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Contract Database Metadata Elements

Title: **Northville Central School and Northville Central School Teachers Association (2006)**

Employer Name: **Northville Central School**

Union: **Northville Central School Teachers Association**

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

Expiration Date: **06/30/11**

PERB ID Number: **5819**

Unit Size: **55**

Number of Pages: **50**

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TA 5819

AGREEMENT

between

**NORTHVILLE CENTRAL SCHOOL
TEACHERS' ASSOCIATION**

and

**NORTHVILLE CENTRAL SCHOOL
BOARD OF EDUCATION**

RECEIVED
NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

NOV 28 2008

ADMINISTRATION

July 1, 2006 – June 30, 2011

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

55

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AGREEMENT

This Agreement, made and entered into as of the 1st day of July, 2008, between the Northville Central School District, party of the first part, hereinafter called the Administration or the District, and Northville Teachers Association, party of the second part, hereinafter, called collectively the Association, is intended to cover hours of work, salaries and conditions of work, as hereinafter set forth.

GENERAL PURPOSE OF AGREEMENT

The Administration and the Association recognize that the highest quality of education consistent with community, state and national resources, is a common responsibility. Relationships must, therefore, be established which are based on this goal and on the concept of education as a public trust.

Everyone concerned recognizes that teaching is a profession. The Administration herewith acknowledges and declares its cooperation with respect to the teachers' aspirations and desires for advancement in the teaching profession, as well as the right to pleasant and productive working conditions and remuneration commensurate with the education task performed.

It is further agreed that it is to the mutual interest of the Administration and the Association to provide each boy and girl attending the Northville Central School the highest level of educational opportunities. It is recognized by the Agreement that it is the duty of the Administration and Association to cooperate fully, individually and collectively for the accomplishment of this end.

ARTICLE 1
RECOGNITION

- 1.1 By virtue of satisfactory evidence submitted by the Association to the Administration that the Association does represent the majority of the professional employees in the District, the Administration hereby recognizes the Association as the official negotiating agent for all full and part-time teachers holding current certifications or teaching licenses granted by the Commissioner of Education for the State of New York, excluding per diem substitutes, employed by the Administration. This recognition is to remain in effect for the duration of the contract.

ARTICLE 2
TEACHING CONDITIONS

- 2.1 All teachers will be present in the building seven hours and fifteen minutes per day, Monday through Thursday. The school day will begin no earlier than 7:30 a.m. and will end no later than 3:15 p.m. on these days. On Fridays, or the last instructional day of the week, teachers will be present for six hours and forty-five minutes. Any changes will be mutually agreed upon by the Association and the District. The official starting time of the school day will be listed in the Teacher's Handbook each year.
- 2.2 Teachers exhibiting chronic lateness or leaving the premises early may be required to sign in and out at the discretion of the Administration (refer to Article 19). Failure to live up to established hours of work will result in loss of pay.
- 2.3 Teachers' activities, after classes are dismissed and before the end of the school day Monday through Thursday, shall be at the direction of the Administration and shall include activities in furtherance of the District's legitimate educational goals, including, but not limited to, student remediation, review classes, parent conferences, class and club meetings, committee work, departmental meetings, meetings on remedial and resource matters, in-service workshops, and limited curricular activities, including selections of textbooks and other resources to be used in obtaining objectives in teaching their assigned courses. Unless otherwise directed, teachers will be in their classrooms during this period, available to students.

- 2.4 The following will be provided for the teaching staff:
- 2.4.1 The adequacy and number of textbooks are to conform to state curriculum requirements.
 - 2.4.2 Duplication equipment and supplies are to be provided in a designated work area.
 - 2.4.3 There are to be adequate and sanitary rest rooms separate from student facilities.
- 2.5 Teacher aides will be provided as deemed necessary by the Board of Education upon recommendation of the Superintendent.
- 2.6 Substitutes are to be provided for teachers including special teachers and librarians.
- 2.7 Nontenured teachers shall be observed and evaluated by the Administration in their classrooms through at least three formative evaluations (privileged information between the teacher and the Administration), followed by the summative evaluation (to be placed in the teacher's permanent file at end of year). Tenured teachers shall be observed and evaluated by the Administration in their classrooms at the discretion of the Administration.
- 2.7.1 Each year, prior to conducting these observations and evaluations, the Administration shall distribute to each teacher a copy of the evaluation criteria to be employed in conducting said observations and evaluations. A copy or copies of such criteria shall be published in the Northville Central School Teachers' Handbook.
 - 2.7.2 Each classroom observation and evaluation shall be succeeded within three (3) school days by a conference between the pertinent member(s) of the Administration and the teacher observed and evaluated. At this conference, the administrator will provide the teacher with a written evaluation of the latter's performance during the previously conducted classroom observation. The teacher may respond orally and, within three (3) school days, in writing, to the administrator's written evaluation. The administrator's written evaluation shall be signed by both administrator and teacher at the conclusion of the conference. The failure of the teacher to respond in writing shall be interpreted as signifying his/her concurrence with the administrator's written evaluation.

- 2.8 Departmental budgets are to be reviewed after individual teacher consultation and final decisions are to be mutually determined. Consultations are to be scheduled and requested by the teacher with the Building Principal. A published chart of departmental materials budgets will be prepared and made available by the Clerk of the District.
- 2.9 Group life insurance will be permitted, paid for by the teachers, with deductions made by the Business Office, subject to set limitations as to its application.
- 2.10 Insofar as possible, qualified teachers employed by the Administration will be used as instructors in adult education classes. The rates of pay for those services will be:
- 2.10.1 For courses not requiring preparation (e.g., adult recreation) \$15.00 per hour.
- 2.10.2 For extended detention \$18.00 per hour.
- 2.10.3 For course requiring preparation (e.g., adult education), effective July 1, 2003 - \$23.00 per hour.
- 2.11 Qualified teachers of the Northville Central School District will be used as home teachers whenever possible. The rate of pay for such duties will be reimbursed at the same rate as in 2.10.3. Mileage will be paid at the IRS rate per mile.
- 2.12 In accordance with State Education Law, each teacher shall have a thirty (30) minute duty-free lunch period each day. The Administration will ensure that each elementary teacher will have a forty (40) minute preparation period five (5) days per week with an additional forty (40) minute preparation period per four (4) or five (5) day rotation.
- 2.13 Providing there is an unused day(s) in excess of 180 days remaining prior to Memorial Day, two (2) additional holidays will be provided at that time. Any additional day(s) will be provided at an earlier date if unused -- date to be determined by mutual agreement. Where there is only one (1) unused day, only that one (1) day can be granted at that time.
- 2.14 The Administration agrees not to enter into any agreement for performance contracting.

ARTICLE 3
TEACHING ASSIGNMENTS

- 3.1 **Nine Period Day.** Secondary teachers will be assigned no more than five (5) teaching periods and two (2) duty-comparable periods or six (6) teaching periods per day, unless otherwise mutually agreed upon.
- 3.2 The daily pupil load of secondary teachers, except physical education teachers, will not exceed 150 pupils; the number of pupils in assigned study halls and/or homeroom periods will not be considered when determining daily per pupil load. Physical education teachers may exceed 150 pupils because of the limited physical education facilities.
- 3.3 In the elementary grades, the number of pupils enrolled in any section in Kindergarten will not exceed 25 students; grades 1-3 27 students, grades 4-6 29 students; grades 7-12, 30 students. The Administration will consider additional help for teachers assigned larger class loads. Extended departmentalizations will be granted in grades 4, 5, and 6.
- 3.4 It is agreed that the class size limits set forth in 3.4 above shall be used by the District as maximum class sizes in planning the number of class sections for the subsequent year. Such planning will be finalized by July 1 of each year. Any new students who register with the District subsequent to July 1 of any year may be assigned to classes without regard to the class size limits set forth in 3.4. In the event class size exceeds 27 students, Kindergarten; 30 students, grades 1-3; or 32 students, grades 4-6; the Administration shall assign teacher aides on the basis of 40 minutes of aide time for each student in excess of the limits which are set forth in 3.4 above.
- 3.5 It is further agreed that two teacher aides will be available by September 15 of each year to assist teachers with special needs students. The assignment of such aides will be determined by Administration, after consultation with the teachers.
- 3.6 Teachers will be assigned outside the area of their certification only in accordance with the New York State Education Law, Judicial Decisions of the Commissioner of Education and Formal Opinions of Counsel to the Commissioner of Education. It is further agreed by the Administration that all incoming teachers will be provisionally certified or temporarily licensed in at least one area of their teaching assignment.
- 3.7 Side letter concerning weighting of students with special needs in determining class size appears on page 38.

- 3.8 Teachers shall be required to attend no more than fifteen (15) faculty meetings per year. Such meetings will begin at 2:40 p.m. and will be reasonable as to duration.

ARTICLE 4
EXTRACURRICULAR ACTIVITIES

- 4.1 The chaperones for all extracurricular activities are to be obtained by the activity's sponsor.
- 4.2 Bus chaperones will be selected from a volunteer list of unit members. If no volunteers are available, the Superintendent will assign unit members to bus chaperone duty by lottery. Bus chaperones will be compensated at the rates listed in the extracurricular salary schedules attached hereto.
- 4.3 Any member of the Association using his/her automobile for approved school business will be reimbursed at the IRS rate per mile traveled.

ARTICLE 5
PROMOTIONS AND NEW POSITIONS

- 5.1 All openings for promotional positions, newly created positions and positions paying a salary differential will be publicized, and all qualified teachers within the system will be given the opportunity to apply for said positions. Openings will be plainly posted on the faculty bulletin boards one week in advance of public release.
- 5.2 Certified teachers of the NCS District will receive hiring preference for summer school positions; however, the District reserves the right to deviate from this practice upon consultation with the NTA:
- 5.2.1 For State approved summer school class, teachers will receive 1/200th of their annual salary as of June 30th of that school year. Salary will be prorated as hours worked divided by hours in the regular school day.
- 5.2.2 For all other summer classwork, effective July 1, 2001 - \$21.00 per hour; July 1, 2002 - \$22.00 per hour; July 1, 2003 - \$23.00 per hour.

ARTICLE 6
HEALTH INSURANCE

6.1 Indemnity Health Insurance

- 6.1.1 The District shall pay ninety percent (90%) of the indemnity premium costs to the District for single individual, dual individual and family indemnity Health insurance coverage, whichever is applicable and whichever provides comparable health insurance coverage at the lower cost to the district, for all members of the instructional staff employed by the Administration who elect to be covered by such plan and who are eligible for such coverage. The individual teacher shall pay the remaining ten percent (10%) of the individual or family coverage.
- 6.1.2 The ten percent co-pay amount for the contribution by teachers shall be automatically recalculated to an amount equal to ten percent of the applicable individual or family premiums on every July 1, even if the parties to this agreement have not successfully completed negotiations of the successor agreement.
- 6.1.3 The calendar year deductibles applicable under the District's indemnity health insurance plan will be reimbursed to the teacher upon presentation to the Business Manager of usage by the teacher as follows.
- 6.1.3.1 The \$240 hospital in-patient and/or out-patient services deductible up to a maximum calendar year reimbursement of \$720 ($\240×3).
- 6.1.3.2 The \$100 additional benefits deductible will be reimbursed at a rate of \$29.64 per person to a maximum calendar year reimbursement of \$88.92 ($\29.64×3).

6.2 Coverage Other Than Indemnity

6.2.1 For those teachers electing to participate in the health plan other than the indemnity insurance plan offered by the District, the District shall pay ninety percent (90%) of the indemnity premium costs to the District for single individual, dual individual and family indemnity Health insurance coverage, whichever is applicable and whichever provides comparable health insurance coverage at the lower cost to the district, for all members of the instructional staff employed by the Administration who elect to be covered by such plan and who are eligible for such coverage. The individual teacher shall pay the remaining ten percent (10%) of the individual or family coverage.

6.2.2 For those teachers electing to participate in the health plan other than the indemnity insurance plan offered by the District, the District shall only be obligated to contribute towards the premium costs of such plan up to the amount the District contributes toward the indemnity health insurance offered to the members of the bargaining unit. Moreover, the teachers who elect to participate in this plan shall be obligated to pay ten percent of such premium costs as outlined herein above plus the difference between the two programs. The District and the Association have agreed to investigate the adjustment of alternative plan deductibles in an attempt to reduce these premium differences.

6.3 A joint insurance committee composed of two members chosen by the District and two members chosen by the Association shall be established to oversee the insurance program.

6.4 All premium co-pay amounts paid by the teachers will be subject to IRS Flexible Spending Account (Section 125-Cafeteria Plans) regulations. (i.e. all co-pay amounts will be payroll deducted on a pre-tax basis.)

6.5 A change to a new health insurance carrier will be mutually agreed by the District and the Association.

6.6 Dental Insurance.

6.6.1 The District shall provide to the Association a dental plan which provides:

Preventive Services	100%
General Services	80%
Major Services	50%

- 6.6.2 The District reserves the right to provide a different dental insurance plan provided the benefits of the different dental plan are equal to or better than the present carrier.

6.7 **Health Insurance Buyout**

- 6.7.1 Any eligible member of the bargaining unit may elect to receive a cash benefit instead of the health insurance coverage provided for in this article. The member must elect the cash benefit in writing, which must be submitted to the Superintendent on or before May 15 of each school year for the election to be effective July 1 of the subsequent school year. Bargaining unit members appointed on or after July 1 must make the election within 30 days of hire. No election of the cash benefit will be valid unless accompanied by proof of non-District health insurance coverage.

Except for those receiving this benefit on July 1, 2007, only bargaining unit members whose other insurance coverage is through a plan outside the District shall be entitled to the buy out. Married couples employed by the District shall not be entitled to on insurance plan and the buy out.

- 6.7.2 Effective, July 1, 2001, the amount of the cash benefit to be paid by the District to a bargaining unit member who elects the benefit prior to July 1 shall be an amount equal to \$1500. Those hired after July 1 will have that amount pro-rated. This taxable cash benefit will be paid in one lump sum before the last day of school of that year.
- 6.7.3 Any bargaining unit member who has received a cash benefit payment from the District in lieu of health insurance coverage and who leaves the employment of the District prior to June 30 shall have a pro-rated portion of such cash benefit included in his/her final paycheck.
- 6.7.4 Any member who has elected the cash benefit in accordance with this article may be reinstated in the Administration plan during the school year in which (s)he has elected the cash benefit provided (s)he makes a written request for coverage under the District health insurance plan to the Superintendent. The approval of requests for coverage shall be governed by the rules, regulations and procedures of the insurance carrier. Any member who has received a cash benefit payment and who is reinstated under the Administration health insurance plan prior to June 30 shall have a pro-rated portion of such cash benefit deducted from his/her first paycheck following reinstatement.

ARTICLE 7
ATTENDANCE AT NYSUT FUNCTIONS

- 7.1 A maximum of 5 days will be designated for Association members to attend NYSUT functions without loss of pay. (i.e. NYSUT training, Representative Assembly etc.) The time used will not be charged against sick or personal leave.
- 7.2 Any unexcused absence to NYSUT functions will result in the loss of pay at the rate of 1/200 per day of the gross salary for each day of such absence.

ARTICLE 8
ABSENCES AND LEAVES

- 8.1 **Leave**
- 8.1.1 Each teacher shall be entitled to a total of 15 leave days per year. Leave days may be used for personal leave, personal business, illness, bereavement, emergency leave or for appointments that can be only met during normal school day. No more than two personal leave days may be used consecutively.
- 8.1.2 Fifteen days of unused leave per year will be accumulated until the teacher has accrued 190 days of leave to his/her credit. At this point the teacher may elect either 8.1.2.1 or 8.1.2.2
- 8.1.2.1 A teacher may elect to be reimbursed up to 10 days per year at the daily substitute rate, to be paid in a lump sum at the end of the school year.
- 8.1.2.2 A teacher may elect to contribute up to 15 additional unused leave days per year into a health savings account at the daily substitute rate of pay. This account will be held in trust and upon retirement from the District, the teacher may use funds from this account to apply toward retirement health insurance premiums. If the teacher leaves the district for reasons other than retirement, the funds in the trust will become the property of the District.
- 8.13 The official record of leave will be maintained in the Business Office. A written copy of the available leave time will be issued to each teacher at the beginning of each school year.

- 8.1.4 Teachers will give the Administration three days notice, if possible. Teachers will notify the District sub service no later than 8:00 a.m. of the day on which the leave is requested.
- 8.1.5 Teachers may not take personal leave days to extend a long weekend or vacation, except for sickness or emergency.
- 8.1.6 It is expressly understood that leave days provided under this article do not constitute vacation/recreational leave for members of the Association.
- 8.1.7 Personal Leave/Business request form attached on page 42.

8.2 **Leaves of Absence**

- 8.2.1 Probationary teachers or teachers with tenure shall be granted leaves of absence for personal health reasons, including pregnancy, where sick leave is unavailable. Probationary teachers or teachers with tenure may also be granted leaves of absence for stated personal reasons, subject to approval by the Board of Education. Leaves for personal reasons will not exceed one year. No such leave shall increase the teacher's longevity for salary, tenure or other purpose. Teachers on personal leave shall notify the Board of Education of their intent to return no later than March 1 of the calendar year in which return is anticipated. Failure to notify the Administration by March 1 will be deemed as an intent not to return.
- 8.2.2 Upon returning from leave, the teacher will be assigned to the same probationary or tenure area as was vacated. Leaves will be for the period specified and approved by the Board of Education.

ARTICLE 9
SABBATICAL LEAVE

9.1 Objectives of Sabbatical Leaves

- 9.1.1 Sabbatical leaves are for the purpose of improving teachers' abilities to render educational service which will benefit the school and pupils.
- 9.1.2 In accordance therewith, sabbatical leave shall be granted solely for a program of study within the teaching field in which the applicant is rendering teaching services to the District. An application for a sabbatical leave shall contain a planned program of study in furtherance of this objective.

9.2 Extent and Distribution of Leaves

- 9.2.1 At the discretion of the Administration at least one (1) qualified teacher per year may be granted leave.
- 9.2.2 Not more than one (1) such leave shall be granted to the same individual in each seven (7) year period.

9.3 Sabbatical Leave Requirements

- 9.3.1 **Service.** Sabbatical leave must be preceded by at least seven (7) consecutive years of full-time service in the Northville Central School District and shall not be approved within three (3) years of the applicant's expected retirement date. Applicant must remain in the service of the Administration for two (2) years after the expiration of such leave, or in the case of resignation within two (2) years to refund to the Administration such proportion of the salary paid during the leave of absence as is still remaining in the two (2) year period.
- 9.3.2 **Sabbatical Leaves for Study.** Applicant shall submit his/her plans for study for approval. Transcript or other evidence is to be submitted within thirty (30) days of the teacher's return to duty.
- 9.3.3 Before a sabbatical leave will be approved, a certified replacement must be secured by June 1 and November 1 for first and second semesters, respectively.
- 9.3.4 It is agreed by both the Administration and the Association that the best interests of students will be served if one-half year sabbatical leaves are confined to the first semester of the school year. In cases

where this is not absolutely possible or an emergency exists, sabbaticals for the second semester may be granted.

9.4 **Applications for Sabbatical Leaves**

9.4.1 Application must be filed not later than January 1 for a leave beginning the first semester of the next school year or for the entire next school year, and not later than March 1 for a leave beginning the second semester of the following school year.

9.5 **Compensation While on Leave**

9.5.1 Compensation shall be full pay for one-half year's leave and half pay for a full year's leave. The teacher will remain on the payroll and receive checks during the regular payroll period unless mutually agreed otherwise.

9.5.2 Such payments will be based on the salary step for the leave year.

9.5.3 Such service will be counted as a year of service and experience on the salary schedule .

9.5.4 The teacher's normal percentage rate of deduction for retirement purposes shall apply .

9.5.5 Interruption of leave, caused by serious illness or accident, shall not be held against the teacher and sick leave will be used the same as if he/she were in the home system, and for short illnesses, at the discretion of the Board.

9.5.6 At the expiration of the leave, the teacher will be assigned to a position of equal status, or when possible, the same position as the one he/she occupied at the time the leave was granted.

ARTICLE 10
DUES DEDUCTION

10.1 Dues for NYSUT, Northville Central School Teachers Association and other dues will be deducted from the teacher's paycheck.

10.2 Dues deductions will be in even dollar amounts.

10.3 Deductions will be made monthly over a ten-month period.

10.4 Teachers must sign dues deduction authorization cards as indicated on the next page.

I, _____, do hereby authorize the Northville Central School Board to withhold from my salary or wages organizational dues of the Northville Teachers Association and New York State United Teachers and to transmit same to the Treasurer of the Northville Teachers Association. I hereby release the Northville Central School Board and its officials from any responsibility concerning the use or application of said dues once they have been transmitted to the Northville Teachers Association. This authorization shall take effect on the second payroll date of the school year and continue for not more than the next nine months, with deductions to be made in even dollar amounts.

<u>Name of Organization</u>	<u>Amount of Dues</u>
Northville Teachers Association	_____
New York State United Teachers/ AFT	_____
VOTE/COPE	_____
TOTAL	_____

_____	_____	_____
Witness	Date	Signature

ARTICLE 11
GRIEVANCE PROCEDURES

11.1 Definitions

As used herein, the following terms shall mean:

- 11.1.1 **Employee:** Any teacher directly employed and compensated by the Administration.
- 11.1.2 **Grievance:** Any claimed violation, misinterpretation or inequitable application of the existing contract.
- 11.1.3 **Immediate Supervisor:** The employee on the next higher level of authority above the employee and who normally assigns and supervises the employee's work and approves his time record or evaluates his/her work performance.
- 11.1.4 **Days:** All days other than Saturdays, Sundays and legal holidays. Saturdays, Sundays and legal holidays' shall be excluded in computing the number of days within which action must be taken or notice given within the terms of this resolution.

11.2 Declaration of Basic Principle

- 11.2.1 Every employee of the Administration shall have the right to present his/her grievance in accordance with the procedures provided herein, free from interference, coercion, restraint, discrimination or reprisal, and shall have the right to be represented by a person of his/her own choosing at all stages of the grievance procedure.

11.3 First Stage - Informal

- 11.3.1 Upon written notification of a possible grievance, the immediate supervisor shall discuss the possible grievance with the employee, shall make such investigation as deemed appropriate and shall consult with his/her superiors to such extent as he/she deems appropriate, all on an informal basis. This informal discussion shall take place within three (3) days after notification. The employee shall have the right to have union representation at this conference and to request the presence of the Chief School Administrator.
- 11.3.2 Within three (3) days after presentation of the grievance, the immediate supervisor shall make his/her decision and communicate the same to the party presenting the grievance, and to the employee's

representative, if any. Such decision shall be in writing and a copy provided to both the employ or representative and the Chief School Administrator.

11.4 Second Stage - Formal

- 11.4.1 If the employee is not satisfied with the decision made by the immediate supervisor at the informal level, he/she may, within five (5) days thereafter, submit a formal grievance to the Chief School Administrator. Such request shall be in writing and shall contain a statement of the specific nature of the grievance and the facts relating to it.
- 11.4.2 The Chief School Administrator may, at the request of the employee, hold a hearing within five (5) days after receiving the written request and statement from the aggrieved party. The grievance, and representative, if any, may appear at the hearing and present oral statements or arguments.
- 11.4.3 Within five (5) days after the close of the hearing, or within eight (8) days after the grievance has been submitted to him, if there be no hearing, the Chief School Administrator shall make his decision and communicate the same to the grievant, and to the representative, if any. Such decision shall be in writing and a copy provided to the employee or his representative.

11.5 Third Stage - Mediation

- 11.5.1 Should the grievance remain unresolved, the parties shall petition the New York State Public Employees Relations Board (PERB) to appoint a mediator who shall make recommendations for the resolution of the dispute.
- 11.5.2 Should the parties refuse to accept the recommendation of the PERB-appointed mediator, they shall submit the grievance to binding arbitration under the auspices of the American Arbitration Association.
- 11.5.3 The cost of the proceedings at Stages 3 and 4 shall be borne fifty percent by the grieving party and fifty percent by the responding party.

ARTICLE 12
WORKERS COMPENSATION

- 12.1 The teacher shall receive regular salary less Workers Compensation and Social Security benefits for any absence that is the result of an “on the job” injury.
- 12.2 Payment from the Compensation Board for lost time is to be turned over to the District, which will, in turn, pay the teacher in full for the time lost.
- 12.3 Payment from the Compensation Board for an injury incurred by a teacher as opposed to payment related to the teacher's lost work time, shall be kept by the teacher.

ARTICLE 13
TRANSFER OF SALARY CREDIT

- 13.1 Salary credit granted newly employed teachers for previous teaching or other employment experience shall be at the absolute discretion of the Board.

ARTICLE 14
ADDITIONAL STUDY

- 14.1 Courses taken by teachers for additional salary credit must receive prior approval from the Superintendent.

ARTICLE 15
CURRICULUM DEVELOPMENT

- 15.1 Teachers wishing to participate in state and local conferences or workshops shall submit requests to do so in writing to the Superintendent.
 - 15.1.1 The Superintendent shall either approve or disapprove the request within five (5) school days of its receipt. The decision of the Superintendent on all such requests shall not be subject to the grievance procedures of this agreement.
 - 15.1.2 Approved expenses shall be supported by receipts. The teacher shall be reimbursed for mileage at the IRS rate.
- 15.2 Credit hours for workshops will be granted for pay purposes. The number of hours granted will be determined by the Administration on the basis of workshop attendance. Hours granted by the Administration for workshops will not exceed two (2) in number in any one (1) calendar year per teacher .

- 15.3 Curriculum development, i.e., development of curriculum outlines for goals, objective and topic placement, will be at the discretion, and direction of the Administration. Should unit members be employed to develop curriculum outside of the school work day, they will be compensated at the same rate as in 2.10.3.

ARTICLE 16
ASSISTANCE TO STUDENTS

- 16.1 Teachers shall schedule time for individual conferences with students.
- 16.2 Elementary parent-teacher conferences shall be held at the end of the first and, if necessary, at the end of the third marking period, subject to the following conditions:
- 16.2.1 Two (2) afternoon and two (2) evening parent-teacher conferences shall be scheduled during the fall semester. Two afternoon conferences and one evening conference shall be scheduled during the spring semester. Release time shall be provided for afternoon conferences.
 - 16.2.2 Afternoon conferences shall be scheduled between 1:00 pm and 3:00 pm. Evening conferences shall be scheduled between 7:00 pm and 9:00 pm. The times may be adjusted by the teacher, with the approval of the building administrator.
 - 16.2.3 When a teacher does not have a parent conference scheduled during the afternoon conference times, the teacher shall be free to use the nonconference time as he/she sees fit. When a teacher does not have a parent conference scheduled during the evening conference times, the teacher shall be free to use the time as he/she sees fit, including leaving the building.
 - 16.2.4 Teachers shall submit their schedules of parent conferences for both the fall and spring semesters to the elementary principal prior to the commencement of the first conference for the semester.
- 16.3 High school parent conferences shall be scheduled within the first marking period and at the beginning of the second semester subject to the following conditions:
- 16.3.1 One afternoon (1-3 pm) and one evening (7-9 pm) will be devoted to parent conferences.
 - 16.3.2 Junior high multiple failures will be scheduled by the Administration.

- 16.3.3 All report cards will contain information regarding parent conferences
- 16.3.4 Teachers will submit, for Administration information and teacher accountability, a list of conferences to be held before the conference date.
- 16.3.5 The Administration and teachers agree that parent conferences are most important and may, by mutual consent, be held at any time.
- 16.4 Teachers shall attend additional conferences pertaining to student achievement as scheduled by the Administration or guidance counselor provided that the teacher agrees to the scheduling of the conference.
- 16.5 Conferences may also be arranged at any time at the request of the parent or teacher. Conference requests should be submitted to the building principal.

ARTICLE 17
NON-TEACHING DUTIES

- 17.1 In addition to their regular teaching duties, teachers may be required to assist and/or participate in the following non-teaching duties:
 - 17.1.1 Student clubs, social activities and presentations.
 - 17.1.2 Supervision of homerooms, study halls, cafeteria, corridors, assemblies and playground.
 - 17.1.3 Supervision of class or school trips, parties, dances, and similar student programs held by the school.
- 17.2 Teachers will lend professional support to those school functions that are produced, directed and put on by fellow faculty members.
- 17.3 No appointments, except in extreme emergencies, will be made by teachers during school hours, for any reason. However, it is not the intent of the Administration to cause undue hardship for any teacher. Therefore, teachers may seek time off during the regular day if they will discuss the request with the supervisor at least one day in advance if possible. Unauthorized absence will result in loss of pay.
- 17.4 Teachers will not be required to pay to attend any school-sponsored functions.

ARTICLE 18
PREPARATION FOR INSTRUCTION

- 18.1 All teachers shall prepare lesson outlines in advance. It is the responsibility of the teacher to make outlines available for the substitute teacher. Outlines are to include objectives, page references and methods of instruction.
- 18.2 Lesson outlines may be reviewed at the request of the teacher or the immediate supervisor .
- 18.3 Grades are to be entered in grade books with date and nature of assignment entered.

ARTICLE 19
COMPENSATION, SPECIAL LEAVE, LATENESS

19.1 Compensation

19.1.1 Teachers will cooperate in developing policies with regard to loss of pay for unauthorized absence, lateness, special leave. In accordance with the provisions of this article, the Northville Teachers Association and the Administration have developed the following policy concerning tardiness; special leave and early dismissal.

19.1.2 Teachers will be paid bi-weekly.

19.1.3 Teachers will be given the option of being paid on a ten month basis or on a 1/26 payment basis bi-weekly plan, provided they sign an authorization form at the beginning of the school year.

19.1.4 Teachers will be compensated using the salary schedules listed in Appendix A.

19.1.5 Association members shall be given preference for all extracurricular and coaching positions, however, the District reserves the right to deviate from this practice upon consultation with the NTA.

19.2 Lateness

19.2.1 All teachers shall be in their classrooms by the official beginning of the school day.

19.2.2 Chronic failure to be in his/her classroom by the official beginning of the school day may result in a loss of one hour's pay for each hour or part thereof that the individual is late, figured at 1/1600 of yearly salary.

19.2.3 It is realized that last minute, unforeseen circumstances may arise, such as bad roads, car trouble, or other emergencies of a similar nature. If the teacher calls the Administration and reports the nature of the emergency, or reports upon arrival if a phone is not available, the teacher will not be docked provided the arrival at school is within a reasonable time. It is realized that this is a privilege and that abuse of this emergency clause by individual teachers will be cause to have this privilege revoked to those individual teachers that abuse this clause. It is also understood that all teachers will make every effort to keep emergency situations to a minimum.

19.3 Leaving Early

19.3.1 Teachers are expected to stay until the official end of the school day.

19.4 Special Leave

19.4.1 Occasionally, after arriving in the morning, an emergency arises and the teacher must leave school. A substitute must be called to replace him/her .

19.4.2 If the teacher leaves before or at 12 noon, he/she will only be charged for a half day of leave.

19.4.3 If the teacher leaves after 12 noon, he/she will not be charged for any leave.

ARTICLE 20
TAX SHELTERED ANNUITIES AND CREDIT UNION

20.1 Upon individual request of a member of the Association, the Administration will authorize the withholding of a portion of the gross salary of the teacher to purchase tax-sheltered annuities and to deposit said monies with the insurance company designated by the teacher.

20.2 Upon individual request by a member of the Association, the Administration will authorize the withholding of a portion of the salary of the teacher and will deposit said monies with the Fulton County Federal Credit Union.

20.3 The Administration will bear no responsibility concerning the use of such funds once they have been transmitted to the proper payee.

20.4 The District agrees to make payroll deductions for the purpose of allowing teachers to make payments to annuity plans. Currently there are seven companies and/or agents to which the members of the Association make annuity payments. The Administration agrees to continue payroll deductions to the seven companies and/or agents. However, before any additional companies and/or agents can be used by teachers for the purpose of annuities, the new company and/or agent would have to replace one of the seven companies and/or agents currently used by members of the Association, or at least five teachers would have to indicate a desire to fund an annuity offered by one of the new companies and/or agents.

ARTICLE 21
MUTUALITY OF OBLIGATION

- 21.1 It is understood that the Administration and the Association will make every good faith effort to carry out the spirit as well as the letter of this Agreement subject to law. Both parties further agree to take no action that will demean the process or to be contrary to the laws of the State of New York pertaining to strikes or work stoppage by public employees during the duration of this Agreement.
- 21.2 The Administration hereby amends its rules and regulations to the extent necessary to give effect to the provisions of this Agreement.

ARTICLE 22
DURATION

- 22.1 The provisions of this Agreement will be in effect from the date of July 1, 2006 through June 30, 2011, and will continue until a successor agreement is reached.
- 22.2 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 funding therefore shall not become effective until the appropriate legislative body has given approval.
- 22.3 This Agreement shall become effective upon its approval by a majority of the Board of Education and a majority of the Association present and voting. It will be retroactive to the beginning of the proposed contract year.

ARTICLE 23
TEACHERS HANDBOOK

- 23.1 The Northville Teachers Handbook shall be promulgated by the Administration and shall contain no provisions inconsistent with this contract.

ARTICLE 24
JUST CAUSE

- 24.1 No teacher shall be disciplined, reduced in rank or deprived of any professional advantage without just cause.
- 24.2 With regard to dismissal, this clause shall not apply to any non-tenured teacher. Further, the operation of this clause shall in no way restrict the right of the Board of Education to grant or deny tenure at the end of the probationary period.

ARTICLE 25
ABOLISHMENT OF POSITIONS

- 25.1 Tenured teachers will be notified by March 1 of the current school year if their positions are to be abolished. Non-tenured teachers will be notified by May 1 if their contracts are not to be renewed. Teachers in their tenure year will be notified by April 1 if they are not to be recommended for tenure.
- 25.2 The Administration agrees not to layoff currently employed tenured staff members or members of the current staff who become tenured during the life of the Agreement unless such layoffs are made because of declining enrollment and/or a reduction of federal funds or State Compensatory Programs. It is further understood that any such layoffs are made within the constraints of Article 3, Sections 3 and 4. Teachers hired subsequent to July 1, 1981, are not protected by the terms of this Article.

ARTICLE 26
AGENCY SHOP FEE

- 26.1 The Administration shall deduct from the salary of teachers in the bargaining unit who are not members of the Association an amount equivalent to the dues levied by the Association and shall transmit the sum deducted to the Association in accordance with Chapters 677 and 678 of the Laws of 1977 of the State of New York. The Association affirms that it has adopted such procedures for refund of agency shop fee deductions as required by Section 3 of Chapters 677 and 678.

ARTICLE 27
CAREER LADDER PROGRAM

- 27.1 The Career Ladder Program offers an opportunity for experienced faculty to make a contribution to and enhance the overall instructional environment and learning community of the Northville Central School District. However, it is not the intent of the Career Ladder Program to place an undue time burden on faculty which would interfere with the regular instructional duties.
- 27.2 **Teachers eligible to participate in Career Ladder Program:**
- 27.2.1 Teachers with 10 years of service in the Northville School District and who have accumulated 100 days of leave will be eligible to participate in the Career Ladder Program. No teachers who meet the above criteria may be denied an opportunity to participate in the Career Ladder Program. An exception from the above criteria (100 accumulated leave days) may be granted to teachers after application and approval by the Board of Education. Teachers working less than full-time would have their Career Ladder Program pro-rated.
- 27.2.2 All applications for the Career Ladder Program must be forwarded to the Superintendent by February 1 of the prior school year. Career Ladder participants of previous years must reapply each year for the following year. Participants notifying the District prior to June 1, may request to perform duties during the summer which would fulfill his/her responsibilities for the subsequent year.

27.2.3 The Administrator supervising the Career Ladder Program will meet with all participants during the first week of school to establish individual projects for that year. The Administrator will also periodically review the progress of the Career Ladder projects and a summary report will be submitted to the BOE at the June meeting.

27.3 Payment for Career Ladder:

Career Ladder participants will have a stipend of \$3,300 per school year calculated into their regular checks.

Teachers may participate in the Career Ladder program for a maximum of three consecutive years and a minimum of two consecutive years.

APPENDIX A

SALARY SCHEDULE
2006 - 2007

<u>STEP</u>	<u>BA</u>	<u>BA + 30</u>	<u>MA</u>
1	31858	33147	33793
1.5	32330	33620	34265
2	32802	34092	34738
2.5	33274	34566	35211
3	33748	35040	35686
3.5	34222	35514	36160
4	34695	35989	36635
4.5	35170	36463	37111
5	35645	36938	37586
5.5	36120	37415	38062
6	36596	37891	38539
6.5	37072	38367	39015
7	37633	38929	39577
7.5	38194	39491	40139
8	38756	40053	40702
8.5	39319	40616	41265
9	39882	41180	41829
9.5	40445	41745	42393
10	41009	42309	42958
10.5	41573	42874	43523
11	42139	43439	44090
11.5	42703	44005	44656
12	43269	44572	45223
12.5	43828	45131	45782
13	44488	45791	46443
13.5	45148	46452	47104
14	45809	47114	47766
14.5	46471	47776	48429
15	47133	48439	49092
15.5	47796	49102	49755
16	48459	49766	50419
16.5	49123	50430	51084
17	49787	51095	51749
17.5	50452	51761	52415
18	51117	52427	53081
18.5	51775	53084	53739
19	52967	54276	54931
19.5	54159	55470	56124
20	55352	56663	57319
20.5	56547	57858	58514
21	57742	59055	59711
21.5	58939	60251	60098
22	60136	61450	62107
22.5	61336	62019	63306
23	65795	67044	67667

Graduate credit hours will be paid at the rate of \$20 per hour for hours earned prior to July 1,1981 and at the rate of \$25 per hour for hours earned thereafter. Any graduate courses completed after July 1, 2004 will be paid at the rate of \$50 per hour.

APPENDIX A

SALARY SCHEDULE
2007 - 2008

<u>STEP</u>	<u>BA</u>	<u>BA + 30</u>	<u>MA</u>
1	32559	33876	34536
1.5	33041	34360	35019
2	33524	34843	35502
2.5	34006	35326	35986
3	34490	35811	36471
3.5	34975	36296	36956
4	35459	36780	37441
4.5	35943	37265	37927
5	36429	37751	38413
5.5	36915	38238	38900
6	37401	38725	39387
6.5	37887	39211	39873
7	38461	39786	40448
7.5	39034	40360	41022
8	39609	40395	41598
8.5	40184	41510	42173
9	40759	42086	42749
9.5	41335	42633	43326
10	41911	43239	43903
10.5	42488	43817	44481
11	43066	44394	45059
11.5	43643	44973	45638
12	44221	45553	46218
12.5	44793	46124	46789
13	45467	46798	47464
13.5	46142	47474	48140
14	46817	48150	48816
14.5	47494	48827	49494
15	48170	49504	50172
15.5	48848	50182	50849
16	49525	50861	51528
16.5	50204	51539	52207
17	50883	52219	52887
17.5	51562	52900	53568
18	52242	53580	54249
18.5	52914	54252	54921
19	54132	55470	56140
19.5	55350	56690	57359
20	56570	57910	58580
20.5	57791	59131	59802
21	59013	60354	61024
21.5	60235	61577	62248
22	61459	62802	63473
22.5	62685	64028	64699
23	67243	68519	69155

Graduate credit hours will be paid at the rate of \$20 per hour for hours earned prior to July 1, 1981 and at the rate of \$25 per hour for hours earned thereafter. Any graduate courses completed after July 1, 2004 will be paid at the rate of \$50 per hour.

APPENDIX A
SALARY SCHEDULE
2008 - 2009

<u>STEP</u>	<u>BA</u>	<u>BA + 30</u>	<u>MA</u>
1	33405	34757	35434
1.5	33900	35253	35929
2	34395	35748	36425
2.5	34891	36245	36922
3	35387	36742	37419
3.5	35884	37239	37916
4	36381	37737	38415
4.5	36878	38234	38913
5	37376	38732	39412
5.5	37875	39232	39911
6	38373	39731	40411
6.5	38873	40231	40910
7	39461	40820	41499
7.5	40049	41410	42089
8	40638	41999	42679
8.5	41229	42589	43269
9	41819	43181	43861
9.5	42410	43772	44452
10	43001	44364	45045
10.5	43592	44956	45637
11	44186	45549	46231
11.5	44778	46142	46825
12	45371	46737	47419
12.5	45957	47323	48005
13	46649	48015	48698
13.5	47341	48708	49392
14	48034	49402	50086
14.5	48728	50096	50781
15	49423	50792	51476
15.5	50118	51487	52171
16	50813	52183	52868
16.5	51509	52879	53565
17	52205	53577	54262
17.5	52903	54275	54961
18	53600	54973	55659
18.5	54290	55662	56349
19	55539	56913	57599
19.5	56790	58164	58851
20	58041	59415	60103
20.5	59293	60669	61356
21	60547	61923	62611
21.5	61801	63178	63867
22	63057	64435	65123
22.5	64315	65692	66381
23	68991	70300	70954

Graduate credit hours will be paid at the rate of \$20 per hour for hours earned prior to July 1, 1981 and at the rate of \$25 per hour for hours earned thereafter. Any graduate courses completed after July 1, 2004 will be paid at the rate of \$50 per hour.

APPENDIX A
SALARY SCHEDULE
2009 - 2010

<u>STEP</u>	<u>BA</u>	<u>BA + 30</u>	<u>MA</u>
1	34207	35591	36284
1.5	34714	36099	36791
2	35221	36606	37300
2.5	35728	37115	37808
3	36236	37624	38317
3.5	36745	38133	38826
4	37254	38642	39337
4.5	37763	39152	39847
5	38273	39662	40357
5.5	38784	40173	40869
6	39294	40685	41380
6.5	39805	41196	41892
7	40408	41800	42495
7.5	41010	42403	43099
8	41614	43007	43703
8.5	42218	43611	44308
9	42823	44217	44914
9.5	43427	44823	45519
10	44033	45428	46126
10.5	44639	46035	46733
11	45247	46642	47341
11.5	45852	47250	47948
12	46460	47859	48557
12.5	47060	48459	49158
13	47769	49167	49867
13.5	48477	49877	50577
14	49187	50588	51288
14.5	49898	51299	52000
15	50609	52011	52711
15.5	51321	52722	53423
16	52032	53435	54136
16.5	52745	54148	54850
17	53458	54862	55565
17.5	54172	55578	56280
18	54887	56293	56995
18.5	55593	56998	57701
19	56872	58278	58982
19.5	58152	59560	60263
20	59434	60841	61545
20.5	60716	62125	62829
21	62000	63410	64114
21.5	63285	64694	65400
22	64570	65981	66686
22.5	65858	67269	67974
23	70647	71987	72656

Graduate credit hours will be paid at the rate of \$20 per hour for hours earned prior to July 1, 1981 and at the rate of \$25 per hour for hours earned thereafter. Any graduate courses completed after July 1, 2004 will be paid at the rate of \$50 per hour.

APPENDIX A

SALARY SCHEDULE
2010 - 2011

<u>STEP</u>	<u>BA</u>	<u>BA + 30</u>	<u>MA</u>
1	35028	36445	37155
1.5	35547	36966	37674
2	36066	37485	38195
2.5	36585	38005	38715
3	37106	38527	39237
3.5	37627	39048	39758
4	38148	39570	40281
4.5	38669	40091	40803
5	39192	40614	41326
5.5	39714	41138	41850
6	40237	41661	42374
6.5	40761	42185	42897
7	41378	42803	43515
7.5	41994	43421	44133
8	42612	44039	44752
8.5	43231	44658	45371
9	43851	45278	45991
9.5	44470	45898	46612
10	45090	46519	47233
10.5	45710	47140	47854
11	46332	47761	48477
11.5	46953	48384	49099
12	47575	49007	49723
12.5	48190	49622	50337
13	48915	50347	51064
13.5	49641	51074	51791
14	50368	51802	52519
14.5	51095	52530	53248
15	51823	53259	53977
15.5	52552	53988	54706
16	53281	54718	55436
16.5	54011	55448	56167
17	54741	56179	56898
17.5	55473	56912	57630
18	56204	57644	58363
18.5	56927	58366	59086
19	58237	59677	60397
19.5	59548	60989	61709
20	60860	62301	63023
20.5	62174	63616	64337
21	63488	64931	65652
21.5	64803	66247	66969
22	66120	67565	68287
22.5	67439	68884	69606
23	72342	73715	74400

Graduate credit hours will be paid at the rate of \$20 per hour for hours earned prior to July 1,1981 and at the rate of \$25 per hour for hours earned thereafter. Any graduate courses completed after July 1, 2004 will be paid at the rate of \$50 per hour.

**APPENDIX B
EXTRA-CURRICULAR COACHING SCHEDULE
ANNUAL STIPENDS 2006-2007**

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
Athletic Director	2250	2350	2450	2550	2650	2750	2850	2950	3050	3150
<u>Soccer</u>										
Varsity (2)	2357	2457	2557	2657	2757	2857	2957	3057	3157	3257
Jr Varsity (2)	1714	1814	1914	2014	2114	2214	2314	2414	2514	2614
Modified (2)	1393	1493	1593	1693	1793	1893	1993	2093	2193	2293
<u>Basketball</u>										
Varsity (2)	3214	3314	3414	3514	3614	3714	3814	3914	4014	4114
Jr Varsity (2)	2571	2671	2771	2871	2971	3071	3171	3271	3371	3471
Modified (2)(4)*	1928	2028	2128	2228	2328	2428	2528	2628	2728	2828
<u>Baseball</u>										
Varsity (2)	2357	2457	2557	2657	2757	2857	2957	3057	3157	3257
Assistant Varsity (2)*	1714	1814	1914	2014	2114	2214	2314	2414	2514	2614
Modified (2)	1393	1493	1593	1693	1793	1893	1993	2093	2193	2293
<u>Track</u>										
Head Coach	2357	2457	2557	2657	2757	2857	2957	3057	3157	3257
Assistant Coach #1	1714	1814	1914	2014	2114	2214	2314	2414	2514	2614
Assistant Coach #2	1393	1493	1593	1693	1793	1893	1993	2093	2193	2293
<u>Cheerleading</u>										
Varsity Coach	1928	2028	2128	2228	2328	2428	2528	2628	2728	2828
Jr. Varsity Coach	1178	1278	1378	1478	1578	1678	1778	1878	1978	2078
Golf	1928	2028	2128	2228	2328	2428	2528	2628	2728	2828

* If deemed necessary by the BOE.

All Appointments are annual and at the discretion of the BOE.

**APPENDIX B
EXTRA-CURRICULAR COACHING SCHEDULE
ANNUAL STIPENDS 2007-2008**

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
Athletic Director	2318	2418	2518	2618	2718	2818	2918	3018	3118	3218
<u>Soccer</u>										
Varsity (2)	2428	2528	2628	2728	2828	2928	3028	3128	3228	3328
Jr Varsity (2)	1765	1865	1965	2065	2165	2265	2365	2465	2565	2665
Modified (2)	1435	1535	1635	1735	1835	1935	2035	2135	2235	2335
<u>Basketball</u>										
Varsity (2)	3310	3410	3510	3610	3710	3810	3910	4010	4110	4210
Jr Varsity (2)	2648	2748	2848	2948	3048	3148	3248	3348	3448	3548
Modified (2)(4)*	1986	2086	2186	2286	2386	2486	2586	2686	2786	2886
<u>Baseball</u>										
³⁴ Varsity (2)	2428	2528	2628	2728	2828	2928	3028	3128	3228	3328
Assistant Varsity (2)*	1765	1865	1965	2065	2165	2265	2365	2465	2565	2665
Modified (2)	1435	1535	1635	1735	1835	1935	2035	2135	2235	2335
<u>Track</u>										
Head Coach	2428	2528	2628	2728	2828	2928	3028	3128	3228	3328
Assistant Coach #1	1765	1865	1965	2065	2165	2265	2365	2465	2565	2665
Assistant Coach #2	1435	1535	1635	1735	1835	1935	2035	2135	2235	2335
<u>Cheerleading</u>										
Varsity Coach	1986	2086	2186	2286	2386	2486	2586	2686	2786	2886
Jr. Varsity Coach	1213	1313	1413	1513	1613	1713	1813	1913	2013	2113
Golf	1986	2086	2186	2286	2386	2486	2586	2686	2786	2886

* If deemed necessary by the BOE.

All Appointments are annual and at the discretion of the BOE.

**APPENDIX B
EXTRA-CURRICULAR COACHING SCHEDULE
ANNUAL STIPENDS 2008-2009**

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
Athletic Director	2318	2418	2518	2618	2718	2818	2918	3018	3118	3218
<u>Soccer</u>										
Varsity (2)	2428	2528	2628	2728	2828	2928	3028	3128	3228	3328
Jr Varsity (2)	1765	1865	1965	2065	2165	2265	2365	2465	2565	2665
Modified (2)	1435	1535	1635	1735	1835	1935	2035	2135	2235	2335
<u>Basketball</u>										
Varsity (2)	3310	3410	3510	3610	3710	3810	3910	4010	4110	4210
Jr Varsity (2)	2648	2748	2848	2948	3048	3148	3248	3348	3448	3548
Modified (2)(4)*	1986	2086	2186	2286	2386	2486	2586	2686	2786	2886
<u>Baseball</u>										
Varsity (2)	2428	2528	2628	2728	2828	2928	3028	3128	3228	3328
Assistant Varsity (2)*	1765	1865	1965	2065	2165	2265	2365	2465	2565	2665
Modified (2)	1435	1535	1635	1735	1835	1935	2035	2135	2235	2335
<u>Track</u>										
Head Coach	2428	2528	2628	2728	2828	2928	3028	3128	3228	3328
Assistant Coach #1	1765	1865	1965	2065	2165	2265	2365	2465	2565	2665
Assistant Coach #2	1435	1535	1635	1735	1835	1935	2035	2135	2235	2335
<u>Cheerleading</u>										
Varsity Coach	1986	2086	2186	2286	2386	2486	2586	2686	2786	2886
Jr. Varsity Coach	1213	1313	1413	1513	1613	1713	1813	1913	2013	2113
Golf	1986	2086	2186	2286	2386	2486	2586	2686	2786	2886

* If deemed necessary by the BOE.

All Appointments are annual and at the discretion of the BOE.

**APPENDIX B
EXTRA-CURRICULAR COACHING SCHEDULE
ANNUAL STIPENDS 2009-2010**

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
Athletic Director	2387	2487	2587	2687	2787	2887	2987	3087	3187	3287
<u>Soccer</u>										
Varsity (2)	2501	2601	2701	2801	2901	3001	3101	3201	3301	3401
Jr Varsity (2)	1818	1918	2018	2118	2218	2318	2418	2518	2618	2718
Modified (2)	1478	1578	1678	1778	1878	1978	2078	2178	2278	2378
<u>Basketball</u>										
Varsity (2)	3410	3510	3610	3710	3810	3910	4010	4110	4210	4310
Jr Varsity (2)	2728	2828	2928	3028	3128	3228	3328	3428	3528	3628
Modified (2)(4)*	2045	2145	2245	2345	2445	2545	2645	2745	2845	2945
	0									
<u>Baseball</u>										
	0									
³⁶ Varsity (2)	2501	2601	2701	2801	2901	3001	3101	3201	3301	3401
Assistant Varsity (2)*	1818	1918	2018	2118	2218	2318	2418	2518	2618	2718
Modified (2)	1478	1578	1678	1778	1878	1978	2078	2178	2278	2378
<u>Track</u>										
Head Coach	2501	2601	2701	2801	2901	3001	3101	3201	3301	3401
Assistant Coach #1	1818	1918	2018	2118	2218	2318	2418	2518	2618	2718
Assistant Coach #2	1478	1578	1678	1778	1878	1978	2078	2178	2278	2378
<u>Cheerleading</u>										
Varsity Coach	2045	2145	2245	2345	2445	2545	2645	2745	2845	2945
Jr. Varsity Coach	1250	1350	1450	1550	1650	1750	1850	1950	2050	2150
Golf	2045	2145	2245	2345	2445	2545	2645	2745	2845	2945

* If deemed necessary by the BOE.

All Appointments are annual and at the discretion of the BOE.

**APPENDIX B
EXTRA-CURRICULAR COACHING SCHEDULE
ANNUAL STIPENDS 2010-2011**

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
Athletic Director	2459	2559	2659	2759	2859	2959	3059	3159	3259	3359
<u>Soccer</u>										
Varsity (2)	2576	2676	2776	2876	2976	3076	3176	3276	3376	3476
Jr Varsity (2)	1873	1973	2073	2173	2273	2373	2473	2573	2673	2773
Modified (2)	1522	1622	1722	1822	1922	2022	2122	2222	2322	2422
<u>Basketball</u>										
Varsity (2)	3512	3612	3712	3812	3912	4012	4112	4212	4312	4412
Jr Varsity (2)	2809	2909	3009	3109	3209	3309	3409	3509	3609	3709
Modified (2)(4)*	2107	2207	2307	2407	2507	2607	2707	2807	2907	3007
<u>Baseball</u>										
³⁷ Varsity (2)	2576	2676	2776	2876	2976	3076	3176	3276	3376	3476
Assistant Varsity (2)*	1873	1973	2073	2173	2273	2373	2473	2573	2673	2773
Modified (2)	1522	1622	1722	1822	1922	2022	2122	2222	2322	2422
<u>Track</u>										
Head Coach	2576	2676	2776	2876	2976	3076	3176	3276	3376	3476
Assistant Coach #1	1873	1973	2073	2173	2273	2373	2473	2573	2673	2773
Assistant Coach #2	1522	1622	1722	1822	1922	2022	2122	2222	2322	2422
<u>Cheerleading</u>										
Varsity Coach	2107	2207	2307	2407	2507	2607	2707	2807	2907	3007
Jr. Varsity Coach	1287	1387	1487	1587	1687	1787	1887	1987	2087	2187
Golf	2107	2207	2307	2407	2507	2607	2707	2807	2907	3007

* If deemed necessary by the BOE.

All Appointments are annual and at the discretion of the BOE.

APPENDIX C

EXTRA-CURRICULAR SALARY SCHEDULE
ANNUAL STIPENDS
2006/2007 – 2010/2011

	2006-07	2007-08	2008-09	2009-10	2010-11
7th Grade Advisor	\$556	\$556	\$581	\$599	\$617
8th Grade Advisor	\$556	\$556	\$581	\$599	\$617
9th Grade Advisor	\$570	\$570	\$596	\$614	\$632
10 th Grade Advisor	\$761	\$761	\$796	\$819	\$844
11 th Grade Advisor (2 positions)	\$950	\$950	\$993	\$1,023	\$1,054
12 th Grade Advisor advisors (2 positions)					
Each, without senior activity	\$761	\$761	\$796	\$819	\$844
Each, with senior activity	\$1,108	\$1,108	\$1,158	\$1,193	\$1,229
Readers of the Round Advisor	\$556	\$556	\$581	\$599	\$617
Girls Athletic Assoc. Advisor	\$556	\$556	\$581	\$599	\$617
Varsity Club Advisor	\$556	\$556	\$581	\$599	\$617
High School Library Club Advisor	\$556	\$556	\$581	\$599	\$617
Elementary Library Club Advisor	\$556	\$556	\$581	\$599	\$617
National Honor Society Advisor	\$556	\$556	\$581	\$599	\$617
Art Club Advisor	\$556	\$556	\$581	\$599	\$617
Yearbook Advisor	\$2,693	\$2,693	\$2,815	\$2,900	\$2,987
Future Teachers Organization Advisor	\$556	\$556	\$581	\$599	\$617
Bowling Club Advisor (<i>maximum of 12 trips</i>)	\$556	\$556	\$581	\$599	\$617
Double E. Corporation Advisor	\$950	\$950	\$993	\$1,023	\$1,054
Student Council Advisor	\$950	\$950	\$1,408	\$1,450	\$1,494
SAD) Advisor	\$556	\$556	\$581	\$599	\$617
Tennis Club Advisor	\$556	\$556	\$581	\$599	\$617
Chorus Advisor	\$556	\$556	\$581	\$599	\$617
Band Club Advisor	\$1,187	\$1,187	-	-	
Jazz Band Advisor	-		\$620	\$639	\$658
Marching Band Advisor	-		\$620	\$639	\$658
Internet Computer Club Advisor	\$556	\$556	\$581	\$599	\$617
Golf Club Advisor	\$556	\$556	\$581	\$599	\$617
Science Club Advisor	\$556	\$556	\$581	\$599	\$617
International Club Advisor	\$556	\$556	\$581	\$599	\$617
High School Drama Club Advisor	\$556	\$556	\$581	\$599	\$617
Elementary Musical Director	\$556	\$556	\$1,909	\$1,966	\$2,025
Musical Director	\$1,826	\$1,826	\$1,909	\$1,966	\$2,025
Asst. Musical Director	\$974	\$974	\$1,018	\$1,049	\$1,080
Musical Set	\$555	\$555	\$580	\$598	\$616
Musical Scenery	\$555	\$555	\$580	\$598	\$616
Musical Accompanist	\$610	\$610	\$638	\$657	\$677
Musical Choreographer	\$243	\$243	\$581	\$598	\$616
Senior Play Advisor					
one (1) position	\$1,347	\$1,347	\$1,408	\$1,450	\$1,494
Each, two (2) positions	\$950	\$950	\$993	\$1,023	\$1,054
Senior Play Set	\$555	\$555	\$580	\$598	\$616
Senior Play Scenery	\$555	\$555	\$580	\$598	\$616
Odyssey of the Mind Advisor	\$556	\$556	\$581	\$599	\$617
Elementary Art Club Advisor	\$556	\$556	\$581	\$599	\$617
Peer Leadership Advisor	\$556	\$556	\$581	\$599	\$617
Website Webmaster	\$556	\$556	\$581	\$599	\$617
Interact Club Advisor.	\$556	\$556	\$581	\$599	\$617
Boys' Indoor Soccer Club	\$556	\$556	\$581	\$599	\$617

If the senior class activity is cancelled due to circumstances beyond the teacher's control, the stipend is still paid.

Ticket Seller/Taker

Daily Stipends

\$25

Bus Chaperones

Hourly Stipends

\$14

- a. The two (2) 12th grade advisors and the two (2) 11th grade advisors shall perform their advisory duties without chaperone assistance .
- b. All advisors shall be appointed annually by the Board of Education.
- c. Where no teacher volunteers to perform advisory duties, the Superintendent shall be authorized to appoint, an advisor position, but no teacher may be involuntarily appointed within three (3) years of his/her last appointment as an advisor.
- d. Advisor job descriptions will be prepared mutually by the Superintendent or his/her designee and the President of the Association or his/her designee. Advisors will perform duties as specified in the job descriptions.
- e. The District is authorized to add or remove additional advisor positions upon consultation with the NTA.
- f. One additional chaperone will be available for each evening activity to assist non-junior and non-senior class advisors. The rate of pay for such chaperones shall be \$14 per hour during the 2006-2011 school years.

The Northville Central School District (District) and the Northville Teachers' Association (Association) hereby enter into this Memorandum of Agreement in complete and final settlement of all issues proposed and negotiated for the July 1, 2006 to June 30, 2011 collective bargaining agreement referred to herein. The terms of this Memorandum shall become effective immediately, upon ratification by the membership of the Association and approved by the Board of Education of the District.

Any amendments or changes in this agreement can only be made by mutual consent of the Association and the Board of Education.

Northville Teachers' Association

Anne Henck Anne Henck

Gina Raffetto Gina Raffetto

Joanna Olson Joanna Olson

Joe Trimarchi Joe Trimarchi

Lanie Groff Lanie Groff

Warren Hoffman Warren Hoffman

Wendy Sweet Wendy Sweet

Date: May 1st 2008

Northville Central School District

Kathy Dougherty Kathy Dougherty

Jim Beirlein Jim Beirlein

Sharon Spencer Sharon Spencer

Date: June 5, 2008



SIDE LETTER

In the event handicapped students are mainstreamed into the regular classroom, such students shall be weighted as follows:

1. If such assignment occurs for three (3) or more instructional periods per day at grades 7-12 or for one-half (1/2) day or more at grades K-6, each student shall be weighted as +2 (i.e., one (1) mainstreamed handicapped student = two (2) regular students) for the purpose of computing class size and appropriate adjustment shall be made as required by Article 3.4 and 3.5 of the Agreement.

In the event such weighting occurs, the involved teacher shall consult in developing and implementation of IEP's by:

1. Recognizing that the mainstreamed student will exhibit a lower level of participation than the regular student;
2. Recognizing that the mainstreamed student is to be evaluated by the resource teacher; and
3. Consulting with the resource teacher at the beginning of each marking period to establish the teacher's expectation of the student and at the end of each marking period to assist in evaluating the student.



NORTHVILLE CENTRAL SCHOOL DISTRICT

Faculty Request for Personal Leave/Business;
School Business & Notification of Sick Day

Directions: This form is to be completed and submitted to the Superintendent of Schools three days, if possible, prior to the date(s) of the requested leave w/the exception of a Sick day. One copy will be returned to you for your records.

Name: _____ Date: _____

Date Requested for Leave: _____

Please check one of the items below:

_____ Personal Leave* _____ School Business

_____ Personal Business** _____ Civil Service Law 159
(Illness, Bereavement, Medical, etc.)

_____ Not Approved

Signature: _____ Date: _____
(Principal)

Signature: _____ Date: _____
(Superintendent)

Additional Comments:

Personal Leave may not be used for vacation/recreation purposes or to extend vacations/long weekends.

Personal Business may not be used to conduct business that can be conducted after school hours. Such leave may be granted if there are extenuating or special circumstances.

Cc: Principal Faculty
Member Business
Office

