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AGREEMENT
between
THE BOARD OF EDUCATION
ISLIP PUBLIC SCHOOLS
and
THE ISLIP TEACHERS ASSOCIATION
JULY 1, 2006 TO JUNE 30, 2011

Islip Union Free School District
Islip, Suffolk County, New York



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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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PREAMBLE

AGREEMENT, entered into as of the 1st day of July 2006 and between the Board of Education, Union Free School District No. 2, hereinafter called the "Board", and the Islip Teachers Association, hereinafter called the "Association".

WITNESSETH:

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of Islip is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the teaching service; and

WHEREAS, the members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational standards; and

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

WHEREAS, it is recognized that the Board has statutory obligations pursuant, but not limited, to the Education Law of the State of New York, the Local Finance Law of the State of New York, the Municipal Law of the State of New York, the Judiciary Law of the State of New York, the Civil Service Law of the State of New York and the Constitution of the State of New York, and all rulings, regulations and decisions pertaining thereto, which obligations must be solely executed, carried out and adhered to by the Board, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this agreement;

NOW, THEREFORE, in consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I RECOGNITION

The Islip Board of Education, having determined that the Islip Teachers Association is supported by a majority of the teachers in the unit consisting of all certificated personnel except the Chief Administrative Officer, his Assistants, Building Principals, Assistant Building Principals, Administrative Assistants, Director of Health, Physical Education and Athletics, Director of Guidance, Director of Pupil Personnel Services, and other full time administrative personnel, hereby recognizes the Islip Teachers Association as the exclusive negotiating agent for the teachers in such unit.

The Board agrees not to negotiate with any other teacher organization other than the Association for the duration of this agreement.

All of the above subject, however, to the requirements of Section 207 (3) (b) of the Public Employees Fair Employment Act to the effect that the Islip Teachers Association or any member of the Association or employee shall not assert the right to strike against any government agency and/or to assist or participate in any such strike or to impose an obligation to conduct, assist or participate in such strike. The term "strike" means any strike or concerted stoppage of work or slowdown by public employees.

Said period of unchallenged representation shall continue for the statutorily mandated period or the duration of this agreement, whichever is shorter.

ARTICLE 2 NEGOTIATION PROCEDURES

Section 1

It is recognized that the best interest of public education will be served by establishing communication procedures to provide a method for the Board and representatives of the Association to discuss future contracts or contract modifications. To this end, opportunities for free and open exchange of ideas are desirable and necessary.

Section 2

The Association recognizes the legal responsibility and authority vested in the Board in establishing and implementing educational policies within the District. The Board recognizes the Association as the representative of the professional staff for the purposes of discussion and participation in matters of mutual concern and of implementing the terms of Section 203 of the Public Employee's Fair Employment Act.

Section 3

A committee known as the Negotiating Committee shall be formed consisting of no more than five (5) representatives of the Association, duly designated, and no more than five (5) representatives of the Board, or its designees. In addition, each party may have its president as an ex-officio member. A mutually agreed time and place for the committee to meet will be arranged for by the Chief School Administrator.

Section 4

During the course of negotiating sessions, the chief negotiators shall initial all tacit points of agreement as they are reached.

When agreement is reached covering all areas under negotiation, a memorandum of the agreement will be prepared and submitted to the Board and the Association for approval and signatures.

Section 5

If an impasse is declared during negotiations, the impasse shall be referred to the State Public Employment Relations Board.

Section 6

No later than January 15, the parties will enter into good-faith negotiations over a successor agreement to this contract.

Section 7

Other ground rules as needed will be agreed upon at the first negotiating session.

ARTICLE 3 CONTRACT MODIFICATION NEGOTIATIONS

Section 1

This agreement constitutes the full and complete agreement between the parties and may be altered, changed, added to, deleted from, or modified only through the voluntary consent of both parties in the form of a written and signed amendment to this agreement.

Section 2 - District Policies

Before the Board adopts a policy or change in policy affecting the wages, hours, or other terms and conditions of employment of the members of the unit, which is not covered by the terms of this agreement and was not a subject of negotiation between the parties in the formation of this agreement, the Board agrees to notify the Association of any such proposed policy or change in writing.

The Association shall have the right to present its views on such proposed policy or change with the Board provided that within seven (7) school days after receipt of such notice, it advises the Board of its desire to present the Association's position. In such event, no action will be taken by the Board until such discussion has been held and the Board has given good faith consideration thereto.

Section 3 - Publication of District Policy

The Board agrees to post all District policies on the District website..

Section 4

Nothing in this article shall be construed to mean that any policy or change in policy adopted by the Board under a mandate by law shall be negotiable during the life of this contract.

Section 5 - Building and/or Grade Level Policies

(a) Upon the request of either party the Association's building president and such assistants, as he or she may desire, shall meet with the building principal and his/her assistants to discuss administrative policies pertaining to and affecting terms and conditions of employment of teachers assigned to that building and/or grade level(s). Such meetings shall be scheduled at mutually agreeable times.

(b) It is intended that these meetings should provide definite opportunities for responsible exchanges of opinions and suggestions by the parties, administration and association, at a level where such exchange is most likely to produce a mutually satisfactory solution of any issues arising between them.

(c) At such meetings, building principals and the Association representatives will discuss administrative policies and planned changes which may affect the terms and conditions of employment of teachers assigned to that building.

ARTICLE 4 TEACHER AND ASSOCIATION RIGHTS

Section 1

The Association shall be allowed to use school buildings and rooms for meeting purposes subject to the usual and normal conditions affecting such use as supplied to other organizations by using the standard form.

Section 2

The Association shall have the right, through a member of the executive committee, to distribute by means of teacher mailboxes and bulletin boards, any announcements, notices, letters, brochures, and other written or printed materials that it wishes to pass on to teachers provided that such distribution does not interfere with the normal routine and responsibilities of teachers. The building principal shall be given a copy of all materials at the time of distribution.

Section 3

The president of the Association, if in the secondary school, will not be assigned any duties other than a load of three teaching assignments. If the president is an elementary school teacher, the assignment shall be 3/5 of full time as a permanent substitute with no loss of seniority, or 3/5ths position mutually agreed upon by the District and the Association.

Section 4

The Board agrees to allow a total of 17 days leave time with pay for use by teachers designated by the Association's Executive Committee to represent the Association at affiliated organization meetings, conventions and workshops and for association business which requires the association representative to leave the District. This leave time will not be charged against the designated teacher personally. Leave will be taken in not less than full day increments.

When circumstances permit, at least three (3) days advance notice, in writing, for utilization of such leave time shall be given the Chief School Administrator by the Association president on each occasion. The aforesaid leave may be accumulated up to 30 days during the term of the contract but shall expire, if unused, on June 30, 2011.

Section 5

The Association will have the right to prepare and have included in the teachers' handbook the Association constitution and up to 6 pages of organization information about the Islip Teachers Association. This material shall be submitted by July 1.

Section 6

The Association shall have the right to use the District's mail delivery service between buildings. Items for general distribution to members shall be handled through building presidents.

Section 7

The Association president shall be entitled to obtain a copy of the approved minutes and treasurer's reports of each Board of Education meeting within 10 days of the Board's approval of the minutes and treasurer's reports. The Association president shall be entitled to obtain an agenda of the regular Board of Education meetings prior to the meetings, when it is available.

Section 8

A teacher shall have the right to request that the building principal arrange appointments with parents to provide opportunities for discussion of specific problems, when the teacher decides (other means having failed) that this procedure is necessary.

Section 9

Persons other than administrative or supervisory personnel wishing to visit classrooms must do so by appointment with the teacher.

Section 10

A building master teaching schedule shall be posted in each school's office by the first day of school and updated when necessary.

Section 11

Each building president of the Islip Teachers Association shall be given a copy of all notices for school-wide meetings involving teachers of that building at the time of issuance of such notices.

Section 12

In the case of any meeting between administrative and/or supervisory personnel and a parent/guardian where the meeting concerns a teacher, the teacher shall be informed of this meeting, and shall be given the option to attend, when the teacher's class can be covered without unduly affecting the instructional activity.

Notwithstanding the foregoing, when the parent/guardian meeting concerns a matter other than instruction or student performance, the Superintendent may inform the Union President of the substance of the parent/guardian complaint, in lieu of the teacher's attendance at the parent/guardian meeting.

In the case of a child considered for a change in placement, no action shall be taken before the unit member has the opportunity to meet with the parent/guardian and/or the administrator.

Section 13

No teacher organization competing with the association to represent teachers shall be granted the rights delineated in sections 2, 4, 5, and 6 of this Article, except as may be required by law or order of state agency.

Section 14

In the event of any meeting, except post-observations, between a teacher, supervisory personnel and/or an administrator, the teacher shall have the right to Association representation present at the meeting. The representative shall serve in a non-participatory role.

Section 15

The Association President, the Chief School Administrator and the District Business Officer shall meet prior to the new school year to review benefits package for new unit members.

ARTICLE 5 ACADEMIC FREEDOM

(a) Teachers shall have the right to explore any controversial topic or issue commensurate with the level of understanding and maturity of the students involved. However, academic freedom does not relieve the teacher from the responsibility of teaching the approved curriculum.

Instructional materials purchased with District funds for use on a grade wide or subject wide basis shall be selected and/or discontinued with the approval of the majority of the teachers involved, the Principal, and the Superintendent's designee. Textbooks and materials described above for courses taught by only one teacher shall be chosen by that teacher with the approval of the Department Chairperson or Coordinator, Principal and Superintendent's designee.

Notwithstanding the foregoing, if the text or instructional material is an important component of District curricula, the matter shall be referred to the Superintendent and Union President for resolution.

(b) The provisions of this Article shall not apply to registered nurses.

ARTICLE 6 THE RIGHT OF PRIVACY

The private and personal life of any teacher is not within the appropriate concern or attention of the Board (subject to the District's rights and obligations under law), except when it noticeably impairs the teacher's effectiveness in his duties or seriously harms the educational program.

Teachers shall have the right, at Board expense, up to fifty dollars (\$50) to have the physical examinations, required for employment in the District, be performed by any qualified physician licensed by the State of New York of their choosing. Such exams shall be completed by November 1. If the school physician performs the examination, the Board shall bear the full cost of such examination.

ARTICLE 7 TEACHER EMPLOYMENT, RECRUITMENT AND QUALIFICATIONS

Section 1

The Board and Association recognize their mutual concern in recruiting licensed and certified teacher candidates within the contents of New York State Education Law, with the view of obtaining the most competent teachers available.

Section 2

Teachers planning to leave the District should notify their building principals ninety (90) days in advance where possible, so that ample opportunity may be afforded to recruit the most competent replacements available.

Section 3

Every reasonable effort shall be made by the administration to include the appropriate Department's Chairperson or Coordinator in the hiring process.

Section 4

To further upgrade the quality of the educational programs, the Board agrees to act towards achieving staffing goals for supportive professional services to students of the District as recommended by the Department of Education and by sound educational practices. Such service shall include:

1. Registered nurses
2. Guidance counselors
3. Certified school librarians
4. School psychologists
5. Speech therapists
6. Reading specialists
7. Social workers
8. ESL/ELL Teachers

ARTICLE 8 TEACHING HOURS AND CLASS LOAD

Section 1 - Teaching Load

(a) Teachers are to teach only in those areas in which they are certified, however when exceptions occur, their assignments will be made within the Regulations of the Commissioner of Education.

(b) Middle School and Senior High School

1. Teachers shall have no more than 5 teaching assignments per day.

The foregoing shall not be applicable to science teachers at the High School. The District will endeavor to assign science teachers to a schedule consisting of five (5) teaching periods each semester by assignment to a full year course which meets on alternating days, when such courses are available and considered, in the discretion of the Superintendent, educationally sound when taught on alternating days. (Other methods, in the discretion of the Superintendent, may be employed.) Notwithstanding the foregoing, science teachers may be assigned six (6) teaching periods alternating with five (5) teaching periods on the next day during one semester and four (4) teaching periods alternating with five (5) the next semester of the same academic year. No affected teacher shall be assigned the foregoing schedule two (2) years in succession. Prior to making such assignment, the administration will offer teaching staff the opportunity to choose among available schedules. Seniority will prevail in the choice of schedules. During assignment to the 6/5 semester, neither a duty nor academic intervention service/enrichment supportive education period assignments shall be made, although other supportive education period activities shall be engaged in by the teacher.

During the assignment to the 5/4 semester, either a twenty (20) week duty or a ten (10) week academic intervention services/enrichment supportive education period assignment shall be made.

2. Teachers shall have no more than one period of extra supervisory duty beyond their teaching assignments.

3. Every full time teacher shall have not less than one uninterrupted preparation period per day. If it is necessary for a teacher to leave the building, the teacher may do so with the approval of the appropriate administrator.

4. Supportive Education Period

High School: The supportive education period will include the assignment of faculty members to the Learning Lab, which may include academic intervention services/enrichment, for a period of up to ten (10) weeks each academic year, with not more than five (5) students, either on an assigned or drop-in basis. No lesson plans will be required; however, teachers will be required to report progress. The two types of progress reports shall be: 1) for those students assigned to the Learning Lab, progress reports shall be periodically submitted to the Learning Lab assigned teacher of record; 2) for those students who drop in, progress reports shall be periodically submitted to the student's classroom teacher. The balance of supportive education activities for the remainder of the academic year shall be logged by each teacher.

In addition to the above, the supportive education period, when assigned to a teacher, is to be used for tutoring, research, counseling, parental conferences, consulting student records in the pupil personnel office, consulting special area teachers or administrators, working on approved curriculum projects, or other related supportive education projects as suggested by the administration. Teachers will remain in the building during this time unless performing authorized supportive education business.

5. Every full time teacher shall have an uninterrupted lunch period.

6. Two preparations shall be considered normal. Three (3) preparations maximum shall be permissible where the department size or offerings so require. Four (4) preparations shall be permissible in Family & Consumer Science and Business. A preparation shall be defined as the time and effort required by a teacher to prepare to teach a specific course.

In subjects having academically challenged, regular and accelerated sections, preparations for a combination of regular and accelerated classes in that subject shall be considered one preparation provided that the same outline of study applies to each. Academically challenged classes in the same subject shall be considered a separate preparation. In these subjects, two preparations shall be maximum, but lesson plans shall reflect differentiated assignments for accelerated students.

Assignment to teach core shall be considered as one preparation.

7. No teacher shall be scheduled to teach more than three consecutive instructional periods.

8. To the extent possible, no teacher will be scheduled to travel between buildings more than once during the course of the school day.

9. In lieu of a duty period, full time middle school and high school art teachers shall be afforded one period per week to work on displays.

(c) Elementary

1. All elementary teachers shall have an uninterrupted lunch period of forty (40) minutes.

2. All elementary teachers (K-5) shall have no less than an average forty (40) minutes of preparation time per day. Such periods will be provided by scheduling of special teachers. When possible teachers of special subjects will be scheduled to provide teachers with a forty (40) minute preparation each day. Art and music teachers without a permanently assigned room shall be afforded seven (7) minutes between classes in the same building and ample time for organization and travel between successive classes in different buildings.

3. One period per week shall be afforded to full time art teachers in addition to regular preparation time to work on displays. Length of said period shall be equal to length of a regular art period.

4. Within the limits of scheduling lunch periods, etc., no teacher shall be required to teach more than three consecutive hours.

5. When possible, no teacher will be scheduled to travel between buildings more than once during the course of a school day.

6. Effective September 1, 2003 Common Planning Time (CPT) of one (1) hour per week will be scheduled, except during the week a faculty meeting is held. CPT may be aggregated by administration from week to week, not to exceed two (2) hours. Unused CPT may not be banked. CPT shall be used for grade level meetings; meetings with consultant teachers, social workers and/or school psychologists; curriculum circles; crisis management team meetings; textbook selection and other professional non-student contact activities. Use of CPT shall be logged in a plan book or pursuant to an alternate log established by the building principal, with the approval of the Association's building representatives.

CPT will not impact the Association's meeting schedule. The Superintendent and the Association President will meet prior to the school year to review the overall calendar of CPT. The building representatives and the building principals will choose its CPT in conjunction with the District calendar. Teachers enrolled in courses on afternoons when CPT is scheduled shall be excused but shall arrange with their building principal, in advance of the missed CPT meeting, to fulfill any obligation connected with such missed meeting.

(d) Exceptions

Exception to the provisions in this section may be made only through conference with the District and/or building principal, and Department Chairperson (at the secondary level) or Coordinator. The individual teacher shall make the final decision.

Section 2

The school day for teachers shall be as follows:

Elementary	- 6 1/2 hours
Middle School	- 6 3/4 hours
High School	- 7 hours

Teachers shall remain as long as necessary after the end of the teacher's scheduled day to perform necessary professional duties. No teacher shall be required to remain after the pupil day to perform unreasonable, inequitable, or unprofessional services.

Section 3

Teachers shall not be required to indicate the time they leave the building at the end of the day. They may, however, be required to initial a sign-in and sign-out log.

Section 4 - Preparation Periods

No teacher shall be required to supervise assemblies or student programs during his preparation period unless, due to an emergency, his service or assistance is urgently needed. In such a case, the teacher is to be advised of the nature of the emergency and shall comply with the request.

Section 5

There shall be at least one (1) registered nurse in each school where there is not at least one (1) school nurse teacher present.

Section 6

Every registered nurse shall have an uninterrupted lunch period equal to that of the teachers in that building and shall have break time in both the morning and afternoon, except in the event of an emergency.

Section 7

Teachers employed prior to June 30, 2002 shall work an additional six (6) hours before or after school during the 2003-2004 school year; ten (10) hours before or after school during the 2004-2005 school year; twelve (12) hours before or after school during the 2005-2006 school year and thereafter.

All untenured teachers who are employed at the execution of this contract and thereafter shall attend the mandatory Teacher Induction Program, consisting of 1.5 additional hours of work time per month. Upon receipt of tenure, such teachers shall work additional hours before or after school in accordance with the schedule outlined in the previous subsection.

The hours outlined in the above subsections shall be utilized in assignments made by the Administration in the following areas, included, but not limited to staff development and attendance at District in-service programs. Topics of courses or programs shall be offered more than once yearly for the benefit of attendees. Assignment and allocation of hours among tasks shall be at the discretion of the Superintendent or his/her designee.

Registered Nurses shall not be required to attend staff development courses or District in-service programs unless the topic of such courses or program is safety and/or health-related.

ARTICLE 9 **CLASS SIZE**

Section 1

In order to promote a better educational program in the Islip Public Schools, the Board of Education and the Association agree to the following goals, realizing the operation of the program to obtain these goals must fall within the range of administrative and physical feasibility. The maximum size should not exceed these goals by more than 10%.

(a) Elementary - Grades K-6

1. Kindergarten 26 per class
2. Grades 1 - 3 26 per class and an academically challenged program
3. Grades 4 - 6 27 per class and an academically challenged program
4. Grades 1 - 6 academically challenged program - 18 per class
5. Vocal Music 30 per class (except chorus)
6. Special Education (self-contained) - as permitted by Commissioner's Regulations

(b) Middle School and Senior High School

1. All secondary academic classroom teachers should have a maximum class size of 27 and a maximum daily load of 135 pupils. Exceptions to the provisions in this section may be made in conference with the building principal or his/her designee, Department Chairperson or Coordinator, and with the teacher involved.

The following are considered exceptions:

- a. Alternate School - 16 pupils per class
- b. S.N. Classes - 18 pupils per class
- c. Family & Consumer Science and Technology - 17 students per class
- d. Scantech - 20 students per class
- e. A.P. courses - 24 students per class
- f. High School Regents Science Lab-23 students per class
- g. DDP/CAD – 24 students per class
- h. Guidance counselors - 300 students

A ten percent (10%) "safety valve" shall be maintained for all of the above class sizes. Fractions resulting from application of the percentage shall be rounded upward to the next whole number. Base class size numbers shall be used for planning purposes. Percentage factor shall only be used for the addition of students arising from unanticipated circumstances.

Section 2

Reasonable class sizes and pupil loads will be constantly maintained in arriving at the assignment of all teachers.

Section 3

Notwithstanding any of the foregoing provisions, no grievance arising out of an alleged violation of this Article shall be filed until the day next following the end of the first marking period following the commencement of the course.

Section 4

The provisions of this Article shall not apply to registered nurses.

ARTICLE 10 TEACHER ASSIGNMENT

Section 1

A. Teachers shall be notified in writing of their teaching assignments for the following school year. This notification shall include:

1. the school to which they will be assigned

2. the grades and/or subject they will teach
3. any special or unusual classes or circumstances included in said assignments.

Notification will be no later than June 20 of each year.

B. Notification of salary for the following school year shall be given no later than June 20.

Section 2 - Voluntary Reassignments and Promotions

(a) The Chief School Administrator shall post in each school building a list of all known vacancies. All such notices shall remain conspicuously and properly posted for a period of 2 weeks in advance of selection. This list will be updated periodically following Board approval of the educational program. Notices shall be sent at least two weeks in advance to teachers on sabbatical leave or other approved leave and to teachers who have requested notice of teaching vacancies in their department or area or of promotional vacancies in the District. Teachers on leave who wish to be notified of vacancies should leave a mailing address with the District office.

(b) Applications for posted vacancies by District employees, regardless of selection or not will be answered with appropriate comment.

(c) Teachers who desire a change in grade and/or subject assignment, or who desire to transfer to another building, shall file a written statement of such a desire with their respective building principal not later than March 1.

(d) In the determination of requests for voluntary reassignment and/or transfer, the wishes of the individual teacher will be honored considering his/her ability, seniority, and the needs of the District.

Section 3 - Involuntary Reassignments within the District

(a) The Board and the Association recognize that occasionally involuntary reassignments of teachers must be made. When decline in the number of classes in a building necessitates a transfer of a teacher, a volunteer acceptable to the District shall first be offered the transfer. Should no one acceptable to the District volunteer, an involuntary transfer will be made on a seniority basis. Exceptions to this seniority requirement are permissible in situations where involuntary transfers controlled by seniority would create staffing conditions which fail to meet a significant instructional or curricula need of the District or which, in the judgment of the Superintendent, would be detrimental and/or inappropriate. In such instances, the Superintendent or his/her designee will meet with the teacher and/or the Association to review the matter fully prior to the decision to implement the involuntary transfer.

(b) Notice of involuntary reassignments shall be given to teachers as soon as practicable, but normally no later than June 10. If, because of some unusual and unavoidable situation, it becomes necessary to change an assignment already arranged with a teacher, that teacher shall be notified as soon as reasonably possible.

(c) A teacher involuntarily reassigned because of staffing requirements of the District, who wishes to return to his/her previous position shall be given priority consideration to return to the previous position, if a vacancy exists. In the event such a request is denied, the teacher may request a conference with the Chief School Administrator to discuss the reasons for denial.

(d) When an entire grade is moved, the language of section 3 shall not apply, since this will not be considered a transfer.

Section 4 - Assignment of New Teachers to Academically Challenged or Advanced Learner Classes

During the first year of employment in this District a teacher shall not be assigned to teach an academically challenged or advanced learner class, unless qualified by having satisfactorily (a) taught the previous full year or (b) completed instruction in methods for teaching such learner levels. A beginning teacher shall not be assigned academically challenged or advanced learner classes, unless previous efforts to obtain qualified experienced teachers from within the District, on a voluntary basis, have been unsuccessful.

Section 5 - Reduction in Staff

(a) If any position within the unit is eliminated, a tenured employee in that position shall have the opportunity to fill any other position for which he/she is qualified, provided:

1) The teacher is seeking to fill a position held by a non-tenured employee whose length of service in the District is shorter, and

2) The teacher's performance has been rated satisfactory.

If the position of a non-tenured teacher is eliminated, and the teacher's performance has been satisfactory, the teacher shall have first priority on any vacant position for which he/she is qualified, and which is not sought by a tenured teacher.

(b) The rights granted under paragraph (a) of this Section shall apply to the extent permitted under law.

Section 6 - Notification of employment status

1) The District will notify teachers of employment status for the subsequent school year. This notification will occur as soon as possible but no later than May 15, unless the Superintendent of Schools and the President of the Association mutually agree upon an alternative date.

2) In case of resignation of a teacher appointed as of September 1 and who resigns to accept a teaching position elsewhere, if thirty (30) days written notice has not been received, the Board of Education may request the Chief School Administrator to ask the Department to withhold certification of this teacher because of not completing an assignment agreed upon.

Section 7 – Sixth Period Assignment

Effective with the 2007/08 school year, unit members on the secondary level may be assigned a sixth instructional period under the following conditions:

- a) Assignments shall be voluntary and only given to teachers who are certified in that subject area.
- b) In selecting the teacher to perform the sixth period assignment, seniority shall be a factor together with the needs of the District which shall include, but are not be limited to, current or recent successful teaching of the same course.
- c) The District acknowledges that assignment to a teacher to a sixth instructional period shall not cause the layoff of any member of the same instructional department.
- d) The District shall not utilize this assignment to avoid hiring an additional full-time teacher.
- e) Unit members performing this instructional service shall be relieved of their contractual duty period.
- f) The stipend for this assignment shall be \$8000.00 for full year service. Effective July 1, 2010, the stipend for this assignment shall be \$8500.

ARTICLE 11 SCHOOL CALENDAR

Section 1

The Board of Education or their designated representatives will prepare the school calendar after conferring with the Executive Committee of the Association. This calendar shall contain no more than 181 (beginning with the 1999-2000 school year, an additional staff development day will be added for a total of 182 days) teacher work days for members of the unit previously employed, plus two days which shall be returnable if not used as an emergency day before April 1. New teachers will be required to attend orientation sessions in addition to these days. Probationary teachers will be required to work three (3) additional uncompensated days each year prior to the start of the school year. Excepted from this requirement are probationary teachers who have three (3) or more years of teaching experience, the last year of which occurred within three (3) years of their current Islip date of hire.

Section 2

Teachers shall be advised of school closings on "emergency days" by an emergency telephone plan beginning prior to 6:30 a.m.

A teacher not notified by telephone by 7:00 a.m. may assume that radio broadcasts of school closings are official. Radio stations carrying these announcements for Islip School District will be posted in September and a supplement for the teacher's handbook will be issued giving this information.

Section 3

In the elementary schools the last two (2) days of the school year shall be half days of instruction.

Section 4

If additional days are mandated by State action, such day shall be compensated at the rate of 1/200 of salary for each full day.

ARTICLE 12 STUDENT DISCIPLINE

Section 1

(a) Student discipline is the mutual responsibility of both teachers and administrators in all school areas.

(b) Subject to the provisions of the Project SAVE legislation, student discipline in the classroom or during student activities shall be the responsibility of the teacher in charge. A teacher should take those corrective measures at his/her disposal (detention, individual counseling, reprimand, extra work after school, contact parents, etc.) before referring a pupil to the principal or his/her designee. However, serious disciplinary infractions and disruptive students whose behavior does not respond to a teacher's disciplinary actions, and the student whom the teacher can no longer control, shall be referred to the building principal concerned, or others designated to deal with such problems.

(c) It shall be the responsibility of the building principal, or others designated for such purpose, to deal with all referred disciplinary cases. He/she will withhold the student from all classes and all student activities, until the following steps have been taken:

1. Teacher and principal, or his/her designee, will consult and mutually agree to send the student back to class or;

2. If they agree not to send the student back, they will consult and meet with parents and use the appropriate agencies;

3. Further action shall rest with the administrator and the referring teacher shall be so advised.

(d) The foregoing shall be subject to the rights of students under law.

Section 2

Reassignment of a student mutually recognized as a serious disciplinary problem will be done only after consultation with the teachers involved. No teacher should be overburdened with such students.

ARTICLE 13

TEACHING CONDITIONS

Section 1

Teachers will be provided with adequate teaching facilities so as to enable them to teach without distraction, discomfort, interference or interruption due to the physical characteristics of the classroom or building area assigned to their use. It shall be the duty of teachers to take reasonable measures to ensure proper usage and protection of teaching facilities and equipment when used by them.

Section 2

Every reasonable effort will be made to ensure that audio-visual equipment and instructional supplies in quantities sufficient to support the educational program shall be conveniently available for general use by teachers in each building. Such equipment shall be maintained in good operational order.

Section 3

Adequate, healthful, and comfortable faculty rooms shall be provided and maintained in each school building where teachers may eat lunch, work, or relax during periods when they are not teaching classes or performing other duties assigned to them.

Section 4

Where space and facilities are available and with the approval of the building principal, convenience appliances and vending machines may be installed in faculty rooms when provided by the faculty of a building and/or the Association.

Section 5

Work space shall be provided, whenever possible, separate from the faculty room with adequate typewriters, copying and duplicating machines for general use by teachers in each building.

Section 6

When scheduling permits, teachers shall have at least three (3) teaching assignments scheduled in the same classroom to eliminate needless shifting between classes. Whenever possible, the need to shift over long distances between classes shall be avoided.

Section 7

Teachers, when moving heavy equipment, shall be given assistance when requested.

Section 8

Every teacher shall have lockable desk or file space with a key, the space being preferably in the room where he or she teaches.

Section 9

Except in an emergency, all building public address announcements shall be made only during the morning homeroom period and at such other regularly scheduled periods as are agreed upon by the building principal and the faculty in each building.

Section 10 - Faculty Meetings

(a) Normally, only one building-wide faculty meeting will be called each month. When the Superintendent of Schools determines that a matter has developed requiring additional building-wide faculty meetings, he shall first discuss the same with the Union President before permitting such additional meeting(s) to occur.

(b) Teachers enrolled in courses, which meet on afternoons when faculty meetings are called, will be excused, but shall arrange in advance with the principal to fulfill any obligations connected with the meeting.

Section 11

If parent-teacher conferences in lieu of report cards are scheduled, such conferences shall be scheduled during the school day as follows:

Kindergarten - 3 full days
Grades 1 - 5 - 2 half days
Grades 6 - 8 - 2 half days

Section 12

When the District requires K-5 elementary art, music, and/or physical education productions, substitute teachers shall be secured for up to one (1) day in order to relieve the above-mentioned special teachers of regular duties so that preparation may take place.

Section 13

Air conditioners will be installed in all faculty rooms.

ARTICLE 14 **TEACHER EVALUATION**

Section 1

Teachers have the right to adequate and constructive supervision by principals or other supervisory personnel, including Department Chairpersons or Coordinators.

Teachers must be punctual and responsible for carrying out their assignments throughout the school year.

Section 2

Any teacher may request a conference after a class visit or observation by any supervisory and/or administrative personnel. All class visits resulting in observation reports will be reviewed in a conference between the teacher and the person making the report. All such reports will be signed by the teacher to indicate that the teacher has seen it and discussed it. Signing the report in no way indicates agreement with its contents. The teacher shall be given copies of all materials relating to work performance, which are placed in his/her personnel file.

Section 3

Teachers have the right to prepare comments in regard to the class visit or observation reports, and these comments shall be attached to all copies of the report. Such comments should be submitted within five (5) school days following review of the observation report.

Section 4

Upon request, a teacher may review the contents of his/her personnel file, and make copies of any parts of it in the presence of the appropriate administrator.

A teacher shall be informed of and have the right to see all communications received from the outside relating to teacher performance whether or not it is placed in the teacher's file. Teachers shall be given copies of all such communications. Teachers have the right to attach written comments to these documents. Teachers also shall have the right to place any communication relating to teacher performance into their file.

Section 5

In the absence of formal class visits and evaluation reports or other formal entries into the teacher's personnel file, a teacher has the right to assume that his/her instructional performance is fully satisfactory, and the teacher is eligible for any and all benefits dependent on satisfactory performance.

Section 6

Registered nurses shall receive copies of any evaluations made of them and they may attach rebuttals to such evaluations. Nurses may review their personnel files and make copies of any part or parts of them.

Section 7

The Association will have the opportunity to provide input prior to the adoption of any change in evaluation procedures and forms.

Section 8

The Annual Professional Performance Review (APPR) will serve as the evaluative tool for all unit members for the duration of the contract.

ARTICLE 15

TEACHER AIDS AND SECRETARIAL ASSISTANCE

Section 1

The Board and the Association agree that the teacher's primary duty and responsibility is to prepare and to teach, and that his/her efforts and energy should, to the fullest extent, be utilized to this end. The parties recognize that the employment of teacher aides and part-time clerical employees is a useful and necessary means of enabling teachers to fulfill this duty and responsibility.

Section 2

Aides will be employed in all schools so that no teacher will be assigned to lunchroom duty or any other room designated as a place to deal with discipline matters. Teachers formerly assigned to lunchroom duty may be assigned other supervisory duties.

During the life of this agreement, the ratio of aides to teachers in the Islip School District during the 1987-1988 school year will be maintained.

In order to utilize teacher aides to the fullest beneficial extent possible, the Board agrees to train the teacher aides through in-service training programs.

Section 3 - Secretarial Service

To the extent possible, secretarial services shall be made available to all teachers of the District for the purposes of typing and/or copying instructional and testing materials required by them in the performance of their duties. This service shall be capable and adequate enough to ensure that all reasonable work requests submitted to a building office before 9:00 a.m. on a school day shall be completed and returned ready for pick-up by the teacher at that office within two (2) school days.

Due dates for submission of work requests for typing tests may be imposed by principals prior to school-wide testing periods. Due dates will be announced by the principal at least one (1) month prior to said date.

Section 4

The provisions of this Article shall not apply to registered nurses.

ARTICLE 16 SUBSTITUTE TEACHERS

Section 1

Every reasonable attempt shall be made to assign substitutes to grade levels and/or subjects with which the substitutes are most familiar and best prepared to teach.

Section 2

The administration shall make every effort to ensure that substitutes follow class routines, and, in addition to the normal daily responsibilities and duties, carry out the instructions of the regular teacher.

No teacher shall be expected to assume the duties or responsibilities of another teacher not present, unless, due to an emergency, his service or assistance is urgently needed. In such a case, the teacher is to be advised of the nature of the emergency, and shall comply with the request.

Section 3

In the event the District is unable to employ the number of substitute teachers required to meet its daily need, it may reassign teachers from their duties to that of uncovered classes, as needed, under the following circumstances:

- A) Building administration may assign teachers by first asking for volunteers. If no one volunteers, coverage will be provided by utilizing the "right of first refusal by seniority."
- B) A teacher may be assigned from his/her duty up to three (3) times per semester without compensation. Teachers may only be reassigned during duty periods, not lunch or preparations. If a teacher is reassigned from his/her duty to an uncovered class more than three (3) times in one semester, the teacher will be compensated at the rate of twenty-seven dollars (\$27) per period.
- C) Once in a classroom, the expectation will be that the "covering teacher" will provide supervision, which includes taking class attendance, listing assignments on the board, and collecting assignments at the end of the period.
- D) The District will be responsible for the accurate accounting of reassigned teachers.

Section 4

Each teacher shall provide classroom plans in sufficient detail for a substitute teacher to assure continuity of the educational program within the classroom.

Section 5

Department Chairpersons or Coordinators shall briefly observe substitute teachers on their first assignments in the District and periodically thereafter to ensure some basis for evaluating their ability and effectiveness in that role.

Section 6

(a) Excessed Islip teachers will be placed on a preferred eligibility list and will receive first call for per diem substituting in their areas of certification. Teachers will stay on this list for a period of time specified by New York State Education Law, currently seven (7) years. They will be paid at the rate established by the District for per diem substitutes.

(b) Excessed teachers will be notified of any vacant positions including permanent substitute positions in their areas of certification. They shall be given first opportunity for the position. This provision shall be applicable to teachers for the length of time they stay on the preferred eligibility list.

(c) When an excessed teacher accepts a temporary full-time teaching assignment in a position, which is encumbered by another teacher on leave, the excessed teacher shall be credited with seniority for the time worked in such position.

Section 7

The provisions of this Article shall not apply to registered nurses.

ARTICLE 17 INSURANCE PROTECTION

Section 1 - Health Insurance

(1) Effective July 1, 2007 any unit member employed by the Islip School District on or before December 31, 1991 shall pay the premiums according to the following schedule:

2007-2008	1%
2008-2009	2%
2009-2010	3%
2010-2011	6%

(2) Effective July 1, 2007 any unit member employed by the Islip School District on or before January 1, 1994 and June 30, 1998 shall pay the premiums according to the following schedule:

2007-2008	11%
2008-2009	12%
2009-2010	13%
2010-2011	15%

(3) Effective July 1, 1998, an employee new to the Islip School District teacher's bargaining unit shall pay fifteen (15) percent of the annual premium cost of health insurance for family or individual coverage.

(4) Employees hired after February 7, 2007 shall contribute seventeen and one-half (17.5%) percent toward health insurance premiums.

(5) For any employee not electing health insurance coverage, the District will pay to the employee in December one-half (1/2) of the amount of the premium rate for health insurance coverage for that school year.

(6) Carrier Change - The parties agree to monitor changes in health insurance carriers for Long Island Districts. In the event that health insurance plans become available other than the current plans, the parties agree to reopen negotiations regarding a change in carriers provided that the benefit structure, including retirees, remains substantially the same.

Section 2 - Dental Insurance

The District agrees to pay the full cost of individual and family dental coverage for the total membership of the bargaining unit per year for the life of the contract according to the following schedule:

2006-2007	\$215,000
2007-2008	\$220,000
2008-2009	\$230,000
2009-2010	\$235,000
2010-2011	\$235,000

Any amount unexpended per year may be applied to the succeeding year if costs exceed the maximum in the succeeding year or years. The plan selected will be agreed upon by the District and the Association.

Section 3 – Life Insurance

Effective July 1, 2007, the District will provide \$50,000 of insurance coverage to all unit members.

ARTICLE 18

TEACHER PROTECTION

Section 1 - Assistance in Assault Cases

(a) Principals and teachers shall be required to report, in writing, any case of assault on teachers in connection with their employment to the Chief School Administrator or his/her representative. Such report shall normally be submitted within forty-eight (48) hours of the incident. The chief school administrator shall acknowledge in writing the receipt of such report and shall report this information to the Board of Education.

(b) The Chief School Administrator or his/her designee shall notify the teacher of his/her readiness to assist the teacher as follows:

1. By obtaining from police and/or from the principal relevant information concerning the alleged culprits.

2. By acting in other appropriate ways as liaison between teacher, police, and the courts.

(c) In the situation wherein a teacher is acting within the scope of his/her employment and wherein any action arises out of an assault upon a teacher or from disciplinary action taken by a teacher against a student, the Board agrees to provide legal counsel for the teacher.

(d) If an assault on a teacher arises on school grounds during an authorized school assignment, including arrival and departure times, results in lost work time, the teacher shall be paid in full for such absence (up to a maximum of ten [10] months) less any amounts paid by Workmen's Compensation provided the teacher's injury was not the result of his/her own negligence for failure to perform required duties. The teacher may be examined periodically by a physician selected by the Board to determine fitness to return to work, and compensation shall continue only while the teacher is unable to return to work.

Such absences shall not be charged to sick leave.

Section 2

Any teacher requested to attend court or similar proceedings resulting from job related activities shall not suffer loss of pay or loss of personal days.

Section 3 - Theft and Damage

(a) Shall be investigated by school administrators and referred for legal advice.

(b) Teachers shall not be required to collect or keep custody of monies not directly related to their classroom teaching role.

(c) Teachers shall be responsible for money collected for classroom related activities such as field trips and activities associated with their x-schedule assignments. They shall have the right to keep such money in the school safe whenever necessary.

(d) Damages to clothing or personal property caused while performing disciplinary duties with students will be reimbursed. Liability to the Board under this provision will be limited to a cumulative maximum of \$600 per year. Any unused portion will be applied to the next year until the maximum reaches \$1,200.

Section 4

Teachers shall be free from all reprisal and harassment for participation in any phase of negotiations under this contract, and for using the grievance machinery herein described.

Section 5

Teachers will be provided with lab coats or other covering to protect clothing when they are assigned to labs or other teaching stations where damage of clothing is likely to occur.

ARTICLE 19 EXTRA-CURRICULAR ACTIVITIES

Section 1

Extra-curricular activities are listed in Appendix F & G and are approved by the Board of Education. These services for which teachers are responsible to the administration are in excess of normal teaching and professionally related duties. Professional related duties are covered by the contract salary and are those directly associated with the teacher's school responsibility. They shall include:

- (a) Parental conferences (as mutually agreed upon by parent and teacher)
- (b) Student conferences and extra help
- (c) Consultation with pupil personnel services
- (d) Departmental conferences
- (e) Clerical duties, attendance, reports, etc.

Section 2

(a) Written job descriptions for all extra-curricular positions and services performed by teachers of the District shall be prepared and annually updated by a joint committee consisting of three (3) representatives of each the Board and Association based upon information and recommendations submitted for this purpose by teachers performing extra-curricular services. These job descriptions shall be kept on file in the District office and shall be available for examination to

any teacher desiring information there from. Said job descriptions shall provide the basis for determining a fair and equitable compensation schedule for extra-curricular services.

(b) The joint committee shall meet whenever necessary to review and recommend changes, if any, to the Superintendent. Addition of any new extra-curricular position or services on the schedule will be made by the Board following recommendations of the Superintendent.

Section 3

A list of all activities, positions and compensation planned for the year under the extra-curricular activity shall be posted by the Chief School Administrator on the bulletin board of the faculty rooms in each building by May 1 for a period of two (2) weeks, so that interested teachers may apply for participation in those services. Such posting will specify a due date and instructions for filing applications. Unit members who apply will be given consideration prior to the interviewing or appointment of a person outside of the bargaining unit. Positions for activities beginning in the summer and for the following school year shall be announced by June 15. Vacancies, which occur during the summer, will be filled in September.

Section 4

a) Extra services performed on an irregular basis shall be remunerated and the amount to be made known to the teacher or teachers prior to this participation in such services.

b) Coaches who are required to participate in post season athletic competition shall be paid the sum of one hundred dollars (\$100) per each week of post season play.

c) Effective July 1, 2007 teachers appointed to Saturday Academy will be paid forty (\$40) dollars per hour. Effective July 1, 2009 teachers appointed to Saturday Academy will be paid forty - two (\$42) dollars per hour.

Section 5

(a) Teachers will be required to attend not more than two (2) District sponsored evening functions without compensation, not to include dances, "rock" concerts or student plays.

(b) All other services required of teachers which occur more than one (1) hour after a teacher's normal working day, and which are not expressly included as a duty prescribed in a job description of an extra-curricular assignment, shall be compensated according to the x-schedule. Teachers shall be selected on a voluntary basis, provided they are qualified, through building principals.

(c) The exception to the foregoing are music teachers who are required to work more than three (3) evenings, including "Meet the Teacher" and excluding any performance and/or activities connected to an X-schedule position. Such music teachers shall be paid the current rate for supervisory activities. It is the teacher's responsibility to submit time sheets by the end of the school year.

Section 6

No teacher shall be compelled to assume an extra-curricular position or duty, other than the two (2) as specified in section 5 of this article.

Section 7

Remuneration for extra assignments will be at the rate of thirty dollars (\$30) per hour.. For any function at which members of the unit and non-members of the unit are employed as chaperones, unit members shall not be compensated at a rate lower than that paid non-members employed as chaperones. Any portion of a half hour will be considered a full half-hour.

Effective July 1, 2007 teachers appointed to summer curriculum writing will be paid thirty-five (\$35) dollars per hour. Effective July 1, 2009 teachers appointed to summer curriculum writing will be paid thirty-seven (\$37) dollars per hour.

At all school events, the Superintendent, in his/her sole discretion, shall first determine the number of security assignments required by the District. He/she shall then determine the number of chaperoning assignments. Unit members will be given the right to first refusal of 50% of the chaperoning assignments, based on seniority, except the High School musical. For the High school musical, an equal number of security and chaperone assignments shall be made by the Superintendent. All chaperoning assignments shall be granted to unit members based on seniority.

Section 8

The provisions of this Article shall not apply to registered nurses.

ARTICLE 20

SICK LEAVE

Section 1

The Board agrees to allow ten (10) sick leave days each year, which will be allowed to accumulate up to two hundred (200) days.

Section 2

Sick leave shall include absences because of illness or injury to the employee and the recuperation period thereafter or serious illness or injury in his/her immediate family.

The word "immediate family" shall include the employee's parents or foster parents, brothers and sisters, spouse, mother and father-in-law, grandparents and children.

For absences of five (5) days or more in length, a certificate may be required.

In addition to the foregoing, a medical certificate may be required by the Superintendent of Schools or his/her designee when it appears that the teacher has engaged in abuse of sick leave, including but not limited to:

1. inappropriately excessive use of sick leave;
2. repeated utilization of sick leave on a short-term basis prior to or after a weekend, holiday, or school recess period.

Prior to requiring a medical certificate, the affected staff member shall be notified of such proposed action and shall be permitted an opportunity to meet with the Superintendent or his/her designee to discuss the same. The affected staff member may be represented by the Union at said conference. The requirement of a medical certificate shall remain in effect for no more than the remaining term of the then current school year. If the same is less than six (6) months, said period shall be extended for the first six (6) months of the next school year.

Section 3 - Sick Leave Day Transfers

Teachers will be permitted to transfer a maximum of five (5) sick leave days per school year. These days can only be transferred to a teacher who has exhausted all accrued sick leave days, provided the teacher or a member of his/her immediate family has suffered a catastrophic illness or accident and cannot meet the waiting period in whole or in part provided in Section 5(a) of the catastrophic leave provision; or in the case of a probationary teacher to whom the catastrophic leave benefit does not apply but who suffers or whose immediate family suffers a catastrophic illness or accident. In the latter case, contributions up to forty (40) days may be made per illness or accident. This transaction must be made on the appropriate form through the Office of Human Resources and authorized by the Superintendent or his/her designee.

Section 4

An accurate record of absences shall be kept for each employee and shall be available for inspection at all times.

Section 5 - Catastrophic Illness

(a) In the event that a teacher shall suffer an incapacitating illness or accident, regular salary for catastrophic sick leave will commence subsequent to a waiting period during which forty (40) consecutive sick (or equivalent consecutive working days if sick leave is exhausted) shall be used.

The duration of such sick leave will commence at the end of the forty (40) day waiting period and will extend to a maximum of one hundred fifty (150) consecutive working days beyond the forty (40) day period. Should disability carry over to the next school year, extended coverage would likewise carry over. With medical permission, the teacher may return to employment on a trial basis without waiving the benefit of the qualifying period. Such trial period shall be after at least twenty (20) days on catastrophic leave and shall not exceed more than thirty calendar days in duration.

Salary shall be paid during the aforesaid 150 day period of coverage as follows:

First 75 days	100% of salary
Second 25 days	85% of salary
Third 25 days	75% of salary
Fourth 25 days	66.66% of salary

A unit member having sick leave outstanding to his/her credit after the forty (40) day waiting period may request that he/she be paid one hundred percent (100%) of salary during the aforesaid period of reduced salary payments. In such event, the member's sick leave account will be proportionately charged.

An incapacitating illness or accident is one that is under treatment by a physician and which, by a group of three (3) physicians' recommendations (including the school doctor, attending doctor, plus one other to be selected at Board expense) makes it impossible for the person afflicted to continue working. While on leave, no other employment shall be permitted.

After a teacher has returned to work for five (5) months, the teacher shall be eligible for another catastrophic leave for the same illness if the three (3) physicians certify that the illness has ended, or he/she shall be eligible if a period of two (2) years has elapsed since return to work.

Any teacher who has been granted catastrophic leave who returns to active service within sixty (60) days of the commencement of the leave shall be re-credited with twenty (20) of the forty (40) days of sick leave used during the aforescribed waiting "period" or one half of the actual number of sick days used, if less than forty (40) days.

(b) The provisions of paragraph (a) of this Section shall apply to teachers hired on or after 7/1/92 upon the acquisition of tenure only.

ARTICLE 21 COMPENSATED TEMPORARY LEAVE OF ABSENCE

Section 1 - Personal Day

The Board agrees to allow employees three (3) paid personal leave days each year, provided a written request has been made three (3) days in advance of the date requested on the form provided. Such days shall be taken in full days.

The following reasons will be approved for personal leave:

1. Legal matters such as house closings, adoption proceedings, court appearances, probating of wills, and other personal legal matters.
2. Fire, flood, and similar home emergencies.
3. Ceremony - an activity in which a teacher or immediate family member is honored.

4. Religious Observance - confirmation, retreats, etc.
5. Graduation days, weddings involving the teacher's immediate family or close friend, etc.
6. Professional improvement (instructional conferences, etc.) must conform to limitations of Section 5.
7. Other (specify) may be granted at discretion of Chief School Administrator.

When applying for a personal day in advance, a teacher shall not be obliged to specify in writing, other than "personal business reasons", the reason for applying for such personal day, if, by so doing, the teacher believes that he/she will be subject to embarrassment and/or that the reason would disclose matters of a very personal and private nature. In such instances, the applying teacher will give the reason orally to his/her immediate supervisor, who will initial the application, which shall merely state "personal reasons."

In the event that an emergency arises and the three (3) day period for a written request cannot be observed, the Chief School Administrator shall consider and grant such request at his/her discretion. Notification of the need for emergency use of personal leave shall be given by the teacher to the Chief School Administrator as soon as is possible.

Professional discretion would not envision the use of personal days, either immediately prior to or subsequent to a holiday or recess period, but when such use is necessitated by unavoidable circumstances, prior approval must be received from the Chief School Administrator.

Unused personal days shall be added to accumulated sick leave.

Section 2 - Jury Duty

The Board agrees to allow an employee summoned for Jury Duty such period of absence as he/she may be required to serve without loss of pay.

Jury duty compensation exclusive of travel reimbursement shall be returned to the District.

Should an employee be drawn for jury duty during September, May, June, the employee shall endeavor to arrange for a deferment of such duty, and the employee authorizes the District to intervene on his/her behalf to obtain such deferment.

Any action by an employee which encourages selection for jury duty when school is in session will result in jury duty being charged to sick leave.

Section 3 - Death in the Family

In cases of death in the immediate family (defined as mother, father, parents-in-law, brother, sister, brother-in-law, sister-in-law, wife, husband, child, grandparent, step-parent or relative living with or who is a legal dependent of the teacher) the employee will be allowed the number of days

absence required, up to a maximum of five (5) for each occurrence, within a period of ten (10) working days, without deduction of salary. In cases of the death of a fiancé or fiancée, the employee will be allowed a maximum two (2) day period of absence, without deduction of salary.

Section 4 - Early Departure

Due to the fact that many college summer programs and summer institutes begin before the end of our academic year, a teacher shall be granted leave before the end of the school year to attend a planned academic program or summer institute for professional improvement upon written application to the Chief School Administrator as far in advance as possible but no later than thirty (30) days before the date of such early departure.

Such early departure leave shall be granted subject to the following conditions:

(a) no academic hardship shall be inflicted upon the teacher's students due to the early departure.

(b) the teacher must complete all his/her responsibilities insofar as possible subject to the satisfaction of the Department Chairperson, Coordinator, Building Principal and Chief School Administrator and approval of Board of Education.

Section 5 - Leave for Attending Meetings or Visiting Other Schools

Two days per year, with prior administrative approval being obtained, may be taken with full pay, to attend educational meetings or conferences or to visit other schools. After a professional visitation, a teacher shall submit a written report of the visitation to his/her principal.

Section 6

District retirement delegates shall each be granted one (1) school day with pay not charged to the Association. Expenses incurred shall be shared equally by the Association and the District.

Section 7

The Board agrees to allow a teacher summoned for tenure panel such period of absence as he/she may be required to serve without loss of pay, or loss of personal days.

ARTICLE 22 NON-COMPENSATED LEAVES OF ABSENCES

Section 1

A non-tenured teacher is eligible for leave only under section two of this article.

Section 2

a. An employee shall be granted a child care leave for a period of up to twenty-four (24) months after the birth or adoption of the child for child-rearing purposes. Such period shall not commence earlier than the date of birth or adoption of the employee's child. At the expiration of this

period of time, the employee may apply for an extension of this leave beyond such twenty-four (24) months and such leave may be extended upon the recommendation of the Superintendent of Schools and the approval of the Board of Education. However, if such leave exceeds two (2) years, tenure status will be lost.

In the event an employee is disabled due to pregnancy and has exhausted her sick leave accumulation, the employee may commence childcare leave prior to the birth of the employee's child. A teacher may return to school duties prior to the leave time requested provided the employee is fully capable of performing the full role of a teacher. A written statement must be submitted from a physician indicating that, in his opinion, the teacher is able to assume the responsibilities of a teacher. The teacher is required to give written notification to the Superintendent of Schools of the intention to return at least thirty (30) days prior to the date of return. A teacher may return to school duties at the end of the leave time requested without loss of rights and seniority, consistent with Article 20, sections 1 through 3 of this Agreement.

A teacher may not terminate his/her leave of absence and return to work at a time other than the beginning of the fall or spring semester.

b. Adoptive Leave

A childcare leave of absence shall be granted to an adoptive parent in accordance with Section 2 (a) above. The childcare leave period shall not commence earlier than the date of adoption of the child.

Section 3 - Professional or Public Duty

The Board agrees to allow any teacher elected to a public office, or appointed to a professional or governmental position, leave without pay, with said leave period to be for three (3) years. A teacher shall apply for such leave within one (1) week after his election or appointment is known. After two (2) years, tenure status will be lost.

During such leave period, the teacher's place on the salary schedule will be continued without interruption for three (3) years. Upon returning from a leave of absence, previously earned fringe benefits will be restored.

A teacher will be limited to one (1) such approved leave of absence in any five (5) year period.

Section 4 - Professional Study

The Board agrees to allow any teacher who has been awarded a fellowship, scholarship or academic year of study, a leave of absence for the period of such fellowship, scholarship, or academic year of study. During such leave, the teacher's place on the salary schedule will not be interrupted.

Section 5

The Board agrees to assume the responsibility for obtaining qualified substitute replacements for all teachers granted compensated and non-compensated leaves from their regular employment.

Section 6

Subject to Board approval, a tenured faculty member may be granted, upon written request, a leave of absence without pay for up to two (2) years. The request must state the reason for such leave, and must be submitted, except in emergencies, at least sixty (60) days in advance. Benefits and rights accumulated prior to the effective date of the leave will be restored when the teacher returns to duty.

ARTICLE 23 PROFESSIONAL IMPROVEMENT

Section 1

The Association will have the opportunity to participate in the initiation and planning of in-service courses in cooperation with the Chief School Administrator, his/her Assistants, and Department Chairpersons or Coordinators.

Section 2

In all instances, appropriate credit will be given to teachers for advancement to higher preparation columns on the salary schedule for attendance in in-service courses where their attendance is mandatory. Teachers who cannot use the credit will be paid one hundred dollars (\$100) per credit.

Section 3 - In-service Courses and SCOPE Courses

- a) For the purposes of computing salary, a maximum of twelve (12) approved in-service and/or SCOPE credits may be allowed below the MA (New unit members as of 7/1/98 are not entitled to this provision.) and a maximum of twelve (12) such credits may be allowed above the MA level. This provision is in effect through August 31, 2003.
- b) Each in-service credit shall consist of not less than fifteen (15) hours on-site attendance time.
- c) Effective September 1, 2003, for movement between columns MA to MA+15; MA+15 to MA+30; MA+30 to MA+45; and MA+45 to MA+60, at least nine (9) approved graduate and up to six (6) approved in-service or SCOPE course credits shall be applied for each column movement. Column movement may occur a maximum of two (2) times during the school year, one in September of that year and one in February of that year. Effective July 1, 2008, column movement may occur a maximum of one (1) time per year. In the 2007-08 school year column movement may occur on September 1 and on February 1. For the remainder of the contract, column movement may occur either September 1 or February 1.

Upon completion of the necessary credits for a column movement, the teacher shall promptly submit a Column Transfer Form (CTF) for such move. For a September 1 transfer, the CTF must be filed with the Office of Human Resources by September 30. For a February 1 transfer, the CTF must be filed with the Office of Human Resources by February 28 (29).

Teachers then have one (1) year from the last course completed to submit the official transcript(s) and/or certificate(s). Movements may be made retroactively to the first eligible window; however, if the CTF is not submitted in a timely manner [i.e., by September 30 or February 28 (29)] movement can only be made prospectively, to the next eligible window.

- d) All transcripts and/or certificates for completed course work must be submitted to the Office of Human Resources within one (1) year after the completion of the course. The foregoing will not apply in the event the submission of transcripts and/or certificates is delayed as a result of untimely proof of completion by the institution or organization offering the course.
- e) All teachers on staff at the execution of this agreement (December 17, 2002) for the period July 1, 2002 to June 30, 2006 shall within the period February 1, 2003 to January 31, 2004 submit for the District's review and approval all completed in-service and graduate courses which have not been previously used for column movement. Upon such review and approval, the course credit(s) may be used for future column movement.
- f) Teachers employed after the execution of this agreement (December 17, 2002) from July 1, 2002 to June 30, 2006 shall within the first year of employment submit for the District's review and approval all completed in-service and graduate courses, which were completed prior to employment. Upon such review and approval, the course credit(s) may be used for future column movement.
- g) Effective September 1, 2003, teachers at the BA column may not use in-service credit for column movement. However, teachers' certification as coaches and who serve as Islip coaches, may use the in-service course credit obtained for coaching certification for subsequent column movement after such teacher has obtained placement on the MA column. Upon approval of the Superintendent, the foregoing may be applied to other District in-service programs.
- h) In-service credits in excess of the requisite amount needed for column movement may be banked from one column to the next after advancement to the MA column. No in-service credit may be counted for advancement more than once.

Section 4 - Graduate Hours

All approved graduate hours shall be used for salary advancement, regardless if credits were obtained prior to attainment of degree status, but were not used for degree. As of 7/1/99, all approved graduate courses must include "on site" attendance. Each graduate credit shall consist of not less than fifteen (15) hours of attendance time. All other approved courses will apply to the in-service allocation. Credits may also be earned for the following:

- (a) Travel-planned or agency
- (b) Authorship of articles

In order to get credit under these provisions, it is necessary to: (1) make this request through the Chief School Administrator's office and (2) get Board approval.

Section 5

For advancement beyond the MA 60 or BA 60, only credits earned after July 1, 1985 shall apply. Four (4) such credits may be used to advance to the MA 75 or BA 75 in addition to those defined in Section 3, provided that these courses have received prior approval from the Superintendent or his/her designee.

Section 6

Compensation for teachers within the system who are requested to teach in-service courses shall be at rates comparable to those paid to visiting instructors for similar assignments.

Section 7

The District shall endeavor to maintain continuous membership in SCOPE-SEC. If such membership is not maintained for any reason, the District shall reimburse all teachers on staff taking SCOPE courses for the difference between member and non-member fees for such courses.

Section 8

The provisions of this Article shall not apply to registered nurses.

ARTICLE 24 SUMMER EMPLOYMENT

Section 1

Members of the Islip faculty shall be given preference for all positions for which they are qualified in summer school programs.

Section 2

a) Compensation for special summer programs or assignments other than classroom instruction shall be paid pursuant to the contract amount established for and prior to the start of the specific assignment. A Regents Preparation Program with a maximum of two weeks duration shall be considered a special summer program.

b) Effective July 1, 2007 teachers appointed to Regents Preparation instruction will be paid forty – five dollars (\$45) dollars per hour. Effective July 1, 2009 teachers appointed to Regents Preparation instruction will be paid forty – seven (\$47) dollars per hour.

c) Effective July 1, 2007 nurses appointed to summer assignments will be paid thirty – five dollars (\$35) dollars per hour. Effective July 1, 2009 nurses appointed to summer assignments will be paid thirty – seven dollars (\$37) dollars per hour.

d) Effective July 1, 2007 teachers appointed to "Jump Start" type programs will be paid forty dollars (\$40) dollars per hour. Effective July 1, 2009 teachers appointed to Regents Preparation instruction will be paid forty – two (\$42) dollars per hour.

Section 3

A list of all proposed summer school positions shall be posted by May 1 for a duration of two (2) weeks, and applications will be provided to all Islip teachers who taught in Islip summer school programs the preceding summer, and will be made available to all other teachers.

Section 4

Appointments will be made and teachers will be notified, no later than June 1, of acceptance or rejection, subject to District budget approval.

Section 5

Compensation for summer school teaching shall be computed and prorated at a daily rate of 1/200 of the teacher's annual salary for the fiscal year commencing July 1 of the year of employment.

Section 6

The provisions of this Article shall not apply to registered nurses except where noted in Section 2c.

ARTICLE 25 DEPARTMENT CHAIRPERSONS AND COORDINATORS

Section 1

The primary role of Department Chairpersons and Coordinators is the improvement of classroom instruction by observation and evaluation of staff to ensure that the curriculum taught is in current compliance with State Education Department and District mandates, and to assist the Principal in the operation of the School.

Persons in charge of specific departments limited to one or two buildings shall be referred to as Department Chairpersons. Those whose responsibility is K-12 or District-wide shall be referred to as Coordinators. The District will post all Department Chair and Coordinator positions that the District seeks to fill.

Section 2 - Positions appointed prior to 11/1/94

Individuals appointed to an existing position prior to 11/1/94 shall be governed by the following:

- A) Just cause dismissal
- B) Selection of Coordinators and Department Chairpersons will be based upon

qualifications and ability in the foregoing areas. One-year appointment (those in the first year of a 1994-96 appointment shall continue until June 30, 1996.)

- C) Will teach three (3) classes when supervising seven (7) or fewer teachers (excluding the supervisor) or will teach two (2) classes when supervising eight (8) or more teachers (excluding the supervisor). Number of classes to be taught can be changed through mutual agreement only.
- D) Work year will be one hundred eighty-four (184) days, with one (1) day, chosen at the chairperson's discretion, to be utilized during the two (2) weeks immediately prior to the start of the school year.
- E) An annual stipend of \$3750 will be paid if the number of supervised teachers excluding chairpersons/coordinators is seven (7) or fewer.
- F) An annual stipend of \$4250 will be paid if the number of supervised teachers excluding chairpersons/coordinators is eight (8) or more.

Section 3 - Positions, which resulted from reconfiguration of departments after 11/1/94

- A) When a vacancy occurs, the District has the right to reconfigure departments at its discretion. Present chairpersons/coordinators may be appointed to the "New Position" which was a result of a reconfiguration due to a vacancy.
- B) All appointments and re-appointments are at the sole discretion of the District and cannot be grieved.
- C) The number of classes to be taught is at the discretion of the District and cannot be grieved.
- D) Work year will be one-hundred eighty-four (184) days, with one (1) day, chosen at the chairperson's discretion, to be utilized during the two (2) weeks immediately prior to the start of the school year.
- E) An annual stipend of \$3750 will be paid if the number of supervised teachers excluding the department chairperson/coordinator is seven (7) or fewer.
- F) An annual stipend of \$4250 will be paid if the number of teachers excluding the department chairperson/coordinator is eight (8) or more.
- G) Department chairpersons or coordinators will be responsible for Grades 7-12 and K-12 respectfully. Changes can be made through mutual agreement only.

Section 4

When a department falls below five (5) teachers (excluding the Chairperson or Coordinator), the position of Chairperson or Coordinator for that department may be eliminated or combined with another department.

Section 5

The provisions of this Article shall not apply to registered nurses.

ARTICLE 26 DUES DEDUCTIONS

Section 1

The Board agrees to deduct from the salary of its teachers, dues for the Islip Teachers Association, as said teachers individually and voluntarily authorize the Board to deduct, and to transmit the monies to the Islip Teachers Association. Teacher authorization will be in writing on the form provided by the New York State United Teachers for that purpose.

Section 2

For each school year, new authorization for dues deduction shall be in the business office no later than September 15. Deductions will begin with the first pay date after October 15, and will be withheld in equal installments for fourteen (14) pay periods. Teachers wishing to discontinue or decline membership in the Association shall notify the business office no later than September 15, and they shall be subject to an agency fee deduction at an amount certified by the Association. This deduction shall also be over a period of fourteen (14) pay periods, beginning with the first pay date after October 15.

Section 3

The Islip Teachers Association will certify to the Board in writing the amount of the membership dues of the Association. The Association will give the Board thirty (30) days written notice prior to the effective date of any change. However, no change may be made after the commencement of a school year.

The District will inform the Association of new teachers who are employed by the District.

Section 4

The Board agrees that it will not accord dues deduction or similar checkoff rights to any other organization.

Section 5

The Board agrees that the following may be deducted from payroll at the option of the teacher.

- a. Loan payments to NYS Retirement System
- b. U.S. Savings Bonds
- c. Tax Sheltered Annuities
- d. Teachers Federal Credit Union-Credit union deductions may begin following sixty (60) days notice to the District.
- e. VOTE/COPE
- f. NYSUT Benefit Trust Plan
- g. AFLAC Cancer Insurance Plan
- h. Internal Revenue Code Section 125 Flexible Spending Plan
- i. United Way of Long Island
- j. Direct Deposit

ARTICLE 27 SALARIES AND PROFESSIONAL COMPENSATION

Section 1

All teachers employed in the Islip School District shall be compensated according to the schedules outlined in Appendices B, C, D, and E.

Appendix B shall be the salary schedule for 2006-2007 and shall reflect a 2.5 percent increase in salary from the 2005-2006 salary schedule.

Appendix C shall be the salary schedule for 2007-2008 and shall reflect a 3.0 percent increase in salary from the 2006-2007 salary schedule.

Appendix D shall be the salary schedule for 2008-2009 and shall reflect a 3.0 percent increase in salary from the 2007-2008 salary schedule.

Appendix E shall be the salary schedule for 2009-2010 and shall reflect a 3.0 percent increase in salary from the 2008-2009 salary schedule.

Appendix F shall be the salary schedule for 2010-2011 and shall reflect a 3.5 percent salary increase from the 2009-2010 salary schedule.

Each teacher below maximum salary for his/her column will advance one (1) increment step for each year of this agreement and/or until maximum is reached. Salary index calculations will be based on step one.

Section 2

Teachers shall have the right to elect to be paid on either Plan A or Plan B as follows:

Plan A - Annual salary paid in bi-weekly payments distributed equally over the school year.

Plan B - Annual salary paid in twenty-six (26) equal bi-weekly payments over the school year and subsequent summer recess.

Section 3 - Career Increments

a. Effective July 1, 2003 each professional staff member hired after 10/19/94 and those who have served in the Islip School District for zero (0) to thirteen (13) years as of 10/19/94 shall be eligible to receive career increments as follows:

1. Effective July 1, 2007, after the completion of 10 years as a full time staff member in the Islip School District, a career increment of seventeen hundred (\$1700) dollars shall be granted. Effective July 1, 2009 this career increment shall be eighteen hundred (\$1800) dollars.
2. Effective July 1, 2007, after the completion of 15 years as a full time staff member in the Islip School District, a career increment of seventeen hundred (\$1700) dollars shall be granted. Effective July 1, 2009 this career increment shall be eighteen hundred (\$1800) dollars.
3. Effective July 1, 2007, after the completion of 20 years as a full time staff member in the Islip School District, a career increment of seventeen hundred (\$1700) dollars shall be granted. Effective July 1, 2009 this career increment shall be eighteen hundred (\$1800) dollars.

b. Each professional staff member who has been credited with a minimum of 14 years of total service as of 10/19/94 shall be eligible to receive a career increment of 7.5% of step one of their column on the applicable schedule beginning with the 20th, 25th, and 30th year of teaching. No career increment shall exceed the maximum amount established for each column of the salary schedule as of 7/1/94 which is BA - \$7,053, BA+15 - \$7,407, BA+30 - \$7,758, MA - \$8,112, MA+15 - \$8,463, MA+30 - \$8,817, MA+45 - \$9,168, MA+60 - \$9,522, MA+75 - \$9,876. A teacher shall be deemed eligible unless formally advised of unsatisfactory performance of his/her duties in accordance with Article 14 of this agreement.

Eligibility for the respective career increments shall be determined as follows:

- (i) 19 years of total service-must include ten (10) years in Islip
- (ii) 24 years total service-must include fifteen (15) years in Islip
- (iii) 29 years total service-must include twenty (20) years in Islip

Section 4

a) Effective July 1, 2007 home teaching shall be paid at the rate of forty (\$40) dollars per hour. Effective July 1, 2009 home teaching shall be paid at the rate of forty-two (\$42) dollars per hour. This amount includes traveling to and from home teaching assignment.

b) If a student on home instruction is medically able to participate in physical education instruction, physical education home instruction shall be scheduled for such student.

If a student on home teaching is not medically able to participate in physical education instruction, then such student will be assigned and expected to complete a written assignment in lieu of actual physical education instruction. The physical education teacher will create such assignment and the guidance department will arrange for delivery and pick-up of the completed work. This process will be implemented each two weeks with the physical education teacher being compensated fifty percent (50%) of the current extra-curricular compensation rate for grading each two-week project.

Section 5

Unit members directed to undertake an in-service course by the Superintendent of Schools will be paid, upon completion of the course, one hundred dollars (\$100) per credit.

Section 6

Guidance counselors shall continue to be paid a differential of five percent (5%) of salary for the additional two (2) weeks of work, which they perform.

Section 7 - Provisions Governing the Use of Teachers' Salary Schedule

General

1. Salaries of individual teachers will be established with schedule and the accompanying provisions governing its use.

2. When a teacher new to the Islip School District teachers' bargaining unit is employed, his/her starting salary shall be determined by the District with reference to the salary schedule.

Additional credit for prior experience and teaching may be granted upon recommendation of the Chief School Administrator and approval of the Board of Education.

Experience may include teaching and military, maximum of two (2) years military.

3. When a teacher qualifies for transfer to the succeeding column between September 1 and February 1, the transfer will be made as of February 1. When a teacher qualifies between February 1 and September 1, the transfer will be made as of September 1. Intention of completing credits must be made in writing by March of the previous year.

4. Teachers who have reached the maximum step in one column and qualify for crossing over to the next column will move over to the next column and down to the appropriate step according to their years of credited experience.

5. Under no other circumstances shall any requirements, such as additional hours, other than years of service, be made of any teacher to advance from one step to another except as specified in paragraph 6 below.

6. Any increment above step 10 may be withheld in whole or in part by the Board for unsatisfactory service upon recommendation of the principal.

Transfer to Bachelor's Column

Unit members hired as of 7/1/98 shall not be eligible for transfer to BA 30 and/or BA 45.

Transfer to Master's Column

1. Courses leading to the Master's Degree may be selected by the individual student and the institution offering the degree. The Chief School Administrator's approval will not be required.
2. Where state evaluation of the Master's Degree is not followed courses for advancement are to be approved by the Chief School Administrator.
3. (a) Superintendent shall approve all proposed course work beyond the first Master's; in the case of a subsequent Master's or other degree program, he shall also approve the same.

(b) The teacher will be notified of the Superintendent's decision regarding proposed course work within five (5) school days of the date of receipt of the request for approval.

Transfer to MA 75 or BA 75

Effective July 1, 1985 teachers may take courses to qualify for the new salary columns of BA 75 and MA 75. Such courses require approval in advance by the Superintendent or his designee in order to be used for these columns. Up to four (4) in-service credits may be used with prior approval.

Section 8

The provisions of this article shall not apply to registered nurses.

ARTICLE 28
REGISTERED NURSES' SALARIES
AND PROFESSIONAL COMPENSATION

Section 1

All registered nurses employed in the Islip School District shall be compensated according to the schedules outlined in Appendix H.

The registered nurses' salary schedule for 2006-2007 shall reflect a 2.5 percent increase in salary from the 2005-2006 nurses' salary schedule.

The registered nurses' salary schedule for 2007-2008 shall reflect a 3.0% increase in salary from the 2006-2007 nurses' salary schedule.

The registered nurses' salary schedule for 2008-2009 shall reflect a 3.0% increase in salary from the 2007-2008 schedule.

The registered nurses' salary schedule for 2009-2010 shall reflect a 3.0% increase in salary from the 2008-2009 schedule.

The registered nurses' salary schedule for the 2010-2011 shall reflect a 3.5% increase in salary from the 2009-2010 schedule.

Section 2

Registered nurses who take approved college courses related to their field shall receive an additional one hundred and fifty dollars (\$150) for each six (6) credits completed. A maximum of twelve (12) such credits may be earned during the period of this Agreement. Salary credit given for course shall be granted only to such course work approved by the administration.

Section 3

After the completion of five (5) years as a full time registered nurse in the District, a career increment of three hundred dollars (\$300) shall be granted. After the completion of ten (10) years as a full time registered nurse in the District, a career increment of an additional two hundred dollars (\$200) shall be granted.

ARTICLE 29
GRIEVANCE PROCEDURE

Section 1 - Definition

A "grievance" is a complaint by any teacher, group of teachers, or the Association on behalf of a complaining teacher or a group of complaining teachers, in the bargaining unit concerning any alleged breach, misinterpretation or misapplication of this Agreement. The Association may initiate a grievance on issues of association rights, as listed in Article 4, Sections 1, 2, 3, 4, 5, 6, 7, and 13, which grievance shall be initiated as Step 2.

Section 2 - Time Limits (days shall be working days)

(a) Since it is important that grievances be processed as rapidly as possible, the number of days permitted to any party at any step should be considered a maximum and every effort should be made by all parties to expedite the process.

(b) No written grievance will be entertained at Step 2 or thereafter, as described below, and such grievance will be deemed waived, unless such written grievance is forwarded as Step 2 within fifteen (15) school days after the teacher knew or should have known of the act or condition on which the grievance is based.

(c) If a decision on a grievance is not appealed to the next step of the procedure within the time limits specified, the grievance will be deemed settled on the basis of the disposition at the preceding step and further appeal shall be barred.

(d) Failure by a party at any step of the grievance procedure to meet or to communicate the decision of a grievance within the specified time limits shall permit lodging of an appeal by the other party at the next step of the procedure within the time which would have been allotted had the decision been given.

(e) The time limits specified for either party may, however, be extended by mutual agreement.

(f) In the event a grievance is filed on or after June 1 which, if left unresolved until the beginning of the following school year, could result in irreparable harm to any person or party, the time limits set forth herein will be reduced by agreement so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is practicable.

Section 3 - Purpose and General Procedures

(a) The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances, which may from time to time arise. Those procedures will be kept as informal as may be appropriate at any step of the procedure.

(b) Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents will be jointly prepared. The Chief School Administrator shall then print appropriate supplies of such documents and give them appropriate distribution so as to facilitate operation of the grievance procedure.

(c) Decisions rendered at each step of the grievance procedure shall be in writing, setting forth the decision and the supporting reasons therefore, and will be promptly transmitted to the Association representatives processing the grievances at such step and to the teacher initiating the grievance.

(d) If a grievance affects a group or class of teachers and appears to arise from the alleged action of authority higher than the principal of a school or is associated with system-wide policies, it may be submitted directly at Step 2, to be described below.

(e) All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants, provided that this shall not be construed to prohibit including in the personnel files a notation of the final action as to a grievance determined adversely to the teacher. The teacher and his/her representative shall be entitled to copies of the entire file.

(f) Investigation of grievances as may be required by the special circumstances of the case shall be conducted during the hours of employment. In the course of such investigation, representatives of the Association will advise the principal of the building being visited of the purpose of the visit prior to such visit. Unless an emergency exists, classroom activities shall not be interrupted and every effort will be made to avoid involvement of students in any phases of the grievance procedure.

(g) 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 the grievance adjusted without intervention of the Association provided: (1) the adjustment is not inconsistent with the terms of the Agreement; and (2) if the teacher desired, the Association has been given an opportunity to be present at such adjustment and to state its view of the grievance.

(h) There shall be a Grievance Committee created and constituted by the Islip Teachers Association.

Section 4 - Step 1: Principal or Immediate Superior

A teacher with a grievance will first discuss it with the teacher's principal or immediate superior, either directly or if the teacher wishes the Association's Building Representative, with the objective of resolving the matter informally.

If the teacher submits the grievance through the Building Representative, the teacher may also be present during the discussion of the grievance at this step. If the grievance cannot be resolved informally, it shall be reduced to writing and presented to the principal or immediate supervisor. Within five (5) school days after the written grievance is referred to him/her, the principal or immediate supervisor shall render a decision thereon.

Section 5 - Step 2: Chief School Administrator

(a) If the teacher initiating the grievance is not satisfied with the disposition of the grievance at Step 1, the teacher may present the grievance to the Association.

(b) If the Grievance Committee of the Association approved the further processing of the grievance, the Building Representative shall file an appeal of the grievance in writing together with copies of the grievance and the decision at Step 1, with the Chief School Administrator within fifteen (15) school days after the decision at Step 1.

(c) Within five (5) school days after receipt of the appeal, the Chief School Administrator or his/her designee at the central office level will meet with representatives of the Association in an effort to resolve the grievance.

(d) Within five (5) school days after such meeting, the Chief School Administrator shall render a decision on the grievance.

Section 6 - Step 3: Board of Education

(a) If the Grievance Committee of the Association is not satisfied with the disposition of the grievance at Step 2, the President or his/her designee may file an appeal in writing, together with copies of the grievance and the decisions at Steps 1 and 2 with the full membership of the Board of Education within fifteen (15) school days after the decision at Step 2. A copy of the appeal shall simultaneously be submitted to the Chief School Administrator.

(b) No later than the next regularly scheduled meeting of the Board of Education which is not less than seven (7) calendar days after the filing of the appeal or at a special meeting of the Board of Education called earlier for such purpose, the Board of Education shall consider the grievance. An appropriate representative selected by the Association shall be heard on behalf of the Association by the Board of Education.

(c) Within five (5) school days after such meeting the Board of Education shall render a decision on the grievance.

Section 7 - Step 4: Arbitration

(a) If the Grievance Committee of the Association is not satisfied with the disposition of the grievance at Step 3, the Association may submit the grievance to binding arbitration by written notice to the Board of Education within ten (10) school days after the decision at Step 3.

(b) Within five (5) school days after such written notice of submission to such arbitration, the Board of Education and the Association will agree upon a mutually acceptable arbitrator and will obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators will be made to the American Arbitration Association by either party. The parties will be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.

(c) The arbitrator so selected will hear the matter promptly and will issue recommendations not later than thirty (30) calendar days from the date of the close of the hearings, or if oral hearings have been waived, then from the date the final statements and proofs are submitted to him/her. The arbitrator's recommendations will be in writing and will set forth his/her findings of fact, reasoning and recommendations on the issue submitted.

(d) The arbitrator shall have no power or authority to make any recommendation which required the commission of an act prohibited by law or which is violative of or alters or amends the terms of this Agreement.

(e) The decision of the arbitrator shall be final and binding upon both parties.

(f) The arbitrator shall limit his/her decision strictly to the claimed breach, misinterpretation or misapplication of the Agreement submitted to him/her and the arbitrator shall be without power or authority to make any decision:

1. Contrary to, or inconsistent with, or modifying, violating or varying in any way, the terms and provisions of this agreement.
2. Overruling the exercise of the Board or Superintendent's discretion under the terms and provisions of this agreement, provided that the same is not arbitrary, capricious or unreasonable.

(g) The costs for the services of the arbitrator, including expenses, if any, will be borne equally by the Board and the Association.

ARTICLE 30 **ADVISORY/RELAX AND READ PROGRAMS**

As long as the Board of Education maintains a middle school as defined by the State Education Department, the following program shall be implemented as part of the regular school day.

The Islip Middle School philosophy recognizes that middle level students are unique individuals who are facing continual emotional, physical, intellectual and social changes throughout their emerging adolescence. Therefore, the Islip Middle School is committed to providing Advisory/Relax and Read Programs, which will foster individual growth, enhance emotional well-being and stimulate intellectual and social development.

In order to achieve these goals, the following will apply:

1. Advisors have the professional discretion to decide which activities will best meet the needs of their students within the guidelines.
2. Advisors will not be formally observed during approximately 15 minutes Advisory/Relax and Read sessions. Informal observations are permitted.
3. Academic teams may devote at least one period of team time per week for Advisory/Relax and Read issues with the principal's permission.
4. Teachers on non-academic teams will have one period per week for Advisory/Relax and Read issues with the principal's permission.
5. The size of Advisory/Relax and Read groups will be approximately thirteen (13).
6. Students having difficulty in Advisory/Relax and Read will be reviewed at a conference with the Advisor, support personnel, and administrator in order to determine ways to resolve the problem.
7. Students disruptive in Advisory/Relax and Read will be provided with an alternative placement.
8. A steering committee of faculty and administration will meet periodically to review the program and determine the needs for continuing staff development.
9. The steering committee will conduct a formal end of year evaluation of the Advisory/Relax and Read programs and make recommendations as needed.

ARTICLE 31 **DISTANCE LEARNING**

1. Distance Learning courses shall be taught by teachers who volunteer to do so. Under no circumstances shall a teacher be assigned to teach a Distance Learning course without prior approval by said teacher.

2. Teachers will not be evaluated or formally observed the first time the course is taught. During this time informal observations and letter are permissible for building use only.

3. Distance Learning teachers will not be assigned a duty period during the first teaching of a course.

4. Class size, including students outside the District, will be consistent with Article 9 of this contract.

5. Board policy will prevail in regard to the use of video-taping. Videotapes can only be used with the approval of the teacher.

6. The District will provide training prior to the commencement of the course.

7. Non-HS teachers may volunteer to teach a Distance Learning course, however it cannot be used to obtain a full-time HS assignment. After the teaching period the non-HS teacher will return to his/her regularly assigned school. It is the intent of this agreement that no HS teacher will be replaced by a least senior teacher from another school based on the teaching of a Distance Learning course. Should extenuating circumstances evolve regarding transfers due to Distance Learning, a committee consisting of the ITA president and two (2) designees, and the Superintendent and two (2) designees, shall convene to discuss and resolve the issue.

8. Scheduling of regular courses will occur prior to the scheduling of Distance Learning courses. Distance Learning courses will not have a negative impact on the High School's regular elective program. Any student withdrawing from a regular course to take a Distance Learning course will still be considered an enrollee in the original course chosen.

9. There will be a teacher aide assigned to the Distance Learning room to tend to technical duties.

10. A Distance Learning Committee will be formed to evaluate the program. It will report to the High School Principal. The committee will consist of the following staff members:

- High School Assistant Principal
- Director of Guidance
- Director of Technology
- Two (2) department chairpersons/coordinators, approved by the ITA
- Three (3) teachers, approved by the ITA

The committee will:

- Investigate and recommend high school and college courses to be taught by our staff members or received by our students.
- Actively seek programs, which will benefit various departments(for example: connecting to a scientist, museum, or laboratory).
- Investigate university programs to enhance our courses or offer specific enrichment programs.
- Seek and offer staff development programs.
- Attend meetings and conferences on Distance Learning.
- Set up community programs.
- Serve as a liaison among administrators, teachers and coordinators to seek input and disseminate information.

ARTICLE 32 **CLASSIFIED STUDENTS**

Section 1 – Summer CSE Meetings

Regular education teachers will be expected to attend meetings of the Committee on Special Education held during the months of July and August. In lieu of actual physical attendance, telephone conferences shall be considered in the same manner as in-person conferences.

The hourly compensation for attendance at summer CSE meetings shall conform to the current contractual agreement regarding remuneration for extracurricular assignments. Any portion of an hour shall be equal to one hour.

If a regular education teacher accumulates sufficient hours to constitute one full day (i.e. seven [7] hours), compensatory time during the regular school year may be taken as an alternative to compensation. Agreement on the use of compensatory time will be made between the teacher, building principal and Office of Human Resources.

Section 2 – Classified students in Mainstream Classroom

- a) To the extent possible, the principal, the Director of Pupil Personnel, the classroom teacher and the inclusion teacher shall develop a schedule that permits conference time involving the classroom teacher and the inclusion teacher.
- b) In determining class size, a reasonable attempt shall be made to consider the needs of the classified student(s) assigned to the Teacher Consultant Program.

- c) Classroom teachers involved in the inclusion and/or Teacher Consultant Program shall be chosen from volunteers. If there are no volunteers, a rotational system will be established for the assignment of the position.
- d) No teacher within his/her first year in the District shall be given an inclusion class.
- e) Classroom teachers shall be notified of any classified student(s) in his/her class prior to the first day of placement. The teacher shall receive appropriate support and all pertinent information regarding the student(s).
- f) Teachers instructing physically challenged students will be provided as per the student's Individualized Educational Plan with appropriate support staff to assist and supervise the student during classroom instruction. Such supervision will also include transporting to and from the school bus, lunchroom assistance, emergency drills and any coverage necessary so as not to take away from the classroom teacher's responsibility for the remaining students.

ARTICLE 33 **MISCELLANEOUS PROVISIONS**

Section 1

This agreement shall not supersede rules, regulations, or policies of the Board, which shall be contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

Section 2

Any contract made with an individual teacher or group of teachers hereafter executed shall be expressly made subject to, and consistent with, the terms of this agreement or subsequent agreements that may be executed by the parties.

If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

Section 3

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

Section 4

No unit member shall be required to use his/her own vehicle for the purpose of transporting pupils in the performance of his/her duties.

When necessary, the Board shall provide suitable means for such transportation.

When driving a District-owned vehicle, the unit member is fully covered by District insurance.

Section 5

Copies of this Agreement shall be printed at the expense of the Board, bound in booklet form, and given to all teachers employed within the system by the Board during the life of the agreement.

One hundred (100) additional copies shall be prepared for use and distribution as the Association's needs may require.

Section 6

Teachers required to use their own vehicles to travel between school buildings in the District in performing the duties assigned to them shall be reimbursed at the rate of thirty-one (\$0.31) cents per mile.

Section 7

Any intercommunication system for home instruction can be used only after consultation with the teacher.

Section 8

If any parties outside of the teaching faculty are to be involved in instruction, the teachers of the affected subject areas will be consulted in advance of such involvement.

Section 9

Upon the effective date of the law enacted by the New York State Legislature (covering agency fees), the Association will be permitted to subject a statement to the District regarding the amount per teacher expended by the Association for representation of teachers, and shall collect such an amount from non-members, so long as such fee does not exceed regular dues for the Association.

Section 10

The Board shall provide an enclosure for one (1) public telephone in each elementary building, and the Middle School.

Section 11

The Association shall be notified by August 15 of any change in the school hours for the coming school year.

Section 12

The fund of five thousand dollars (\$5000) shall be established for each year of this contract for the purpose of reimbursing teachers for professional conference fees and expenses when, the District has approved attendance in advance.

Section 13

The parties hereby agree to institute the BOCES 2 Employees Assistance Program. Three thousand dollars (\$3000) of the cost thereof shall be funded.

Section 14

The provisions of this article shall not apply to registered nurses.

Section 15

If a unit member moves between buildings, the District will provide ten (10) boxes per member.

Section 16

Unit members appointed as Middle School Liaisons shall receive a thirteen hundred and fifty (\$1350) dollar annual stipend.

ARTICLE 34 RETIREMENT BENEFIT

Unit members who voluntarily retire from active service with the Islip Union Free School District will be paid a retirement benefit based upon the number of accumulated unused sick leave days according to the following schedule.

Sick Leave Days	
<u>Accumulated</u>	<u>Rate</u>
0 - 79	-0-
80 - 89	\$35 per day
90 - 99	\$40 per day
100 -124	\$45 per day
125- 149	\$65 per day
150- 200	\$75 per day

ARTICLE 35 **MANAGEMENT RIGHTS**

Unless otherwise expressly set forth in this agreement, the Board and Superintendent retain all of the powers, authority and responsibility granted to or imposed upon them by law, rule and regulation.

ARTICLE 36 **DURATION OF AGREEMENT**

Section 1

This contract shall be effective as of July 1, 2006, and shall continue in effect through June 30, 2011.

Section 2

In the event a successor contract is not agreed upon on or before the termination date of the present contract, all salaries, fringe benefits of the present contract will remain in effect until the successor contract has been entered into. Upon agreement, all salaries and benefits will be retroactive to the termination date of the present contract.

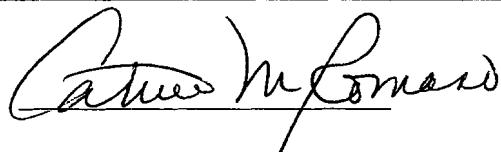
ARTICLE 37 **LEGISLATIVE APPROVAL**

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 therefore, shall not be effective until the appropriate legislative body has given approval.

ISLIP BOARD OF EDUCATION

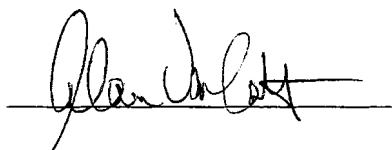
ISLIP UNION FREE SCHOOL DISTRICT

By



Catherine Romano, President
Islip Board of Education

By



Alan Van Cott
Superintendent of Schools

ISLIP TEACHERS ASSOCIATION

By



Jane D. Lascher, President
Islip Teachers Association

DISTRICT REPRESENTATIVES

By



Linda Lippman, Ed. D.
Assistant Superintendent of Administrative Services

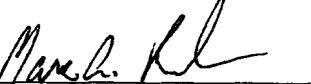
ISLIP TEACHERS ASSOCIATION REPRESENTATIVES

By



Kathleen Shanahan

By



Marc Rosado

By



Elizabeth Johnson

By



Keith Scheidel

APPENDICES

APPENDIX A
ISLIP PUBLIC SCHOOLS
SALARY INDEX

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA BA+45</u>	<u>BA+60 MA+15</u>	<u>BA+75 MA+30</u>	<u>MA+45</u>	<u>MA+60</u>	<u>PhD MA+75</u>
0	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
1	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	1.04	1.09	1.14	1.20	1.25	1.30	1.35	1.40	1.45
3	1.08	1.13	1.18	1.25	1.30	1.35	1.40	1.45	1.50
4	1.13	1.18	1.23	1.30	1.35	1.40	1.45	1.50	1.55
5	1.18	1.23	1.28	1.35	1.40	1.45	1.50	1.55	1.60
6	1.23	1.28	1.33	1.40	1.45	1.50	1.55	1.60	1.65
7	1.28	1.33	1.38	1.45	1.50	1.55	1.60	1.65	1.70
8	1.33	1.38	1.43	1.50	1.55	1.60	1.65	1.70	1.75
9	1.38	1.43	1.48	1.55	1.60	1.65	1.70	1.75	1.80
10	1.43	1.48	1.53	1.60	1.65	1.70	1.75	1.80	1.85
11	1.48	1.53	1.58	1.66	1.71	1.76	1.81	1.86	1.91
12	1.54	1.59	1.64	1.72	1.77	1.82	1.87	1.92	1.97
13	1.60	1.65	1.70	1.78	1.83	1.88	1.93	1.98	2.03
14	1.66	1.71	1.76	1.84	1.89	1.94	1.99	2.04	2.09
15	1.72	1.77	1.82	1.90	1.95	2.00	2.05	2.10	2.15
16	1.72	1.83	1.88	1.97	2.02	2.07	2.12	2.17	2.22
17	1.72	1.83	1.88	2.04	2.09	2.14	2.19	2.24	2.29
18	1.72	1.83	1.88	2.11	2.16	2.21	2.26	2.31	2.36

APPENDIX B
2006-2007 Salary Index

Step	BA	BA+15	BA+30	BA+45		BA+60		BA+75		PhD	
				MA	MA +15	MA	MA +15	MA+30	MA+45	MA+60	MA+75
0	\$41,377	\$43,602	\$45,827	\$48,050	\$50,274	\$52,497	\$54,721	\$56,945	\$59,169		
1	\$44,475	\$46,699	\$48,921	\$51,145	\$53,369	\$55,592	\$57,817	\$60,041	\$60,041	\$62,265	
2	\$46,253	\$48,476	\$50,701	\$53,369	\$55,592	\$57,817	\$60,041	\$62,265	\$62,265	\$64,489	
3	\$48,033	\$50,256	\$52,480	\$55,592	\$57,817	\$60,041	\$62,265	\$64,489	\$64,489	\$66,711	
4	\$50,256	\$52,480	\$54,703	\$57,817	\$60,041	\$62,265	\$64,489	\$66,711	\$66,711	\$68,934	
5	\$52,480	\$54,703	\$56,926	\$60,041	\$62,265	\$64,489	\$66,711	\$68,934	\$68,934	\$71,159	
6	\$54,703	\$56,926	\$59,151	\$62,265	\$64,489	\$66,711	\$68,934	\$71,159	\$71,159	\$73,382	
7	\$56,926	\$59,151	\$61,374	\$64,489	\$66,711	\$68,934	\$71,159	\$73,382	\$73,382	\$75,606	
8	\$59,151	\$61,374	\$63,597	\$66,711	\$68,934	\$71,159	\$73,382	\$75,606	\$75,606	\$77,830	
9	\$61,374	\$63,597	\$65,822	\$68,934	\$71,159	\$73,382	\$75,606	\$77,830	\$80,054		
10	\$64,489	\$65,822	\$68,047	\$71,159	\$73,382	\$75,606	\$77,830	\$80,054	\$82,278		
11	\$65,822	\$68,047	\$70,270	\$73,828	\$76,050	\$78,274	\$80,497	\$82,722	\$84,946		
12	\$68,491	\$70,715	\$72,938	\$76,496	\$78,719	\$80,943	\$83,166	\$85,390	\$87,614		
13	\$71,159	\$73,382	\$75,606	\$79,165	\$81,388	\$83,611	\$85,836	\$88,059	\$90,282		
14	\$73,828	\$76,050	\$78,274	\$81,832	\$84,056	\$86,280	\$88,504	\$90,729	\$92,952		
15	\$76,496	\$78,719	\$80,943	\$84,502	\$86,724	\$88,948	\$91,173	\$93,396	\$95,619		
16	\$76,496	\$81,388	\$83,611	\$87,614	\$89,837	\$92,060	\$94,285	\$96,510	\$98,733		
17		\$81,388	\$83,611	\$90,729	\$92,952	\$95,175	\$97,399	\$99,622	\$101,845		
18				\$93,839	\$96,063	\$98,287	\$100,512	\$102,736	\$104,959		

APPENDIX C
2007-2008 Salary Index

Step	BA	BA+15	BA+30	BA+45		BA+60		BA+75		PhD	
				MA	MA +15	MA	MA +15	MA+30	MA+45	MA+60	MA+75
0	\$42,619	\$44,911	\$47,202	\$49,491	\$51,782	\$54,072	\$56,362	\$58,653	\$60,944		
1	\$45,809	\$48,100	\$50,389	\$52,680	\$54,970	\$57,260	\$59,552	\$61,843	\$64,133		
2	\$47,641	\$49,931	\$52,222	\$54,970	\$57,260	\$59,552	\$61,843	\$64,133	\$66,424		
3	\$49,474	\$51,763	\$54,054	\$57,260	\$59,552	\$61,843	\$64,133	\$66,424	\$68,712		
4	\$51,763	\$54,054	\$56,344	\$59,552	\$61,843	\$64,133	\$66,424	\$68,712	\$71,002		
5	\$54,054	\$56,344	\$58,634	\$61,843	\$64,133	\$66,424	\$68,712	\$71,002	\$73,293		
6	\$56,344	\$58,634	\$60,925	\$64,133	\$66,424	\$68,712	\$71,002	\$73,293	\$75,583		
7	\$58,634	\$60,925	\$63,215	\$66,424	\$68,712	\$71,002	\$73,293	\$75,583	\$77,874		
8	\$60,925	\$63,215	\$65,505	\$68,712	\$71,002	\$73,293	\$75,583	\$77,874	\$80,165		
9	\$63,215	\$65,505	\$67,797	\$71,002	\$73,293	\$75,583	\$77,874	\$80,165	\$82,455		
10	\$66,424	\$67,797	\$70,088	\$73,293	\$75,583	\$77,874	\$80,165	\$82,455	\$84,746		
11	\$67,797	\$70,088	\$72,378	\$76,043	\$78,331	\$80,622	\$82,912	\$85,203	\$87,494		
12	\$70,545	\$72,836	\$75,126	\$78,791	\$81,081	\$83,372	\$85,661	\$87,951	\$90,242		
13	\$73,293	\$75,583	\$77,874	\$81,540	\$83,830	\$86,120	\$88,411	\$90,701	\$92,990		
14	\$76,043	\$78,331	\$80,622	\$84,287	\$86,578	\$88,869	\$91,159	\$93,451	\$95,741		
15	\$78,791	\$81,081	\$83,372	\$87,037	\$89,326	\$91,617	\$93,908	\$96,198	\$98,488		
16	\$78,791	\$83,830	\$86,120	\$90,242	\$92,532	\$94,822	\$97,113	\$99,405	\$101,695		
17		\$83,830	\$86,120	\$93,451	\$95,741	\$98,031	\$100,321	\$102,610	\$104,900		
18				\$96,654	\$98,945	\$101,236	\$103,527	\$105,818	\$108,108		

APPENDIX D
2008-2009 Salary Index

Step	BA	BA+15	BA+30	BA+45		BA+60		BA+75		PhD	
				MA	MA +15	MA+30	MA+45	MA+60	MA+75	MA	MA+75
0	\$43,897	\$46,258	\$48,618	\$50,976	\$53,336	\$55,695	\$58,053	\$60,413	\$62,773		
1	\$47,183	\$49,543	\$51,901	\$54,260	\$56,619	\$58,977	\$61,338	\$63,698	\$66,057		
2	\$49,070	\$51,429	\$53,788	\$56,619	\$58,977	\$61,338	\$63,698	\$66,057	\$68,416		
3	\$50,958	\$53,316	\$55,676	\$58,977	\$61,338	\$63,698	\$66,057	\$68,416	\$70,774		
4	\$53,316	\$55,676	\$58,035	\$61,338	\$63,698	\$66,057	\$68,416	\$70,774	\$73,132		
5	\$55,676	\$58,035	\$60,393	\$63,698	\$66,057	\$68,416	\$70,774	\$73,132	\$75,492		
6	\$58,035	\$60,393	\$62,753	\$66,057	\$68,416	\$70,774	\$73,132	\$75,492	\$77,851		
7	\$60,393	\$62,753	\$65,112	\$68,416	\$70,774	\$73,132	\$75,492	\$77,851	\$80,210		
8	\$62,753	\$65,112	\$67,470	\$70,774	\$73,132	\$75,492	\$77,851	\$80,210	\$82,570		
9	\$65,112	\$67,470	\$69,831	\$73,132	\$75,492	\$77,851	\$80,210	\$82,570	\$84,929		
10	\$68,416	\$69,831	\$72,191	\$75,492	\$77,851	\$80,210	\$82,570	\$84,929	\$87,288		
11	\$69,831	\$72,191	\$74,549	\$78,324	\$80,681	\$83,041	\$85,400	\$87,759	\$90,119		
12	\$72,662	\$75,021	\$77,380	\$81,154	\$83,513	\$85,873	\$88,231	\$90,590	\$92,950		
13	\$75,492	\$77,851	\$80,210	\$83,986	\$86,345	\$88,703	\$91,063	\$93,422	\$95,780		
14	\$78,324	\$80,681	\$83,041	\$86,815	\$89,175	\$91,535	\$93,893	\$96,254	\$98,613		
15	\$81,154	\$83,513	\$85,873	\$89,648	\$92,006	\$94,365	\$96,725	\$99,084	\$101,442		
16	\$81,154	\$86,345	\$88,703	\$92,950	\$95,308	\$97,667	\$100,027	\$102,387	\$104,746		
17		\$86,345	\$88,703	\$96,254	\$98,613	\$100,972	\$103,330	\$105,689	\$108,047		
18				\$99,554	\$101,913	\$104,273	\$106,633	\$108,992	\$111,351		

APPENDIX E
2009-2010 Salary Index

Step	BA	BA+15	BA+30	BA+45		BA+60		BA+75		PhD	
				MA	MA +15	MA	MA +15	MA+30	MA+45	MA+60	MA+75
0	\$45,214	\$47,646	\$50,076	\$52,505	\$54,936	\$57,365	\$59,795	\$62,225	\$64,656		
1	\$48,599	\$51,029	\$53,458	\$55,888	\$58,317	\$60,747	\$63,178	\$65,609	\$68,038		
2	\$50,542	\$52,971	\$55,402	\$58,317	\$60,747	\$63,178	\$65,609	\$68,038	\$70,469		
3	\$52,486	\$54,916	\$57,346	\$60,747	\$63,178	\$65,609	\$68,038	\$70,469	\$72,897		
4	\$54,916	\$57,346	\$59,776	\$63,178	\$65,609	\$68,038	\$70,469	\$72,897	\$75,326		
5	\$57,346	\$59,776	\$62,205	\$65,609	\$68,038	\$70,469	\$72,897	\$75,326	\$77,757		
6	\$59,776	\$62,205	\$64,636	\$68,038	\$70,469	\$72,897	\$75,326	\$77,757	\$80,186		
7	\$62,205	\$64,636	\$67,065	\$70,469	\$72,897	\$75,326	\$77,757	\$80,186	\$82,617		
8	\$64,636	\$67,065	\$69,494	\$72,897	\$75,326	\$77,757	\$80,186	\$82,617	\$85,047		
9	\$67,065	\$69,494	\$71,926	\$75,326	\$77,757	\$80,186	\$82,617	\$85,047	\$87,477		
10	\$70,469	\$71,926	\$74,356	\$77,757	\$80,186	\$82,617	\$85,047	\$87,477	\$89,907		
11	\$71,926	\$74,356	\$76,786	\$80,673	\$83,102	\$85,532	\$87,962	\$90,392	\$92,823		
12	\$74,841	\$77,272	\$79,701	\$83,589	\$86,018	\$88,449	\$90,878	\$93,308	\$95,738		
13	\$77,757	\$80,186	\$82,617	\$86,506	\$88,935	\$91,364	\$93,795	\$96,224	\$98,654		
14	\$80,673	\$83,102	\$85,532	\$89,420	\$91,850	\$94,281	\$96,710	\$99,142	\$101,571		
15	\$83,589	\$86,018	\$88,449	\$92,338	\$94,766	\$97,196	\$99,627	\$102,056	\$104,486		
16	\$83,589	\$88,935	\$91,364	\$95,738	\$98,167	\$100,597	\$103,027	\$105,459	\$107,888		
17		\$88,935	\$91,364	\$99,142	\$101,571	\$104,001	\$106,430	\$108,859	\$111,289		
18				\$102,540	\$104,971	\$107,401	\$109,832	\$112,262	\$114,692		

APPENDIX F
2010-2011 Salary Index

Step				BA+45	BA+60	BA+75				PhD
	BA	BA+15	BA+30	MA	MA +15	MA+30	MA+45	MA+60	MA+75	
0	\$46,796	\$49,313	\$51,829	\$54,343	\$56,859	\$59,373	\$61,888	\$64,403	\$66,919	
1	\$50,300	\$52,815	\$55,329	\$57,844	\$60,359	\$62,873	\$65,390	\$67,905	\$70,420	
2	\$52,311	\$54,825	\$57,341	\$60,359	\$62,873	\$65,390	\$67,905	\$70,420	\$72,935	
3	\$54,323	\$56,838	\$59,353	\$62,873	\$65,390	\$67,905	\$70,420	\$72,935	\$75,448	
4	\$56,838	\$59,353	\$61,868	\$65,390	\$67,905	\$70,420	\$72,935	\$75,448	\$77,963	
5	\$59,353	\$61,868	\$64,382	\$67,905	\$70,420	\$72,935	\$75,448	\$77,963	\$80,478	
6	\$61,868	\$64,382	\$66,898	\$70,420	\$72,935	\$75,448	\$77,963	\$80,478	\$82,993	
7	\$64,382	\$66,898	\$69,412	\$72,935	\$75,448	\$77,963	\$80,478	\$82,993	\$85,508	
8	\$66,898	\$69,412	\$71,927	\$75,448	\$77,963	\$80,478	\$82,993	\$85,508	\$88,024	
9	\$69,412	\$71,927	\$74,443	\$77,963	\$80,478	\$82,993	\$85,508	\$88,024	\$90,538	
10	\$72,935	\$74,443	\$76,959	\$80,478	\$82,993	\$85,508	\$88,024	\$90,538	\$93,054	
11	\$74,443	\$76,959	\$79,473	\$83,497	\$86,010	\$88,526	\$91,040	\$93,556	\$96,071	
12	\$77,461	\$79,976	\$82,491	\$86,515	\$89,029	\$91,545	\$94,059	\$96,573	\$99,089	
13	\$80,478	\$82,993	\$85,508	\$89,533	\$92,048	\$94,562	\$97,078	\$99,592	\$102,106	
14	\$83,497	\$86,010	\$88,526	\$92,550	\$95,065	\$97,581	\$100,095	\$102,612	\$105,126	
15	\$86,515	\$89,029	\$91,545	\$95,569	\$98,083	\$100,598	\$103,114	\$105,628	\$108,143	
16	\$86,515	\$92,048	\$94,562	\$99,089	\$101,603	\$104,118	\$106,633	\$109,150	\$111,664	
17		\$92,048	\$94,562	\$102,612	\$105,126	\$107,641	\$110,155	\$112,670	\$115,184	
18				\$106,129	\$108,645	\$111,160	\$113,676	\$116,191	\$118,706	

APPENDIX G
2006-2007 Salary Index

STEP	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11
1	\$38,134	\$39,087	\$40,260	\$41,467	\$42,711	\$44,206
2	\$39,661	\$40,653	\$41,873	\$43,129	\$44,423	\$45,977
3	\$41,185	\$42,215	\$43,481	\$44,786	\$46,129	\$47,744
4	\$42,710	\$43,778	\$45,091	\$46,444	\$47,837	\$49,512
5	\$44,236	\$45,342	\$46,702	\$48,103	\$49,546	\$51,281
6	\$45,759	\$46,903	\$48,310	\$49,759	\$51,252	\$53,046
7	\$47,285	\$48,467	\$49,921	\$51,419	\$52,961	\$54,815
8	\$48,813	\$50,033	\$51,534	\$53,080	\$54,672	\$56,586
9	\$53,334	\$51,592	\$53,140	\$54,734	\$56,376	\$58,349
10	\$51,862	\$53,159	\$54,754	\$56,396	\$58,088	\$60,121

APPENDIX H
Athletics

LEVEL I	2006-07	2007-08	2008-09	2009-10	2010-11
Football-Head Coach	\$6,719	\$6,904	\$7,093	\$7,289	\$7,525
LEVEL II					
Basketball-Head Coach (2)	\$6,181	\$6,351	\$6,526	\$6,705	\$6,923
Wrestling-Head Coach	\$6,181	\$6,351	\$6,526	\$6,705	\$6,923
Baseball-Head Coach	\$6,181	\$6,351	\$6,526	\$6,705	\$6,923
Softball-Head Coach	\$6,181	\$6,351	\$6,526	\$6,705	\$6,923
Lacrosse-Head Coach(2)	\$6,181	\$6,351	\$6,526	\$6,705	\$6,923
Track-Head Coach (3)	\$6,181	\$6,351	\$6,526	\$6,705	\$6,923
Volleyball-Head Coach	\$6,181	\$6,351	\$6,526	\$6,705	\$6,923
LEVEL III	2006-07	2007-08	2008-09	2009-10	2010-11
Soccer-Head Coach (2)	\$5,645	\$5,800	\$5,960	\$6,124	\$6,323
Tennis-Head Coach (2)	\$5,645	\$5,800	\$5,960	\$6,124	\$6,323
Cross Country-Head Coach (2)	\$5,645	\$5,800	\$5,960	\$6,124	\$6,323
Cheerleading-Head Coach	\$5,645	\$5,800	\$5,960	\$6,124	\$6,323
Golf-Head Coach	\$5,645	\$5,800	\$5,960	\$6,124	\$6,323
Bowling-Head Coach (2)	\$5,645	\$5,800	\$5,960	\$6,124	\$6,323
LEVEL IV	2006-07	2007-08	2008-09	2009-10	2010-11
Football-Ass't. Coach (4)	\$5,105	\$5,246	\$5,390	\$5,538	\$5,718
LEVEL V	2006-07	2007-08	2008-09	2009-10	2010-11
Basketball-Ass't. Coach (2)	\$4,570	\$4,695	\$4,824	\$4,957	\$5,118
Wrestling-Ass't. Coach	\$4,570	\$4,695	\$4,824	\$4,957	\$5,118
Baseball-Ass't. Coach	\$4,570	\$4,695	\$4,824	\$4,957	\$5,118
Softball-Ass't. Coach	\$4,570	\$4,695	\$4,824	\$4,957	\$5,118
Lacrosse-Ass't. Coach (6)	\$4,570	\$4,695	\$4,824	\$4,957	\$5,118
Track-Ass't. Coach (3)	\$4,570	\$4,695	\$4,824	\$4,957	\$5,118
Volleyball-Ass't. Coach	\$4,570	\$4,695	\$4,824	\$4,957	\$5,118
Cheerleader-JV	\$4,570	\$4,695	\$4,824	\$4,957	\$5,118
LEVEL VI	2006-07	2007-08	2008-09	2009-10	2010-11
Soccer-Ass't. Coach (2)	\$4,032	\$4,143	\$4,257	\$4,374	\$4,516
Tennis-Ass't. Coach	\$4,032	\$4,143	\$4,257	\$4,374	\$4,516
Football-MS Head Coach	\$4,032	\$4,143	\$4,257	\$4,374	\$4,516
Soccer-MS Head Coach (2)	\$4,032	\$4,143	\$4,257	\$4,374	\$4,516
Basketball-MS Head Coach (2)	\$4,032	\$4,143	\$4,257	\$4,374	\$4,516
Wrestling-MS Head Coach	\$4,032	\$4,143	\$4,257	\$4,374	\$4,516
Volleyball-MS Head Coach	\$4,032	\$4,143	\$4,257	\$4,374	\$4,516
Baseball-MS Head Coach	\$4,032	\$4,143	\$4,257	\$4,374	\$4,516
Softball-MS Head Coach	\$4,032	\$4,143	\$4,257	\$4,374	\$4,516
Lacrosse-MS Head Coach (2)	\$4,032	\$4,143	\$4,257	\$4,374	\$4,516
X-Country-MS Head Coach	\$4,032	\$4,143	\$4,257	\$4,374	\$4,516
LEVEL VII	2006-07	2007-08	2008-09	2009-10	2010-11
Football-MS Ass't. Coach (2)	\$3,494	\$3,590	\$3,689	\$3,790	\$3,913
Wrestling-MS Ass't. Coach	\$3,494	\$3,590	\$3,689	\$3,790	\$3,913
Cheerleader-MS	\$3,494	\$3,590	\$3,689	\$3,790	\$3,913
	\$10,482	\$10,770	\$11,066	\$11,370	\$11,740
Strength & Fitness	\$5,573	\$5,726	\$5,883	\$6,045	\$6,242

APPENDIX I
X-Schedule Activities

HIGH SCHOOL	2006-07	2007-08	2008-09	2009-10	2010-11
9th Grade Advisor	\$2,720	\$2,795	\$2,871	\$2,950	\$3,046
10th Grade Advisor	\$2,720	\$2,795	\$2,871	\$2,950	\$3,046
11th Grade Advisor	\$2,720	\$2,795	\$2,871	\$2,950	\$3,046
12th Grade Advisor	\$3,557	\$3,655	\$3,756	\$3,859	\$3,984
Athletes Helping Athletes	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
Art Club	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
Buccaneer Club	\$2,720	\$2,795	\$2,871	\$2,950	\$3,046
DECA	\$2,304	\$2,367	\$2,432	\$2,499	\$2,580
Excel Club	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
Foreign Language Club	\$2,304	\$2,367	\$2,432	\$2,499	\$2,580
Foreign Language Honor Society	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
Habitat for Humanity	\$2,304	\$2,367	\$2,432	\$2,499	\$2,580
History Club	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
Interact Club	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
Islip Jr. Chamber of Commerce	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
Keep Islip Clean	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
Kick Line Club	\$2,720	\$2,795	\$2,871	\$2,950	\$3,046
Marching Band Director	\$3,140	\$3,226	\$3,315	\$3,406	\$3,517
Marching Band Assistant Director	\$2,720	\$2,795	\$2,871	\$2,950	\$3,046
Mathletes - Grade 9	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
Mathletes	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
National Honor Society	\$2,304	\$2,367	\$2,432	\$2,499	\$2,580
SADD Club	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
Science Olympiad	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
Stage Band	\$2,720	\$2,795	\$2,871	\$2,950	\$3,046
STAR	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
Student Council	\$3,557	\$3,655	\$3,756	\$3,859	\$3,984
Theatre Arts Club	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
Tri-M Honor Society	\$2,304	\$2,367	\$2,432	\$2,499	\$2,580
Vocal Groups	\$2,720	\$2,795	\$2,871	\$2,950	\$3,046
Yearbook	\$3,140	\$3,226	\$3,315	\$3,406	\$3,517
Yearbook Business Advisor	\$2,304	\$2,367	\$2,432	\$2,499	\$2,580
Musical Production Team					
Musical Producer (40%)	\$1,256	\$1,290	\$1,326	\$1,362	\$1,406
Musical Director (60%)	\$1,884	\$1,936	\$1,990	\$2,044	\$2,111
Musical Assistants (6)					
Music Director (Pit)	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
Musical Choreographer	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
Vocal Director	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
Art Director	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
Technical Director	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
Stage Crew Advisor	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110

APPENDIX I
X-Schedule Activities

MIDDLE SCHOOL	2006-07	2007-08	2008-09	2009-10	2010-11
Art Club	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
Animal Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Board Game Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Builders Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Computer Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Drama Club	\$2,304	\$2,367	\$2,432	\$2,499	\$2,580
Foreign Language Club	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
ITV Media Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Keep Islip Clean Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Math Olympiads - Grade 6	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Mathletes - Grade 7	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
Mathletes - Grade 8	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
National Junior Honor Society	\$1,883	\$1,935	\$1,988	\$2,043	\$2,110
Renaissance Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Stage Band/JazzBand	\$2,720	\$2,795	\$2,871	\$2,950	\$3,046
Student Council Advisor	\$2,720	\$2,795	\$2,871	\$2,950	\$3,046
Student Council Assistant Advisor	\$2,304	\$2,367	\$2,432	\$2,499	\$2,580
Vocal Groups>Show Choir	\$2,720	\$2,795	\$2,871	\$2,950	\$3,046

COMMACK ROAD	2006-07	2007-08	2008-09	2009-10	2010-11
Art Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Computer Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Cooking Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Drama Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Foreign L:angugage	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Gym Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Little Einstein Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Literacy Club - Half Year	\$785	\$806	\$829	\$851	\$879
Math Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Peer Mediation Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Science Club - Half Year	\$785	\$806	\$829	\$851	\$879
Story Seekers Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Student Council Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758

APPENDIX I
X-Schedule Activities

SHERWOOD	2006-07	2007-08	2008-09	2009-10	2010-11
Art Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Character Ed	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Club Adventure	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Computer Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Drama Club-Half Year	\$785	\$807	\$829	\$852	\$880
Foreign Language Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Garden Club - Half Year	\$785	\$807	\$829	\$852	\$880
Gym Club -Half Year	\$785	\$806	\$829	\$851	\$879
Math Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Science Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
Student Council- Half Year	\$785	\$807	\$829	\$852	\$880
Writing Club	\$1,570	\$1,613	\$1,657	\$1,703	\$1,758
WING	2006-07	2007-08	2008-09	2009-10	2010-11
Art Club - Half Year	\$785	\$806	\$829	\$851	\$879
Book Buddy Club - Half Year	\$785	\$806	\$829	\$851	\$879
Choral Club- Half Year	\$785	\$806	\$829	\$851	\$879
Computer/Problem Solvers - Half Year	\$785	\$806	\$829	\$851	\$879
Drama Club- Half Year	\$785	\$806	\$829	\$851	\$879
Foreign Language Club -Half Year	\$785	\$806	\$829	\$851	\$879
Healthy Body/Healthy Child - Half Year	\$785	\$806	\$829	\$851	\$879
Science Club -Half Year	\$785	\$806	\$829	\$851	\$879
Sports Club - Half Year	\$785	\$806	\$829	\$851	\$879

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