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Contract Database Metadata Elements

Title: **Queensbury Union Free School District and Queensbury Faculty Association (2006)**

Employer Name: **Queensbury Union Free School District**

Union: **Queensbury Faculty Association**

Local:

Effective Date: **07/01/06**

Expiration Date: **06/30/09**

PERB ID Number: **6014**

Unit Size: **304**

Number of Pages: **50**

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AGREEMENT

between

QUEENSBURY UNION FREE SCHOOL DISTRICT

and

QUEENSBURY FACULTY ASSOCIATION

JULY 1, 2006 - JUNE 30, 2009

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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AGREEMENT
between
QUEENSBURY
UNION FREE SCHOOL DISTRICT
and
QUEENSBURY FACULTY ASSOCIATION

ARTICLE I - AGREEMENT

This agreement made and entered into as of this first day of July, 2006, by and between the Chief School Officer of the Queensbury Union Free School District and the Queensbury Faculty Association (hereinafter referred to as the "Association").

ARTICLE II - RECOGNITION

The Board of Education hereby recognizes the Queensbury Faculty Association as the exclusive representative of all professional personnel, excluding the administrative and supervisory personnel and per diem substitute teachers. Per diem substitute teachers are defined as those working less than thirty (30) consecutive school days or not over thirty (30) consecutive school days in a given assignment.

ARTICLE III - PRINCIPLES

1. RIGHT TO JOIN OR NOT JOIN It is further recognized that the employee has the right to join, or not to join an employee organization, but membership shall not be a prerequisite for employment or continuation of employment of any employee. The District shall deduct from the salaries of those members of the bargaining unit who are not members of the Queensbury Faculty Association Local 2944, as submitted by the Association, a service fee (Agency Fee) equivalent to the dues paid by members of the Queensbury Faculty Association, Local 2944.

   The service fee shall be deducted in twenty (20) equal installments beginning with the second pay check of the school year and transmitted promptly to the Queensbury Faculty Association, Local 2944.

   It is agreed that the non-bargaining unit members hired by the School District for coaching or other activities listed in Article XVI of the parties' collective bargaining agreement shall be subject to the agency fee provision of the parties' collective bargaining agreement. The agency fee for such individual shall be 1/40th of Queensbury Faculty Association dues per week of such regularly scheduled activity.

   It is further agreed that such individual shall not be entitled to receive any benefit of the parties' collective bargaining agreement other than the salary listed in Article XVI of the agreement.

   Upon employee request, the District will make payroll deductions for NYSUT Benefit Trust. An employee will be allowed only two such requests a year, to begin and/or to stop.

2. AGENCY FEE INDEMNIFICATIONS The affected employee and the Association, jointly and severally, agree that except for cases arising out of the District's failure to make agency fee deductions or the making of inaccurate agency fee deductions, the Association will provide the District with legal counsel at no charge to the District. When the Association provided attorneys are used by the District, the affected employee and the Association agree to relieve the Board and District of any liability and indemnify and hold the Board members and District from any and all claims, demands, suits, or other forms of liability by reason of an action taken against the Board or the District pursuant to the provisions of this agency fee article. This clause shall not be construed to limit the Board or District from retaining its own legal counsel at District expense for representation in any action arising out of agency fee.

3. RIGHTS OF INDIVIDUALS

A. The official District professional employee personnel file shall be in the Central Office, or at a location in the school district determined by the Chief School Officer.

B. A unit member and/or his/her designee may inspect the contents of the unit member's personnel file upon request. Pre-employment materials are exempted.

C. A copy of any material in the unit member's personnel file will be made available free of cost upon request except such requests will be reasonable both in regards to the number of items to be copied and the number of unit members making the request at any one time.

D. Nothing may be added to this personnel file that has not been first given to the unit member. The unit member will sign and date said material indicating that he/she has seen it but in no way demonstrating an agreement as to its contents. In the event that a teacher refuses to sign any materials to be included in the file, an officer of the Association may be called upon to provide acknowledgment.

E. No material shall be placed in the unit member's file unless it is signed and dated by the author.

F. Each employee will be afforded the opportunity to confront any complainant before any record of complaint made by parents, student, or member of the community may be placed in the employee's file. The foregoing procedure shall not preclude the administration from making its own investigation of the complaint.

G. During each school year, any teacher may have any materials five (5) years old withdrawn from the file upon request. Pre-employment documents and formal evaluations are excluded from this section.

4. RESPONSIBILITY OF DISSEMINATION

A. A copy of the agenda of each meeting of the Board of Education will be made available to the Association representative.

B. A copy of the official minutes of each meeting of the Board of Education will be forwarded to the President of the Association, when available.

ARTICLE IV - AREAS FOR DISCUSSION & AGREEMENT

This recognition constitutes an agreement between the Board of Education and the Association to reach mutual understandings regarding matters related to terms and conditions of employment. The Board of Education and the Association recognize that Queensbury School District 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, Legislature and the courts in accordance with such statutes.

ARTICLE V - PROCEDURES FOR CONDUCTING NEGOTIATIONS

1. NEGOTIATING TEAMS - Designated representative(s) of the Board of Education will meet with the representative(s) designated by the Association for the purpose of discussion and negotiation. The negotiators shall furnish each other with data, information, reports, forms or materials that have bearings on negotiations.

2. OPENING NEGOTIATIONS - Upon request of either party for a meeting to open negotiations on a successor contract, a mutually acceptable meeting date shall be set not more than fifteen (15) days following such request. Such request shall be made between November 15 and December 15 in the last year of the existing contract. All issues proposed for discussion shall be submitted in writing by the Association at the first meeting. The Chief School Officer or his representative shall also submit in writing all issues upon which the Chief School Officer or his/her representative wish to negotiate at the first meeting. After the initial exchange of issues by both parties no new issues may be introduced by either party during that year's negotiating sessions. The second meeting and all necessary subsequent meetings shall be called at times mutually agreed upon by both parties.

3. NEGOTIATION PROCEDURES - Designated representative(s) of the Board of Education shall meet at such mutually agreed upon times with representatives of the Association for the purpose of effecting a free exchange of facts, opinions, proposals and counter proposals in an effort to reach mutual understandings. 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 meetings as described in paragraph 2 above, such additional meetings shall be held as the parties may require to reach an understanding on the issue(s). Meetings shall not exceed three (3) hours except by mutual agreement and shall be held at a time other than during the regular school day.

4. REACHING AGREEMENT - When consensus is reached covering the areas under negotiation, the proposed agreement shall be reduced to writing and submitted to the Association and the Board of Education for approval.

"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 THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL."

If any provision of this agreement or any application of the agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed to be valid and subsisting, except to the extent permitted by law but all other provisions or applications will continue in full force and effect.

Any existing Board policy, either written or understood, affecting terms and conditions of employment of faculty members, will continue to remain in effect unless specifically altered by this agreement.

ARTICLE VI - GRIEVANCE PROCEDURE

Section I - Declaration of Purpose

WHEREAS, the establishment and maintenance of a harmonious and cooperative relationship between the Board of Education and its teachers 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 through procedures under which members of the recognized unit and/or the Association 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 teachers 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.

Section II - Definitions

2.1 A Grievance is a claim by any teacher of an alleged violation of this Agreement with respect to its application or interpretation.

The parties agree that the only grievances which shall be arbitral hereunder shall be violations of this Agreement. Any other grievances shall follow the procedure filed under General Municipal Law (Chapter 554 of the Laws of 1962).

2.2 The term Building Principal shall mean the principal of the building responsible for the area in which an alleged grievance arises.

2.3 The Chief School Officer is the Superintendent of Schools of the Queensbury School District.

2.4 Association shall mean Queensbury Faculty Association.

2.5 Aggrieved Party shall mean the Association and/or any person in the negotiating unit filing a grievance.

2.6 Party in Interest shall mean any party named in a grievance who is not the aggrieved party.

2.7 Hearing Officer shall mean any individual or board charged with the duty of rendering decisions at any stage on grievances hereunder.

Section III - Procedures

3.1 Except at the informal stage all grievances shall include the name and position of the aggrieved party, the identity of the provision of law, this Agreement, policies, etc., involved in the said grievance, the time when and the place where the alleged events or conditions constituting this grievance existed, the identity of the party responsible for causing the said events or conditions, if known to the aggrieved party, and a general statement of the nature of the grievance and the redress sought by the aggrieved party.

3.2 Except for the informal decisions at Stage 1A, all decisions shall be rendered in writing at each step of the grievance procedure, setting forth findings of fact, conclusions and supporting reasons therefore. Each decision shall be promptly transmitted to the teacher and the Association by the hearing officer.

3.3 The preparation and processing of grievances, insofar as practicable, shall be conducted during the hours of employment. Reasonable effort will be made to avoid interruption of classroom activity and to avoid involvement of students in any phase of the grievance procedure.

3.4 The Board and the Association agree to facilitate any investigation which may be required and to make available any and all material and relevant documents, communications and records concerning the alleged grievance.

3.5 Except as otherwise provided in Articles 5.1A and 5.1B, an aggrieved party or his designated representative shall have the right at all stages of a grievance to confront and question all witnesses called against him, to testify and to call witnesses on his own behalf, and to be furnished with a copy of any minutes of the proceedings made at each and every stage of this grievance procedure.

3.6 No interference, coercion, restraint, discrimination or reprisal of any kind will be taken by the Board or by any member of the administration against the aggrieved party, any party in interest, any representative, and any other participant in the grievance procedure or any other person by reason of such grievance or participation therein.

3.7 If necessary, forms for filing grievances, serving notices, taking appeals, and making reports and recommendations, and other necessary documents, will be developed by the Association and Board of Education. The Chief School Officer shall then have them printed and distributed so as to facilitate operation of the grievance procedure. See attached "Appendix C" as to form.

3.8 All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

3.9 Nothing contained herein will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration and having said matter informally adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement and the Association has been given an opportunity to be present at such adjustment and to state its views. In the event that any grievance is adjusted without formal determination, pursuant to this procedure, which such adjustment shall be binding upon the aggrieved party and shall, in all respects, be final, said adjustment shall not create a precedent or

ruling binding upon either of the parties to this Agreement in future proceedings.

3.10 The grievant may choose whomever he wishes to represent him at Stages I, II and III of this procedure, except that such representative may not be a representative of a competing employee organization.

3.11 The Chief School Officer shall be responsible for accumulating and maintaining an Official Grievance Record which shall consist of the written grievance, all exhibits, transcripts, communications, minutes and/or notes of testimony, as the case may be, written arguments and briefs considered at all levels other than Stage 1A and all written decisions at all stages. Official minutes in summary form will be kept at Board expense of all proceedings in Stages 2 and 3. A copy of such minutes will be made available to the aggrieved party and the Association within one (1) week after conclusion of hearings at Stages 2 and 3. Either party will advise the appropriate hearing officer of any errors in said minutes within one (1) week. Any such claim of error in the minutes shall become a part of the Official Grievance Record and the hearing officer shall indicate the determination made respecting such claimed error. The Official Grievance Record shall be available for inspection and/or copying by the Aggrieved Party, the Association and the Board but shall not be deemed a public record.

3.12 The existence of the procedures hereby established shall not be deemed to require any teacher to pursue the remedies here provided and shall not, in any manner, impair or limit the right of any teacher to pursue any other remedies available in any other form.

Section IV - Time Limits

4.1 Since it is important to good relationships that grievances be processed as rapidly as possible, effort will be made by all parties to expedite the process. The time limits specified for either party may be extended only by mutual agreement.

4.2 No written grievance will be entertained as described below, and such grievance will be deemed waived unless written grievance is forwarded at the first available stage within fifteen (15) school days after the teacher knew or should have known of the act or condition on which the grievance is based.

4.3 If a decision at one stage is not appealed to the next stage of the procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this Agreement shall be barred.

4.4 Failure at any stage of the grievance procedure to communicate a decision to the aggrieved party 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.

4.5 In the event a grievance is filed on or after June 1, upon request by or on behalf of the aggrieved party, the time limit set forth herein will be reduced so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is possible.

Section V - Stages of Grievance

5.1 Stage 1: Building Principal

a. A teacher having a grievance will discuss it with his/her Building Principal either directly or through a representative, with the objective of resolving the matter informally. The Building Principal will confer with all parties in interest but, in arriving at his/her decision, will not consider any material or statements offered by or on behalf of any such party in interest with whom consultation has been had without advising the aggrieved party of his/her representative. If the teacher submits the grievance through a representative, the teacher may be present during the discussion of the grievance.

b. If the grievance is not resolved informally, it shall be reduced to writing and presented to the Building Principal. Within five (5) school days after the written grievance is presented to him/her, the Building Principal shall render a decision thereon, in writing, and present it to the aggrieved party and the Association. During this five (5) day period, the aggrieved party may decline to discuss the grievance unless his/her representative is present.

5.2 Stage 2: Chief School Officer

a. If the aggrieved party initiating the grievance and/or the Association is not satisfied with the written decision at the conclusion of Stage 1, a written appeal of the decision at Stage 1 with the Chief School Officer may be filed within five (5) school days after the aggrieved party has received such written decision. Copies of the written decision at stage 1 shall be submitted with the appeal.

b. Within five (5) school days after receipt of the appeal, the Chief School Officer, or his/her duly authorized representative shall hold a hearing with the aggrieved party, his/her representative and the Stage 1 hearing officer.

c. The Chief School Officer shall render a decision in writing to the aggrieved party and the Association within five (5) school days after the conclusion of the hearing.

5.3 Stage 3: Board of Education

a. If the aggrieved party and/or the Association are not satisfied with the decision at Stage 2, an appeal may be filed in writing with the Clerk of the Board of Education within five (5) school days after receiving the decision at Stage 2. The official grievance record maintained by the Chief School Officer may be available for the use of the Board of Education.

b. Within five (5) school days after receipt of an appeal, the Board of Education shall hold a hearing on the grievance. The hearing shall be conducted in executive session. The aggrieved party, his/her representative, the Stage 1 and the Stage 2 hearing officers are to be present.

c. Within five (5) school days after the conclusion of the hearing, the Board of Education shall render a decision, in writing, on the grievance. Such decision shall be promptly transmitted to the grievant and the Association.

Section VI - Arbitration

6.1 After such hearing, if the Association is not satisfied with the decision at Stage 3, and the grievance constitutes a violation of this Agreement, the Association may submit the grievance to arbitration by written notice to the Clerk of the Board of Education within five (5) school days of the decision at Stage 3.

6.2 Within five (5) school days after such written notice of submission to arbitration, a request for a list of arbitrators will be made to the American Arbitration Association by the aggrieved party. The parties will than be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.

6.3 The selected arbitrator will hear the matter promptly and will issue his/her decision not later than fourteen (14) calendar days from the date of the close of the hearing, or if oral 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 set forth his findings of fact, reasoning and conclusions on the issues.

6.4 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 a violation of the terms of this Agreement or such rules and regulations as are promulgated by the Commissioner of Education.

6.5 The decision of the arbitrator shall be final and binding upon all parties.

6.6 The costs for the services of the arbitrator will be borne equally by the Board of Education and the Association.

ARTICLE VII - LEAVES OF ABSENCE

1. SICK LEAVE

A. First year teachers and substitute contract teachers will receive 7-1/2 days of sick leave on September 1 and 7-1/2 days at midterm. Full-time teachers shall be entitled to fifteen (15) days of sick leave for each school year for: personal illness, quarantine, illness in immediate family, funeral other than immediate family.

B. Unused days of sick leave shall be accumulated without limit.

C. Part-time professional personnel will be granted a prorated number of days of sick leave.

D. Each teacher will be furnished with a statement of his/her accumulated sick leave to date no later than November of each year.

E. If any full-time teacher uses all of his/her accumulated sick leave due to a prolonged illness, he/she may request up to thirty (30) days on future anticipated sick leave allotments. Additional days beyond this may be granted upon recommendation of the Superintendent and the approval of the Board of Education. The employee will return not less than one-half of his/her annual accumulated sick leaves to the district per year.

F. Unit members who retire pursuant to the New York State Teachers Retirement System with at least 12 years of service in the Queensbury Union Free School District and who are members of the District Health Insurance Program at the time of retirement may elect to exercise one of the following options. Once an option has been implemented, changing options is not allowed.

OPTION I

One (1) month of free basic health insurance for each four (4) days of accumulated sick leave up to a maximum of 96 months (384 days accumulated sick leave) at the time of retirement.

OPTION II

One (1) month of free dental insurance for each two (2) days of accumulated sick leave up to a maximum of 96 months (192 days accumulated sick leave) at the time of retirement.

OPTION III

One (1) month of free basic health and dental insurance for each six (6) days of accumulated sick leave up to a maximum of 96 months (576 days accumulated sick leave) at the time of retirement.

The retiring unit member may designate the date on which their health insurance benefit begins. If the spouse of a unit member is also employed by the District, his/her sick leave will be applied in the same manner. There will be no further prorating. At the time of retirement, the unit member and/or unit member and spouse will receive in writing the aggregate number of months of health insurance in effect in the District. At the time when a contribution must be made, notice of the amount and dates of first and future payments will be forwarded to the retiree(s) by the District.

G. In the event of the death of an active employee, the District will automatically cover the cost of the first three (3) months of basic health insurance for the surviving/designated spouse. Additionally, if the employee has accumulated sufficient sick time, the District will cover the cost of basic health insurance up to a maximum of six (6) months. (i.e., six (6) months x four (4) days - 24 days accumulated sick leave).

H. A retiring teacher who has met the conditions outlined in (F) herein will also be eligible to exercise the following option:

The retiring teacher may elect to forfeit up to 100 days of accumulated sick leave payable at a rate of $50.00 per day (maximum benefit of $5,000). A teacher intending to exercise this option must submit an irrevocable letter to the Superintendent, stating the number of accumulated sick days to be forfeited, no later that February 1 of the last school fiscal year in which they teach. The option will be honored at the number of accumulated sick days stated in the aforementioned letter, if said accumulated sick time is still available on June 30 of said school fiscal year. Should a teacher have less time remaining, the benefit will be exercised for the remaining sick time. The payment to those exercising this option will be made within 90 days after the date of retirement. Any sick days forfeited by the retiring teacher and paid for by the School District may not also be used for the health insurance options in Paragraph (F) herein.

2. EMERGENCY LEAVE

A. In addition to the above (1.) not more than two (2) days absence per year, for such purposes may be approved.

B. Only absences for such emergency business that cannot be scheduled on other than a school day, and is not covered by other leave provisions, may be approved by the Superintendent.

C. Emergency leave absences may not be used for the purpose of extending a holiday, vacation or engaging in an activity for financial gain.

D. In the event that the request for absence for emergency business is of such a nature that the teacher would prefer not to discuss the matter with his/her immediate superior the request can be made directly to the Superintendent. In cases involving intimate personal concerns or where privacy is a matter of urgency, the Superintendent may grant the Emergency Leave to the teacher based solely upon the teacher's request for said leave.

E. In addition to the provisions of the emergency leave policy, supplementary time necessary for appearance in any legal proceeding or for the performance of jury duty may be allowed upon the written approval of the Superintendent. A teacher receiving such leave shall reimburse the School District for any fees he/she received as a juror or witness.

F. Upon request, the Queensbury Faculty Association Negotiations Committee will be provided annually with a list of reasons for which emergency leaves were granted and denied.

G. Emergency leave may be used for religious observances. In the event that such usage causes the unit member to exceed the two emergency days provided, he/she will be allowed one additional, paid emergency leave day.

I. If an employee uses only one (1) emergency day and the aforementioned day is used for religious purposes or if an employee uses no emergency days during a school

year, the two (2) unused emergency days will be accumulated as one day of additional sick leave to be added to the employee's sick leave the first day of the following school year.

3. BEREAVEMENT LEAVE

A. In the event of death in the immediate family (mother, father, husband, wife, children, brother, sister, grandparents, grandchildren, in-laws: mother, father, brother, sister, son, daughter, step-children) bereavement leave of up to five (5) consecutive school days, exclusive of summer vacation, will be granted with pay for each occurrence. These days are to be used within 15 calendar days of the death of any immediate family member covered by this provision except if some of the five (5) days are needed for spring internment, and shall not be accrued from one school year to the next school year. Attendance at any other funeral shall be considered the same as a day of personal illness, except K-5 regular education classroom teachers and self-contained special education classroom teachers will be allowed paid funeral leave to attend the funeral of the teacher's student, the student's sibling, or the student's parent. A District developed form to document bereavement leave and paid funeral leave will be implemented.

4. CHILD REARING LEAVE

A. Any teacher is entitled to apply for unpaid child rearing leave in accordance with provisions of law and Board policy. An unpaid child rearing leave for a period up to ten months after the birth or adoption of a child up to seven years of age for the purpose of caring for such child will be granted by the Board of Education.

B. A child rearing leave shall not count toward the fulfilling of probationary requirements; however, such leave shall not result in the loss of any "probationary time" earned prior to the start of such leave.

C. A teacher returning from child rearing leave will be placed on a salary schedule according to the teacher's credited years of service and will return to the teacher's area of certification. If the leave was begun between February 1 and August 21, the teacher will be placed in one level higher than that in effect at the beginning of the leave.

D. A teacher requesting child rearing leave shall be required to: (1) notify the immediate supervisor of the request at least five months prior to the anticipated commencement of the leave unless adoption is involved in which case the teacher will give notice of one month if there is no way of meeting the five month requirement; and (2) notify the superintendent of the teacher's date of intention to return to work. Failure to so notify the superintendent, or acceptance of a position in another school system by the teacher, will automatically terminate such leave and shall constitute resignation.

E. Sick leave may not be used for child rearing purposes or as part of any child rearing leave.

5. SABBATICAL LEAVE

The Board of Education may grant sabbatical leave on the following basis: application

for sabbatical leave will be submitted for consideration to the applicant's immediate supervisor and the Superintendent. Recommendations will then be submitted to the Board of Education for consideration. The applicant must have completed seven (7) years in the system and must agree to the following terms:

A. Sabbatical leave of one (1) year or one-half (½) year, with payment in either case at one-half (½) pay.

B. Return to the system for a minimum of two (2) years immediately following his/her leave.

C. Application made by February 1 and applicant informed on action taken no later than April 1. (The applicant may request of the Board of Education the reasons for refusal to grant sabbatical leave.)

If the sabbatical leave is granted, the recipient and the Board of Education must sign a written agreement to the following conditions:

I. Upon completion of sabbatical leave, the recipient will return to the system and be placed in his/her area of certification. The one exception to this arrangement would be if the sabbatical had been granted so that the recipient might pursue courses which would be beneficial in assuming a new position within the system. The arrangement would have to be made before the sabbatical leave of absence and signed by both the Board of Education and the recipient.

II. During the sabbatical leave, the benefits of the recipient will accrue as if he/she were teaching in the system.

III. Payment for sabbatical leave will be made to the recipient at regular intervals rather than in one lump sum.

In order to protect both the Board of Education and the School District, the recipient must sign an agreement to reimburse the Board of Education any and all monies received from the district during the leave if he/she fails to return for the required number of years immediately following the termination of his/her sabbatical leave.

6. OTHER LEAVES OF ABSENCE

A. Visitations and Conferences - Teachers will be entitled to the following absences with pay each school year in addition to the sick leave and emergency leave specified and are non-accumulative.

Three (3) days will be allowed, for the purpose of visiting other schools or attending meetings or conferences of an educational nature, upon written approval of the Superintendent.

B. Military Leave - Will be granted as provided by Military Law. Upon return from such leave, a teacher who has completed at least one (1) year of service prior to induction by Selective Service Law requirements will be placed on the salary schedule at the level he/she would have been had he/she remained actively employed in the school system during the period of military service. Such salary credit shall be

limited to a maximum allowance of two (2) years.

Any military service rendered previous to July 1, 1972 shall not be allowed under this policy.

C. Leaves Without Pay - A person applying for such a leave shall be notified of the decision of the Board of Education in writing. Upon completion of the leave, the recipient will return to the system and be placed in his/her area of certification.

7. APPLICATION FOR LEAVE - All requests for leaves or extensions or renewals of leaves will be applied for and responded to in writing.

8. NOTIFICATION OF RETURN TO SERVICE - A teacher on leave of absence shall notify the Superintendent as to his/her intention to return to service at least five (5) months prior to the expiration date of such leave or at the time of leave, whichever is less.

ARTICLE VIII - PHYSICAL EXAMINATIONS

Teachers are encouraged to have a physical examination at least once every two (2) years and have a copy of these reports filed with the school physician. If the Board of Education requires a teacher to have a physical examination, the examination will be by a school appointed physician and the cost borne by the Board of Education. However, if the teacher wishes, he/she may consult his/her own physician and meet the expenses of the examination himself/herself.

The Board of Education requires evidence of good health prior to beginning service. A medical form is provided and must be completed by the physician making the examination. This post-offer pre-employment physical examination shall be provided at the teacher's own expense.

All employees may be required to have a Monteux test, Patch test or Chest X-Ray (tuberculosis) every two (2) years. A report of same shall be sent to the school physician.

ARTICLE IX - INSURANCES

A. The following insurance coverages will be made available to eligible employees as follows:

1. Health Insurance
The health insurance of the School District will be the Blue Cross Matrix, Plan C, as offered through the WSWHE BOCES Consortium, or an equivalent plan or better, by mutual agreement of the parties. Blue Cross PPO, or an equivalent plan or better by mutual agreement of the parties, will be offered as an alternative health plan. This coverage also applies to substitute contract teachers who are hired for an anticipated term of six (6) months or more.

2. Dental Insurance
The dental insurance of the School District will be the Blue Cross Empire's Dental Plan as offered through the WSWHE BOCES Consortium, or an equivalent plan or better, by mutual agreement of the parties.

3. Prescription Drug Insurance
The prescription drug insurance of the School District will be the plan as offered through the WSWHE BOCES Consortium (Matrix $5 co-pay: PPO varies $5 for

generic, $15 brand and $25 non-formualary) or an equivalent plan or better, by mutual agreement of the parties.

4. Vision Care
The School District will provide deduction from unit members if the Association decides to participate in a vision care program. The School District will not incur any premium expense.

B. For the health insurance, dental insurance, and prescription drug insurance, commencing July 1, 2002, the School District will pay 90% of the respective premiums and the enrolled employee will pay 10% of the respective premiums by payroll deduction.

Commencing July 1, 2006 the cost sharing of the health plans and the separate prescription drug plan with the Matrix plan will be as follows:

	PPO	Matrix and Separate Rx Plan
2006-07	90-10% (employee)	90-10% (employee)
2007-08	89.5-10.5% (employee)	86.5-13.5% (employee)
2008-09	89-11% (employee)	86.5-13.5% (employee)

The cost sharing of the dental insurance plan will be as follows:

2006-07 – 90-10% (employee)
2007-08 – 89.5-10.5% (employee)
2008-09 – 89-11% (employee)

The enrolled employee will contribute toward the June and July premiums in May each year and toward the August and September premiums in June each year.

C. Premiums for health insurance will be paid by retired employees in the amount of 35% of the cost of the premiums for the health insurance coverage. For unit members who retired at the conclusion of the 1989-90 school year and through June 29, 2008, premiums for prescription drug insurance will be paid by the retired employee in the amount of 10% of the cost of the premiums for prescription drug insurance effective July 1, 2002 and thereafter. However, effective June 30, 2008, all employees retiring on or after June 30, 2008, shall pay 35% of the cost of the premiums for the health insurance plan and any separate prescription drug insurance plan.

D. Any duplication for benefits due to no-fault auto insurance shall be prohibited.

E. WORKERS COMPENSATION

Whenever a regularly employed teacher is absent from employment and unable to perform his/her duties as a result of personal injury caused by an accident occurring in the course of his/her employment for which he/she is eligible to receive Worker's Compensation salary payments, he/she will be paid his/her full salary for a period of up to five months less the amount of any Worker's Compensation award for disability as a result of said injury. If such employee only receives payment from Worker's Compensation for a medical bill, such employee will be paid his/her full salary for the absence on the day on which the medical bill was incurred as a result of said injury, as well as up to six (6) additional consecutive calendar days (a maximum of 4 additional

school days), provided such employee submits a physician's statement verifying the medical reason for the employee's absence resulting from said injury. No part of such absence will be charged to the employee's annual or cumulative sick leave. However, if no Worker's Compensation medical or salary payments are received by the employee or if the employee is determined to be ineligible for Worker's Compensation, he/she will only receive payment for such absence through the employee's annual or accumulated sick leave, if eligible per Article VII and if any such leave balances are available. If no such leave is available, the employee's salary will be reduced by 1/200th of the employee's salary for each day or partial day that the employee was absent. The Board of Education may require the employee to have a reasonable number of physical examinations by a physician selected by the Board of Education and prior to the determination to return to work, the employee may require consultation between the employee's physician and the school physician. The Board of Education will provide reimbursement for all legal fees for repair or value, whichever is less, of clothing and personal effects damaged or destroyed during the course of an accident to the employee as a result of an assault suffered by a teacher while the teacher was acting in the discharge of his/her duties within the scope of his/her employment, provided the loss is not caused by negligence of the claimant. Personal effects will not include automobiles and/or other vehicles.

F. WELLNESS COMMITTEE

The District will contribute up to $5,000 annually toward a Wellness Program.

G. FLEX BENEFITS

The District provides an IRS 125 Health Benefits Program for employee health insurance contributions. For employees who wish to enroll in expanded "cafeteria" coverage, the District will be responsible for administrative costs up to $2.00 per person per month in enrollment. Any additional charge will be the responsibility of the employee.

ARTICLE X - SALARY PAYMENTS

1. SALARY PAYMENTS

The salary payment schedule is attached (APPENDIX B) for the 2006-07 school year. The 2007-08 and 2008-09 payment schedules will be adopted following approval of the school calendar and provided to unit members at the beginning of each school year.

*Special ½ check for teachers who have requested it.
**End of the year check for late activities.

It is understood that those members of the unit who so desire may request that their first payment in September be divided in two with approximately one-half being paid the first week of school and one-half being paid the second week of school. This request must be made on a form to be submitted to the Central Business Office by August 15th prior to the opening of the school year in question.

Section 3101 of the Education Law requires that teachers earn money on a yearly prorated basis with one-tenth being earned for each month employed. Teachers have the privilege of requesting payment divided equally over the number of payroll dates, less

legal deductions, or being paid 1/26 of their annual salary, less legal deductions, each of the payroll periods except the last, when the balance of money owed by the District will be paid. The school year is hereby defined as being 10 months. Any deductions for membership in the District health insurance plan will be made twice each month. Deductions for health insurance for July, August, and September are made from the May and June checks.

ARTICLE XI - SALARY DEDUCTIONS

1. Participation in Teachers Credit Union.

The Board of Education agrees to accept voluntary deductions from the salary of persons covered by this Agreement for participation in the Tri-County Teachers (TCT) Federal Credit Union. Deductions will be deposited with the TCT Federal Credit Union and recorded on the Employee's Earning Record.

1A. The Queensbury School District agrees to deduct from the salaries of teachers dues for the Queensbury Faculty Association, the New York State United Teachers Association, and the American Federation of Teachers or any one or more of these associations as said teachers individually and voluntarily authorize the School District to deduct, and to transmit the monies promptly to the Queensbury Faculty Association. Teacher authorizations shall be in writing in the form set forth below:

SAMPLE

"Payroll Deduction Authorization"

Social Security Number _____

Last Name _____ F _____ M _____

District Name _____

Association _____

Total Amount to be Deducted _____

To the Board of Education:

I hereby authorize you, according to arrangements agreed upon with the above Association, to deduct from my salary and transmit to said Association, dues as certified by said Association for those organizations indicated below. I hereby waive all right and claim to said monies so deducted and transmitted in accordance with this authorization and relieve the Board of Education and all its officers from any liability therefore. I revoke any and all instruments heretofore made by me for such purposes while I am employed in this school system, or until revoked by me in writing.

Member

Signature _____ Date _____

2. Deductions referred to in paragraph 1 shall be made in twenty (20) equal installments beginning with the second pay period in September.

3. The Association will compile a list of all those who have authorized deductions prior to the first payroll of the year accompanied by the individual's authorization referred to. The particular deduction taken by each member will be listed and a total to be deducted for each organization's dues from every member will be computed. This will insure that the Faculty Association and the Business Office are in accord on amount to be transmitted. Any differences in figures will be reported by the Business Office to the Faculty Association prior to the preparation of the second payroll.

4. An employee may withdraw his/her authorization only by written notice received by the Queensbury School District. The Queensbury School District will notify the Association of any deletions to the payroll deduction list.

ARTICLE XII - STANDARDS AND PROCEDURES FOR IN-SERVICE COURSES

1. The intent of this policy is to encourage teachers to continue their education in order that they may enhance their teaching effectiveness and acquaint themselves with new educational concepts and techniques in their fields.

2. These goals may be accomplished through two types of classes - extension courses offered by accredited colleges and locally sponsored in-service courses.

3. When college extension courses fail to meet the needs of the teachers, interested faculty may request the Board of Education to secure qualified instructors and to provide necessary housing for in-service courses which they feel will be of value.

   A. If the Queensbury Board of Education or any other group or agency underwrites the cost of the course, the individual will receive no credit toward salary adjustment. However, if the teacher provides the funds required for instructional expenses, salary credit will be granted equal to that given to college accredited courses. If no cost is incurred by either party, salary credit will be given.

   B. Queensbury teachers will have the first chance to enroll in these courses. However, after Queensbury teachers have been given sufficient opportunity to enroll, the course may be opened to area teachers.

4. Any course to be counted toward salary increment adjustment must meet the following requirements:

   A. The course must be approved in advance by the administration and the school board to assure that its content is practical and will enable the classroom teacher to improve his/her skill in his/her teaching area.

   B. Any credit hour course acceptable for college credit will be acceptable for credit hour payment.

5. If other schools in the area offer in-service courses meeting the requirements, teachers may request administrative and board approval so that they may receive salary credit for them.

6. There will be no salary allowances for in-service credits earned prior to 09/01/68.

7. Any teacher who is not certified in his/her respective field may take in-service courses, but salary credit will not be granted for such courses.

ARTICLE XIII - ACTIVITY PAY

As a means of providing extra pay for extracurricular activities, the Board of Education hereby establishes four categories or classes of activities. Each of these categories will have its own criteria.

At the beginning of the year, teachers who wish to lead an activity will come to an agreement with administrators on the number of hours the activity is to take. These hours will not be exceeded unless there are extenuating circumstances, in which case, additional hours of time must be pre-approved by the School Superintendent or his/her designated representative and the chief negotiator of the Queensbury Faculty Association or his/her designated representative after being presented said circumstances.

A committee representing administration and faculty will meet with advisers to decide on appropriate classes for all existing activities on or about February 1 and May 1 (depending on whether or not the activity has been completed prior to submission date).

Anyone interested in being an adviser of an activity should submit an application by May 1st.

Each applicant will receive written notification as to the administrative decision by May 31st of the current school year.

Advantages: This arrangement will allow an adviser to seek additional remuneration if his/her activity increased in size and scope. It will also provide a means of reducing remuneration if an organization becomes less active. Advisers of new clubs and activities may request assignment to their appropriate class.

CLASS A

Criteria

1. The adviser devotes at least 200 hours to the activity.
2. Most of these hours are after school, although the adviser will utilize time during the school day when possible.
3. The end result of the activity is a production, publication or service the very nature of which is proof of the hours or preparation involved.
4. The adviser assumes responsibility for an activity which is viewed and evaluated by the public and provides a major contribution to the total school program.

CLASS B

Criteria

1. The adviser devotes from 125-200 hours to the activity.
2. Most of these hours are after school, although the adviser will utilize time during the school day when possible.
3. The end result is a minor, not a major, activity with less time and effort required in preparation than a Class A activity would involve.
4. The activity may or may not be public, but is deemed a worthwhile part of the school program.

CLASS C

Criteria

1. The adviser devotes from 50-125 hours to the activity.

2. Some of these hours are after School, although the adviser will utilize time during the school day when possible.

3. Adviser assumes responsibility for projects of various kinds during the school year.

4. The activity may not involve the public, or even the entire student body, but does serve a need.

CLASS D

Criteria 1. The advisor devotes from 25 to 50 hours to the activity. New clubs must receive authorization from the building principal. (i.e., Service groups, new clubs, etc.)

An activity which meets most, but not all of the requirements of one class, will be placed in the next lower class.

PAY ALLOWANCES

	2006-07 and 2007-08	2008-09
CLASS A	$2,615	$2,798
CLASS B	$1,664	$1,780
CLASS C	$1,125	$1,204
CLASS D	$482	$516

ARTICLE XIV
COMPENSATION FOR ASSIGNED CHAPERONING OF SCHOOL FUNCTIONS

1. Home and Away Events

   $15.00 per hour (on the half hour) for 2006-2009. Any event where chaperons do not ride buses is considered as a home event for pay purposes only.

2. Advisors

   Advisors will not be paid additional amounts beyond pay for being the advisor to chaperone school functions for which the advisor is responsible. It is understood that the respective advisor will chaperone the dances that are sponsored by the organization being advised.

ARTICLE XV - OBSERVATIONS AND EVALUATIONS

The following procedures shall be used in the observation and evaluation of the performance of Queensbury School professional staff members.

All evaluation procedures in the agreement will include the following:

A. All classroom observations shall be conducted during hours of employment and in full view of the unit teacher.

B. Within ten (10) school days, excepting absence, the observer shall have a conference with the teacher at which time they shall constructively review the observation.

C. The teacher shall have the opportunity to add any comments to the observation form and sign it to acknowledge only that he/she reviewed the form. This item will be completed within five (5) school days after the follow-up conference.

D. The teacher shall receive a copy of the form that included his/her comments and signature.

E. Probationary teachers will be observed a minimum of three (3) times each year. If requested by the probationary teacher, a fourth (4th) observation must take place.

F. Each observation will be for a reasonable uninterrupted period of time during the teaching period.

G. Any teacher may directly request an observation be made by the Superintendent.

H. Observations for the purpose of evaluation, will be performed by certified administrative personnel only.

I. Non-tenured teachers, for whom formal evaluations will be submitted by April 1st in any given school year, will be observed a minimum of three (3) times. The three (3) required observations will have a time span of at least two weeks between each observation and excludes any demands on the Superintendent. Observations will be completed prior to March 15th of the year of record. Those on sick leave at deadline time will be an exception to the above. Tenured teachers having an annual performance review need only be observed once each year.

J. All non-tenured teachers will be evaluated using Form in Appendix A1-A3.

One third of the tenured teachers on a rotating basis will be evaluated using Form A4-A5. A tenured teacher may be required to be evaluated using A4-A5 at any time.

The remaining tenured teachers may elect to be evaluated on Form A7-A8. Each teacher must indicate to the building principal their choice of the non-traditional type by the end of September on the form provided (A-6). Faculty selecting the non-traditional reviews will be given a planning form (A-7) to be completed with the principal prior to December 1. This will contain the details of the non-traditional review. The final evaluation will be completed on Form A-8 by May 1.

K. The evaluation conference for non-tenured teachers will be held by April 1st, and for tenured teachers will be held by May 1st, and will serve as a summary of the year.

1. The teacher will have the opportunity to add any comments to the evaluation and his/her signature will only acknowledge that he/she has reviewed the evaluation.

2. The teacher and the building principal will each receive one (1) copy that includes the signatures and comments.

3. The original will be placed in the teacher's personnel folder.

4. It is further agreed that a portion of the evaluation shall be in a narrative form and a copy of the form currently being used is attached as "APPENDIX A1 - A8.

ARTICLE XVI - ATHLETIC ASSIGNMENTS

1. Coaching assignments, for which an additional stipend is to be paid, are available to any qualified faculty member. Anyone interested and qualified will have an opportunity to apply and be given consideration for coaching assignments.

2. In the event that a coaching position is not filled, notice will be provided all the faculty personnel of the vacancy through posting.

3. All physical education personnel are responsible for administering and conducting the intramural program and should participate in the coaching of one or more interscholastic sport.

4. In making coaching assignments, the Board of Education and administration will consider the recommendations of the Director of Physical Education and Athletics, the experience, the past performance, and the ability of the individual to carry this assignment beyond his/her basic responsibility as a teacher. A unit member will receive first consideration in the interviewing process. When a unit member applies for a coaching position and a person outside the unit is appointed, reasons for the outside appointment will be given, upon request, by the School District Administration to the Association.

5. Athletic assignments are made on a year-to-year basis. A person presently involved in a coaching assignment will be notified in writing by the Director of Athletics as to his/her reassignment for the following school year or termination of assignment according to the following schedule:

Fall Sports	- End of March
Winter Sports	- End of April
Spring or Year-Round Sports	- End of June: prior to last regular paycheck.

6. A staff member who is currently working in a particular coaching assignment will be moved to the next step that is provided on the fee schedule. Present remuneration will continue for anyone currently receiving more than the schedule provides.

   A staff member who is new to the District and has coaching experience in another school district, or a staff member who has been assigned to a coaching responsibility at another level and is now reassigned to another coaching position will have his/her previous coaching experience evaluated by the Director of Physical Education and Athletics and the Superintendent for the purpose of placement on the fee schedule.

7. In order to present an expanded, sound program of intramural sports in the Middle School and High School, a fee schedule of $13.00 per hour for the first hour, and payment for the second hour will be $9.00 per hour for the duration of the contract. The time requirements will be established by the Director of Physical Education and Athletics.

Each physical education teacher will be responsible for two assignments each school year in the intramural program, or will coach two sports or will be responsible for one intramural and one sport. If the physical education teacher selects the intramural option, said assignments will be made by the Athletic Director.

All teachers will receive the aforementioned salary for each actively conducted activity.

Physical education personnel are encouraged to coach interscholastic sports in addition to their intramural assignments.

8. In the event that an interscholastic coaching position is created after the Coaching Salary Schedule has been negotiated, the following procedure will be followed:

   A. A committee will be formed consisting of two coaches, the principal of the involved students and a member of the Association's negotiating team.

   B. It shall become the duty of this committee to recommend to the Superintendent the placement of the coaching position on the existing salary schedule.

      Salary Schedules are found on Appendix D1-D2.

9. Any unit member who moves from intramural pay schedule to the coaching pay schedule for the same activity, will not receive less money than he/she would have for the original intramural activity for the specified season covering that activity.

ARTICLE XVII - SENIORITY

1. Seniority as used for teachers as it applies to layoffs, or recall, should be defined as length of continuous service within the tenure area in the District.

2. In the event a teacher's services are to be terminated due to the abolishment of his/her present position, the teacher will be notified personally by April 1st.

3. In the event a professional vacancy occurs, teachers on the preferred eligibility list and the President of the Association will be notified by certified mail.

ARTICLE XVIII - TEACHING ASSIGNMENTS

Each hired professional staff member shall receive annually by May 30th a tentative statement of employment, specifying the grades and/or subjects he/she will teach and any special or unusual classes for the next school year. However, the administration reserves the right to make changes in assignments for reasons such as, but not limited to, summer school results, enrollments, resignations.

ARTICLE XIX - PARAPROFESSIONALS

Paraprofessionals or aides may only be assigned in a teacher's classroom with the teacher if the

teacher gives consent. While in the classroom, the paraprofessional or aide will be directed by the teacher. For evaluation of non-instructional employees the Association agrees to the following:

1. Members of the bargaining unit will participate in an informal conference with the appropriate administrator and the non-instructional employee(s) with whom they work.

2. This informal conference will be a part of the evaluation process for non-instructional employees.

3. Members of the bargaining unit will not be required to formally evaluate non-instructional employees nor sign any evaluation document for non-instructional employees.

4. The informal exchange between the administrator and bargaining unit member regarding the performance of the non-instructional employees will continue as in the past.

5. Some form of informal exchange (as in #4) should take place prior to the informal conference (in #1).

6. Administrator will seek other input into the performance of non-instructional employees.

7. The final evaluation of a non-instructional employee will be more than a transcript of the informal conference.

ARTICLE XX - SELECTION OF ADMINISTRATORS

The Association and the Board hereby agree that for the smooth and efficient functioning of our School District it is necessary that the Administrators be compatible not only with the philosophy of the Board of Education, but also with the philosophy held by the teaching staff as expressed through its Association.

Therefore, the Association involvement in the selection of a Superintendent, Building Principal or Assistant Principal will be as follows:

1. The Board will follow its policy of advertising the vacancy and interviewing candidates.

2. After the initial screening, a committee of teachers, not to exceed three (3), selected by the President and the Representative Council of the Association, will verbally participate in an interview of the candidate(s) interviewed by the Board.

ARTICLE XXI - FAIR DISMISSAL

1. Dismissal of a teacher because tenure is not to be granted will follow regulations as set forth by law. (#3031)

2. A teacher will, if he/she so desires, be granted a hearing before the Board of Education in order to directly or through representatives put forth arguments in rebuttal to a non-tenure recommendation.

3. The hearing will not be subject to the Grievance Procedures of this Agreement.

ARTICLE XXII - TEACHER TRANSFER

1. GENERAL

A. Notification of all vacancies in positions in the District requiring teaching or administrative certification will be supplied to the President of the Queensbury Faculty Association and posted in faculty rooms.

Teaching position vacancies will be posted at least seven (7) calendar days in advance of hiring if the District receives thirty (30) calendar days notice of the vacancy. If the notice to the District is less than thirty (30) calendar days, at least two (2) calendar days notice will be given.

B. During the summer recess for regular faculty members, notification of all vacancies, as referred to in A, will be supplied to the President of the Queensbury Faculty Association and posted near the teacher mailboxes in each of the offices.

2. INVOLUNTARY TRANSFER

A. An involuntary transfer or reassignment will be made only when necessary and in the best interest of the school system as determined by the administration.

B. An involuntary transfer shall be made after a meeting between the teachers involved, the building principal and the person or persons responsible for the transfer, at which time the teacher will be notified of the reasons which shall be based on sound educational policy as determined by the administration. In the event that a teacher objects to the transfer or reassignment at this meeting, he/she may request a meeting with the Superintendent to discuss the matter.

ARTICLE XXIII - LUNCHTIME

Every teacher will be given a thirty (30) minute duty free lunch period.

ARTICLE XXIV - DURATION

The provisions of this Agreement, shall not be given any retroactive effect, except that they shall be effective as of July 1, 2006 through June 30, 2009.

ARTICLE XXV - SALARY SCHEDULES

The salary schedule, attached hereto (APPENDIX E, F, G) and made a part hereof, shall be the official salary schedules effective July 1, 2006.

A. RETIREMENT PROVISION

1. a. In order to receive the incentive payment, the teacher must: (1) have at least 20 years of full-time service in the District, exclusive of unpaid leaves, at the time they are first eligible for a full retirement benefit from the New York State Teachers' Retirement System; (2) submit an irrevocable written resignation for retirement purposes no later than February 1 prior to the date of first retirement eligibility or up to three years prior to the date of first retirement eligibility. The method of remuneration for those using one year's notice will be the School District making a $20,000 employer contribution to the employee's account in a §403(b) plan sponsored by the School District payable 90 days after the date of retirement. The following will be the schedule of employer contribution to the employee's account in a §403(b) plan sponsored by the School District for those receiving phased-in payments:

PAYABLE PER YEAR

Notice Requirement	3rd Yr. Prior	2nd Yr. Prior	1st Year Prior
3 years	$ 6,667	$ 6,667	$ 6,666
2 years		$10,000	$10,000
1 year			$20,000

1. b. The full retirement will be waived if a teacher takes a disability retirement as defined in the New York State Teachers' Retirement System and fulfills the twenty (20) year District service retirement.

1. c. It is understood that the District, with the mutual agreement of the employee and the District may extend the first date of retirement eligibility to the end of the year.

2. The retirement provisions contained in Article XXV, A. herein shall "sunset" and be of no further force and effect after June 30, 2009 unless the School District and the Association agree, in writing, to extend the retirement provision beyond said date. In the event that no new agreement is reached, the provisions of Article XXV, Retirement, in the prior original 1998-2002 Collective Bargaining Agreement (prior to the December 13, 1999 Addendum) shall then be reinstated and become effective after June 30, 2009. Eligible persons retiring by June 30 prior to the sunset provision date, will be paid.

B. SUMMER CURRICULUM COMMITTEES

2006-09	$21.00

C. DEPARTMENT CHAIRPERSONS, AND GRADE LEVEL LEADERS

Responsibility	2006-07	2007-08 and 2008-09
K-12		
Art	$3,200	$3,400
Guidance	$3,500	$3,500
Library	$1,800	$1,800
Music	$4,200	$4,400

Gr. 6-12		
Family & Consumer Sciences	$1,800	$1,800
Occupational Ed. (Technology and business)	$3,200	$3,320
Gr. 9-12		
English	$3,720	$3,940
Math	$3,720	$3,940
Science	$3,720	$3,940
Social Studies	$3,720	$3,940
Foreign Language	$3,720	$3,940
Special Education	$3,200	$3,400
Gr. 6-8		
English	$2,475	$2,715
Math	$2,475	$2,715
Science	$2,475	$2,715
Social Studies	$2,475	$2,715
Responsibility		
Special Education	$2,475	$2,715
Foreign Language	$2,475	$2,715
Grade Level Leaders		
Kindergarten	$2,475	$2,715
First Grade	$2,475	$2,715
Second Grade	$2,475	$2,715
Third Grade	$2,475	$2,715
Fourth Grade	$2,475	$2,715
Fifth Grade	$2,475	$2,715

It shall be the District's prerogative to fill any or all of these department chairs or grade level leader positions.

Each department chair and grade level leader will receive an annual evaluation prepared by either the Superintendent or his/her designee. The evaluation form and a detailed job description will be developed by:

The Superintendent of Schools
The Assistant Superintendent for Curriculum and Instruction
The President of the QFA
The Chief Negotiator for the QFA

Department chairs will report directly to the Assistant Superintendent for Curriculum and Instruction and there should be written reports of department meetings especially those coordinated and joint 6-8 and 9-12 English, math, science and social studies. Department chairs will be expected to be active and involved in implementing curriculum changes and in developing appropriate staff teaching schedules. Department chairs shall work at least the equivalent of three (3) days throughout the summer. (i.e., develop departmental goals, objectives, etc.)

In the event that there is a department chair vacancy, (i.e., no one applies or is acceptable to the District), then a committee consisting of:

The Superintendent of School
The President of the QFA
The Chief Negotiator for the QFA

will meet to resolve the conflict and opening. It is agreed that mutual discussion may continue on this topic.

D. SALARY SCHEDULE ADVANCEMENT AND HIRE DATE

Any teacher hired by the School District prior to February 1 of a school year will move to the next step on the salary schedule in the following school year. Any teacher hired after February 1 of a school year will not move to the next step on the salary schedule in the following school year unless the teacher had continuously been teaching as a full time probationary or tenured teacher with another school district from the prior September 1 to the date of hire by the School District.

ARTICLE XXVI - PROFESSIONAL TIME REQUIREMENT

A. Effective July 1 and ending June 30 of each year, each unit member will be required to complete 10 hours of staff development in Options (1) or (2):

OPTION I

A unit member having completed three years in the District may select in-service hours from District offered classes. A list of these classes and their professional hours will be made available three times per year.

OPTION II

A unit member having completed three years in the District may select out-of-District teacher training opportunities (i.e. courses from the Regional Teacher Center, ACC, etc.). The employee must submit a written request outlining this proposal to the District Committee for recommendation for approval before this option may be selected. The District Committee will recommend to the Superintendent the hours to be approved.

B. There will be no employee reimbursement for meeting the annual professional time requirement except in those cases where an individual staff member might serve as either an instructor or a trainer. Furthermore, any employee who fails to meet this professional time requirement without being excused by the Superintendent will be penalized 1/200 of total salary.

C. The District Committee will consist of:

The Superintendent of Schools
The Assistant Superintendent for Curriculum & Instruction
One Building Administrator chosen by the Administrative Unit
Two teachers from each of the buildings chosen by the QFA

The function of the District Committee is to recommend to the Superintendent for approval of out-of-District professional development opportunities (Option 2), to help provide direction and assistance for District in-service opportunities (Option 2) and to hear rationale and recommend to the Superintendent if an employee should suffer 1/200 reduction if an employee failed to meet the professional time requirements.

D. Effective July 1, 2007, teachers new to the District (have not completed three years) must complete 10 hours of professional development between July 1 and June 30 each year. This professional development is to be chosen from Options (1) and (2) above. However, during the first year, the District will determine 10 hours of the in-service choices and during the next two years the District will determine 5 of the 10 hours each year of the in-service choices. Teachers new to the District will not be required to attend professional development outside of the school year.

ARTICLE XXVII - NATIONAL BOARD CERTIFICATION

For the duration of this contract, an additional one time, non-cumulative, payment of $1,000 will be paid to teachers who earn National Board Certification up to a maximum of five (5) teachers per year.

ARTICLE XXVIII - MANAGEMENT RIGHTS

The District retains all rights not affected by any provisions of this agreement as long as the School District does not violate the rights of the Association or its members as guaranteed by statutory provisions of the State and such other rules and regulations are promulgated by the Commissioner of Education, the Legislature and the courts. Any such violation shall not serve to waive any legal rights of the School District nor any of the District's responsibilities and obligations under law and this agreement.

ARTICLE XXIX - 6TH CLASS PROVISIONS

1. The District will make a good faith effort to reduce 6th class assignments proposed below 2001-02 levels in grades 6-12. Sixth grade will be included as long as the 6th grade is operating with a departmentalized period schedule. However, if 6th grade changes to a regular elementary program schedule, the 6th class provisions will not apply to 6th grade.

2. It is understood that 6th class language refers to grades 6-12 in accordance with the limitations in Paragraph 1, and except for Paragraph 12.

3. The Superintendent of Schools and Assistant Superintendent for Curriculum and Instruction will meet with the QFA President and Chief Negotiator each September and February to review the status of 6th class assignments. A report to the Board of Education will be made in February.

4. Administrators will consult with Department Chairs prior to assigning 6th classes.

5. Those teaching in the following areas: English, Social Studies, Math, Science, Foreign Language, Art, Technology, Health, Physical Education (including Part-Time Adapted Physical Education), Business, Home and Careers, Special Education, Music Classes, Calculus Labs and co-teachers who are assigned a 6th class by the District will be compensated as follows:

Year 1 - $2,000 Year 2 - $2,125 Year 3 - $2,250

6. Those teaching in the following areas: English, Social Studies, Math, Science, Foreign Language, Art, Technology, Health, Physical Education (including Part-Time Adapted Physical Education), Business, Home and Careers, Special Education, Music Classes, Calculus Labs and co-teachers who are assigned by the District a yearly average of more than 5 teaching periods but not 6 teaching periods will receive a pro-rated amount based upon a straight proportion of the aforementioned amounts.

7. Those teaching in the following areas: English, Social Studies, Math, Science, Foreign Language, Art, Technology, Health, Physical Education (including Part-Time Adapted Physical Education), Business, Home and Careers, Special Education, Music Classes, Calculus Labs and co-teachers who are assigned by the District a yearly average of more than 5 teaching periods will be assigned supervisory duties as follows (based on a 9 period day):

(a) Semester 1 - 6 classes - no duties and semester 2 - 6 classes - no duties
(b) Semester 1 - 6 classes - no duties and semester 2 - 5.5 classes - .5 duty
(c) Semester 1 - 6 classes - no duties and semester 2 - 5 classes - 1 duty
(d) Semester 1 - 6 classes - no duties and semester 2 - 4.5 classes - 1.5 duty
(e) Semester 1 - 5.5 classes - .5 duty and semester 2 - 5.5 classes - .5 duty

Special Considerations

8. The provisions regarding 6th class assignments shall apply to Special Education teachers who teach in excess of 5 self-contained academic classes (payment above 5 prorated). Special Education assignments such as Testing and Special Education Flex Time and Career Pathways will not be considered a class.

9. Music lessons, Full-Time Adapted Physical Education, Therapy classes and Resource Room within State guidelines, Push-in teachers, and Supervisory assignments will not be considered a 6^{th} class for remuneration.

10. AIS classes of less than 8 students will not be considered a 6th class for remuneration.

11. First year teachers will not be assigned a 6th class except for Science, Physical Education, AIS, or extraordinary circumstances and only upon the approval of the Assistant Superintendent for Curriculum and Instruction after consultation with the QFA President.

12. In the areas of English, Social Studies, Math, Science, Foreign Language, Technology, Health, Physical Education, Business, Home and Careers, Special Education, Music Classes, Calculus Labs and co-teachers, there will be no more that 3 teachers per certification area assigned a 6th class five days per week per building in grades 7-12.

13. Teachers who voluntarily assume a 6th class will not be compensated.

14. The 6th class provisions Article XXIX shall be applicable to the current 9 period schedule, but not applicable to a block schedule. In the event the School District implements block scheduling, the QFA and the School District will negotiate the impact of such schedule on the affected positions previously covered by the 6th class provisions.

ARTICLE XXX

K-3 Prep Time – As practical to starting January 1st 2007 or as soon as practical thereafter Two (2) non-unit substitutes will be available for K-3 regular education classroom teachers and self-contained special education classroom teachers for scheduled collaborate planning three (3) days per week with two (2) half-day slots per substitute available on each of those days. The schedule shall be established by the District prior to September 1 and January 1 each year. Each eligible teacher will be allowed to sign up for three (3) half-day slots per semester identifying the collaborative planning to be accomplished. (please note that in 2006-07 all teachers may not receive the same number half day slots or receive the (3) half- day slots per semester)

IN WITNESS WHEREOF, the Board of Education of the Union Free School District, Town of Queensbury, has caused its corporate seal to be affixed hereunto and these presents to be signed by its Superintendent of Schools, and the Queensbury Faculty Association has caused this instrument to be executed in its name by its chief negotiator, both duly authorized by their respective organizations to do so, on the day and year first above mentioned.

BOARD OF EDUCATION OF THE QUEENSBURY UNION FREE SCHOOL DISTRICT

By....._____(L.S.)
Its Superintendent of Schools Hereunto Duly Authorized

QUEENSBURY FACULTY ASSOCIATION

By....._____(L.S.)
Its Chief Negotiator Hereunto Duly Authorized

By....._____(L.S.)
Its President Duly Authorized

QUEENSBURY SCHOOL DISTRICT **APPENDIX A-1**

NON-TENURE TEACHER EVALUATION FORM

_____ (Teacher's Name) _____ (Location) _____ (Subject Field)	Exceeds Competencies for Experience Level	Meets Basic Competencies	Somewhat Below Basic Competencies	Significantly Below Basic Competencies	Evaluation Period: From: To: • Comments are required for each of the following categories: • Any items "X" "Somewhat Below" or Significantly Below"
. Instructional Competencies					**COMMENTS:**
A. Knowledge of Subject Matter					
B. Knowledge of the Learning Process					
C. Planning and Use of Instructional Objectives					
D. Effectiveness of Instructional Techniques					
E. Evaluation of Pupil Achievement					
F. Other(s)					

RECOMMENDATIONS:

II: Learning Environment					**COMMENTS:**
A. Classroom Management					
B. Quality of Interaction with Learners					
C. Routine Rules and Procedures					
D. Room Organization and Appearance					
E. Appropriateness of Material					
F. Other(s)					

RECOMMENATIONS:

	Exceeds Competencies For Experience Level	Meets Basic Competencies	Somewhat Below Basic Competencies Significantly	Below Basic Competencies	
II. Professional Matters					**COMMENTS:**
A. Evidence of Professional Growth					
B. Professional Relationship with Co-workers					
C. Professional Relationship with Parents					
D. Reaction to Supervisions					
E. Other(s)					

RECOMMENDATIONS:

V. Personal Characteristics and Qualities					**COMMENTS:**
A. Evidence of Poise, Self-control and maturity					
B. Meets Obligations					
C. Attendance					
D. Ability to Communicate Effectively					
E. Other(s)					

RECOMMENDATIONS:

)verall Summary

;ummary Rating Statement: (If the overall summary is not satisfactory, also attached documentation, suggestions,)lans or improvements, and recommendations.)

nclude any Extraordinary Accomplishments:

;ignature of Evaluator _____ Date _____

(Do/Do Not) agree with the above. A written reply may be submitted with the above.

;ignature of Person Being Evaluated _____ Date _____

:ac revised 03/2005

:acher non-tenured evaluation form 1-07

QUEENSBURY SCHOOL DISTRICT **APPENDIX A-4**

TENURED TEACHER EVALUATION FORM

_____
(Teacher's Name)

_____
(Location)

_____
(Subject Field)

Evaluation Period:
From: To:

*Comments are required for each of the following categories:
Any Item "X" "Improvement Potential" requires accompanying recommendations or plans for improvement.

	Satisfactory	Improvement Potential	
I. Instructional Competencies			**Comments:**
A. Knowledge of Subject Matter			
B. Knowledge of Learning Process			
C. Planning and Use of Instructional Objectives			
D. Effectiveness of Instructional techniques			
E. Evaluation of Pupil Achievement			
F. Other(s)			
II. Learning Environment			**Comments:**
A. Classroom Management			
B. Quality of Interactions with Learners			
C. Routine Rules & Procedures			
D. Room Organization & Appearance			
E. Appropriateness of Material			
F. Other(s)			
III. Professional Matters			**Comments:**
A. Evidence of Professional Growth			
B. Professional Relationship with co-workers			
C. Professional Relationship with Parents			
D. Reactions to Supervision			
E. Other(s)			

	Satisfactory	Improvement Potential	
IV. Personal Characteristics & Qualities			**Comments:**
A. Evidence of Poise, Self-control & Maturity			
B. Meets Obligations			
C. Attendance			
D. Ability to Communicate Effectively			
E. Other(s)			

Overall Summary Rating: Satisfactory

Overall Summary Statement: (If the overall summary is not satisfactory, attached documentation, suggestion, plans for improvement, and recommendations.)

Include any extraordinary accomplishments:

Signature of evaluator _____ Date _____

I (do/do not) agree with the above. A written reply may be submitted with the above.

Signature of person being evaluated _____ Date _____

3/05 revised kac
Teacher evaluation tenured wrd

Queensbury Union Free School District
Annual Professional Performance Review

To: Tenured Faculty

The Queensbury Union Free School believes that all professional reviews should enhance the professional growth of our faculty.

The two-thirds of our tenured staff not scheduled for traditional review are asked to complete the attached form and return it to the building principal by the end of September. Faculty selecting non-traditional reviews will be given a planning form to be completed with the principal prior to December 1st including details of non-traditional review.

Review Type:

a. Traditional Plan (Observation/Evaluation) ☐
b. Self-review Plan with video ☐
c. Portfolio ☐
d. Peer Observation ☐
e. Project ☐

QUEENSBURY UNION FREE SCHOOL DISTRICT
ANNUAL PROFESSIONAL PERFORMANCE REVIEW
TENURED FACULTY

APPENDIX A-7

Teacher _____ Year _____

Assignment _____ Building _____

We strongly believe that all forms of professional review shall enhance the professional growth of the Queensbury Faculty.

Part I – Proposal

Self-review Plan including video ☐ Portfolio (see below) ☐
Peer Observation (see below) ☐ Project ☐

Description _____

Outcomes/Goals _____

Evaluation Criteria _____

Completion Time _____

Faculty choosing **Portfolio** shall include the following:
- Two examples of lesson/class plans
- Two assessment tools – student
- Sample of diverse instructional strategies
- Classroom management plans
- Technology & standards connections
- Parent communication(s)
- Summary of professional growth by teacher

This should be a new unit emphasizing growth by teacher and student.

Faculty choosing **Project Observation** shall include the following:

- **Description**: A detailed explanation of the proposed project emphasizing the relativity of the project to a teacher's classroom/ program including a justification for resources needed to complete the project.
- **Outcomes/Goals**: A listing of the expected benefits related to the successful completion of the project. Teachers should describe the relationships between the components of the project and the object-tives identified.
- **Evaluation of Criteria**: An identification of the qualifiers that will be used to measure the success of the project. These measures should be cooperatively designed by the teacher(s) and administrator(s) involved.
- **Completion Time**: An established timeframe for completing the project. Again, this element should be derived from conversations between the teacher(s) and administrator(s) involved.

Self-Review Plan (including video): Teacher selects an area of instruction in which they would like to improve. The teacher provides a description of the research they will do in this area, develops a plan to implement a change, and completes a video of the implementation.

Peer Observation: Teacher selects an area of instruction about which he/she wants to increase his/her knowledge. In consultation with the principal, at least three peers are selected to be observed in regard to the selected instructional area. The teacher then provides the principal with a one page summary of how the observations increased the knowledge of the teacher and how it can be applied to their classroom.

Signature: _____ _____ _____
Tenured Faculty Evaluator Date

(1) Was the plan amended? Yes ☐ No ☐
If yes, describe and initial. _____

_____

(2) Were all parts of the plan described in Part I completed? Yes ☐ No ☐

(3) Review of plan: Were the outcomes/goals attained? Yes ☐ No ☐
If no, explain. _____

_____

(Any "Improvement Potential" requires accompanying recommendations.)	Satisfactory	Improvement Potential	Comments
Content knowledge of subject matter and curriculum.			
Preparation employing necessary pedagogical practices to support instruction.			
Instructional delivery that results in active student involvement and meaningful lesson plans that result in student learning.			
Classroom management supportive of diverse student learning needs which creates a supportive learning environment conducive to student learning.			
Knowledge of student development and appreciation of diversity and regular application of developmentally appropriate instructional strategies.			
Student assessment techniques based on appropriate learning standards.			
Collaborative relationships that are effective with students, parents or caregivers, and support personnel.			
Reflective and responsive practice that demonstrates adjustments are made on a continuing basis to improve the effectiveness of instruction and assessment.			
Meets professional obligations and communicates successfully.			

Overall Summary Rating: _____

Comments: _____

_____

Accomplishments: _____

_____

Agree ☐ Disagree ☐

Signatures: _____ _____ _____
Tenured Faculty *Administrator* *Date*

(Signatures indicate that faculty member has reviewed this completed form. Additional comments may be attached.)

APPENDIX B

QUEENSBURY SCHOOL
2006-07 PAYROLL SCHEDULE

JULY	7, 21
AUGUST	4, 18
SEPTEMBER	1, *8, 15, 29
OCTOBER	13, 27
NOVEMBER	9, 21
DECEMBER	8, 22
JANUARY	5, 19
FEBRUARY	2, 16
MARCH	2, 16, 30
APRIL	13, 27
MAY	11, 25
JUNE	8, 22, **29

*Special ½ check for teachers who have requested it.

**End of year check for late activities.

TGP:NM:dv
7/06
payroll schedule wrd

QUEENSBURY SCHOOL DISTRICT
APPENDIX C
GRIEVANCE FORM

Date Filed_____

Employee's Name _____

Building_____Subject or Grade_____

Grievance_____

_____

_____

Settlement Desired_____

_____

_____

Signed_____
Employee

Administrator's Reply_____

_____

_____

Date_____Signed_____
Building Principal

Signed_____

_____

Dated_____

APPENDIX D-1

QUEENSBURY SCHOOL COACHING COMPENSATION CATEGORIZATION

IHead Varsity	IA	II	III	IV
Football	Head Boys	Asst. Football	Asst. Soccer	7/8 Wrestling
Head Varsity	Soccer	Asst. Boys	Winter	7/8 Boys
Basketball	Head Girls	Basketball	Cheerleading	Basketball
Head Wrestling	Soccer	Asst. Wrestling	Frosh Football	7/8 Football
Head Girls	Head Field	Asst. Girls	Golf	7/8 Girls
Basketball	Hockey	Basketball	Fall Cheerleading	Basketball
Head Skiing	Head X-C	Asst. Skiing	Frosh Boys	7/8 X/C
Head Boys Track	Head Girls Swim	Asst. Boys Track	Basketball	7/8 Soccer
Head Girls Track	Head Volleyball	Asst. Girls Track	Asst. Field	7/8 Track
Head Baseball		Asst Softball	Hockey	Bowling
Head Boys Swim		Asst. Baseball	Asst. X-C	7/8 Baseball
Head Softball		Asst. Boys Swim	Asst. Volleyball	7/8 Volleyball
Head Ice Hockey		Boys Tennis	Girls Tennis	7/8 Field Hockey
Head Boys		Asst. Lacrosse	Frosh Baseball	7/8 Softball
Varsity Lacrosse				7/8 Girls Mod.
Head Girls				Soccer
Varsity Lacrosse				

1. There will be post-season compensation paid on a prorata basis as follows:

   a) Following the last regularly scheduled league or non-league game for the following:

Volleyball	Girls and Boys Swimming
Football	Girls Basketball
Soccer	Baseball
Field Hockey	Fall Cheerleading
Golf	Softball
Ice Hockey	

   b) Following the completion of their first sectional contest for the following:

Skiing	Boys and Girls Cross Country
Wrestling	Boys Basketball
Bowling	Boys and Girls Track
Boys and Girls Tennis	Boys and Girls Lacrosse

   c) In general, any sport where the length of the season is predictable will not be entitled to prorata compensation until entering into the unforeseen portions of the schedule.

Queensbury Union Free School District Coaching Salary Schedule

YEAR ONE 2006-07

	Levels						Longevity		
Group	1	2	3	4	5	6	L10	L15	L20
I	2,882	2,980	3,193	3,486	3,799	4,467	790	790	0
IA	2,377	2,458	2,634	2,875	3,133	3,684	652	652	0
II	2,110	2,182	2,338	2,553	2,782	3,271	579	579	0
III	1,816	1,877	2,012	2,196	2,393	2,814	498	498	0
IV	1,527	1,579	1,692	1,848	2,013	2,368	419	419	0

YEAR TWO 2007-08

	Levels						Longevity		
Group	1	2	3	4	5	6	L10	L15	L20
I	2,882	2,980	3,193	3,486	3,799	4,467	790	790	300
IA	2,377	2,458	2,634	2,875	3,133	3,684	652	652	247
II	2,110	2,182	2,338	2,553	2,782	3,271	579	579	220
III	1,816	1,877	2,012	2,196	2,393	2,814	498	498	189
IV	1,527	1,579	1,692	1,848	2,013	2,368	419	419	159

YEAR THREE 2008-09

	Levels						Longevity		
Group	1	2	3	4	5	6	L10	L15	L20
I	2,928	3,028	3,244	3,542	3,860	4,538	790	790	300
IA	2,415	2,497	2,676	2,921	3,184	3,743	652	652	247
II	2,144	2,217	2,376	2,594	2,827	3,323	579	579	220
III	1,845	1,908	2,044	2,231	2,432	2,859	498	498	189
IV	1,552	1,605	1,719	1,877	2,046	2,405	419	419	159

Notes:

Longevity in same sport, i.e., cross county/track, basketball/softball are different sports.

Longevity Amounts - To be payable after 10, 15, and 20 years in addition to amount paid on step schedule.

Queensbury UFSD - Teachers Salary Schedule: 2006-07

Level	Bachelors Degree	Bachelor +30	Bachelor +60	Bachelor +90
1	37,740	38,940	40,140	41,340
2	38,340	39,540	40,740	41,940
3	38,637	39,837	41,037	42,237
4	39,275	40,475	41,675	42,875
5	39,886	41,086	42,286	43,486
6	40,401	41,601	42,801	44,001
7	40,891	42,091	43,291	44,491
8	41,654	42,854	44,054	45,254
9	42,712	43,912	45,112	46,312
10	43,809	45,009	46,209	47,409
11	45,387	46,587	47,787	48,987
12	47,095	48,295	49,495	50,695
13	48,798	49,998	51,198	52,398
14	50,528	51,728	52,928	54,128
15	51,990	53,190	54,390	55,590
16	53,706	54,906	56,106	57,306
17	55,426	56,626	57,826	59,026
18	57,125	58,325	59,525	60,725
19	59,123	60,323	61,523	62,723
20	60,754	61,954	63,154	64,354
21	62,491	63,691	64,891	66,091
22	63,985	65,185	66,385	67,585
23	65,794	66,994	68,194	69,394
24	68,253	69,453	70,653	71,853
25	71,063	72,263	73,463	74,663

In transferring teachers from the 2005-06 salary schedule to this schedule, the Board of Education will place each teacher on the next appropriate step.

A. $40.00 will be granted for each approved hour earned beyond the Bachelor's Degree.

B. Longevity after completion of 26 years of certified regular teaching experience will be paid $1,000.

C. An additional one time payment (added to that year's salary only) of $1,000 will be paid in the first year that the employee both attains age 55 and has completed 30 years of certified regular teaching (paid in 31st year or a later year).

D. Master's Degree will be paid $400.

E. Doctorate will receive $400.

Queensbury UFSD - Teachers Salary Schedule: 2007-08

Level	Bachelors Degree	Bachelor +30	Bachelor +60	Bachelor +90
1	38,889	40,089	41,289	42,489
2	39,489	40,689	41,889	43,089
3	40,117	41,317	42,517	43,717
4	40,428	41,628	42,828	44,028
5	41,096	42,296	43,496	44,696
6	41,735	42,935	44,135	45,335
7	42,274	43,474	44,674	45,874
8	42,787	43,987	45,187	46,387
9	43,585	44,785	45,985	47,185
10	44,692	45,892	47,092	48,292
11	45,840	47,040	48,240	49,440
12	47,491	48,691	49,891	51,091
13	49,278	50,478	51,678	52,878
14	51,060	52,260	53,460	54,660
15	52,870	54,070	55,270	56,470
16	54,400	55,600	56,800	58,000
17	56,196	57,396	58,596	59,796
18	57,995	59,195	60,395	61,595
19	59,773	60,973	62,173	63,373
20	61,864	63,064	64,264	65,464
21	63,570	64,770	65,970	67,170
22	65,388	66,588	67,788	68,988
23	67,811	69,011	70,211	71,411
24	69,809	71,009	72,209	73,409
25	72,893	74,093	75,293	76,493

In transferring teachers from the 2006-07 salary schedule to this schedule, the Board of Education will place each teacher on the next appropriate step.

A. $40.00 will be granted for each approved hour earned beyond the Bachelor's Degree.

B. Longevity after completion of 26 years of certified regular teaching experience will be paid $1,000.

C. An additional one time payment (added to that year's salary only) of $1,000 will be paid in the first year that the employee both attains age 55 and has completed 30 years of certified regular teaching (paid in 31st year or a later year).

D. Master's Degree will be paid $400.

E. Doctorate will receive $400.

Queensbury UFSD - Teachers Salary Schedule: 2008-09

Level	Bachelors Degree	Bachelor +30	Bachelor +60	Bachelor +90
1	40,211	41,411	42,611	43,811
2	40,811	42,011	43,211	44,411
3	41,440	42,640	43,840	45,040
4	42,099	43,299	44,499	45,699
5	42,426	43,626	44,826	46,026
6	43,127	44,327	45,527	46,727
7	43,797	44,997	46,197	47,397
8	44,363	45,563	46,763	47,963
9	44,901	46,101	47,301	48,501
10	45,739	46,939	48,139	49,339
11	46,900	48,100	49,300	50,500
12	48,105	49,305	50,505	51,705
13	49,838	51,038	52,238	53,438
14	51,713	52,913	54,113	55,313
15	53,583	54,783	55,983	57,183
16	55,482	56,682	57,882	59,082
17	57,088	58,288	59,488	60,688
18	58,973	60,173	61,373	62,573
19	60,861	62,061	63,261	64,461
20	62,727	63,927	65,127	66,327
21	64,921	66,121	67,321	68,521
22	66,711	67,911	69,111	70,311
23	69,384	70,584	71,784	72,984
24	72,127	73,327	74,527	75,727
25	74,580	75,780	76,980	78,180

In transferring teachers from the 2007-08 salary schedule to this schedule, the Board of Education will place each teacher on the next appropriate step.

A. $40.00 will be granted for each approved hour earned beyond the Bachelor's Degree.

B. Longevity after completion of 26 years of certified regular teaching experience will be paid $1,000.

C. An additional one time payment (added to that year's salary only) of $1,000 will be paid in the first year that the employee both attains age 55 and has completed 30 years of certified regular teaching (paid in 31st year or a later year).

D. Master's Degree will be paid $400.

E. Doctorate will receive $400.