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**AGREEMENT**

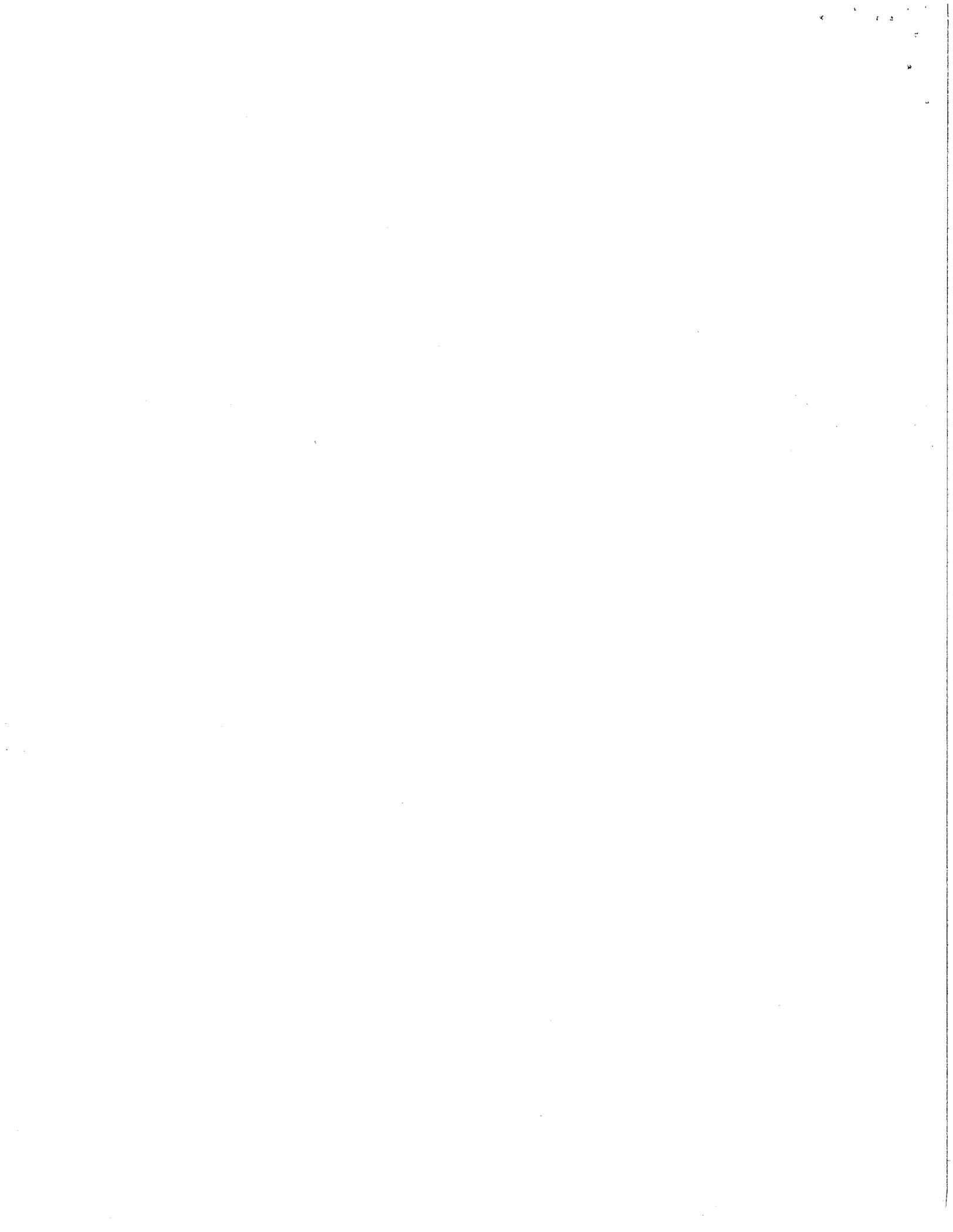
**BETWEEN**

**WHITESVILLE TEACHERS' ASSOCIATION**

**AND THE**

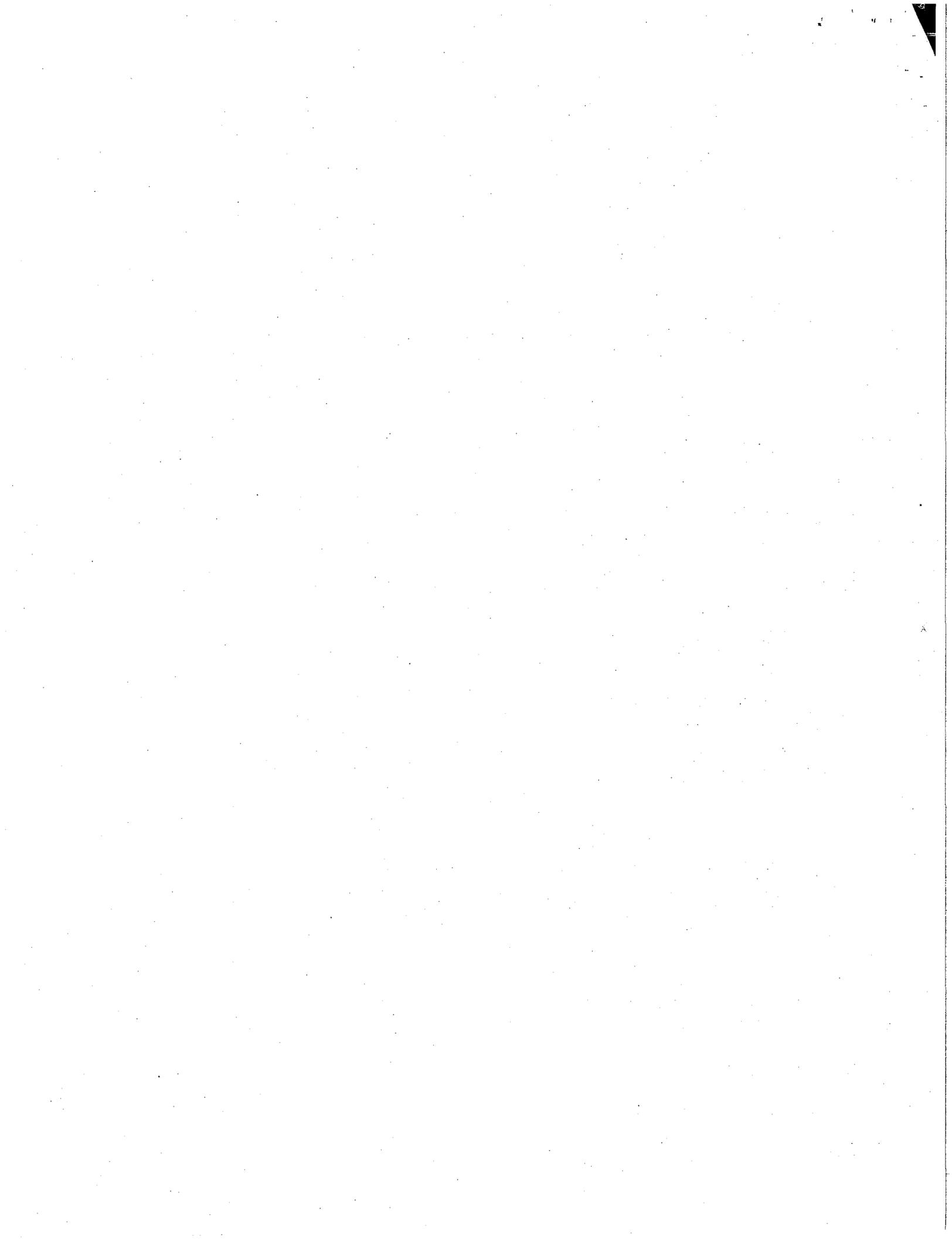
**WHITESVILLE CENTRAL SCHOOL DISTRICT**

**DATED: JULY 1, 2004 - JUNE 30, 2008**



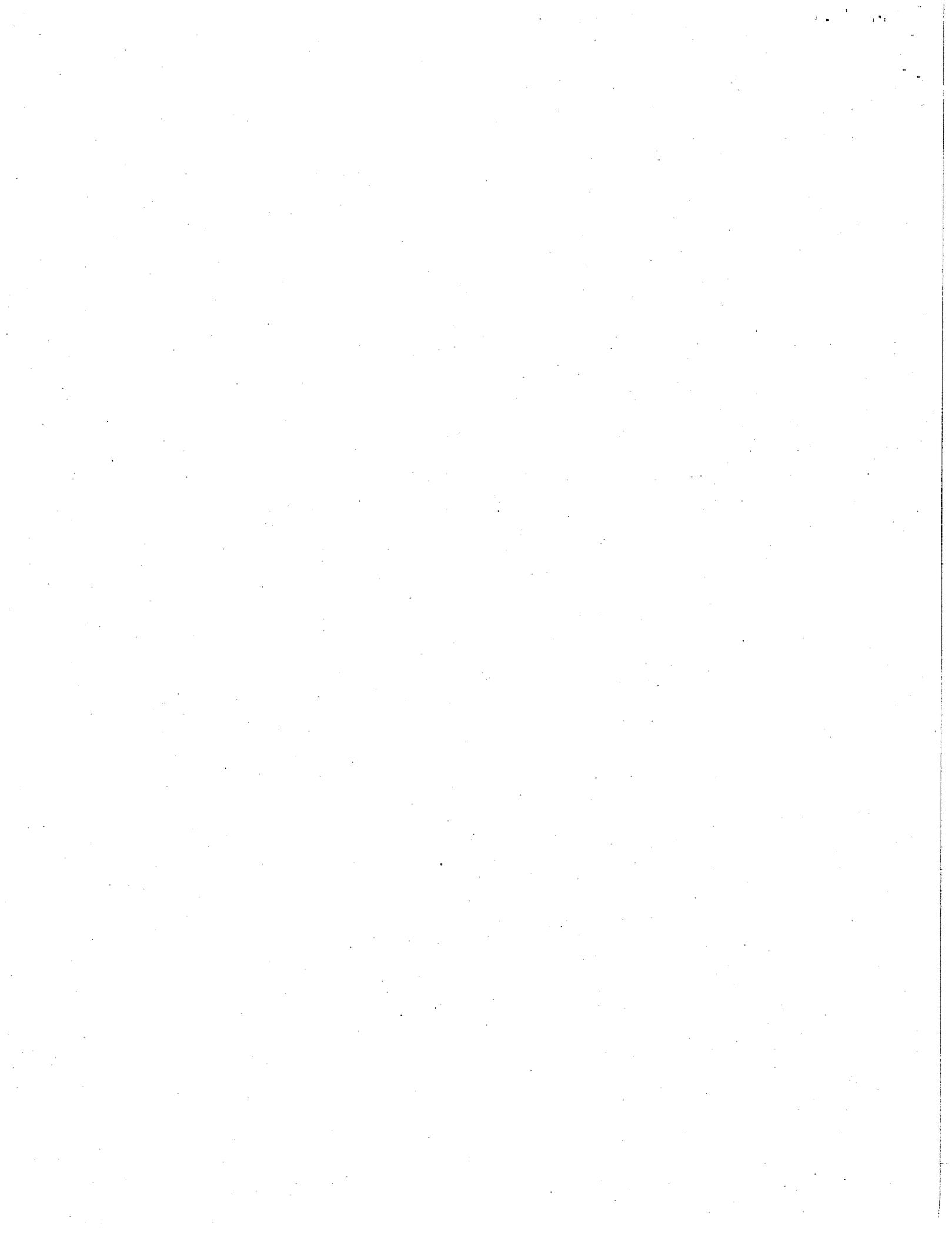
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**AGREEMENT**  
**BETWEEN**  
**WHITESVILLE TEACHERS' ASSOCIATION**  
**AND THE**  
**WHITESVILLE CENTRAL SCHOOL SUPERINTENDENT**

**PREAMBLE**

This Agreement entered into the date of ratification, by and between **WHITESVILLE CENTRAL SCHOOL SUPERINTENDENT**, hereinafter called the Superintendent and **WHITESVILLE TEACHERS' ASSOCIATION**, hereinafter called the Association.

**WITNESSETH**

**WHEREAS**, the Superintendent has a statutory obligation, pursuant to Article 14 of the Civil Service Law (Chapter 392 of the Laws of 1967, Public Employees Fair Employment Act,) to negotiate with the Association as the representative of the Whitesville Central School teaching personnel with respect to hours, wages, terms and conditions of employment, and

**WHEREAS**, the parties have reached certain understandings which they desire to confirm in this Agreement.

In consideration of the following mutual covenants, it is hereby agreed as follows:

**ARTICLE I**  
**RECOGNITION**

The Superintendent, having determined that the Association is supported by the majority of teachers in a unit composed of all professional, certified personnel, teacher assistants, and including permanent substitutes who are contracted to work more than sixty (60) consecutive work days, hereby recognizes the Association as having the exclusive right to negotiate for terms and conditions of employment, and the administration of Grievances arising thereunder for such unit. This unit will exclude the Superintendent and full-time subordinate administrators. Such recognition shall extend for the maximum period permissible under law.

The Superintendent agrees not to negotiate with any other teacher organization other than the Association for the duration of this Agreement unless another organization is certified by PERB.

## **ARTICLE II**

### **NEGOTIATING PROCEDURE**

Neither party in any negotiation shall have any control over the selection of the representatives 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 members of the Association and the members of the Board, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and reach compromises in the course of negotiations.

## **ARTICLE III**

### **GRIEVANCE PROCEDURE**

#### **A. Purpose**

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to disputes which arise concerning the administration of this Contract.

#### **B. Definitions**

1. A Grievance is a claim by an employee or the Association that there has been a violation of an express term of this Agreement or a violation of a written Board Policy affecting terms and conditions of employment. A written Grievance shall be formulated by a member of the unit or of the Association and shall express the provision of this Agreement or Board Policy which has been violated, the facts giving rise to the violation and the remedies being sought.

All written Grievances shall be filed at the Second Stage of the Grievance Procedure within thirty (30) days from the time the teacher knew or should have known of the facts giving rise to the Grievance.

2. If in the judgment of the Association, a Grievance affects a group or class of employees, or the Association, the Grievance shall commence at Level Two.

#### **C. Time Limits**

Since it is important that Grievances be processed as rapidly as possible, the number of days indicated at each Level should be considered as the maximum number of days allowed and every effort should be made to expedite the process. The time limits specified, however, may be extended by mutual agreement of the parties in writing. "Days" shall mean school days. A failure of either an employee or the Association or of

the district to comply with any maximum time periods stated herein shall be considered a waiver of the Grievance or a granting of the Grievance, as the case may be.

#### **D. Procedure**

- 1. Level One - Informal -** An employee who has a Grievance shall attempt to resolve the matter informally with the Superintendent.
- 2. Level Two -** If the Grievance is not satisfied at the Informal Stage at Level One, the Grievant may, within the time periods contained in paragraph B (1), file a written Grievance with the Superintendent or his designee as defined in paragraph B (1). The Superintendent or his designee will hold a Grievance Meeting with the employee involved and/or the Association President within seven (7) days after receipt of the written Grievance. The Superintendent or his designee will communicate his Decision in writing to the Grievant and the Association within seven (7) days of the Meeting.
- 3. Level Three - Board -** If the Grievant is not satisfied with the disposition of the Grievance at Level Two, the Grievant may, within seven (7) days of a Decision at Level Two, appeal the Grievance in writing, to the Board. Such Appeal shall be filed with the clerk of the Board of Education containing the written Grievance and the Decision of the Superintendent at Level Two. The Board will hold a Grievance Meeting within fifteen (15) days after the written Grievance and the Decision of the Superintendent at Level Two has been filed with the Board of Education Clerk. Within seven (7) days of the Meeting, the Board will communicate its Decision in writing to the Grievant.
- 4. Level Four - Arbitration -**
  - (a) If the Grievant is not satisfied with the disposition of the Grievance at Level Three (3), the Grievant may, within seven (7) days of a Decision by the Board of Education of Whitesville Central School, request that the Association submit the Grievance to Arbitration. If the Association determines that the Grievance is meritorious, it may submit the Grievance to Arbitration within fifteen (15) days after receipt by the Grievant of the written Decision of the Board of Education of Whitesville Central School. The parties shall then be bound by the Voluntary Labor Arbitration Rules of the American Arbitration Association. The Association shall demand Arbitration by serving upon the Board of Education of Whitesville Central School a Demand for Arbitration pursuant to the civil Practice Law and Rules of the State of New York.
  - (b) The selected arbitrator shall hear the matter promptly. The Arbitrator's Decision shall be in writing and shall set forth the findings of fact, reasoning and conclusions on the issues submitted. The Decision of the Arbitrator shall be submitted to the Board of Education of Whitesville Central School and the Association and shall be final and binding on the parties. Neither the Board of Education of Whitesville Central School nor the Association shall be held responsible for failure of the Arbitrator to perform his duties as indicated above, except either party may proceed

in Court to vacate any Decision of an Arbitrator who fails to comply with responsibilities stated herein.

- (c) The costs for the services of the Arbitrator, shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.
- (d) An Arbitrator will have no power or ability to add to or change any term and condition stated in this Contract, nor to perform any act contrary to the public policy of the State of New York or the statutes of the State of New York, or to the Rules and Regulations of the Commissioner of Education.

#### **E. Rights Of The Parties**

The Association shall be the sole and exclusive representative of the Grievant.

#### **F. Miscellaneous**

1. All written Decisions shall set forth reasons supporting such Decisions.
2. Forms for filing Grievances shall be prepared jointly by the Superintendent and the Association, produced by the District and distributed by the Association so as to facilitate operation of Grievance Procedures.
3. All parties to a Grievance are assured of freedom from restraint, coercion, discrimination, or reprisal.
4. All documents, communications, and record dealing with the processing of a Grievance shall be filed in a separate Grievance file to be maintained in the District Office and shall not be kept in the personnel file of any of the participants.

### **ARTICLE IV**

#### **LEAVES**

##### **A. Personal Leave**

Each full time teacher shall be granted three (3) personal days per year. One (1) day of the three will be considered a confidential day for which a teacher need not declare that personal business will be conducted on the requested day but which may not be used to extend vacations. Prior notice of two (2) days, except in extenuating circumstances, must be given to the school superintendent. Personal days shall not be used on Superintendent or Planning Days. They will also not be used to extend vacations. Every effort will be made not to schedule Superintendent or Planning Days adjacent to scheduled long weekends.

For purposes of this provision, the following are vacations: summer break, Thanksgiving, Christmas, Easter Vacation, and Memorial Day.

No more than three (3) individual teachers may be on personal leave on any particular workday. The Superintendent shall have the discretion to grant or deny use of personal leave to enforce this provision on a first come first served basis.

A teacher will forfeit a day's pay for each day used if procedures in the above paragraphs are not followed.

#### **B. Association Leave**

The Association president, or his/her designee shall be granted up to three (3) days leave of absence to attend to Association business. Such leave shall not be deducted from any other leave.

The president of the Association will notify the superintendent five (5) school days in advance of the use of the day and the teacher involved. The superintendent may waive the five (5) day notice at his discretion.

#### **C. Appointments**

Teachers will make every effort to schedule routine medical appointments so that the school day will not be interrupted. If a teacher is unable to avoid scheduling a routine medical appointment on a school day, one (1) such appointment per year may be charged to sick time.

If a teacher must leave school before the contractually agreed upon time, the teacher must sign out in the main office and give reason.

Sick days may be used to attend to urgent or travel extensive medical matters pertaining to the teacher or a family member.

Final approval will be obtained from the superintendent.

#### **D. Stipend**

Teachers may accumulate unused personal leave days as sick leave days or they may be paid a yearly, separate stipend for any unused personal days at the current certified substitute teacher rate.

#### **E. Visitation Days**

Each teacher will receive upon request one (1) visitation day or two (2) conference days per year. However, the Superintendent reserves the right to refuse any individual request. Said request must be made in writing to the Superintendent at least one (1) week before the requested leave and each teacher will be asked to submit a written report concerning each day of visitation or conference. These days are to be used to visit other schools or to attend conferences to gain information that may prove helpful in the classroom.

## **F. Leaves of Absence**

The District may grant up to two (2) unpaid leaves of absence per year for the entire unit. Written requests must be submitted to the Superintendent by February 1 of the year before the requested leave. The decisions whether or not to grant a leave of absence will be made by the Board of Education upon the receipt of a recommendation of the Superintendent. The board will notify the teacher of their decision by May 15. If extenuating circumstances would require an earlier decision the letter of request should so state. The teacher must have had at least three (3) teaching years experience at Whitesville Central School.

## **G. Child Rearing Leave**

The Board will grant a one (1) year unpaid (without any form of compensation, either salary or fringe benefits) child-rearing leave to a teacher who shall so request. This leave shall be granted only to a teacher who gives birth to a child or is the father of a child who is born prior to the commencement of the leave, or during such leave to care for a child, or for a period of one (1) year from the date of custody leading to adoption. During this period of unpaid leave of absence, the teacher is precluded from being employed full time during the normal working hours of the school year. At its discretion, the Board may grant permission for requested extension. The teacher may return early from a child-rearing leave only with the Board's permission. Not later than sixty (60) consecutive days prior to the date the teacher desires to begin a leave, the teacher shall give written notice to the Superintendent stating:

1. the time the teacher desires to begin the child-rearing leave; and
2. the date the teacher intends to return from the child-rearing leave.

In the case of adoption, if the teacher is not notified of placement of the adopted child within the sixty (60) day period then the teacher shall notify the District as soon as the teacher is aware of the placement date.

## **H. Sick Leave**

Teachers will be entitled to eleven (11) days of sick leave each school year, with pay; as of the first official day of said school year whether or not they report for duty on that day. This leave may be used for personal illness or disability of the teacher, a member of the teacher's or spouse's family or immediate household. Any unused sick leave shall be allowed to accumulate to **an unlimited amount**, although only two-hundred (200) days may apply for benefits at retirement (Article V, Section K).

When faculty members are absent from work, due to sickness, for over five (5) consecutive days, the Administration may request a doctor's statement verifying the need for extended absence. In the event the absence is due to childbirth both parties recognize that normal time of absence allowed is six (6) weeks for normal childbirth and eight (8) weeks for cesarean section. Leave within these time limits will not require a doctor's excuse. If extended time of absence is required due to complications, a doctor's statement explaining the nature of the disability will be required.

In case of special need, the Superintendent may allow sick leave beyond the above.

## **H-2. Sick Day Bank Regulations**

1. Teachers who have previously contributed to the Sick Bank are automatically enrolled with continuous employment. Teachers who have not previously enrolled and new September employees must enroll in September. Other hires must enroll within thirty (30) days of the start of employment. The District will circulate an enrollment form to eligible employees who are not currently members. There is no late entry.
2. The member will authorize three (3) sick days to be transferred from his/her available days to the Bank.
3. Only Bank members may draw, and only after accrued sick days and personal days have been used up. For a teacher drawing Worker's Compensation, the Bank will pay any shortfall between Compensation Benefits and his/her salary.
4. Medical evidence must be provided if requested for a teacher to draw from the Bank. Specifically excluded are days for "normal" pregnancy; medical complications arising from pregnancy are covered.
5. The maximum number of total sick bank days that can be drawn by any one teacher in a school year is forty (40).
6. When a Unit member uses the Bank and then returns to employment in the District, they will reimburse the Bank in the following manner:

Once they have accumulated one year's supply of days they will have three days (3) of each eleven (11) allotted annually by the District used to repay the Sick Day Bank.
7. If at any time during the year the Bank is in danger of being depleted, the Association and the District will rebuild the Bank. The Bank will be rebuilt by each Bank member donating three (3) days to the Bank.
8. A committee consisting of two (2) faculty members and the Superintendent/Principal and the President of the Board will meet to resolve any problems arising concerning the administration of the Bank. If a tie vote results, the difficulty will first be considered in a general Board-Association meeting. If at this meeting the Parties fail to reach agreement, the Board will vote to break the tie.
9. The District will notify the Association president of the number of sick days in the Bank by the end of September in each school year.

## I. Conditions Governing Unpaid Leaves

1. The following provisions apply to all leaves which result in people being off the payroll for a period of time. (Unpaid leaves.)
  - (a) Any teacher granted a leave of absence will be guaranteed a return to a position in the field in which he or she is certified at the same level of employment unless said position has been abolished in accordance with the law. A teacher will return from a leave of absence at the beginning of a semester upon prior written notice provided to the Superintendent of at least 30 days or at another time mutually agreed upon by the teacher and the Superintendent.
  - (b) If a teacher works 90 school days or less in a school year, then the teacher does not receive salary credit for that partial year's service. If a teacher works 91 school days or more in a school year, then the teacher receives salary credit for a full year's service.
  - (c) Upon return from an unpaid leave, the teacher's salary shall be determined as follows: (i) if there is a teacher on the faculty with the same number of years service as the returning teacher, then the returning teacher shall have the same base salary as that teacher(s). (ii) if there is no one on the faculty with the same number of year's service, then a proportional salary shall be developed. It will be computed by determining the difference between the base salaries of the next most senior teacher and the next least senior teacher, and dividing by the number of years in the gap between those two (2) teachers. Then multiply this per year figure by the number of years experience for this returning teacher beyond that of the next least senior teacher. Add this figure to the base of the next least senior teacher.

### EXAMPLE:

Next most senior teacher with 10 credited years of service      \$30,000

Next least senior teacher with 6 credited years of service      \$25,000

Returning teacher @ step 8

Gap = 4 years      =      \$5,000

$\$5,000 / 4 = \$1,250$  per year

$\$1,250 * 2 = \$2,500 + \$25,000 = \$27,500$

2. The teacher granted a leave of absence will retain the following rights and benefits acquired for serving in the District:

- (a) Accrued sick days held by the teacher at the time of the leave of absence will be in force upon returning to teaching. However, no sick days will accrue during the year's leave of absence.
- (b) The teacher will have the privilege of continuing in group hospitalization plans for the Whitesville Central School by paying full premium through the School officials. It is the responsibility of the teacher to have the premium money to the District Treasurer for deposit in the Trust and Agency Fund by the first of each month when the premium is due.

**J. Bereavement Leave**

Members of the unit will be entitled to up to five (5) days per year, not deductible from sick leave, in the event of death in the immediate family. The immediate family shall be defined as a child, spouse, parent, grandparent, brother, sister, brother-in-law, sister-in-law, father-in-law, mother-in-law, grand-parent-in-law, and grand-child or a person regularly residing in the household of the unit member. If the total exceeds five (5) days per year, the balance will be deducted from sick leave.

**K. Required Court Proceeding Leave**

Time will be given for required Court appearance such as Jury Duty and to comply with a Subpoena or other Court Order. Whatever compensation (not including travel and meal expenses) received for such duty will be deducted from the employee's regular salary.

**L. Family and Medical Leave Act**

Employees are required to use accrued sick and personal time for eligible periods of FMLA Leave.

**ARTICLE V**

**HEALTH INSURANCE**

- A. The District will provide, to all professional certified personnel including permanent substitutes who are contracted to work more than sixty (60) consecutive work days, health insurance coverage through a self-funded health care plan (hereinafter called the "Plan") with a major medical deductible of one hundred dollars (\$100) for an individual plan and two hundred dollars (\$200) for a family plan. Employees may enroll under either the Family Plan coverage or the Individual Plan coverage.

Unit members hired prior to September 1, 1993, may participate in the plan funded at one hundred percent (100%) by the District up until June 30, 2007. If a unit member switches to the HMO for the 2005-06 school year, he/she will receive seventy percent (70%) of the cost difference between one hundred percent (100%) of the Plan and one hundred percent (100%) of the HMO. The unit

member who enrolls in the HMO for the 2006-07 school year will receive fifty percent (50%) of the difference. Commencing July 1, 2007, no shared savings will be paid, and all unit members who remain enrolled in the Plan will pay ten percent (10%) of the premiums for the Plan. Commencing July 1, 2007, unit members enrolled in the HMO will receive premiums paid by the District up to a maximum of ninety percent (90%) of the cost of the Plan; however, in no event will unit members have to pay more than ten percent (10%) of the premium costs for the HMO.

Unit members hired on or after January 1, 1999, will be eligible to participate in the Plan by contributing ten percent (10%) of the cost of the health insurance. These unit members can participate in the HMO with one hundred percent (100%) of the premiums paid by the District. In 2005-06, if a unit member switches to the HMO, he/she will receive seventy percent (70%) of the cost difference between ninety percent (90%) of the Plan and one hundred percent (100%) of the HMO. In 2006-07, the shared saving will be fifty percent (50%) of that difference. Commencing July 1, 2007 no shared savings will be paid and all unit members enrolled in the HMO will receive premiums paid by the District up to a maximum of ninety percent (90%) of the cost of the Plan; however, in no event will unit members have to pay more than ten percent (10%) of the premium costs for the HMO.

Unit members hired after July 1, 2004 and before July 1, 2007 will be eligible to participate in the Plan by contributing ten percent (10%) of the cost of the health insurance. These employees can participate in the HMO with premiums paid by the District up to ninety percent (90%) of the cost of the Plan; however, in no event will a unit member have to pay more than ten percent (10%) of the premium costs for the HMO. Unit members hired after July 1, 2004 are not eligible for shared savings.

Unit members hired on or after July 1, 2007 will contribute ten percent (10%) of the cost of either the Plan or the HMO.

An open period of at least thirty (30) days will be created each year to select a health insurance option (either PPO, HMO or stipend). Unit members may switch during that open period. Each year the superintendent and Association President will meet to agree on the percentage of unit members that are taking the HMO or health insurance stipend and determine the savings to be added to salary. All buyout or HMO shared savings stipends will be received in a separate check at the conclusion of the school year.

- B. If for any reason the "Plan" ceases to exist or the District terminates its participation, the District then will provide coverage equal to the "Plan" coverage in existence at the time of termination for current full time employees.
- C. The "Plan" document is herein incorporated by reference.
- D. Any complaints under the "Plan" with respect to its interpretation or application must be processed through the "Claim Review Procedure" set forth in the "Plan" document. If the matter is not settled to the employee's satisfaction, and the

"Plan" document does not provide for Arbitration of such dispute, then within thirty (30) days of the written answer from the governing Committee of the "Plan", the Association may submit the issue directly to Binding Arbitration. The Association and the District agree that such Binding Arbitration should only be before an Arbitrator under the Rules of the American Arbitration Association who has expertise in medical health insurance coverage benefits and policies and is familiar with the rights of covered individuals and the responsibilities of the insurance provider. The "Plan" Administrator will furnish the Association with all pertinent data related to the disputed subject to the provisions of (E) below.

- E. All data obtained by the "Plan" Administrator with respect to Insurance Claims shall be considered confidential and shall be disbursed to persons involved or connected with the "Plan" strictly on a need to know basis and such information shall be utilized for no other purpose than is necessary for the administration of the "Plan" and the payment of Claims. Any health data obtained by the "Plan" may not be used to discipline or dismiss an employee.
- F. Any employee who leaves the employment of the District (other than employee who retires or whose services are terminated) shall be offered the right of conversion for health insurance if the employee and his/her spouse are unemployed. If the employee is unable to obtain coverage he/she may continue to participate in the "Plan" at his/her own expense for 18 months from time of termination (COBRA Regulations,) in which case the District may require Proof of Rejection of Insurance. If the former employee is offered insurance, including coverage for pre-existing conditions, but chooses not to purchase same, the "Plan" is not obligated to provide coverage. The "Plan" will accept responsibility for the coverage of a pre-existing condition until the conversion plan coverage for said condition shall apply.
- G. Employees who submit claims in accordance with the procedures established by the "Plan" and if the claim is not disapproved in accordance with the "Plan" procedures, shall have said claim paid (to the extent of the coverage provided) in a timely manner so that the employee shall suffer no financial loss as a result of the slow payment of a claim.
- H. For new full time professional certified personnel and permanent substitutes, coverage under the "Plan" shall be automatic unless the employee declines the coverage in writing. Such a waiver shall be filed in the employee's personnel folder. An employee may reconsider and join the "Plan" at a later date by notifying the employer, in writing, of his/her desire of coverage. Coverage under the "Plan" will commence on the first day of the month following the employer's receipt of the request for coverage.
- I. An employee, whose spouse works for the same District or another school district participating in the "Plan," may enroll in the plan with no lapse in coverage if the spouse's coverage ceases for any reason. In no event shall there be double coverage in the "Plan."

J. Effective January 1, 1996, the District will make available, at no cost to the employee, a \$10.00 co-pay prescription drug rider for brand name, \$4.00 for generic, and \$1.00 for mail order prescriptions through the "Plan."

**K. Retirees Health Insurance**

At the time of retirement under the rules of the NYSTRS, each retiring teacher shall be allowed to trade his accumulated unused sick days plus any days previously lost due to over accumulation under the following conditions:

1. To be eligible the teacher must have sixty\_(60) days or more accumulated on the date of retirement.
2. The teacher can choose to receive a credit of Fifty-five Dollars (\$55.00) per unused sick days to be credited to a trust and agency account in his/her name to be held by the District for the teacher's purchase of health insurance through the District, or
3. The teacher may choose to receive a cash payment at the rate of Forty Dollars (\$40.00) per unused sick days.
4. For the option in #2, the total District expenditure will not exceed Eleven Thousand Dollars (\$11,000) and for the option in #3, the total District expenditure will not exceed Nine Thousand Dollars (\$9,000) for any individual teacher.
5. Any retiree who might die before the full collection of benefits due in either the sick day accumulation (above) or the retirement incentive (Section L) will have the remainder of either option go to this/her designated beneficiary.

**ARTICLE V-A**

**HEALTH INSURANCE STIPEND**

- A. Any employee not desiring health insurance coverage will be paid an additional salary stipend in place of the coverage. Any employee who elects to take health coverage with the school plan part way through the school year, will not receive the stipend. Employees working part-time will be prorated both in payment of the plan coverage and in payment of the stipend. Employees who do not work a full year (due to illness, resignation or are hired as long term substitutes for more than 60 consecutive work days) shall receive the stipend, prorated for only the amount of time they receive salary. The prorated amount shall be 1/10th of the stipend for each month they receive salary.
- B. If six (6) or more opt for the buy-out in the 2004-05 school year, the stipend amount will be One Thousand Fifty Dollars (\$1,050). If less than six (6) exercise the buy-out in the school year, then the stipend will remain at Seven Hundred Dollars (\$700).

The stipend amount would be prorated if a teacher who exercised the stipend option in the school year leaves the District.

- C. The salary stipend in the 2005-06 and 2006-07 school years will be seventy percent (70%) and fifty percent (50%) respectively of the difference between one hundred percent (100%) of the cost of the family coverage of the Plan and one hundred percent (100%) of the cost of the family coverage of the HMO, plus Five Hundred Dollars (\$500). In the 2007-08 school year and after the salary stipend will be Twelve Hundred-fifty Dollars (1,250) per year.

## **ARTICLE V-B**

### **CAFETERIA PLAN (FLEX PLAN)**

The district shall provide \$315 per employee per year to fund and establish a flexible spending or cafeteria plan under Section 125 of the IRS code based on the plan language attached hereto as Exhibit A. The District shall provide the cost of administration of the plan (Electronic Accounting Systems, Inc. will act as plan administrator and perform bill screening.) Tenured teachers shall be allowed to contribute up to \$3,000 per year for medical and/or \$5,000 per year for child care. Non-tenured teachers shall be allowed to contribute up to \$1,500 for medical and/or \$2,500 for childcare. The District will retain all funds which are forfeited under the plan. Any unspent funds after the District's expenses for operation of the Plan up to Five hundred dollars (\$500) will be retained by the District for one year and then used to fund a scholarship(s) for a deserving district senior graduate(s) selected by the Association.

## **ARTICLE V-C**

### **RETIREMENT**

Any unit member who retires from the District and meets the stipulated eligibility requirements is eligible for either a cash incentive option or a medical insurance incentive option.

A. In order to be eligible for this benefit, a bargaining unit member must:

1. Have worked in the District at least ten (10) years, and
2. Retire during the benefit eligible years under the rules and regulations of the NYSTRS, providing however, that a teacher with less than ten (10) years of accredited NYS service shall not be considered eligible for this benefit until he/she has obtained the ten (10) years of NYS service.
3. The member will have the option paid on the first payday of October following his/her retirement provided the member informs the superintendent in writing of his/her intention to retire, no later than February 1 of the final year of service.

4. Unit members meeting eligibility requirements as to length of service will be first year eligible in the 2004-05 and 2005-06 school years through 6/30/06 for the retirement incentives.

#### Cash Incentive Option

1. A unit member retiring in his/her first year of NYSTRS eligibility would receive a payment from the District of Twenty-two Thousand Dollars (\$22,000).
2. A unit member retiring in his/her second or third year of NYSTRS eligibility would receive a payment from the District of Eleven Thousand Dollars (\$11,000).

#### Health Insurance Option

1. A unit member retiring in his/her first year of NYSTRS eligibility would be granted by the District Twenty-seven Thousand Dollars (\$27,000) to be left in an account with the District to be used toward the purchase of Family or Single health insurance coverage.
2. A unit member retiring in his/her second or third year of NYSTRS eligibility would be granted by the District. Thirteen Thousand-five hundred Dollars (\$13,500) to be used toward the purchase of family or single health insurance coverage.

A faculty member may choose additional coverage from that granted above with added premiums at his/her own expense. This incentive will expire on June 30, 2008 unless otherwise extended by mutual consent of the parties.

#### Salary Enhancement

1. Teachers with at least sixteen (16) years of full time service to the Whitesville Central School District shall be eligible to receive a salary increase of Two Hundred Twenty-five Dollars (\$225.00) per year of service to the Whitesville Central School District to a maximum of Seven Thousand Dollars (\$7,000.00) at any point beyond the completion of the sixteenth year. Notice of intent to elect such a salary increase must be provided to the Superintendent no later than March 1<sup>st</sup> of a given year.
2. Such raise will be payable in the school year following the submission of such notice. This salary adjustment will be for the period of one (1) year only. At the conclusion of that year, the salary of the teacher will revert to the appropriate salary for any teacher with the same years of service and level of preparation.
3. Teachers may only exercise this salary option election once during their employment with the Whitesville Central School District.

4. No more than two (2) teachers may participate in the salary adjustment plan during the year.
5. If more than two (2) teachers apply in any one (1) year, the most senior teachers among the applicants will be accepted.

## **ARTICLE VI**

### **ATTENDANCE**

- A. Beginning in 2002-2003 one day, twice per month, other than Friday, will be extended one (1) hour for unit members only, with teacher team planning the primary purpose. No pupil contact or instruction will occur unless scheduled by the unit member. There is the understanding that this will be the same day each week, unless otherwise agreed upon. The extended work time outlined in this provision will end on June 30, 2005.
- B. All teachers will be in the school building by 7:50 a.m. and may leave at 3:10 p.m. on Monday through Thursday. Teachers may leave at 3:00 p.m. on Friday. It is expected that the time between the end of last period and 3:10 p.m. will be used to assist students who request help with their school work or to meet with parents. Commencing in 2005-06, the work day shall commence at 7:45 a.m. and end at 3:16 p.m. on Monday through Thursday, and teachers may leave at 3:06 p.m. on Friday, if the Master schedule allows.
- C. Teachers may, at the Superintendent's discretion, be excused immediately after dismissal of students on days before vacation.
- D. Teachers may agree to work a flexible work schedule, which either starts up to an hour early or extends up to an hour later than the times identified in Section A. Any scheduled work time for teachers will be consecutive and not exceed the total work day length from Section A.
- E. Teachers will be required to work no more than one hundred eighty-<sup>Three</sup> ~~six~~ (183) days per school year. Up to two (2) days may be scheduled in the week before Labor Day.
- F. An Academic Intervention Service (AIS) class is recognized as a separate teaching assignment.

## **ARTICLE VII**

### **PERSONNEL FILE**

1. There shall be only one personnel file in which a teacher's individual employment record will be kept. This file shall include all written materials relating to a teacher's employment including, but not limited to: reports, evaluations, notations, etc. No other file relating to an employee shall be kept by the District. The District will designate the location of this file and its agent in charge of this file.

2. No material will be placed in the teacher's personnel file without prior knowledge of the teacher. Signing of this material only indicates that the teacher has seen the material but does not necessarily mean agreement with the content. No comments will be added after the teacher has affixed his/her signature. The refusal of a teacher to sign does not prevent entering material in the folder. However, the teacher can file a written answer to that item and attach it to the item in dispute. Such written responses must be submitted within fifteen (15) school days of the notification of placement of the material in the file.
3. The teacher will have the right, upon 24 hours notice, to review the contents of his/her personnel file and to be supplied with a copy of any material contained therein with the exception of confidential references. The date of this review will be duly recorded.
4. A teacher will be entitled to have a representative of the Association accompany him during a review of his file.
5. No material shall be placed in the personnel file of any teacher who is no longer in the employ of the District without written agreement by the formerly employed teacher or the Association President.
6. No classroom visitation by anyone other than administrative personnel will occur without two (2) days prior consultation with the teacher and prior approval by the Superintendent.
7. No notes, letters, complaints, or materials of any anonymous nature will be placed in a teacher's personnel file.
8. The District and the Association agree that the mandatory negotiable aspects of the District's Professional Development Plan and amendments, thereto, will be ratified upon implementation.
9. Unit members who are required to teach in more than one certification area (including the sciences except the initial two required certifications) in which they are certified will receive an additional seven hundred-fifty dollars (\$750) in annual salary.
10. Any new member in his/her tenure year will be notified by the District by May 1<sup>st</sup> of that year whether or not he/she will receive a Superintendents recommendation for tenure.

## **ARTICLE VIII**

### **ACTIVITIES BEYOND THE SCHOOL DAY**

1. Upon the prior approval by the Superintendent, an Association member will be reimbursed, at the IRS allowable mileage rate (for mileage), cost of meals, and lodgings, and any registration fees for attendance at meetings of an in-service or

school business nature. In-service trips and conferences in excess of a single day requiring lodging expenses, etc. must have the prior approval of the Board.

2. In the event the Superintendent has approved a conference day pursuant to Article IV of this Agreement at his discretion the District may bear all or part of expense of attending such conference.
3. (a) Any teacher who is requested by the Administration and personally agrees to attend conferences, workshops, in-service programs from June 30 to August 31, during the summer recess, will be paid at the rate of Eighty-five Dollars (\$85.00) or the certified substitute rate per day, whichever is higher. Any teacher requested by the Administration and who personally agrees to write and/or develop curriculum will be paid the Adult Ed extra duty hourly rate.
- (b) Expenses incurred for travel, meals, course materials shall be reimbursed by the district. Meal reimbursement in Cattaraugus, Allegany or Steuben Counties shall be limited to:

Breakfast	\$ 4.00
Lunch	\$ 6.00
Dinner	\$14.00

Outside of the above three counties, meal reimbursement shall be limited to:

Breakfast	\$ 6.00
Lunch	\$10.00
Dinner	\$20.00

- (c) Number three (3) does not include driver education.
- (d) The Superintendent will provide annually a list of approved in-service training or have approval on courses suggested by teachers. If such training is completed on days in which school is in session, the teacher will receive release time to attend. If the teacher attends on days in which he/she would not be required to work, the teacher shall receive compensation at the rate of Eighty-five Dollars (\$85.00) or the certified substitute rate per day, whichever is higher.

## **ARTICLE IX**

### **DISTANCE LEARNING**

With the understanding that technology should enhance the quality and relevance of the educational program, while insuring effective use of our resources, the District and the Association will support the use of educational technology and the delivery of instruction. This could include Distance Learning.

1. The use of the District Learning Program shall not directly cause any bargaining unit member to be laid off or reduced from full-time to part-time employment.
2. Teacher participation in the Distance Learning Program shall be voluntary.
3. Distance Learning Program positions will be posted.
4. Distance Learning equipment shall not be used to evaluate a teacher's performance; however, in personal observations of a teacher in the distance learning setting may be used in part of the evaluation process.
5. The districts receiving the transmitted lesson shall assume full responsibility and liability for the supervision and discipline of students in the receiving schools.
6. Tapes of lessons broadcast will be used by students only in the school year of origination. Tapes remain the property of both the District and the teacher and may be used by a teacher with District permission.
7. The teacher shall not be responsible for technical installation or maintenance of equipment utilized in the Distance Learning Project.
8. The grading of Distance Learning student participants shall be the domain of the instructor. However, the instructor shall not be responsible for translating grades into a component district's grading system.
9. Any sending class will have no more than twenty-five (25) students (all schools combined). Any course offered by the District in which six (6) or more Whitesville students are enrolled will be offered with Whitesville as the host school.
10. Any sending teacher who instructs a District approved course outside of the District's regular school hours will be reimbursed at the extra duty rate with preparation time also remunerated at one-half class time.
11. The Association and District agree to meet in May of the first full year of Distance Learning Instruction to review this section.

## **ARTICLE X**

### **EXTRACURRICULAR ACTIVITIES PAY SCALE**

- A. Each listed activity to be increased 6.0% in 2004-05, 5.0% in 2005-06, 5.0% in 2006-07 and 4.0% in 2007-08.

<u>SPORT</u>	<u>TIME</u>	6%	5%	5%	4%
		<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>
Athletic Director		\$1,978	\$2,077	\$2,181	\$2,268
Varsity Soccer	11 weeks	2,229	2,340	2,457	2,555
Varsity Basketball	15 weeks	3,040	3,192	3,352	3,486
Varsity Baseball	11 weeks	2,229	2,340	2,457	2,555
Varsity Softball	11 weeks	2,229	2,340	2,457	2,555
Modified Basketball	12 weeks	808	848	890	926
Varsity Cheerleading	15 weeks	1,272	1,336	1,403	1,459
Modified Cheerleading		405	425	446	464
Modified Soccer		808	848	890	926
Modified Baseball/Softball		808	848	890	926

5% *CCB* *JB*

The ~~negotiated increase~~ will be added to base salary for each year of service up to the following caps for each year:

	<u>Varsity</u>	<u>Jr. Varsity</u>	<u>Varsity Basketball</u>
2004-05	\$3,392	\$2,968	\$3,750
2005-06	3,562	3,116	3,938
2006-07	3,740	3,272	4,135
2007-08	3,890	3,403	4,300

Prior service in a sport will be added if an individual moves to a higher coaching level in that sport. JV coaches salaries will be seventy-five percent (75%) of varsity coaches salaries.

If a varsity coach's season should be extended as a result of a participation in sectional play, he/she will be compensated at the regular weekly rate after the first round of sectional play if a sport involves all section teams, extra pay will begin at the end of the regular season when all section teams are not invited. If varsity basketball season is extended by sectional play, then so is varsity cheerleading.

#### **OTHER ATHLETIC ACTIVITIES**

	6.0%	5.0%	5.0%	4.0%
	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>
<u>Boys &amp; Girls J.V. &amp; Varsity</u>				
Timekeeper (per game)	\$20.00	\$21.00	\$22.00	\$23.00
Scorekeeper (per game)	23.00	24.00	26.00	27.00
Shot Clock Operator (per game)	20.00	21.00	22.00	23.00
Monitor (Boys & Girls Varsity Basketball & Soccer)* (per game)	20.00	21.00	22.00	23.00

	<u>6.0%</u>	<u>5.0%</u>	<u>5.0%</u>	<u>4.0%</u>
	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>

**Boys & Girls Modified**

Timekeeper (per game)	\$18.00	\$19.00	\$20.00	\$21.00
Scorekeeper (per game)	21.00	22.00	23.00	25.00
Shot Clock Operator (per game)	18.00	19.00	20.00	21.00

\*only paid if Athletic Director or Superintendent are not present to monitor event.

Intramural Coordinator(s) (\$10/hour) (total yearly amount)	\$2,128	\$2,235	\$2,347	\$2,440
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**ADVISORS**

Seniors	\$1,586	\$1,665	\$1,748	\$1,818
Juniors	1,193	1,252	1,314	1,367
Sophomores	631	662	695	723
Freshmen	479	503	528	549
Eighth	404	424	445	463
Seventh	404	424	445	463

**CO-CURRICULAR**

	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>
Music Director (Band & Chorus)	\$1,327	\$1,393	\$1,463	\$1,522
Color Guard	159	167	175	182
Marching Band	345	362	380	395
National Honor Society	123	129	136	141
Jr. National Honor Society	59	62	65	68
Shrine Circus	118	124	130	135
Yearbook	1,455	1,528	1,605	1,669
Drama per production	459	482	506	526
Publications	273	287	301	314
Webmaster	872	916	962	1,000
DECA	250	263	276	287
Odyssey of the Mind	500	525	551	573

Five percent (5%) of the base salary will be added for each year of service for the above listed co-curricular activities.

	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>
Lunch Hour Room Monitor (Senior High)	\$ 863	\$ 906	\$ 951	\$ 989
Concert Monitors Sr. High (2)	36	38	40	41
Concert Monitors Elementary	30	31	32	33
Class Trip Chaperone (per night from approved list)	85	89	94	97

Extracurricular, co-curricular and advisor positions are assigned on a year-to-year basis by Board action.

The Superintendent agrees to negotiate with the Association to consider remuneration of additional extracurricular activities within the special skills of a teacher and the interests of students. However, the Superintendent can also recommend to the Board to add or discontinue any activity and negotiate a prorated payment of stipend for the activity discontinued based on the time and effort expended by the teacher.

It shall be at the discretion of the Superintendent and the Board of Education whether or not any of the positions mentioned in Article X shall be filled at any time during the life of the Contract. If a particular position is filled at any time during the life of the Contract, the position will be compensated in accordance with the above referred to Schedule.

The advisor, coach or co-advisor appointed to any of the above positions must attend all practices, games or functions unless excused by the Superintendent.

If two or more people perform any of the duties stated in this Article, the salaries shall be divided by the advisor responsible for the program or activity.

By May 1st of each school year, the District will distribute request forms to the faculty regarding their intention to coach and/or advise any activities. Within two weeks of this notice, faculty will return request forms to the Superintendent with their intentions. The Superintendent will submit a list of names along with his recommendations to the Board of Education for their approval. The Superintendent will notify the applicant no later than the July Board meeting of his/her status.

Coaches and extra-curricular advisors whose activity pays \$500 or more shall select a payment option and be reimbursed by either one separate check at the end of their activity or school year or two separate checks at mid-activity and at the end. The unit member must notify the district of his/her option and the midpoint of the season/activity if applicable.

### **Extra Duty**

Teachers who perform extra duty teaching or curriculum writing with the prior approval of the superintendent between June 30 and August 31 or during the school year between 5 p.m. and 11 p.m. shall be compensated at the rate of Twenty-two dollars

(\$22.00) per hour effective July 1, 2004 and Twenty-three dollars (\$23.00) per hour effective July 1, 2006. No more than six (6) hours per day of extra duty may be performed.

Extra Duty does not include for example chaperoning, faculty meetings, open house, parent-teacher conferences, extra curricula's, class advisor activities or monitors.

## ARTICLE XI

### SALARY SCHEDULE

#### A. Graduate Hours

Graduate hours will be paid at a rate according to the following schedule:

<u>Date Earned</u>	<u>Payment per Graduate Hour</u>
Prior to September 1, 1991	\$37.75
Between September 1, 1991 and August 31, 1998	\$42.00
Between September 1, 1998 and August 31, 2001	\$45.00
Between September 1, 2001 and August 31, 2004	\$47.00
Between September 2, 2004 and August 31, 2006	\$48.00
After September 1, 2006	\$50.00

1. Prior approval by the Superintendent is required for all courses taken after July 1, 1991. Approval forms are available in the District office. Approval of graduate courses for salary credit will be determined by the direct value of such course to children and their instructional needs. All credit-bearing graduate courses in the Education Department or in the subject field of the teacher's tenure area earned by attendance at accredited colleges or universities will receive approval.
2. The Board will pay new graduate hours on receipt by November 1st of each year of a transcript which shall be placed in the teacher's folder, and upon approval of the graduate credits.
3. A ceiling for payment of graduate hours will be sixty (60) hours if earned prior to September 1, 1993. Additional hours after September 1, 1993 increase the ceiling to seventy-two (72) hours. In computing the sixty (60), a Masters Degree will be treated as six (6) hours. For example: a teacher with thirty (30) hours plus Masters = thirty-six (36) hours with a ceiling still remaining at sixty (60) hours.
4. It will be the responsibility of the teacher to examine his/her folder and insure that the folder contains all necessary transcripts.
5. Effective September 1, 1998, a teacher may choose to receive tuition assistance in lieu of graduate hours payments for approved graduate hours. The District will pay the tuition costs for approved graduate courses up to a sum of Thirteen Hundred Dollars (\$1,300) per three (3) hour course for up to six (6) graduate credits (two 3-hour courses) per fiscal year. The District will pay for

undergraduate work with prior approval of the Superintendent. Graduate hours for which the District pays tuition costs shall not be eligible for graduate hour payments at any time in the teacher's future employment with the District. Courses compensated under this section require the prior approval of the Superintendent.

#### **B. In-service Credit**

1. (a) The Board of Education will pay in advance, tuition for all approved in-service credit. The Board of Education shall also reimburse a teacher mileage and books for in-service credit once approved by the Superintendent. The Superintendent must approve in advance all in-service courses for which the teacher desires tuition to be paid and reimbursement for mileage and books.
2. (b) The Board of Education will recognize voluntary in-service credit pre-approved by the Superintendent for purposes of graduate hour accumulation at the rate of 15 clock hours = 1 graduate credit. To be eligible for credit, the teacher must have attended on his/her own time and at his/her own expense without reimbursement from the District for any expense except mileage.

#### **C. Salary Provisions**

1. Credit may be given for military service, up to a maximum of three (3) years.
2. New hires may be given credit for prior documented teaching experience.
3. Except for conditions caused by 1 above, no new teacher will be paid more than present staff with similar experience.
4. Teachers hired prior to September 1, 1991 will be paid \$600 for a Masters Degree. Teachers hired on or after September 1, 1991 will not receive a stipend for a Masters Degree.
5. The starting salary will be the following:

<u>July 1, 2004.....</u>	<u>\$30,500</u>
<u>July 1, 2005 ....</u>	<u>\$31,600</u>
<u>July 1, 2006.....</u>	<u>\$32,750</u>
<u>July 1, 2007.....</u>	<u>\$33,600</u>

6. a. Effective July 1, 2004, base salary amounts for returning teachers will increase 5% plus \$446 over their 2003-04 base salary.
- b. Effective July 1, 2005, base salary amounts for returning teachers will increase 5% over their 2004-05 base salary.
- c. Effective July 1, 2006, base salary amounts for returning teachers will increase 5.0% over their 2005-06 base salary.

- d. Effective July 1, 2007, base salary amounts for returning teachers will increase 4.0% over their 2006-07 base salary.
6. Longevity Stipend – Effective July 1, 2004 the base salary of each teacher shall be increased by Twenty-five Dollars (\$25.00) and effective July 1, 2006 be increased by Twenty-six Dollars (\$26.00) for each year of credited service to the District.
7. In non-negotiating years, unit members shall receive salary agreements for the new school year in November. In years where negotiations are ongoing, such statements will be received as soon as reasonably possible after settlement and ratification by both parties.
8. The Superintendent and Association President will appoint an equal number of representatives to a committee to negotiate the negotiable aspects of the Mentoring Program.

## **ARTICLE XII**

### **SABBATICAL LEAVE**

The Board shall grant one summer sabbatical leave for graduate study or subject related travel. The Sabbatical is subject to prior Board approval of the study and/or itinerary. The Sabbatical is subject to the following conditions:

1. The leave shall be granted without restriction on grants for fellowship awards received. The leave, if more than one is requested, shall rotate in alternate years between a teacher from the elementary level (K-6) and a teacher from the secondary level (7-12) after seven (7) years of service within the system. When multiple applications from a level are received, the Board shall determine which applicant shall receive the leave with seniority a factor in consideration. The District reserves the right to grant additional leaves at their sole discretion according to their specific criteria.
2. Requests for Sabbatical leave shall be submitted by March 1 of the year prior to the leave.
3. A written statement of purpose and objectives on an Association/District co-designed form must accompany the application for leave in order to validate the request.
4. A person receiving a Sabbatical must obligate himself/herself to one (1) year of service in the District immediately following the conclusion of the leave or refund the Sabbatical leave pay within thirty (30) days.
5. A report and/or presentation on the Sabbatical will be presented to the Board within ninety (90) days after the completion of the leave.
6. No teacher shall be eligible for a second Sabbatical leave for seven (7) years.

7. The teacher will be compensated for up to six (6) weeks of study or travel at the rate of Two Hundred Fifty Dollars (\$250) per week in bi-weekly payments.
8. Any credits earned during a Sabbatical will not be eligible for graduate hour payment.

### **ARTICLE XIII**

#### **TEACHER ASSISTANTS**

Teacher Assistant(s) will be employed at the discretion of the Board to assist the Professional Teachers in the performance of their duties and aid in the overall instructional program. New York State Guidelines for Teacher Assistant duties and responsibilities will be respected.

Teacher Assistant must have completed at least two (2) years of college and/or possess an Associate's Degree. Starting salary shall be as follows:

- A. A Teacher Assistant must have completed at least two (2) years of college and/or possess an Associate's Degree shall be paid a salary equal to 50% of the starting teacher's salary for the current school year.
- B. A Teacher Assistant with a Bachelor's Degree shall be paid a salary equal to 85% of the starting teacher's salary for the current school year.

### **ARTICLE XIV**

#### **MISCELLANEOUS**

- A. This agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only by the voluntary, mutual consent of the parties in a written and signed Amendment to this Agreement.
- B. Any individual arrangement, agreement, or contract between the Board and a member of this unit, heretofore, executed, shall be subject to and consistent with terms and conditions if 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, or contract contains any language inconsistent with the Agreement, this Agreement for its duration shall be controlling.
- C. If any provision of this Agreement or any application of this Agreement to any teacher or group of teachers 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.

- D. Copies of this Agreement shall be printed at the expense of the Board within two (2) weeks after its execution and given to the Association for distribution. The Association will receive ten (10) extra copies for its use. New hires shall be mailed a copy when employed.
- E. Teachers will have the choice of taking their pay in twenty-one (21) or twenty-five (25) checks.
- F. Teachers will be entitled to payroll deduction for Credit Union, annuities, cafeteria plan, Association dues and United Way. The District will allow voluntary payroll deduction for AFLAC Supplemental Insurance for all unit members.
- G. IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AGREEMENT OF LAW OR BY PROVIDING ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

**ARTICLE XV**

**ZIPPER CLAUSE**

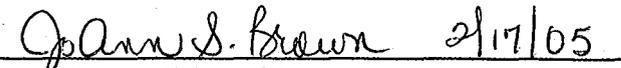
This Agreement shall constitute the full and complete commitments of both parties and settles all demands brought forward during negotiations by both parties.

**DURATION OF AGREEMENT**

This contract will go into effect on 12:01 a.m. on (Date of ratification") and will continue in full force and effect until midnight on June 30, 2008.

APPROVED AND ADOPTED BY THE BOARD OF EDUCATION OF THE  
WHITESVILLE CENTRAL SCHOOL, WHITESVILLE, NEW YORK 14897

By  2/17/05  
President, Board of Education

By  2/17/05  
President, Whitesville Teachers' Association

By  2/17/05  
Superintendent, Whitesville Central School