will be as follows:

2003-2004	\$2,231
2004-2005	\$2,320
2005-2006	\$2,413
2006-2007	\$2,509
Plus mileage.	

ARTICLE IX  
TEACHING ASSIGNMENTS

A. Elementary:

Grade level assignments shall be made with the consultation of the teacher(s) involved. Grade level assignments should be made according to the teacher's ability, special interests and training. Grade level and room assignments shall be made by the first of June. Changes in grade level and/or room assignments after this date shall be with the approval of the teacher(s) involved.

The Administration shall make every effort to give each teacher at least forty (40) minutes of unassigned time per day other than the lunch period.

Class size for teachers in grades kindergarten through sixth (K-5) should not exceed twenty-five (25) students; and in any event there shall be no more than thirty (30), except with the approval of the individual teacher involved.

B. Secondary:

Subject level assignments shall be made with the consultation of the teacher(s) involved and the department(s) involved. Subject level assignments should coincide as much as possible with the teacher's ability, special interests and training. Subject level assignments shall be made by the first of June. Changes in subject level assignments after the first of June shall be in consultation with the teacher(s) involved.

Each teacher shall have at least one (1) unassigned period per day.

Class load for teachers in grades 6-12 should not exceed five (5) classes per day and every effort will be made by the Administration to assign teachers a minimum number of preparations to be consistent with program needs.

When six (6) teaching periods are necessary, the following shall occur:

- a. Eligible staff members will be informed and offered an opportunity to volunteer for the additional teaching period. The building administrator will recommend a volunteer to the Superintendent for Board approval.
- b. If no volunteers are forthcoming the building administrator will recommend to the Superintendent a teacher to be assigned this teaching period, taking into consideration current number of preparations and class sizes.

In either instance, volunteer or assigned, the teacher shall receive an additional 10% in compensation. When it is necessary to assign a sixth period, the assignment shall be rotated so that, in departments of sufficient size, no individual teacher is assigned more than once in every three years in his/her area of certification.

The following proposal is presented as an attainable educational goal based upon our mutually agreed philosophy. There should be no more than twenty-five (25) students in any class; and in any event there shall be no more than thirty (30), except with the approval of the individual teacher. Class size should not exceed the number of stations within a science laboratory.

Exceptions to the above shall be:

Physical Education - Class load shall not exceed six (6) classes.

Driver Education - Class load shall not exceed six (6) classes.  
There shall be a maximum of three (3) consecutive driving classes.

- Instrumental Music - Class load shall not exceed six (6) lesson classes and one (1) class of band.
- Industrial Arts - Class size shall not exceed sixteen (16) students, except in extenuating circumstances.
- Agriculture Shop - Class size shall not exceed sixteen (16) students, except in extenuating circumstances.
- High School Art - Class size should not exceed twenty-four (24) students.

C. Elementary and Secondary:

1. The class size that a teacher has assigned to him/her on the first day of school will reflect the administration's compliance with the negotiated agreement with the number of teachers employed. Any unanticipated transfers into the District after the beginning day of the new school year (generally the first week in September) will not be considered to constitute a violation of this agreement.
2. Professional employees will provide indirect supervision for the lunch room areas and indirectly supervise any Teacher Aide assigned to any of these areas. If, in the opinion of the administration, an emergency exists as it relates to student lunch room behavior, professional employees will be assigned to directly supervise this area until a replacement is procured. Teacher Aide substitutes will be solicited and trained to fulfill duties of aides assigned on a day-to-day basis. Funds have been allocated to engage such aides.
3. In grades 6-12, a teacher may volunteer to provide cafeteria supervision in lieu of a study hall or noon hour supervision.

ARTICLE X  
TEACHING CONDITIONS

1. The school day should be continuous with as few interruptions as possible.
2. Routine announcements should be circulated on a daily dittoed bulletin. Any other announcements should be made at the beginning or end of the day only to the people involved.
3. The length of the elementary school day shall be reasonably uniform for each building in the School District and should not exceed six (6) hours.
4. Elementary administrators, in cooperation with the elementary and special subject teachers, should formulate a special subject class schedule (art, music and physical education) with such scheduling to be determined during the last week of the regular school year.
5. Room assignments for subject areas will be made with the consultation of the faculty.

6. The extra-curricular assignments of bus duty, hall duty, cafeteria duty, study hall assignments, homeroom assignments, class and club advisors, or similar assignments during the school day may be made without pay as long as they are equally distributed among the faculty, except as modified in other sections of this contract.

ARTICLE XI  
IN-SERVICE TRAINING PROGRAM AND ORIENTATION

To enhance the quality of instruction in the Adirondack Central School District and to improve and enrich the individual's professional value through formalized study, the Adirondack Central School District Board of Education shall sponsor in-service training programs during the school year, September 1st to June 30th.

A. Need:

The need for an in-service training program shall be identified through interaction between department chairpersons, faculty advisory committees, and the administration. The Board of Education shall consider approval of all in-service courses recommended to it by the administration.

B. Meetings:

1. Normal School Hours: A teacher would be expected to attend in-service training programs and orientation programs occurring during the school day, September 1st to June 30th, exclusive of Saturdays and holidays during the school year, since compensation is being made for ten months.
2. Outside Normal School Hours: A teacher may be requested to attend in-service training programs sponsored by the Board of Education outside the normal school day during the school year, September 1st to June 30th. Participants in each in-service training course shall decide upon the time and place of the in-service training program.

C. Credit:

Any Board of Education sponsored in-service training program consisting of up to fifteen (15) hours shall receive one (1) credit or stipend equal to one percent (1%) of the base salary in lieu of each credit as decided by the individual teacher.

All teachers' placement on the salary schedule will be evaluated October 1st of each calendar year as to the number of in-service credit(s) teachers have been awarded for horizontal mobility on the teaching schedule. Mobility on the schedule shall be for every thirty (30) hours earned from September 1st, 1971, and henceforth shall be limited to a maximum of fourteen (14) in-service credit hours for every thirty (30) hours on the schedule.

D. Conflicts:

1. Any Board of Education sponsored in-service training program shall not conflict with summer school attendance or extension courses.

2. Professional employees shall not be required to take courses that essentially duplicate previously acquired courses or training. The Superintendent shall resolve any conflicts concerning duplication of course work.

E. Miscellaneous:

Any unanticipated circumstances connected with attendance at in-service training programs will be subject to a decision by the Superintendent. An in-service training program is not to be equated to a Superintendent's Workday.

## ARTICLE XII FACULTY MEETINGS

All faculty meetings will be held on a certain day of the week, as determined by mutual agreement at the beginning of the school year. Meetings shall be held with five (5) school days prior notice and a written agenda should be given to teachers two (2) days prior to the meeting date. Maximum duration of the meeting shall be forty-five (45) minutes, unless the staff mutually agrees to extend the time of the meeting.

Faculty meetings will neither start any later than fifteen (15) minutes prior to teachers' dismissal time, nor will they be held at night.

The parties agree that in emergency situations any or all of the above conditions may be waived.

## ARTICLE XIII EVALUATION OF PROFESSIONAL EMPLOYEES

A. Evaluation:

Procedures and written criteria on evaluation of teachers have been developed.

1. All observation of the work of a teacher shall be conducted openly and with full knowledge of the teacher.
2. All evaluations shall be reduced to writing and a copy given to the teacher within a reasonable length of time following the evaluation. If the teacher disagrees with the evaluation, he/she may submit a written response on the evaluation.
3. A teacher shall have the right to review the contents of his/her personnel file originating after original employment.
4. Each formal observation of a teacher shall be followed by a personal conference between the teacher and his/her evaluator for purpose of clarifying the written evaluation report.
5. Any disciplinary action taken against a teacher shall be appropriate to the behavior which precipitates said action.

6. No evaluation shall unduly interfere with the normal teaching-learning process.
7. Each teacher, upon his/her employment, or at the beginning of the school year, whichever is later, shall be apprised of the specific criteria upon which he/she will be evaluated.
8. Any revisions of this instrument will be presented to and discussed with the staff prior to utilization of same.
9. Teachers shall receive copies of all materials which could be used in a disciplinary or evaluative manner. The teacher shall have the opportunity to sign or initial such documents prior to their placement in the personnel file. Such signatures or initials indicate only that the teacher has seen the material. If the teacher wishes, he/she may submit a written response to any material placed in his/her file. Such written response shall be attached to the pertinent document and become part of the teacher's official file.

## ARTICLE XIV REGULAR SICK LEAVE

### Section One

Professional employees shall be permitted to receive twelve (12) days of leave per year for personal sickness. Any bargaining unit member on an eleven (11) or twelve (12) month contract will be granted thirteen (13) or fourteen (14) days sick leave per year, respectively. Any unused sick leave for professional employees shall accumulate without limit.

The professional employee shall provide a doctor's verification for any absence due to illness that extends for ten (10) or more consecutive school days.

Notice of Accumulated Sick Leave:

Each employee shall be notified, on a yearly basis, of the number of sick days accumulated.

### Section Two: Sick Leave Bank

#### A. Purpose

1. The Sick Leave Bank was established in order to make available to members of the bargaining unit who have exhausted their accumulated sick leave days, additional days of paid leave in the event of prolonged illness.
2. The bank shall be administered by a Sick Leave Bank Committee composed of members appointed by the Association. The Association will inform the Superintendent of the names of the committee members by October 1st of each year; and shall keep the Superintendent informed of any changes in membership during the year.

B. Contributions to the Bank

1. Any bargaining unit member contributing to the Bank shall be eligible to apply for leave from the Bank and such eligibility shall extend through the end of the next period for voluntary contributions.
2. A member of the bargaining unit eligible to contribute who elects not to do so may not apply to the Bank for sick leave and will not become eligible to contribute again for at least 365 days.
3. A member of the bargaining unit shall not be asked to contribute leave days until he/she has served one (1) full year in the District and unless he/she has at least twenty (20) days of accumulated sick leave. However, such a member shall be eligible to apply for leave from the Bank until such time that all members of the unit are again offered the opportunity to contribute to the Bank.
4. A bargaining unit member shall be offered the opportunity to contribute to the Sick Leave Bank between September 1st and October 1st of each year when the total number of days in the Bank on August 31st is less than fifty (50).
5. Contributions to the Bank may be made only during the one (1) month period established pursuant to the provision, and only in the amounts specified by the schedule under Section Two, B7, of this Article.
6. The committee may establish a one (1) month period for voluntary contributions at another time in the year whenever the Bank contains less than fifty (50) days and it has been at least 365 days since the last voluntary contributions were requested.
7. A teacher who contributes to the Sick Leave Bank shall donate days as shown on the following schedule:
  - a. A bargaining unit member with sick leave accumulated to 150+ days - three (3) days per year.
  - b. A bargaining unit member with sick leave accumulated from 75 to 149 days - two (2) days per year.
  - c. A bargaining unit member with sick leave accumulated from 20 to 74 days - one (1) day per year.

C. Requests for Use of Days from the Bank

1. Such request will be sent to the Association Sick Leave Committee in writing and include the following information:
  - a. Nature of illness *(continued next page)*

- b. Physician recommendation
- c. Estimate of the number of additional sick leave days needed

- 2. If the committee of the Association deems the request justifiable, it may grant such leave from the Sick Leave Bank.
- 3. If the applicant does not use all the days allocated to him or her, the unused days will be returned to the Sick Leave Bank for future use by members of the Bank.
- 4. In the case of undue hardship, an individual may petition the Association for more days.

D. Development of Criteria for Use of Sick Leave Bank

- 1. Criteria for accepting and rejecting applications for sick leave under this Section shall be developed by the Association Sick Leave Bank Committee. These criteria shall include standards for the following:
  - a. Conditions that must be met for an applicant to receive sick leave days from the Bank.
  - b. Basis for determining number of sick leave days to be granted to each applicant.
  - c. A procedure for appealing from the Committee's denial of days from the Bank.
  - d. That a majority vote is required by the Committee.
  - e. Any other matter that will guarantee fair and equitable treatment for all members of the bargaining unit.
- 2. These criteria shall be developed and distributed prior to acceptance of any requests for leave pursuant to this provision. Copies shall be provided to all members of the bargaining unit, the Superintendent and the members of the Board of Education.
- 3. The Superintendent or the Association may request meetings to discuss changes in the existing criteria, and the criteria may be altered only by mutual agreement. The Committee will communicate all changes, in writing, to all unit members, the Superintendent, and the Board of Education.

ARTICLE XV  
SPECIAL LEAVE (Personal, Emergency)

Professional employees shall be permitted to receive five (5) days of leave per year for personal reasons. Up to two (2) such days, if unused, shall be credited to accumulated sick leave. The special leave days are allowable according to the following schedule:

- 1. Five (5) days leave for sickness in the immediate family.\*
- 2. Five (5) days leave for death in the immediate family.\*

3. Leave of one (1) day each for attendance at funerals of other relatives or friends, as approved by the administration.
4. Leave of one (1) day each for attendance at weddings, as approved by the administration.
5. Leave of one (1) day each for employee's attendance at a child's special school function.

\*The immediate family is interpreted to mean husband, wife, children, mother, father, brothers, sisters, and corresponding in-laws.

6. Leave of one (1) day each for attendance at graduations, as approved by the administration.
7. Leave for legal transactions and required attendance will be subject to the approval of the administration.
8. Leave of one (1) day without reason on three (3) days notice to the Building Principal, except in emergency situations. Such days shall not be used before or after a holiday or vacation period, or for recreational purposes. The use of each day shall be limited to three (3) teachers on a given day.
9. Leave for unusual reasons will be subject to the approval of the Superintendent.
10. Additional personal days may be granted by the Superintendent at his/her discretion.

#### ARTICLE XVI INJURY ON THE JOB

- A. If a compensatory injury (job related) makes it necessary that a bargaining unit member be absent from work, the teacher may elect to draw one (1) day of sick leave for each day of such absence to the extent that accumulated sick leave permits, in lieu of Workers' Compensation weekly payments. If the bargaining unit member is unable to return to work at the expiration of sick leave accumulation and remains eligible for Workers' Compensation benefits, the bargaining unit member shall receive the then currently payable weekly salary under the Workers' Compensation Law.
- B. The bargaining unit member must return to the District all Workers' Compensation payments received on account of such absence covered by sick leave days. The District shall return to the bargaining unit members sick leave accumulation the number of days for which it is reimbursed by the Workers' Compensation Board. Under current law, the first seven (7) calendar days of an absence due to an injury are exempt from weekly benefits, unless the absence exceeds fourteen (14) calendar days. If the absence has exceeded fourteen (14) days and the bargaining unit member is eligible for Workers' Compensation benefits for the first week's absence, then the District shall also return these days to the bargaining unit member's sick leave accumulation.

All determinations by the Workers' Compensation Board in all matters of on-the-job injuries are final.

ARTICLE XVII  
SABBATICAL LEAVE

Upon the recommendation of the Superintendent, the Board of Education may grant a sabbatical leave for graduate study and/or travel to Principals and teachers who have completed at least (7) seven years of satisfactory service, subject to the following conditions:

1. Three percent (3%) of the staff of the School District will be the maximum number allowed to receive a sabbatical leave at the same time.
  2. Preference shall be given to applications for sabbatical leave on the basis of seniority of service.
  3. No sabbatical leave shall be granted for a portion of a term.
  4. Permission for a sabbatical leave may be terminated if a substitute teacher cannot be hired to take a teacher's place. The School Board should give the candidate one hundred twenty (120) calendar days notice before the leave is to begin, so that the teacher or administrator can notify the university.
  5. A sabbatical leave shall not be granted for the purpose of engaging in gainful occupation or in the study for another trade or profession.
  6. The compensation for the year of leave should be figured according to the step he/she would be on that year.
  7. Applications for a sabbatical leave should be made in writing to the Building Principal and shall state fully the purpose of the request made. In the case of teachers, the application should carry the recommendation of the Principal. The Building Principal shall submit his/her recommendation to the Superintendent.
- During the period of sabbatical leave, a teacher will receive compensation of either one term's pay for one term, or half pay for a full school year.
9. Within one (1) month of resumption of service, each teacher or Principal who has been absent from duty on account of sabbatical leave shall make a report in writing to the Superintendent stating how the leave was spent.
  10. The Board of Education reserves the right to reject any or all requests for sabbatical leaves of absence.
  11. The teacher shall be guaranteed the right to return to the same teaching position held at the time sabbatical leave was granted and he/she shall continue on step as if service has not been interrupted.
  12. After submission of application and acceptance by the Board of Education, the professional employee agrees to sign the following declaration:

"I hereby declare that it is my intention to return to the Adirondack Central School System upon the expiration of any sabbatical leave granted to me, and to serve on the staff of said

school for at least two (2) years after my return. To induce Adirondack Central School to grant my request for sabbatical leave, I hereby agree that in the event that I shall fail to serve for such period of two (2) years after my return, I will repay a portion or all of the money received by me from Adirondack Central School during the period of my sabbatical leave, the amount of such refund to be determined in the following manner: I agree to refund to Adirondack Central School an amount equal to one-fourth (1/4th) of the total amount paid to me during my sabbatical leave for each one-half year of such two-year period that I shall fail to serve in the employ of Adirondack Central School, and I agree to pay such refund in one sum or in installments, without interest, within a period of not more than three (3) years from the expiration of my sabbatical leave. This agreement is made subject to the following condition: If my failure to complete the required two (2) years of service mentioned above shall be the result of death, permanent disability or other conditions beyond my control, then the foregoing agreement to make repayment shall be void and of no effect. I also understand that my sabbatical leave may be terminated at any time in the event that I shall deviate from the planned program as hereinabove submitted without the prior permission of the Chief Administrative Officer of Adirondack Central School. By mutual agreement between the teacher and the Board of Education, this two (2) year service requirement beyond the sabbatical leave may be waived.

#### ARTICLE XVIII MILITARY LEAVE

1. A member of the teaching, nursing or supervising staff in a school district other than a school district employing a superintendent of schools shall be entitled to absent himself/herself from his/her position while engaged in the performance of military duty and shall be deemed to have a leave of absence for the duration of such military duty. Such person shall be reinstated to his/her position provided he/she makes application for such reinstatement within sixty (60) days after the termination of his/her military duty, notwithstanding that his/her contract with the school district shall have expired.
2. Any appointment to fill the vacancy of a bargaining unit member absent on military duty must be designated as a substitute appointment. A contract need not be given to a substitute appointee. If, however, a teacher receives a contract, he/she is entitled to serve in accordance with its terms. Every substitute appointment must be for a period not exceeding the leave of absence of the former incumbent who is in the military service. The service of the substitute employee may be terminated at any time at the discretion of the Board of Education.
3. The appointment of a substitute must terminate (a) upon return of the former incumbent to his/her position, or (b) upon the death or permanent disability of the former incumbent or upon the failure of the former incumbent to return to said position within ninety (90) days after the termination of his/her military duty, and upon the happening of any such events, said position may be filled in the manner provided by law.
4. A member of the teaching, nursing or supervising staff may elect, while on military duty, to contribute to the retirement system the amount which he/she would have contributed had his/her employment been continuous and upon making such contribution, he/she shall have the same rights in respect to

membership in the retirement system as he/she would have had if he/she had been present and continuously engaged in the performance of the duties of his/her position.

5. Time during which a member is absent on military duty will not constitute an interruption of continuous employment, but such time will not be counted or included in determining the length of total service, unless such member contributes to the retirement system the amount he/she would have been required to contribute if he/she had been continuously employed during such period. Such contributions, or any part thereof, may be paid at any time while on military duty, or within five (5) years after the date of his/her restoration to his/her position.

Boards of Education and trustees must pay to the retirement system an amount equal to the percentage of the salary of the employee absent on military duty which the Board would have paid had he/she remained in teaching service.

A member of the retirement system, while on military duty, or his/her beneficiary, as the case may be, is entitled to all the benefits of the retirement system.

6. Any employee restored to his/her position after termination of his/her military duty is entitled to the rate of compensation he/she would have received had he/she remained in his/her position continuously during such period of military duty.

## ARTICLE XIX MISCELLANEOUS LEAVE

### A. Conference Leave:

1. Every professional employee who attends a conference on school time or at District expense will be expected to submit a written report on the conference. This report will cover the date, place, time, a summary of the conference, and the benefit to the person attending the conference.
2. The Board will pay for lodging, mileage (if a school vehicle is not available), meals and conference registration fees for instructional staff who have prior approval to attend a conference. Every attempt will be made to distribute moneys for conferences based on the number of professional employees in each building unit as follows: Central High School 27%; Boonville K-8 Building 43%; West Leyden 13%; Forestport 7%; and Department Heads 10%.
3. The Board of Education will grant eight (8) days total for Association leave purposes (i.e. NYSUT conference). The delegate(s) or alternate to the NYSUT Representative Assembly or Retirement Conference shall be allowed to attend such Representative Assembly or Retirement Conference without loss of pay. Any professional employee serving in an official capacity in a state or national educational or professional organization shall be allowed time to attend meetings, conferences or conventions of such organizations without loss of pay.

4. A professional employee may be allowed one (1) day for leave each year for the purpose of visiting another school, as approved by the administration.
5. Any professional employee who attends an approved conference with his/her personal vehicle will be compensated at the prevailing IRS rate if a school-owned vehicle is not available.

**B. Maternity Leave:**

1. Maternity Leave of Absence may begin at any time during the months prior to the anticipated birth of the child. A thirty (30) day written notice is required. The School District may require a doctor's certificate for the teacher to continue work during pregnancy.
2. A bargaining unit member granted Maternity Leave shall be eligible for sick leave pay within her accumulated sick leave for the school workdays that she is unable to work due to her physical disability. The bargaining unit member's attending physician must certify that her physical disability prevents her from working. Sick leave will be based upon that period of time, as certified by said physician.
3. Up to two (2) years will be granted as unpaid leave of absence. (For purposes of this section, the date of adoption of a preschool child shall have the same effect as date of birth.)
4. A bargaining unit member may return prior to the end of the unpaid leave of absence provided that the District has received forty-five (45) days written notification of a desire to return and such return is recommended at the beginning of a semester.
5. In no event shall a bargaining unit member be eligible for sick leave payments while the teacher is on an unpaid leave of absence.

**C. Leave for Jury Duty:**

A professional employee shall be allowed to serve on jury duty with no loss of pay. Jury pay shall be returned to the Board of Education for days served when school is in session, or days of employment in the case of employees who work beyond the regular school year.

**D. Leave of Absence:**

When any professional employee finds it necessary to secure an unpaid leave of absence, the employee should make the same known to the Superintendent, who will in turn notify the Board of Education, and at its discretion will determine whether or not a leave is to be allowed, and if allowed, the duration of the leave up to two (2) years.

**E. Placement Upon Return From Leave:**

If a bargaining unit member, upon commencing a leave of absence as outlined in B or D above, has received at least eight (8) pay checks (a minimum of fifteen (15) weeks of service) during a school year, that teacher shall be advanced one (1) step on the salary schedule upon his/her return to service.

ARTICLE XX  
TERMINAL LEAVE PAY

A longevity increment will be based upon the accumulated regular sick leave as follows:

1. To be eligible for a longevity increment, an employee must have a minimum of ten (10) years service in the School District.
2. Commencing July 1, 2004, an employee, one (1) year prior to retirement, upon making application of intent to retire to the Board of Education, will receive a longevity payment of \$50/day effective July 1, 2004; \$55/day effective July 1, 2005; and \$60/day effective July 1, 2006, for ½ of the employee's accumulated sick leave. The remaining sick leave days, plus twelve (12) days for the last year of service will be retained for sick leave use.
3. The bargaining unit member must retire from the school system upon completion of the year in which he/she receives a longevity increment as part of his/her regular salary, unless the School Board and the bargaining unit member agree to continue the bargaining unit member's employment. This agreement between the School Board and the bargaining unit member will comply with the contract in effect.

ARTICLE XXI  
SALARY SCHEDULES

1. Salary schedules reflecting a total increase of 4% each contract year, July 1, 2003 - June 30, 2007, including increment and longevity are attached as Appendix A-D of this Agreement.

2. Graduate Hours

An increase of allowable graduate hours to 90 (D 11 on the Salary Schedule) is agreeable with the following conditions:

This schedule would be inserted in the 1997-98 contract year and become effective in the 1998-99 school year.

No credit will be given for courses in the 61-90 credit block completed prior to September 1, 1997.

All courses in the 61-90 credit block will be pre-approved and must be directly related to improvement of the skills, abilities and knowledge in the current assignment/certification area as determined by the Superintendent. Notification of decision will be provided within five (5) working days of submission of course description. Reasons will be provided if denied.

3. For the 2004-2005 school year, any teacher below Step 6 will be placed on Step 6 (the new Step 1).

ARTICLE XXII  
EXTRA CURRICULAR ASSIGNMENTS

- A. It is agreed that the maintenance of athletic and non-athletic activities, as defined in this contract, is an important segment of the total educational program for students. The ATA will work with the administration in an effort to obtain certified instructors for these activities.
- B. The following extra curricular activities shall require time beyond the ordinary school day. Intramural activities shall be defined as activities conducted beyond the ordinary school day. Upon Board of Education approval of the activities, compensation for extra-curricular athletics shall be made in three (3) installments commencing one (1) month after the start of the regular sports season., according to the following schedule:

2003-04 EXTRA-CURRICULAR SALARY SCHEDULE

BASE = \$29,258

PERCENT OF BASE	2.00%	3.00%	3.50%	4.00%	5.00%	5.50%	6.00%	7.00%	7.50%	8.00%	10.00%
SALARY GRADE	1	2	3	4	5	6	7	8	9	10	11
YEARS OF EXPERIENCE											
0-2	\$585	\$878	\$1,024	\$1,170	\$1,463	\$1,609	\$1,755	\$2,048	\$2,194	\$2,341	\$2,926
3-4	\$731	\$1,024	\$1,170	\$1,317	\$1,609	\$1,755	\$1,902	\$2,194	\$2,341	\$2,487	\$3,072
5-6	\$878	\$1,170	\$1,317	\$1,463	\$1,755	\$1,902	\$2,048	\$2,341	\$2,487	\$2,633	\$3,218
7+	\$1,024	\$1,317	\$1,463	\$1,609	\$1,902	\$2,048	\$2,194	\$2,487	\$2,633	\$2,926	\$3,511

2004-05 EXTRA-CURRICULAR SALARY SCHEDULE

BASE = \$30,092

PERCENT OF BASE	2.00%	3.00%	3.50%	4.00%	5.00%	5.50%	6.00%	7.00%	7.50%	8.00%	10.00%
SALARY GRADE	1	2	3	4	5	6	7	8	9	10	11
YEARS OF EXPERIENCE											
0-2	\$602	\$903	\$1,053	\$1,204	\$1,505	\$1,655	\$1,806	\$2,106	\$2,257	\$2,407	\$3,009
3-4	\$752	\$1,053	\$1,204	\$1,354	\$1,655	\$1,806	\$1,956	\$2,257	\$2,407	\$2,558	\$3,160
5-6	\$903	\$1,204	\$1,354	\$1,505	\$1,806	\$1,956	\$2,106	\$2,407	\$2,558	\$2,708	\$3,310
7+	\$1,053	\$1,354	\$1,505	\$1,655	\$1,956	\$2,106	\$2,257	\$2,558	\$2,708	\$3,009	\$3,611

2005-06 EXTRA-CURRICULAR SALARY SCHEDULE

BASE = \$30,841

PERCENT OF BASE	2.00%	3.00%	3.50%	4.00%	5.00%	5.50%	6.00%	7.00%	7.50%	8.00%	10.00%
SALARY GRADE	1	2	3	4	5	6	7	8	9	10	11
YEARS OF EXPERIENCE											
0-2	\$617	\$925	\$1,079	\$1,234	\$1,542	\$1,696	\$1,850	\$2,159	\$2,313	\$2,467	\$3,084
3-4	\$771	\$1,079	\$1,234	\$1,388	\$1,696	\$1,850	\$2,005	\$2,313	\$2,467	\$2,621	\$3,238
5-6	\$925	\$1,234	\$1,388	\$1,542	\$1,850	\$2,005	\$2,159	\$2,467	\$2,621	\$2,776	\$3,393
7+	\$1,079	\$1,388	\$1,542	\$1,696	\$2,005	\$2,159	\$2,313	\$2,621	\$2,776	\$3,084	\$3,701

(continued)

2006-07 EXTRA-CURRICULAR SALARY  
SCHEDULE

BASE = \$31,870

PERCENT OF BASE	2.00%	3.00%	3.50%	4.00%	5.00%	5.50%	6.00%	7.00%	7.50%	8.00%	10.00%
SALARY GRADE	1	2	3	4	5	6	7	8	9	10	11
YEARS OF EXPERIENCE											
0-2	\$637	\$956	\$1,115	\$1,275	\$1,594	\$1,753	\$1,912	\$2,231	\$2,390	\$2,550	\$3,187
3-4	\$797	\$1,115	\$1,275	\$1,434	\$1,753	\$1,912	\$2,072	\$2,390	\$2,550	\$2,709	\$3,346
5-6	\$956	\$1,275	\$1,434	\$1,594	\$1,912	\$2,072	\$2,231	\$2,550	\$2,709	\$2,868	\$3,506
7+	\$1,115	\$1,434	\$1,594	\$1,753	\$2,072	\$2,231	\$2,390	\$2,709	\$2,868	\$3,187	\$3,824

Grade 11

Wrestling Varsity Head Coach  
Football Varsity Head Coach  
Basketball Varsity Head Coach (Boys)  
Basketball Varsity Head Coach (Girls)  
Volleyball Varsity Head Coach

Grade 10

Football Assistant Varsity/JV Coach  
Track Varsity Head Coach (Boys)  
Soccer Varsity Head Coach (Girls)  
Softball Varsity Head Coach  
Track Varsity Head Coach (Girls)  
Swim Varsity Head Coach  
Baseball Varsity Head Coach  
Soccer Varsity Head Coach (Boys)

Grade 9

Down Hill Ski  
Football Junior Varsity Head Coach  
Cross County Run Varsity Head Coach  
Golf Varsity Head Coach  
Cross Country Run Varsity Head Coach

Grade 8

Basketball Junior Varsity Coach (Girls)  
Basketball Junior Varsity Coach (Boys)  
Wrestling Assistant Varsity/JV Coach  
Volleyball Junior Varsity Coach

Grade 7

Soccer Junior Varsity Coach (Boys)  
Football Junior High Head Coach  
Softball Junior Varsity  
Cheerleading Winter  
Baseball Junior Varsity Coach  
Soccer Junior Varsity Coach (Girls)  
Wrestling Junior High Head Coach

(continued)

Grade 6

Track Junior High Coed Coach  
Basketball Junior High (Girls)  
Football Junior High Assistant Coach  
Baseball Junior High Coach  
Soccer Modified Coach (Girls)  
Cheerleading Fall  
Basketball Modified (A) Coach (Boys)  
Soccer Junior High Coach (Boys)  
Softball Junior High Coach  
Basketball Modified (B) Coach (Boys)  
Swim Junior High Coach

Grade 5

Track Junior High Coed Assistant Coach  
Volleyball Junior High (Girls)

For each week that sectionals participation extends each individual sport's season, the coaches involved shall receive a \$50.00 stipend after sectionals participation ends.

Non-Coaching Events Paid on Index 2003-2007

<b>Position</b>	<b>Grade</b>
Bookstore	3
GAA	2
Extra Classroom Activity FD Treas.	6
Yearbook Advisor	11
High School Musical Director	11
High School Musical Production Manager	8
National Honor Society	4
High School Musical Orchestra Director	8
High School Musical Scenic Art Director	8
Student Council 9-12	4
Student Council 7-8	3
Drama Club Advisor	5
Class Advisor Grade 12	4
Class Advisor Grade 11	4
Class Advisor Grade 10	2
Class Advisor Grade 9	2
Mathematics Honor Society	3
Junior Honor Society	1
Mock Trial	3
Model UN	3

Other Non-Coaching Events 2003-2007

POSITION	FACTOR	2003-04	2004-05	2005-06	2006-07
Skiing Lessons Chaperone	2.00%	\$585	\$602	\$617	\$637
Graduation Assistants	0.185%	\$54	\$56	\$57	\$59
Boys Varsity Basketball Scoreboard, Shot Clock	0.185%	\$54	\$56	\$57	\$59
Boys Jr. High Basketball Scoreboard, Shot Clock	0.185%	\$54	\$56	\$57	\$59
Girls Varsity Basketball Scoreboard, Shot Clock	0.185%	\$54	\$56	\$57	\$59
Girls Junior High Basketball Scoreboard, Shot Clock	0.185%	\$54	\$56	\$57	\$59
Girls Varsity Volleyball Scoreboard	0.185%	\$54	\$56	\$57	\$59
Girls Swim Clock	0.185%	\$54	\$56	\$57	\$59
Scoreboard Football	0.185%	\$54	\$56	\$57	\$59
Announcing Football	0.20%	\$59	\$60	\$62	\$64
Announcing Boys Varsity Basketball	0.20%	\$59	\$60	\$62	\$64
Announcing Girls Varsity Basketball	0.20%	\$59	\$60	\$62	\$64
Dance Chaperones	0.20%	\$59	\$60	\$62	\$64
Bus Chaperones Athletic Events	0.185%	\$54	\$56	\$57	\$59
Bus Chaperones Non-Athletic Events	0.185%	\$54	\$56	\$57	\$59
Ticket Sellers & Chaperones	0.20%	\$59	\$60	\$62	\$64
Filming Football Games per Game	0.185%	\$54	\$56	\$57	\$59

When the Board of Education approves athletic and non-athletic activities not listed herein, the unlisted activity will be added to the list at any time during the calendar year. The Board of Education will approve the activity and the rate of compensation will be made comparable to the time involved for similar time commitments.

Stipends for Non-Coaching Events paid on index will be paid in January and June of each year.

ARTICLE XXIII  
INSURANCE

A. Health Insurance:

All professional employees of the Adirondack School System who meet the requirement(s) for coverage shall be entitled to Health Insurance coverage under the following conditions:

1. The Board of Education shall provide ninety percent (90%) of the cost of the insurance for the employee, and ninety percent (90%) of the cost for the family. Employees whose effective date of retirement is prior to July 1, 1985 will have seventy-five percent (75%) of the cost of individual insurance and fifty percent (50%) of the cost for family coverage provided by the Board of Education.

Employees whose effective date of retirement is on or after July 1, 1985 will have seventy-five percent (75%) of the cost of individual insurance and seventy-five percent (75%) of the cost for family coverage provided by the Board of Education.

2. No change will be made in the Health Insurance coverage and carrier without mutual consent.
3. This coverage is to be from anniversary date to anniversary date of the plan.
4. Health Insurance shall consist of:
  - a. Part 1. Basic Hospitalization and Medical-Surgical coverage provided through Greater Utica BC/BS UB- 17X plan.
  - b. Part 2. Part I shall be supplemented by the following rider(s):  
Ambulance Rider
  - c. Part 3. Major-Medical coverage is provided through the BC/BS, Utica, Blue Medallion/one hundred dollar (\$100.00) dollar deductible.
  - d. Part 4. Effective July 1, 2001, add the BC/BS Prescription Drug Rider Two and 50/100 Dollars (\$2.50) co-pay for generic drugs and Five Dollar (\$5.00) co-pay for name brand drugs for Individual and Family.
  - e. Part 5. The Prescription Drug Mail Service (up to a 90 day supply) Maintenance Drugs co-pay is Zero Dollars (\$0.00) per prescription for generic drugs and Ten Dollars (\$10.00) per prescription for brand name drugs for Individual and Family.
5. The District shall reimburse to retirees and/or their dependents and/or to their surviving dependents the cost of Medicare premiums withheld from Social Security monthly checks.

An employee will be eligible to continue his/her hospitalization coverage as a retired employee if the following conditions are met:

1. The employee has completed at least five (5) years of service with Adirondack Central School and has been covered by hospitalization insurance for five (5) years.
2. The employee is qualified for retirement as a member of a retirement system administered by the State of New York or one of its civil divisions, and has reached the normal retirement age for his/her tier of membership on date of employee's membership.
3. If the employee is not a member of a retirement system, he/she must have reached the normal retirement age as if he/she were a member under the same conditions in paragraph (2) above.
4. A surviving spouse of a covered retired employee can continue his/her coverage under the same conditions as when the retired employee was alive.

B. Long Term Disability:

The District shall provide Long Term Disability Insurance to eligible employees as follows:

Sixty percent (60%) of salary payable to age sixty-five (65), ninety (90) days following disability, or exhaustion of accumulated sick leave, whichever is later, through the Long Term Disability policy coverage carried by an Insurance Company. There will be a coordination of benefits once benefits begin, exclusive of private plans held by an individual. The policy provisions of that carrier covers eligibility and all benefits under this article. A copy of said insurance policy of the present carrier will be made available to the President of the Association.

C. Dental Insurance:

The District shall contribute a maximum of sixty-seven dollars and fifty cents (\$67.50) per participating Unit member per year toward the purchase of basic dental and supplemental basic benefits through Blue Shield of Central New York, with payment not to exceed the yearly cost.

Effective July 1, 1989, change sixty-seven dollars and fifty cents (\$67.50) to ninety dollars (\$90.00).

The benefits shall be those as provided under Option One (Option 1).

No change will be made in dental insurance coverage and carrier without mutual agreement between the parties.

D. Ad-Hoc Insurance Committee:

A committee will be formed, structured through discussion between the Superintendent and the Adirondack Teachers' Association (ATA) President, to study the quality of insurance and the costs of current and alternate programs. This committee shall submit its advisory recommendations to the Association members and the Board of Education. Any changes recommended by this committee are subject to agreement and ratification of the Association and the Board of Education.

ARTICLE XXIV  
DUES DEDUCTION

- A. The Board of Education of the Adirondack Central School District agrees to deduct from the salaries of its employees dues as specified by the Adirondack Teachers' Association, as said professional staff members individually and voluntarily authorize. The Board of Education is to deduct and transmit dues collected to the Adirondack Central School Teacher's Association. Professional staff members' authorizations shall be in writing in the form set forth below.

DESIGNATION AND PAYROLL DEDUCTION AUTHORIZATION

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(Print) Last Name	First	Initial	Building
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Address

TO: Board of Education of Adirondack Central School District

Pursuant to Chapter 392, Laws of 1967, I hereby designate the Adirondack Teachers' Association as my representative for the purpose of collective negotiations, and I hereby request and authorize you, according to arrangements agreed upon with such association, to deduct from my salary and transmit to the Association the dues as certified. I hereby waive all right and claim for said monies so deducted and transmitted in accordance with this authorization and relieve the Board of Education and all its officers from any liability therefor. This authority shall be continuous while employed in this school system or until withdrawn by written notice.

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(Employee's Signature)

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(Date)

- B. Deductions referred to in Section A, above, shall be made in the following manner: The total annual membership dues shall be deducted in twenty (20) equal installments beginning with the first pay period in October. No later than two (2) weeks prior to the first scheduled paycheck in October, the Association shall (1) provide the Board with a list and the original signed dues authorization cards of those employees who have voluntarily authorized the Board to deduct dues for the Association named in Section A above, and (2) forward at the same time to the respective Association a list of the members and their addresses who have elected payroll deduction for such Association.

ARTICLE XXV  
PAYROLL DEDUCTION FOR LIFE INSURANCE PREMIUMS,  
TAX SHELTERED ANNUITIES, CREDIT UNION AND NYSUT BENEFIT PLAN

The Adirondack Central School District is authorized to deduct the monthly premiums for life insurance and tax sheltered annuity plans from the members of the professional staff who presently belong to a life insurance plan or such an annuity plan, and for savings bonds. The employee will be limited to companies presently approved by the Board of Education to underwrite tax sheltered annuities or life insurance programs.

The Adirondack Central School District shall provide deductions for credit union, tax sheltered annuities, life insurance premiums, VOTE/COPE and New York State United Teachers Benefit Trust Fund as authorized by the professional employee.

This benefit should also be extended to members of the professional staff who wish to join a life insurance plan, a tax sheltered annuity plan, or a payroll savings bond plan.

The members of the professional staff should notify the School District at least thirty (30) days prior to the time that they want the first payroll deduction or termination of deductions.

ARTICLE XXVI  
MISCELLANEOUS PROVISIONS

A. Miscellaneous Provisions      Section I

1. Individual Help to Students Outside of the Regular Class Period

Each professional employee will provide extra and individual help during the activity period. The timing and scheduling of other assistance will be set up by the individual professional employee.

2. Public Relations Program

Each teacher is encouraged to provide information regarding accomplishments in his or her field or area for use by the administration in publicizing District accomplishments.

3. Physical Examinations

a. Physical examinations may be required, at the discretion of the Board, when it is deemed necessary for the welfare of both the students and bargaining unit members. The cost of the examination(s) will be at the District's expense.

b. Every attempt will be made to provide X-ray examinations for tuberculosis in the manner and frequency of past policies.

4. Mileage Between Schools

When an employee of the professional staff is assigned to work within the school day between two (2) or more given structures on the same school day and, additionally, uses his/her personal vehicle, he/she shall be compensated for mileage at the prevailing IRS rate upon submission of vouchers for payment. These payments would be made at the end of each school term based upon mileage claims submitted on mileage forms prepared by the administration. Mileage incurred through the use of personal vehicles for inservice training programs or Superintendent's Workdays will not be reimbursable.

B. Miscellaneous Provisions      Section II

1. This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to the Agreement.

2. This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

3. Any individual arrangement, agreement or contract between the Board and an individual bargaining unit members heretofore executed shall be subject to and consistent with the terms and conditions of this Agreement, and any individual arrangement, agreement or contract hereafter executed shall be expressly made subject to and consistent with the terms of this or

subsequent agreements to be executed by the parties. If an individual arrangement, agreement or contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

4. If any provision(s) of this Agreement or any application(s) of the Agreement to any teacher or group to bargaining unit members shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
5. 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.
6. Copies of this Agreement shall be reproduced at the expense of the Board and given to all bargaining unit members now employed, or hereafter employed, by the Board within two (2) weeks after its execution, if that occurs later. If any part of this Agreement is to be included in the District Handbook, it will be included in its entirety and will be separate from administrative directives.

#### ARTICLE XXVII REGISTERED NURSES

1. Nurses employed on July 1, 2003, will retain the vacation hours credited to them by the District on June 30, 2003. These hours will be added to their work hours to determine their total hours worked per school year. No vacation hours will be credited as of July 1, 2003.

The Nurses' work year shall be 184 days and will follow the District school calendar.

2. Paid Holidays: Registered Nurses shall be granted eleven (11) paid legal holidays. They are Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Day before Christmas, Christmas, New Year's Day, Martin Luther King Day, Good Friday and Memorial Day.
3. General Salary Schedule
  - a. All registered nurses with over ten (10) years of service in the District shall receive one dollar and sixteen cents (\$1.16) per hour above their schedule rate.
  - b. All registered nurses with over fifteen (15) years of service in the District shall receive thirty-nine cents (\$.39) per hour above their schedule rate.
  - c. All registered nurses with over twenty (20) years of service in the District shall receive forty-four cents (\$.44) per hour above their scheduled rate.
  - d. All registered nurses with over twenty-five (25) years of service in the District shall receive twenty-six (\$.26) per hour above their scheduled rate.

4. Registered nurses shall receive a fifteen (15) minute paid break in the morning and in the afternoon, and a thirty (30) minute paid lunch break.
5. Any registered nurse who is required to attend school business that goes beyond normal working hours (i.e. conferences, meetings, in-service workshops) shall receive pay for their services.
  - A. All nurses shall receive same percentage raise as teachers.
  - B. Nurses shall be provided with a one-half hour paid lunch.
  - C. Nurses shall have the same health insurance benefits as teachers.
  - D. In-service Credit, as described for teachers in Article XI shall be paid at a rate of 1% of Step 1 RN schedule for each 30 hours of clock time.

6. Nurse Hourly Rate Scales

STEP	2003-04	2004-05	2005-06	2006-07
1	\$16.72	\$17.34	\$17.99	\$18.59
2	\$16.84	\$17.46	\$18.11	\$18.71
3	\$16.96	\$17.58	\$18.23	\$18.83
4	\$17.08	\$17.70	\$18.35	\$18.95
5	\$17.20	\$17.82	\$18.47	\$19.07
6	\$17.32	\$17.94	\$18.59	\$19.19
7	\$17.44	\$18.06	\$18.71	\$19.31
8	\$17.56	\$18.18	\$18.83	\$19.43
9	\$17.68	\$18.30	\$18.95	\$19.55
10	\$17.80	\$18.42	\$19.07	\$19.67
11	\$17.92	\$18.54	\$19.19	\$19.79
12	\$18.04	\$18.66	\$19.31	\$19.91
13	\$18.16	\$18.78	\$19.43	\$20.03
14	\$18.28	\$18.90	\$19.55	\$20.15
15	\$18.40	\$19.02	\$19.67	\$20.27
16	\$18.52	\$19.14	\$19.79	\$20.39
17	\$18.64	\$19.26	\$19.91	\$20.51
18	\$18.76	\$19.38	\$20.03	\$20.63
19	\$18.88	\$19.50	\$20.15	\$20.75
20	\$19.00	\$19.62	\$20.27	\$20.87

ARTICLE XXVIII  
DURATION OF AGREEMENT

This contract shall be effective as of July 1, 2003 and shall continue in effect through June 30, 2007.

FOR THE ASSOCIATION:

FOR THE BOARD:

By: Carolyn Skene  
President

By: Bruce Z. Braun  
President

By: Carolyn Skene  
Chairman Local Negotiating Committee

By: Joseph (Bain)  
Superintendent

Dated this 25 day of August, 2005.

2003-2004 Teacher Salary Scale

STEP	B1	B1.5	B2	B2.5	B3	B3.5	B4	B4.5	B5	B5.5
1	24100	24335	24570	24805	25040	25275	25510	25745	25980	26215
2	25275	25510	25745	25980	26215	26450	26685	26920	27155	27390
3	26450	26685	26920	27155	27390	27625	27860	28095	28330	28565
4	27625	27860	28095	28330	28565	28800	29035	29270	29505	29740
5	28800	29035	29270	29505	29740	29975	30210	30445	30680	30915
6	29975	30210	30445	30680	30915	31150	31385	31620	31855	32090
7	31150	31385	31620	31855	32090	32325	32560	32795	33030	33265
8	32325	32560	32795	33030	33265	33500	33735	33970	34205	34440
9	33500	33735	33970	34205	34440	34675	34910	35145	35380	35615
10	34675	34910	35145	35380	35615	35850	36085	36320	36555	36790
11	35850	36085	36320	36555	36790	37025	37260	37495	37730	37965
12	37025	37260	37495	37730	37965	38200	38435	38670	38905	39140
13	38200	38435	38670	38905	39140	39375	39610	39845	40080	40315
14	39375	39610	39845	40080	40315	40550	40785	41020	41255	41490
15	40550	40785	41020	41255	41490	41725	41960	42195	42430	42665
16	41725	41960	42195	42430	42665	42900	43135	43370	43605	43840
17	42900	43135	43370	43605	43840	44075	44310	44545	44780	45015
18	44075	44310	44545	44780	45015	45250	45485	45720	45955	46190
19	45250	45485	45720	45955	46190	46425	46660	46895	47130	47365
20	46425	46660	46895	47130	47365	47600	47835	48070	48305	48540
21	47600	47835	48070	48305	48540	48775	49010	49245	49480	49715
22							50185	50420	50655	50890
23										
24										

Master's Degree Stipend: \$250.00

Longevity: Longevities will be paid after 17, 22 and 26 years of service, ten (10) of which have been in the District. After 17<sup>th</sup> Year=\$945; After 22<sup>nd</sup> Year=\$1,020; After 26<sup>th</sup> Year=\$1,300

Base Locked on Step Stipend - \$822.00

2003-2004 Teacher Salary Scale (Continued)

STEP	B+30/MA									
	D1	D1.5	D2	D2.5	D3	D3.5	D4	D4.5	D5	D5.5
1	26450	26685	26920	27155	27390	27625	27860	28095	28330	28565
2	27625	27860	28095	28330	28565	28800	29035	29270	29505	29740
3	28800	29035	29270	29505	29740	29975	30210	30445	30680	30915
4	29975	30210	30445	30680	30915	31150	31385	31620	31855	32090
5	31150	31385	31620	31855	32090	32325	32560	32795	33030	33265
6	32325	32560	32795	33030	33265	33500	33735	33970	34205	34440
7	33500	33735	33970	34205	34440	34675	34910	35145	35380	35615
8	34675	34910	35145	35380	35615	35850	36085	36320	36555	36790
9	35850	36085	36320	36555	36790	37025	37260	37495	37730	37965
10	37025	37260	37495	37730	37965	38200	38435	38670	38905	39140
11	38200	38435	38670	38905	39140	39375	39610	39845	40080	40315
12	39375	39610	39845	40080	40315	40550	40785	41020	41255	41490
13	40550	40785	41020	41255	41490	41725	41960	42195	42430	42665
14	41725	41960	42195	42430	42665	42900	43135	43370	43605	43840
15	42900	43135	43370	43605	43840	44075	44310	44545	44780	45015
16	44075	44310	44545	44780	45015	45250	45485	45720	45955	46190
17	45250	45485	45720	45955	46190	46425	46660	46895	47130	47365
18	46425	46660	46895	47130	47365	47600	47835	48070	48305	48540
19	47600	47835	48070	48305	48540	48775	49010	49245	49480	49715
20	48775	49010	49245	49480	49715	49950	50185	50420	50655	50890
21	49950	50185	50420	50655	50890	51125	51360	51595	51830	52065
22	51125	51360	51595	51830	52065	52300	52535	52770	53005	53240
23	52300	52535	52770	53005	53240	53475	53710	53945	54180	54415
24										

Master's Degree Stipend: \$250.00

Longevity: Longevities will be paid after 17, 22 and 26 years of service, ten (10) of which have been in the District. After 17<sup>th</sup> Year=\$945; After 22<sup>nd</sup> Year=\$1,020; After 26<sup>th</sup> Year=\$1,300

Base Locked on Step Stipend - \$822.00

2003-2004 Teacher Salary Scale (Continued)

STEP	M+30/B+60										
	D6	D6.5	D7	D7.5	D8	D8.5	D9	D9.5	D10	D10.5	D11
1	28800	29035	29270	29505	29740	29975	30210	30445	30680	30915	31150
2	29975	30210	30445	30680	30915	31150	31385	31620	31855	32090	32325
3	31150	31385	31620	31855	32090	32325	32560	32795	33030	33265	33500
4	32325	32560	32795	33030	33265	33500	33735	33970	34205	34440	34675
5	33500	33735	33970	34205	34440	34675	34910	35145	35380	35615	35850
6	34675	34910	35145	35380	35615	35850	36085	36320	36555	36790	37025
7	35850	36085	36320	36555	36790	37025	37260	37495	37730	37965	38200
8	37025	37260	37495	37730	37965	38200	38435	38670	38905	39140	39375
9	38200	38435	38670	38905	39140	39375	39610	39845	40080	40315	40550
10	39375	39610	39845	40080	40315	40550	40785	41020	41255	41490	41725
11	40550	40785	41020	41255	41490	41725	41960	42195	42430	42665	42900
12	41725	41960	42195	42430	42665	42900	43135	43370	43605	43840	44075
13	42900	43135	43370	43605	43840	44075	44310	44545	44780	45015	45250
14	44075	44310	44545	44780	45015	45250	45485	45720	45955	46190	46425
15	45250	45485	45720	45955	46190	46425	46660	46895	47130	47365	47600
16	46425	46660	46895	47130	47365	47600	47835	48070	48305	48540	48775
17	47600	47835	48070	48305	48540	48775	49010	49245	49480	49715	49950
18	48775	49010	49245	49480	49715	49950	50185	50420	50655	50890	51125
19	49950	50185	50420	50655	50890	51125	51360	51595	51830	52065	52300
20	51125	51360	51595	51830	52065	52300	52535	52770	53005	53240	53475
21	52300	52535	52770	53005	53240	53475	53710	53945	54180	54415	54650
22	53475	53710	53945	54180	54415	54650	54885	55120	55355	55590	55825
23	54650	54885	55120	55355	55590	55825	56060	56295	56530	56765	57000
24	55825	56060	56295	56530	56765	57000	57235	57470	57705	57940	58175

Master's Degree Stipend: \$250.00

Longevity: Longevities will be paid after 17, 22 and 26 years of service, ten (10) of which have been in the District. After 17<sup>th</sup> Year=\$945; After 22<sup>nd</sup> Year=\$1,020; After 26<sup>th</sup> Year=\$1,300

Base Locked on Step Stipend - \$822.00

2004-2005 Teacher Salary Scale

NEW STEP	STEP	B1	B1.5	B2	B2.5	B3	B3.5	B4	B4.5	B5	B5.5
	1	24800	25035	25270	25505	25740	25975	26210	26445	26680	26915
	2	25975	26210	26445	26680	26915	27150	27385	27620	27855	28090
	3	27150	27385	27620	27855	28090	28325	28560	28795	29030	29265
	4	28325	28560	28795	29030	29265	29500	29735	29970	30205	30440
	5	29500	29735	29970	30205	30440	30675	30910	31145	31380	31615
1	6	30675	30910	31145	31380	31615	31850	32085	32320	32555	32790
2	7	31850	32085	32320	32555	32790	33025	33260	33495	33730	33965
3	8	33025	33260	33495	33730	33965	34200	34435	34670	34905	35140
4	9	34200	34435	34670	34905	35140	35375	35610	35845	36080	36315
5	10	35375	35610	35845	36080	36315	36550	36785	37020	37255	37490
6	11	36550	36785	37020	37255	37490	37725	37960	38195	38430	38665
7	12	37725	37960	38195	38430	38665	38900	39135	39370	39605	39840
8	13	38900	39135	39370	39605	39840	40075	40310	40545	40780	41015
9	14	40075	40310	40545	40780	41015	41250	41485	41720	41955	42190
10	15	41250	41485	41720	41955	42190	42425	42660	42895	43130	43365
11	16	42425	42660	42895	43130	43365	43600	43835	44070	44305	44540
12	17	43600	43835	44070	44305	44540	44775	45010	45245	45480	45715
13	18	44775	45010	45245	45480	45715	45950	46185	46420	46655	46890
14	19	45950	46185	46420	46655	46890	47125	47360	47595	47830	48065
15	20	47125	47360	47595	47830	48065	48300	48535	48770	49005	49240
16	21	48300	48535	48770	49005	49240	49475	49710	49945	50180	50415
17	22	49475	49710	49945	50180	50415	50650	50885	51120	51355	51590
18	23	50650	50885	51120	51355	51590	51825	52060	52295	52530	52765
19	24	51825	52060	52295	52530	52765	53000	53235	53470	53705	53940
20	25	53000	53235	53470	53705	53940	54175	54410	54645	54880	55115
21	26	54175	54410	54645	54880	55115	55350	55585	55820	56055	56290
22	27	55350	55585	55820	56055	56290	56525	56760	56995	57230	57465
23	28	56525	56760	56995	57230	57465	57700	57935	58170	58405	58640
24	29	57700	57935	58170	58405	58640	58875	59110	59345	59580	59815
25	30	58875	59110	59345	59580	59815	60050	60285	60520	60755	60990
26	31	60050	60285	60520	60755	60990	61225	61460	61695	61930	62165
27	32	61225	61460	61695	61930	62165	62400	62635	62870	63105	63340
28	33	62400	62635	62870	63105	63340	63575	63810	64045	64280	64515
29	34	63575	63810	64045	64280	64515	64750	64985	65220	65455	65690
30	35	64750	64985	65220	65455	65690	65925	66160	66395	66630	66865
31	36	65925	66160	66395	66630	66865	67100	67335	67570	67805	68040
32	37	67100	67335	67570	67805	68040	68275	68510	68745	68980	69215
33	38	68275	68510	68745	68980	69215	69450	69685	69920	70155	70390
34	39	69450	69685	69920	70155	70390	70625	70860	71095	71330	71565
35	40	70625	70860	71095	71330	71565	71800	72035	72270	72505	72740

Master's Degree Stipend: \$250.00

Longevity: Longevities will be paid after 17, 22 and 26 years of service, ten (10) of which have been in the District. After 17<sup>th</sup> Year=\$945; After 22<sup>nd</sup> Year=\$1,020; After 26<sup>th</sup> Year=\$1,300

2004-2005 Teacher Salary Scale (Continued)

NEW STEP	STEP	B+30/MA									
		D1	D1.5	D2	D2.5	D3	D3.5	D4	D4.5	D5	D5.5
	1	27150	27385	27620	27855	28090	28325	28560	28795	29030	29265
	2	28325	28560	28795	29030	29265	29500	29735	29970	30205	30440
	3	29500	29735	29970	30205	30440	30675	30910	31145	31380	31615
	4	30675	30910	31145	31380	31615	31850	32085	32320	32555	32790
	5	31850	32085	32320	32555	32790	33025	33260	33495	33730	33965
1	6	33025	33260	33495	33730	33965	34200	34435	34670	34905	35140
2	7	34200	34435	34670	34905	35140	35375	35610	35845	36080	36315
3	8	35375	35610	35845	36080	36315	36550	36785	37020	37255	37490
4	9	36550	36785	37020	37255	37490	37725	37960	38195	38430	38665
5	10	37725	37960	38195	38430	38665	38900	39135	39370	39605	39840
6	11	38900	39135	39370	39605	39840	40075	40310	40545	40780	41015
7	12	40075	40310	40545	40780	41015	41250	41485	41720	41955	42190
8	13	41250	41485	41720	41955	42190	42425	42660	42895	43130	43365
9	14	42425	42660	42895	43130	43365	43600	43835	44070	44305	44540
10	15	43600	43835	44070	44305	44540	44775	45010	45245	45480	45715
11	16	44775	45010	45245	45480	45715	45950	46185	46420	46655	46890
12	17	45950	46185	46420	46655	46890	47125	47360	47595	47830	48065
13	18	47125	47360	47595	47830	48065	48300	48535	48770	49005	49240
14	19	48300	48535	48770	49005	49240	49475	49710	49945	50180	50415
15	20	49475	49710	49945	50180	50415	50650	50885	51120	51355	51590
16	21	50650	50885	51120	51355	51590	51825	52060	52295	52530	52765
17	22	51825	52060	52295	52530	52765	53000	53235	53470	53705	53940
18	23	53000	53235	53470	53705	53940	54175	54410	54645	54880	55115
19	24	53830	54065	54300	54535	54770	55005	55240	55475	55710	55945
20	25	54660	54895	55130	55365	55600	55835	56070	56305	56540	56775
21	26	55490	55725	55960	56195	56430	56665	56900	57135	57370	57605
22	27	56320	56555	56790	57025	57260	57495	57730	57965	58200	58435
23	28	57150	57385	57620	57855	58090	58325	58560	58795	59030	59265
24	29	57980	58215	58450	58685	58920	59155	59390	59625	59860	60095
25	30	58810	59045	59280	59515	59750	59985	60220	60455	60690	60925
26	31	59640	59875	60110	60345	60580	60815	61050	61285	61520	61755
27	32	60470	60705	60940	61175	61410	61645	61880	62115	62350	62585
28	33	61300	61535	61770	62005	62240	62475	62710	62945	63180	63415
29	34	62130	62365	62600	62835	63070	63305	63540	63775	64010	64245
30	35	62960	63195	63430	63665	63900	64135	64370	64605	64840	65075
31	36	63790	64025	64260	64495	64730	64965	65200	65435	65670	65905
32	37	64620	64855	65090	65325	65560	65795	66030	66265	66500	66735
33	38	65450	65685	65920	66155	66390	66625	66860	67095	67330	67565
34	39	66280	66515	66750	66985	67220	67455	67690	67925	68160	68395
35	40	67110	67345	67580	67815	68050	68285	68520	68755	68990	69225

Master's Degree Stipend: \$250.00

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2004-2005 Teacher Salary Scale (Continued)

NEW STEP	STEP	D6	D6.5	D7	D7.5	D8	D8.5	D9	D9.5	D10	D10.5	D11
	1	29500	29735	29970	30205	30440	30675	30910	31145	31380	31615	31850
	2	30675	30910	31145	31380	31615	31850	32085	32320	32555	32790	33025
	3	31850	32085	32320	32555	32790	33025	33260	33495	33730	33965	34200
	4	33025	33260	33495	33730	33965	34200	34435	34670	34905	35140	35375
	5	34200	34435	34670	34905	35140	35375	35610	35845	36080	36315	36550
1	6	35375	35610	35845	36080	36315	36550	36785	37020	37255	37490	37725
2	7	36550	36785	37020	37255	37490	37725	37960	38195	38430	38665	38900
3	8	37725	37960	38195	38430	38665	38900	39135	39370	39605	39840	40075
4	9	38900	39135	39370	39605	39840	40075	40310	40545	40780	41015	41250
5	10	40075	40310	40545	40780	41015	41250	41485	41720	41955	42190	42425
6	11	41250	41485	41720	41955	42190	42425	42660	42895	43130	43365	43600
7	12	42425	42660	42895	43130	43365	43600	43835	44070	44305	44540	44775
8	13	43600	43835	44070	44305	44540	44775	45010	45245	45480	45715	45950
9	14	44775	45010	45245	45480	45715	45950	46185	46420	46655	46890	47125
10	15	45950	46185	46420	46655	46890	47125	47360	47595	47830	48065	48300
11	16	47125	47360	47595	47830	48065	48300	48535	48770	49005	49240	49475
12	17	48300	48535	48770	49005	49240	49475	49710	49945	50180	50415	50650
13	18	49475	49710	49945	50180	50415	50650	50885	51120	51355	51590	51825
14	19	50650	50885	51120	51355	51590	51825	52060	52295	52530	52765	53000
15	20	51825	52060	52295	52530	52765	53000	53235	53470	53705	53940	54175
16	21	53000	53235	53470	53705	53940	54175	54410	54645	54880	55115	55350
17	22	54175	54410	54645	54880	55115	55350	55585	55820	56055	56290	56525
18	23	55350	55585	55820	56055	56290	56525	56760	56995	57230	57465	57700
19	24	56525	56760	56995	57230	57465	57700	57935	58170	58405	58640	58875
20	25	57700	57935	58170	58405	58640	58875	59110	59345	59580	59815	60050
21	26	58875	59110	59345	59580	59815	60050	60285	60520	60755	60990	61225
22	27	59475	59710	59945	60180	60415	60650	60885	61120	61355	61590	61825
23	28	59845	60080	60315	60550	60785	61020	61255	61490	61725	61960	62195
24	29	60675	60910	61145	61380	61615	61850	62085	62320	62555	62790	63025
25	30	61505	61740	61975	62210	62445	62680	62915	63150	63385	63620	63855
26	31	62335	62570	62805	63040	63275	63510	63745	63980	64215	64450	64685
27	32	63165	63400	63635	63870	64105	64340	64575	64810	65045	65280	65515
28	33	63995	64230	64465	64700	64935	65170	65405	65640	65875	66110	66345
29	34	64825	65060	65295	65530	65765	66000	66235	66470	66705	66940	67175
30	35	65655	65890	66125	66360	66595	66830	67065	67300	67535	67770	68005
31	36	66485	66720	66955	67190	67425	67660	67895	68130	68365	68600	68835
32	37	67315	67550	67785	68020	68255	68490	68725	68960	69195	69430	69665
33	38	68145	68380	68615	68850	69085	69320	69555	69790	70025	70260	70495
34	39	68975	69210	69445	69680	69915	70150	70385	70620	70855	71090	71325
35	40	69805	70040	70275	70510	70745	70980	71215	71450	71685	71920	72155

Master's Degree Stipend: \$250.00

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2005-2006 Teacher Salary Scale

NEW STEP	STEP	B1	B1.5	B2	B2.5	B3	B3.5	B4	B4.5	B5	B5.5
	1	25535	25770	26005	26240	26475	26710	26945	27180	27415	27650
	2	26710	26945	27180	27415	27650	27885	28120	28355	28590	28825
	3	27885	28120	28355	28590	28825	29060	29295	29530	29765	30000
	4	29060	29295	29530	29765	30000	30235	30470	30705	30940	31175
	5	30235	30470	30705	30940	31175	31410	31645	31880	32115	32350
	6	31410	31645	31880	32115	32350	32585	32820	33055	33290	33525
1	7	32585	32820	33055	33290	33525	33760	33995	34230	34465	34700
2	8	33760	33995	34230	34465	34700	34935	35170	35405	35640	35875
3	9	34935	35170	35405	35640	35875	36110	36345	36580	36815	37050
4	10	36110	36345	36580	36815	37050	37285	37520	37755	37990	38225
5	11	37285	37520	37755	37990	38225	38460	38695	38930	39165	39400
6	12	38460	38695	38930	39165	39400	39635	39870	40105	40340	40575
7	13	39635	39870	40105	40340	40575	40810	41045	41280	41515	41750
8	14	40810	41045	41280	41515	41750	41985	42220	42455	42690	42925
9	15	41985	42220	42455	42690	42925	43160	43395	43630	43865	44100
10	16	43160	43395	43630	43865	44100	44335	44570	44805	45040	45275
11	17	44335	44570	44805	45040	45275	45510	45745	45980	46215	46450
12	18	45510	45745	45980	46215	46450	46685	46920	47155	47390	47625
13	19	46685	46920	47155	47390	47625	47860	48095	48330	48565	48800
14	20	47860	48095	48330	48565	48800	49035	49270	49505	49740	49975
15	21	49035	49270	49505	49740	49975	50210	50445	50680	50915	51150
16	22	49875	50110	50345	50580	50815	51050	51620	51855	52090	52325
17	23	50715	50950	51185	51420	51655	51890	52460	52695	52930	53165
18	24	51555	51790	52025	52260	52495	52730	53300	53535	53770	54005
19	25	52395	52630	52865	53100	53335	53570	54140	54375	54610	54845
20	26	53235	53470	53705	53940	54175	54410	54980	55215	55450	55685
21	27	54075	54310	54545	54780	55015	55250	55820	56055	56290	56525
22	28	54915	55150	55385	55620	55855	56090	56660	56895	57130	57365
23	29	55755	55990	56225	56460	56695	56930	57500	57735	57970	58205
24	30	56595	56830	57065	57300	57535	57770	58340	58575	58810	59045
25	31	57435	57670	57905	58140	58375	58610	59180	59415	59650	59885
26	32	58275	58510	58745	58980	59215	59450	60020	60255	60490	60725
27	33	59115	59350	59585	59820	60055	60290	60860	61095	61330	61565
28	34	59955	60190	60425	60660	60895	61130	61700	61935	62170	62405
29	35	60795	61030	61265	61500	61735	61970	62540	62775	63010	63245
30	36	61635	61870	62105	62340	62575	62810	63380	63615	63850	64085
31	37	62475	62710	62945	63180	63415	63650	64220	64455	64690	64925
32	38	63315	63550	63785	64020	64255	64490	65060	65295	65530	65765
33	39	64155	64390	64625	64860	65095	65330	65900	66135	66370	66605
34	40	64995	65230	65465	65700	65935	66170	66740	66975	67210	67445
35	41	65835	66070	66305	66540	66775	67010	67580	67815	68050	68285

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2005-2006 Teacher Salary Scale (Continued)

		B+30/MA									
NEW STEP	STEP	D1	D1.5	D2	D2.5	D3	D3.5	D4	D4.5	D5	D5.5
	1	27885	28120	28355	28590	28825	29060	29295	29530	29765	30000
	2	29060	29295	29530	29765	30000	30235	30470	30705	30940	31175
	3	30235	30470	30705	30940	31175	31410	31645	31880	32115	32350
	4	31410	31645	31880	32115	32350	32585	32820	33055	33290	33525
	5	32585	32820	33055	33290	33525	33760	33995	34230	34465	34700
	6	33760	33995	34230	34465	34700	34935	35170	35405	35640	35875
1	7	34935	35170	35405	35640	35875	36110	36345	36580	36815	37050
2	8	36110	36345	36580	36815	37050	37285	37520	37755	37990	38225
3	9	37285	37520	37755	37990	38225	38460	38695	38930	39165	39400
4	10	38460	38695	38930	39165	39400	39635	39870	40105	40340	40575
5	11	39635	39870	40105	40340	40575	40810	41045	41280	41515	41750
6	12	40810	41045	41280	41515	41750	41985	42220	42455	42690	42925
7	13	41985	42220	42455	42690	42925	43160	43395	43630	43865	44100
8	14	43160	43395	43630	43865	44100	44335	44570	44805	45040	45275
9	15	44335	44570	44805	45040	45275	45510	45745	45980	46215	46450
10	16	45510	45745	45980	46215	46450	46685	46920	47155	47390	47625
11	17	46685	46920	47155	47390	47625	47860	48095	48330	48565	48800
12	18	47860	48095	48330	48565	48800	49035	49270	49505	49740	49975
13	19	49035	49270	49505	49740	49975	50210	50445	50680	50915	51150
14	20	50210	50445	50680	50915	51150	51385	51620	51855	52090	52325
15	21	51385	51620	51855	52090	52325	52560	52795	53030	53265	53500
16	22	52560	52795	53030	53265	53500	53735	53970	54205	54440	54675
17	23	53735	53970	54205	54440	54675	54910	55145	55380	55615	55850
18	24	54910	55145	55380	55615	55850	56085	56320	56555	56790	57025
19	25	56085	56320	56555	56790	57025	57260	57495	57730	57965	58200
20	26	57260	57495	57730	57965	58200	58435	58670	58905	59140	59375
21	27	58435	58670	58905	59140	59375	59610	59845	60080	60315	60550
22	28	59610	59845	60080	60315	60550	60785	61020	61255	61490	61725
23	29	60785	61020	61255	61490	61725	61960	62195	62430	62665	62900
24	30	61960	62195	62430	62665	62900	63135	63370	63605	63840	64075
25	31	63135	63370	63605	63840	64075	64310	64545	64780	65015	65250
26	32	64310	64545	64780	65015	65250	65485	65720	65955	66190	66425
27	33	65485	65720	65955	66190	66425	66660	66895	67130	67365	67600
28	34	66660	66895	67130	67365	67600	67835	68070	68305	68540	68775
29	35	67835	68070	68305	68540	68775	69010	69245	69480	69715	69950
30	36	69010	69245	69480	69715	69950	70185	70420	70655	70890	71125
31	37	70185	70420	70655	70890	71125	71360	71595	71830	72065	72300
32	38	71360	71595	71830	72065	72300	72535	72770	73005	73240	73475
33	39	72535	72770	73005	73240	73475	73710	73945	74180	74415	74650
34	40	73710	73945	74180	74415	74650	74885	75120	75355	75590	75825
35	41	74885	75120	75355	75590	75825	76060	76295	76530	76765	77000

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2005-2006 Teacher Salary Scale (Continued)

		M+30/B+60										
NEW STEP	STEP	D6	D6.5	D7	D7.5	D8	D8.5	D9	D9.5	D10	D10.5	D11
	1	30235	30470	30705	30940	31175	31410	31645	31880	32115	32350	32585
	2	31410	31645	31880	32115	32350	32585	32820	33055	33290	33525	33760
	3	32585	32820	33055	33290	33525	33760	33995	34230	34465	34700	34935
	4	33760	33995	34230	34465	34700	34935	35170	35405	35640	35875	36110
	5	34935	35170	35405	35640	35875	36110	36345	36580	36815	37050	37285
	6	36110	36345	36580	36815	37050	37285	37520	37755	37990	38225	38460
1	7	37285	37520	37755	37990	38225	38460	38695	38930	39165	39400	39635
2	8	38460	38695	38930	39165	39400	39635	39870	40105	40340	40575	40810
3	9	39635	39870	40105	40340	40575	40810	41045	41280	41515	41750	41985
4	10	40810	41045	41280	41515	41750	41985	42220	42455	42690	42925	43160
5	11	41985	42220	42455	42690	42925	43160	43395	43630	43865	44100	44335
6	12	43160	43395	43630	43865	44100	44335	44570	44805	45040	45275	45510
7	13	44335	44570	44805	45040	45275	45510	45745	45980	46215	46450	46685
8	14	45510	45745	45980	46215	46450	46685	46920	47155	47390	47625	47860
9	15	46685	46920	47155	47390	47625	47860	48095	48330	48565	48800	49035
10	16	47860	48095	48330	48565	48800	49035	49270	49505	49740	49975	50210
11	17	49035	49270	49505	49740	49975	50210	50445	50680	50915	51150	51385
12	18	50210	50445	50680	50915	51150	51385	51620	51855	52090	52325	52560
13	19	51385	51620	51855	52090	52325	52560	52795	53030	53265	53500	53735
14	20	52560	52795	53030	53265	53500	53735	53970	54205	54440	54675	54910
15	21	53735	53970	54205	54440	54675	54910	55145	55380	55615	55850	56085
16	22	54910	55145	55380	55615	55850	56085	56320	56555	56790	57025	57260
17	23	56085	56320	56555	56790	57025	57260	57495	57730	57965	58200	58435
18	24	57260	57495	57730	57965	58200	58435	58670	58905	59140	59375	59610
19	25	58435	58670	58905	59140	59375	59610	59845	60080	60315	60550	60785
20	26	59610	59845	60080	60315	60550	60785	61020	61255	61490	61725	61960
21	27	60785	61020	61255	61490	61725	61960	62195	62430	62665	62900	63135
22	28	61960	62195	62430	62665	62900	63135	63370	63605	63840	64075	64310
23	29	63135	63370	63605	63840	64075	64310	64545	64780	65015	65250	65485
24	30	64310	64545	64780	65015	65250	65485	65720	65955	66190	66425	66660
25	31	65485	65720	65955	66190	66425	66660	66895	67130	67365	67600	67835
26	32	66660	66895	67130	67365	67600	67835	68070	68305	68540	68775	69010
27	33	67835	68070	68305	68540	68775	69010	69245	69480	69715	69950	70185
28	34	69010	69245	69480	69715	69950	70185	70420	70655	70890	71125	71360
29	35	70185	70420	70655	70890	71125	71360	71595	71830	72065	72300	72535
30	36	71360	71595	71830	72065	72300	72535	72770	73005	73240	73475	73710
31	37	72535	72770	73005	73240	73475	73710	73945	74180	74415	74650	74885
32	38	73710	73945	74180	74415	74650	74885	75120	75355	75590	75825	76060
33	39	74885	75120	75355	75590	75825	76060	76295	76530	76765	77000	77235
34	40	76060	76295	76530	76765	77000	77235	77470	77705	77940	78175	78410
35	41	77235	77470	77705	77940	78175	78410	78645	78880	79115	79350	79585

Master's Degree Stipend: \$250.00

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2006-2007 Teacher Salary Scale

NEW STEP	STEP	B1	B1.5	B2	B2.5	B3	B3.5	B4	B4.5	B5	B5.5
	1	26345	26580	26815	27050	27285	27520	27755	27990	28225	28460
	2	27520	27755	27990	28225	28460	28695	28930	29165	29400	29635
	3	28695	28930	29165	29400	29635	29870	30105	30340	30575	30810
	4	29870	30105	30340	30575	30810	31045	31280	31515	31750	31985
	5	31045	31280	31515	31750	31985	32220	32455	32690	32925	33160
	6	32220	32455	32690	32925	33160	33395	33630	33865	34100	34335
1	7	33395	33630	33865	34100	34335	34570	34805	35040	35275	35510
2	8	34570	34805	35040	35275	35510	35745	35980	36215	36450	36685
3	9	35745	35980	36215	36450	36685	36920	37155	37390	37625	37860
4	10	36920	37155	37390	37625	37860	38095	38330	38565	38800	39035
5	11	38095	38330	38565	38800	39035	39270	39505	39740	39975	40210
6	12	39270	39505	39740	39975	40210	40445	40680	40915	41150	41385
7	13	40445	40680	40915	41150	41385	41620	41855	42090	42325	42560
8	14	41620	41855	42090	42325	42560	42795	43030	43265	43500	43735
9	15	42795	43030	43265	43500	43735	43970	44205	44440	44675	44910
10	16	43970	44205	44440	44675	44910	45145	45380	45615	45850	46085
11	17	45145	45380	45615	45850	46085	46320	46555	46790	47025	47260
12	18	46320	46555	46790	47025	47260	47495	47730	47965	48200	48435
13	19	47495	47730	47965	48200	48435	48670	48905	49140	49375	49610
14	20	48670	48905	49140	49375	49610	49845	50080	50315	50550	50785
15	21	49845	50080	50315	50550	50785	51020	51255	51490	51725	51960
16	22	50695	50930	51165	51400	51635	51870	52430	52665	52900	53135
17	23	51545	51780	52015	52250	52485	52720	53280	53515	53750	53985
18	24	52395	52630	52865	53100	53335	53570	54130	54365	54600	54835
19	25	53245	53480	53715	53950	54185	54420	54980	55215	55450	55685
20	26	54095	54330	54565	54800	55035	55270	55830	56065	56300	56535
21	27	54945	55180	55415	55650	55885	56120	56680	56915	57150	57385
22	28	55795	56030	56265	56500	56735	56970	57530	57765	58000	58235
23	29	56645	56880	57115	57350	57585	57820	58380	58615	58850	59085
24	30	57495	57730	57965	58200	58435	58670	59230	59465	59700	59935
25	31	58345	58580	58815	59050	59285	59520	60080	60315	60550	60785
26	32	59195	59430	59665	59900	60135	60370	60930	61165	61400	61635
27	33	60045	60280	60515	60750	60985	61220	61780	62015	62250	62485
28	34	60895	61130	61365	61600	61835	62070	62630	62865	63100	63335
29	35	61745	61980	62215	62450	62685	62920	63480	63715	63950	64185
30	36	62595	62830	63065	63300	63535	63770	64330	64565	64800	65035
31	37	63445	63680	63915	64150	64385	64620	65180	65415	65650	65885
32	38	64295	64530	64765	65000	65235	65470	66030	66265	66500	66735
33	39	65145	65380	65615	65850	66085	66320	66880	67115	67350	67585
34	40	65995	66230	66465	66700	66935	67170	67730	67965	68200	68435
35	41	66845	67080	67315	67550	67785	68020	68580	68815	69050	69285

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2006-2007 Teacher Salary Scale (Continued)

NEW STEP	STEP	B+30/MA									
		D1	D1.5	D2	D2.5	D3	D3.5	D4	D4.5	D5	D5.5
	1	28695	28930	29165	29400	29635	29870	30105	30340	30575	30810
	2	29870	30105	30340	30575	30810	31045	31280	31515	31750	31985
	3	31045	31280	31515	31750	31985	32220	32455	32690	32925	33160
	4	32220	32455	32690	32925	33160	33395	33630	33865	34100	34335
	5	33395	33630	33865	34100	34335	34570	34805	35040	35275	35510
	6	34570	34805	35040	35275	35510	35745	35980	36215	36450	36685
1	7	35745	35980	36215	36450	36685	36920	37155	37390	37625	37860
2	8	36920	37155	37390	37625	37860	38095	38330	38565	38800	39035
3	9	38095	38330	38565	38800	39035	39270	39505	39740	39975	40210
4	10	39270	39505	39740	39975	40210	40445	40680	40915	41150	41385
5	11	40445	40680	40915	41150	41385	41620	41855	42090	42325	42560
6	12	41620	41855	42090	42325	42560	42795	43030	43265	43500	43735
7	13	42795	43030	43265	43500	43735	43970	44205	44440	44675	44910
8	14	43970	44205	44440	44675	44910	45145	45380	45615	45850	46085
9	15	45145	45380	45615	45850	46085	46320	46555	46790	47025	47260
10	16	46320	46555	46790	47025	47260	47495	47730	47965	48200	48435
11	17	47495	47730	47965	48200	48435	48670	48905	49140	49375	49610
12	18	48670	48905	49140	49375	49610	49845	50080	50315	50550	50785
13	19	49845	50080	50315	50550	50785	51020	51255	51490	51725	51960
14	20	51020	51255	51490	51725	51960	52195	52430	52665	52900	53135
15	21	52195	52430	52665	52900	53135	53370	53605	53840	54075	54310
16	22	53370	53605	53840	54075	54310	54545	54780	55015	55250	55485
17	23	54545	54780	55015	55250	55485	55720	55955	56190	56425	56660
18	24	55395	55630	55865	56100	56335	56570	56805	57040	57275	57510
19	25	56245	56480	56715	56950	57185	57420	57655	57890	58125	58360
20	26	57095	57330	57565	57800	58035	58270	58505	58740	58975	59210
21	27	57945	58180	58415	58650	58885	59120	59355	59590	59825	60060
22	28	58795	59030	59265	59500	59735	59970	60205	60440	60675	60910
23	29	59645	59880	60115	60350	60585	60820	61055	61290	61525	61760
24	30	60495	60730	60965	61200	61435	61670	61905	62140	62375	62610
25	31	61345	61580	61815	62050	62285	62520	62755	62990	63225	63460
26	32	62195	62430	62665	62900	63135	63370	63605	63840	64075	64310
27	33	63045	63280	63515	63750	63985	64220	64455	64690	64925	65160
28	34	63895	64130	64365	64600	64835	65070	65305	65540	65775	66010
29	35	64745	64980	65215	65450	65685	65920	66155	66390	66625	66860
30	36	65595	65830	66065	66300	66535	66770	67005	67240	67475	67710
31	37	66445	66680	66915	67150	67385	67620	67855	68090	68325	68560
32	38	67295	67530	67765	68000	68235	68470	68705	68940	69175	69410
33	39	68145	68380	68615	68850	69085	69320	69555	69790	70025	70260
34	40	68995	69230	69465	69700	69935	70170	70405	70640	70875	71110
35	41	69845	70080	70315	70550	70785	71020	71255	71490	71725	71960

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2006-2007 Teacher Salary Scale (Continued)

		M+30/B+60										
NEW STEP	STEP	D6	D6.5	D7	D7.5	D8	D8.5	D9	D9.5	D10	D10.5	D11
	1	31045	31280	31515	31750	31985	32220	32455	32690	32925	33160	33395
	2	32220	32455	32690	32925	33160	33395	33630	33865	34100	34335	34570
	3	33395	33630	33865	34100	34335	34570	34805	35040	35275	35510	35745
	4	34570	34805	35040	35275	35510	35745	35980	36215	36450	36685	36920
	5	35745	35980	36215	36450	36685	36920	37155	37390	37625	37860	38095
	6	36920	37155	37390	37625	37860	38095	38330	38565	38800	39035	39270
1	7	38095	38330	38565	38800	39035	39270	39505	39740	39975	40210	40445
2	8	39270	39505	39740	39975	40210	40445	40680	40915	41150	41385	41620
3	9	40445	40680	40915	41150	41385	41620	41855	42090	42325	42560	42795
4	10	41620	41855	42090	42325	42560	42795	43030	43265	43500	43735	43970
5	11	42795	43030	43265	43500	43735	43970	44205	44440	44675	44910	45145
6	12	43970	44205	44440	44675	44910	45145	45380	45615	45850	46085	46320
7	13	45145	45380	45615	45850	46085	46320	46555	46790	47025	47260	47495
8	14	46320	46555	46790	47025	47260	47495	47730	47965	48200	48435	48670
9	15	47495	47730	47965	48200	48435	48670	48905	49140	49375	49610	49845
10	16	48670	48905	49140	49375	49610	49845	50080	50315	50550	50785	51020
11	17	49845	50080	50315	50550	50785	51020	51255	51490	51725	51960	52195
12	18	51020	51255	51490	51725	51960	52195	52430	52665	52900	53135	53370
13	19	52195	52430	52665	52900	53135	53370	53605	53840	54075	54310	54545
14	20	53370	53605	53840	54075	54310	54545	54780	55015	55250	55485	55720
15	21	54545	54780	55015	55250	55485	55720	55955	56190	56425	56660	56895
16	22	55720	55955	56190	56425	56660	56895	57130	57365	57600	57835	58070
17	23	56895	57130	57365	57600	57835	58070	58305	58540	58775	59010	59245
18	24	58070	58305	58540	58775	59010	59245	59480	59715	59950	60185	60420
19	25	58920	59155	59390	59625	59860	60095	60330	60565	60800	61035	61270
20	26	59770	60005	60240	60475	60710	60945	61180	61415	61650	61885	62120
21	27	60620	60855	61090	61325	61560	61795	62030	62265	62500	62735	62970
22	28	61470	61705	61940	62175	62410	62645	62880	63115	63350	63585	63820
23	29	62320	62555	62790	63025	63260	63495	63730	63965	64200	64435	64670
24	30	63170	63405	63640	63875	64110	64345	64580	64815	65050	65285	65520
25	31	64020	64255	64490	64725	64960	65195	65430	65665	65900	66135	66370
26	32	64870	65105	65340	65575	65810	66045	66280	66515	66750	66985	67220
27	33	65720	65955	66190	66425	66660	66895	67130	67365	67600	67835	68070
28	34	66570	66805	67040	67275	67510	67745	67980	68215	68450	68685	68920
29	35	67420	67655	67890	68125	68360	68595	68830	69065	69300	69535	69770
30	36	68270	68505	68740	68975	69210	69445	69680	69915	70150	70385	70620
31	37	69120	69355	69590	69825	70060	70295	70530	70765	71000	71235	71470
32	38	69970	70205	70440	70675	70910	71145	71380	71615	71850	72085	72320
33	39	70820	71055	71290	71525	71760	71995	72230	72465	72700	72935	73170
34	40	71670	71905	72140	72375	72610	72845	73080	73315	73550	73785	74020
35	41	72520	72755	72990	73225	73460	73695	73930	74165	74400	74635	74870

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