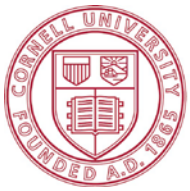

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AN AGREEMENT BETWEEN THE CLARKSTOWN CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION AND THE CLARKSTOWN TEACHERS ASSOCIATION

FOR THE PERIOD: SEPTEMBER 1, 2006 - AUGUST 31, 2010

AN AGREEMENT BETWEEN:

THE CLARKSTOWN CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION

AND

THE CLARKSTOWN TEACHERS ASSOCIATION

FOR THE PERIOD:

SEPTEMBER 1, 2006 THROUGH AUGUST 31, 2010

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AN AGREEMENT BETWEEN THE CLARKSTOWN CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION AND THE CLARKSTOWN TEACHERS ASSOCIATION

FOR THE PERIOD: SEPTEMBER 1, 2006 - AUGUST 31, 2010

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AN AGREEMENT BETWEEN THE CLARKSTOWN CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION AND THE CLARKSTOWN TEACHERS ASSOCIATION

FOR THE PERIOD: SEPTEMBER 1, 2006 - AUGUST 31, 2010

ARTICLE I. RECOGNITION

1. To effectuate the provisions of Article 14 of the Civil Service Law, Chapter 392 of the Laws of 1967,
Public Employees Fair Employment Act, this agreement has been entered into by the BOARD OF EDUCATION OF CLARKSTOWN CENTRAL SCHOOL DISTRICT, hereinafter referred to as the "Board," and the CLARKSTOWN CENTRAL SCHOOL DISTRICT TEACHERS ASSOCIATION, hereinafter referred to as the "Association."

2. The Association has requested the Board to recognize the Association as the exclusive negotiating agent for the Instructional Staff as a negotiating unit consisting of classroom teachers, speech therapists, psychologists, guidance counselors, reading specialists, librarians, art teachers, music teachers, physical education teachers, industrial arts teachers, and language teachers.

3. The Board has determined that the Association is the representative organization of a majority of the employees in the Instructional Staff as a negotiating unit and hereby recognizes the Association as the exclusive negotiating agent for the Instructional Staff.

4. Recognition shall extend for the maximum period provided in Section 208, Subdivision 2, of the Civil Service Law, unless the Association becomes ineligible to act as the exclusive negotiating agent for the negotiating unit.

5. The Association accepts recognition as provided herein, and through its officers agrees to comply with the provisions of Section 210, Article 14, of the Civil Service Law.

ARTICLE II. NEGOTIATIONS PROCEDURES

1. The Board and the Association agree to negotiate terms and conditions of employment for professional staff covered by this agreement.

2. Designated representative(s) of the Board will meet with designated representatives of the Association to negotiate terms and conditions of employment under Section 203 of the Public Employees Fair Employment
Law (the "Law"). Each party shall have full power to select its own representatives. Such representatives shall possess authority to negotiate and reach tentative agreements.

3. The first negotiating meeting shall take place five months before the expiration date of this agreement, at which time the parties shall exchange proposals. Additional issues may be introduced by mutual agreement. Subsequent meeting dates shall be set by the negotiating teams at each meeting, but the chairpersons of the respective teams may later agree to an alternate date. Effective September 1, 2005, the contract year shall run from September 1st to the following August 31st.

4. Representative(s) of the Board shall meet with representatives of the Association to affect a free exchange of facts, opinions, proposals, and counterproposals in an effort to reach agreement. The parties agree to conduct negotiations in good faith and deal openly and fairly with each other at all times. Negotiation meetings shall be held as may be required to reach understanding for a succeeding agreement, or until impasse is reached. If impasse is reached, the procedures outlined in Section 209 of the Law will be utilized. Negotiation meetings shall be held outside the regular school day, unless otherwise agreed. Tentative agreements shall be initialed by the chief negotiator for each bargaining team.

5. Both parties shall furnish available information in their possession relevant to the issue(s) under consideration, upon reasonable request.

6. Negotiation reports shall not be released to the news media except by prior agreement of the parties. If impasse is reached, the Board or the Association may release information after notifying the other party.

7. When tentative agreement is reached, the contract shall be typed and submitted to members of the Board and the Association for ratification. After ratification by both parties, the contract shall become effective in all respects for its duration.

8. Every effort will be made to conform to the Joint Code of Ethics adopted by the New York State United Teachers Association and the New York State School Board Association.

ARTICLE III. PAYROLL DEDUCTIONS

1. In compliance with Section 208 1(b) of the Public Employees Fair Employment Act of 1967, the Board agrees to deduct Association dues from the salaries of member employees covered by this agreement.

2. The Association shall certify to the Board in writing the amount of its current annual membership dues and shall give the Board at least thirty (30) days' notice, before the start of a school year, of any change in the amount for such dues.

3. During each school year, annual Association dues shall be deducted from members' salaries in seven (7) equal amounts, starting with the second pay period and ending with the ninth pay period of that school year. Such dues deduction for new hires shall commence no later than October 25th if hired no later than August 1st. Unless otherwise agreed, employees becoming Association members after the third pay period during a school year shall have their total annual Association dues deducted in equal amounts and ending with the ninth pay period.

4. Association dues deduction for members shall be by means of the Payroll Deduction Authorization Form provided herein. Such forms shall be submitted to the Payroll Department before the second payroll date of the school year.

Payroll Deduction Authorization

Social Security Number

Last Name
First
Middle

District Name

Association

To the Board of Education:

I hereby authorize you, according to arrangements agreed upon with the above association, to deduct from my salary and transmit to said association, dues as certified by said association. I hereby waive all right and claim to said monies so deducted and transmitted in accordance with this authorization and relieve the Board of Education and all its officers from any liability thereafter. I revoke any and all instruments heretofore made by me for such purposes. This authority shall remain in full force and effect for all purposes while I am employed in this school system, or until revoked by me in writing between September 1st and September 15th of any given year.

Member Signature

Date

5. The Board shall transmit Association dues deducted from members' salaries after the second, fifth and seventh payroll deductions to the Association. The first and last Association dues deduction transmittal shall be with a list of Association members for whom dues deductions were made.

6. By mutually acceptable written authorization, employees may use payroll deductions for payment of disability insurance premiums, credit union transactions, United Way contributions, VOTE-COPE, existing tax shelter annuity plans and repayment of loans to the New York State Retirement System.

7. The Board agrees to deduct from the salary of employees covered by this agreement who are not Association members an amount equivalent to membership dues uniformly levied by the Association and transmit such deductions to the Association in accordance with payroll procedures for Association dues deductions as provided in this article. The Association agrees to comply with all procedures required by law for the treatment of agency fees and relieve the Board of Education and its officers from any liability therefore.

ARTICLE IV. ASSOCIATION BENEFITS

1. The Board shall grant up to twelve (12) scheduled workdays each school year for Association representatives (no more than seven days may be taken by one representative) to attend to Association business affairs. This shall exclude those days for the New York State Teachers Retirement and House of Delegates Conferences. The Association shall be responsible for its representatives' expenses for such days. The Association President shall give advance notice to the Superintendent of Schools in writing of the days that will be taken for such purpose. The Board will pay the cost of a substitute teacher's salary, if one is required on such days. When the Board requests the Association to send representatives to a meeting, expenses incurred may be shared with the Association and such days will not be charged to the days allowed under this provision.

2. Each instructional workday, the Association President shall have the last two (2) instructional periods, including one teaching period and one study hall period, free for Association affairs.

3. The Association may use District school buildings for Association meetings, by prior written approval of the Superintendent of Schools without cost.

4. The Association may use teachers' mailboxes and faculty lounge bulletin Boards for communication and information purposes.

5. The Board will provide suitable office space in a central location for Association use.

6. The Board will provide Association building representatives with advance copies of meeting agendas for Board meetings, and will provide the Association President with a copy of minutes taken at such meetings.

7. The Board will provide the Chairperson of the Association's Negotiations Committee one period per day on school days for Association affairs. If the Chairperson is a secondary teacher, this shall be the last instructional period of the day.

8. On request, Association building representatives shall be given ten minutes at the conclusion of faculty meetings to report on Association business.

9. A list of the names, addresses, and telephone numbers of new teachers will be furnished to the Association by the District in August each year. A listing of other teachers will be furnished by the end of the first payroll period.

10. Upon written request to the appropriate District administrator, a copy of publicly available financial documents shall be furnished to the Association.

ARTICLE V. STUDENT CONTROL AND DISCIPLINE

1. To promote student control and discipline in each building, administrators and faculty shall, at the September meeting, establish a discipline committee. It shall be the responsibility of this committee to study, develop and recommend rules and procedures designed to promote student control and discipline in their building. The committee shall periodically review established disciplinary measures and make recommendations for changes and improvement.

2. There shall be a District-wide disciplinary committee made up of representatives from building disciplinary committees to discuss and formulate District-wide disciplinary procedures and policies. This committee shall advise the Board and the Association in writing on changes designed to improve District-wide student disciplinary policies and procedures.

ARTICLE VI. SUBSTITUTE TEACHERS

1. Every effort shall be made to secure qualified substitutes.

2. Student teachers will not be used as a substitute teacher except when a teacher must leave the building.

3. A secondary or elementary teacher serving as a substitute during such teacher's consultation or preparation period shall be given compensatory time off. If time off has

not been given by the close of school, the teacher shall be paid a proportionate amount of such teacher's salary for such time.

4. When a music, art, physical education, or library teacher gives notice of an extended illness, the District shall seek a substitute as soon as possible, with the intent of providing a substitute from the first day of the teacher's absence. For occasional absences, the District shall provide for substitute coverage when appropriate.

ARTICLE VII. ASSAULTS AND INJURIES

1. All personal injuries suffered by a teacher during the course of his or her employment shall be reported in writing to the school principal's office. A copy of such report shall be sent to the Superintendent of Schools Office. The District and teacher shall cooperate with the Superintendent's Office in investigation of the report, when required. A copy of any report resulting from an investigation will be given to the teacher, if requested.

2. In an emergency, a teacher shall escort students to a safe location and supervise them for the period of the emergency. A teacher is not required to perform dangerous duties in an emergency or work that is not related to the safety and supervision of students.

3. The School District shall reimburse a teacher for reasonable costs of replacing or repairing dentures, eyeglasses, hearing aids, or clothing up to a maximum of $200 per item not covered by Workmen's Compensation which are destroyed, damaged, or lost as a direct result of any student assault sustained in the discharge of the teacher's duties within the scope of the teacher's employment, provided such damage, destruction, or loss was not due to the teacher's negligence.

4. A teacher absent from school because of disability arising from a student assault occurring during the course of employment shall have sick leave as hereinafter provided. A probationary teacher shall have 15 days per year, accumulative, for disability arising from student assault. On reaching tenure, a teacher will be credited with a bank of 180 days for disability caused by student assault. This bank shall be increased at the rate of 15 days per year, including the first year the teacher is on tenure, and accumulate to a maximum of 250 days. For teachers who have used up their accumulated days for disability as a result of student assault, the number of days for this purpose may be extended at the discretion of the Board.

5. Probationary teachers absent because of job injury that is not covered by student assault shall have 15 days paid leave per year, non-accumulative. Absences for such disability beyond 15 days shall be deducted from personal sick leave.

6. A Group Sick Bank shall be established into which unit members may contribute one day each year up to a total maximum of 250 days in the Bank in any one year. Group Sick Bank days may be replenished each year up to the cap of 250.

A three Teacher Panel shall administer the Bank.

To be eligible to draw upon the Group Sick Bank a teacher, who must have depleted his or her own sick, must be deemed by the School Physician as having a catastrophic condition. The Sick Bank may not be utilized by a teacher on Disability, nor by a probationary teacher who has availed himself or herself of Article XVII (4).

The total number of sick days which may be awarded in any school year may never exceed 250.

This entire provision sunsets with the Agreement (ends 8/31/2010) unless renegotiated.

ARTICLE VIII. SENIORITY, LAYOFF, AND RECALL

1. In September each year, the District shall provide the Association with an alphabetical list and seniority listing of teachers, by tenure area, as defined by the New York State Education Law.

2. Reduction in force shall mean layoff because of program changes, position abolition, declining student enrollment, or a change or reduction in funding and other similar circumstances.

3. When there is a reduction in force, the services of the teacher having the least seniority in the District within the affected tenure area shall be discontinued.

4. For a period of up to seven (7) years from the initial excessing, the Board will make every effort to place laid-off teachers in other teaching positions.

5. Teachers who are laid off will be recalled in accordance with the New York State Education Law when employment opportunities with the District are available. Recall will be initiated immediately upon resolution of any circumstance which may have precipitated the necessary reduction in personnel.

6. Laid-off teachers shall be twice offered available part-time teaching positions in accordance with their seniority, as determined by the New York State Education Law. After offering such positions twice the Clarkstown Central School District shall have no further obligation to offer part-time positions.

ARTICLE IX. TEACHER EVALUATION

1. Monitoring or observation of teacher work performance shall be conducted at the place of instruction with the teacher's knowledge. A schedule of classroom observations and observers shall be announced in each building during September each year.

2. Teachers shall have copies of evaluation reports within four (4) days of their observation by their superiors and shall have the right to discuss such reports before they are sent to the Central Office and placed in the Personnel file. Reports with comments on teacher weakness or areas for improvement shall contain suggestions for improvement in performance.

3. The District shall consult with the Association in formulating a teacher evaluation process. A teacher shall have an opportunity to submit a written statement on an observation report that will become a part of the teacher's file. Teacher evaluation reports shall be signed by the teacher, with the understanding that the signature signifies the teacher has read the report. It does not indicate agreement or disagreement with the report.

4. Any complaint from a parent or student that will be placed in a teacher's file shall be promptly brought to the teacher's attention.

5. By February, if requested, the Superintendent of Schools Office will give a written response on employment retention to a teacher in the last year of probationary employment.

6. A committee shall be established to evaluate and redesign the observation/evaluation procedures. The committee shall be made up of equal number of CTA-appointed members and District-selected representatives.

ARTICLE X. TEACHER REPORTS AND FACILITIES

1. Material reflecting negatively upon a teacher's performance shall not be placed in a teacher's file before the teacher has an opportunity to read the material and sign the actual copy filed. The signature shall mean the material has been read. It does not

indicate agreement. After three (3) years a teacher may request that the appropriate Associate Superintendent remove the negative material from the file. The Associate Superintendent may refuse the request.

2. A teacher shall have an opportunity to answer written material placed in the Personnel file and to have such answer reviewed by the Principal and Associate Superintendent of Elementary, Secondary or Special Education. Such response shall be attached and made a part of the file copy.

3. By written request, a teacher can make a copy of material in that teacher's Personnel file.

4. Each school building shall have space in each classroom where the teacher may safely store materials and supplies if possible. A work area for teachers and equipment and supplies to assist in preparation of teaching material shall be provided wherever possible.

5. A faculty lounge which may include a pay telephone shall be provided at each school building.

6. Clean restrooms for teachers shall be provided in each building.

7. Reserved parking for teachers shall be provided at each building.

8. The District shall provide, whenever possible, separate staff dining facilities.

9. There shall be two compulsory evening meetings for teachers each year.

ARTICLE XI. SPECIAL EDUCATION, TRANSITION, AND REMEDIAL PROGRAMS

1. The District will employ teaching assistants as required in its elementary schools and for the non-graded and transitional classes. The Board will employ a minimum of one teaching assistant per elementary school plus one teaching assistant for the non-graded class plus ½ teaching assistant for each transitional class, provided adequate funds are available.

2. Teachers who are laid off shall not be replaced by teaching assistants.

3. Only certified teachers shall be responsible for the formulation and instruction of prescriptive remediation.

ARTICLE XII. RIGHTS AND RESPONSIBILITIES

1. Probationary teachers who will be terminated at the close of school will be given written notice by registered mail before March 1 in the year of termination. On request, such teachers may, with union representation if desired, have a discussion with the building principal and the appropriate Director. By request at such meeting, a teacher may have a written account of the reasons for termination within two (2) days.

2. On notice of termination, a last year probationary teacher may have a meeting with the Superintendent of Schools to review termination with an Association representative present.

3. A teacher's probationary period shall be as provided by the New York State Education Law.

4. A teacher should not leave the school building without permission of the building principal or his designee, except during lunch period with prior notice.

5. During each student report period, teachers shall hold conferences with failing students and prepare a written report of the causes for failure to the building principal in elementary schools and to the guidance counselor or principal in a secondary school. A follow-up conference may be held with the principal or guidance counselor, including parents and students. With assistance from the guidance counselor or building principal if desired, a teacher may hold conferences with a failing student's parents for discussion of discipline, attendance, or other matters adversely affecting student's achievement.

6. All teachers shall schedule at least two additional help periods per week before or after the instructional day to assist students with make-up work and to render motivation and guidance for improved achievement.

7. When a student is legally absent from class, a teacher shall cooperate with parent's request for homework assignments. When such homework is returned, it will be corrected and returned to the student. It shall be the responsibility of the teacher to schedule such make-up work and additional assistance as may be necessary for students who are legally absent.

8. A lesson plan for every class shall be developed by the teacher and available at all times in the classroom. Additionally, a long-range lesson plan with goals for one semester or more shall be developed. Lesson plans shall be reviewed weekly with the building administrator or his designee in elementary schools and with the department chairperson or building principal or his designee in a secondary school. Department chairpersons shall coordinate work in the development of study guides and teacher planning in their subject areas.

9. It shall be the responsibility of each department chairperson to prepare current job descriptions for each departmental position. Such job descriptions shall be subject to the approval of the appropriate Director.

10. The Board and the Association believe that teachers are and should be respected members of the School District and community in which they live. Teachers should participate in and support community activities and promote good public relations for the School District.

11. All staff members covered by this agreement and building administrators shall have responsibility for orientation of new staff members, beginning with the opening of school and continuing throughout the year, to acquaint and assist new employees with School District programs. All staff members shall attend orientation at the opening of school each year to prepare for the first day of school and do all things necessary to permit a full class schedule on the first day of school.

12. Teachers shall maintain student discipline at all times within the confines of school premises. Serious infractions of rules or school standards should be promptly reported to building administrators.

13. Continuous study and participation in curriculum maintenance and development is significant to the professional development of teachers and education excellence in students. The District will consider teachers' length of service in assignment to curriculum workshops.

14. Physical education teachers hired after June 30, 1986, may be required by the appropriate Director to be responsible for coaching at least one (1) inter-scholastic sports activity each school year.

ARTICLE XIII. TRANSFERS AND ASSIGNMENTS

1. Teachers who desire to transfer to another school building or change grades or subjects shall make written application to the Superintendent of Schools Office before December 15, identifying the transfer(s) desired. When possible, new teacher assignments will not be made before voluntary transfer requests have been considered and acted on. The Superintendent's Office will not arbitrarily deny a transfer request.

2. Notice of an involuntary transfer or reassignment of a teacher will be given as soon as possible. A qualified volunteer teacher may be considered for transfer or reassignment before an involuntary move is made. In an involuntary transfer, the teacher's competence, major and minor fields of study, work performance, and length of service with the School District will each be given equal weight before a decision is made. Upon request, the District will explain its application of the criteria to the

transferee, but it shall not be obligated to produce comparative evidence for all teachers eligible to fill the position. Before an involuntary transfer is made, a meeting between the teacher and the Superintendent of Schools or his designee will be held, if requested, and the reason(s) for transfer explained. If a teacher objects to the transfer, it may become the subject of a grievance. When open positions are available in the School District, a list of such positions will be given to a teacher being involuntarily reassigned or transferred, and the teacher may request reassignment to a position on the list, if the teacher is qualified. Preference shall be given to qualified teachers seeking voluntary transfer or reassignment to an open position before an involuntary transfer or reassignment is made. Where qualifications are substantially equal between two or more candidates, seniority within the School District shall be considered. Teachers may not be involuntarily transferred more than twice in any six year period, nor in consecutive years, except in an emergency.

3. The Board and the Association recognize that transfers during the school year from one school to another may be unavoidable and that frequent transfers or reassignments may be disruptive to the education process and interfere with teacher and student performance.

4. The School District will endeavor to promote employees covered by agreement, when possible, to open positions when interested employees are qualified. Length of service with the School District shall be a consideration. Promotional positions exclude all positions on the teachers' salary schedule but include all administrative and supervisory positions in the District. Notice of such vacancies will be posted on the bulletin Board in each school with information on qualifications, duties, and salary range of that position. Fifteen working days shall be allowed after posting for interested employees to make written application with the District Personnel Office. Notice of promotional opportunities shall be mailed to the Association President.

5. Teachers shall be notified of known changes in their teaching assignments for the following year before school closes. However, the Superintendent of Schools Office reserves the right to make later transfers and assignments as necessary, provided they are not arbitrary or capricious. Transferred teachers shall be assigned to grades and subjects for which they are qualified, in accordance with regulations of the New York State Education Department.

6. There will be no loss of tenure if a teacher moves between levels in the school system, as long as pursuant to State Law.

7. The District will survey elementary music teachers prior to close of school to determine their preference for vocal or instrumental music. When administratively feasible, an effort will be made to conform to a teacher's preferences. Music teachers may remain in one school or work between schools according to their preferences, when possible. Survey results will be taken into account, when possible, in the assignment of new elementary music teachers.

8, The three (3) Middle Schools will be treated as one (1) school with respect to the transfer and travel clauses of the current contract. This clause sunsets with the expiration of the contract on 9/1/2010.

ARTICLE XIV. INSTRUCTIONAL DAY

1. The instructional workday (teacher-pupil day) in the School District, inclusive of lunch, shall not exceed 6 hours and 35 minutes.

2. Senior high school shall not start earlier than 7:25 a.m.

3. A teacher shall have a minimum of 35 minutes per day for lunch which may be extended by the principal, when feasible.

4. A teacher shall arrive at school 15 minutes before the instructional workday begins and report to the duty station 8 minutes before the instructional day begins.

5. It is recommended, but not required, that regular staff meetings be conducted on a designated day of the week. Additional special staff meetings, when required, may be held, but efforts shall be made to minimize such meetings. A teacher shall not be required to remain in school more than 15 minutes past the end of the instructional workday, provided the teacher is not engaged in a help period or work activities after the instructional day.

6. All teachers shall be available for an additional 1 hour per month of extra help to correlate with the educational needs of students (e.g. major assessment periods). The additional time cannot be added on to pre-existing extra helps.

If principal and teacher agree, that teacher would complete one of the following tasks, which would serve to replace the additional extra help. Tasks would include:

- Mentoring of students or probationary staff
- Program development
- Curriculum planning
- Coursework
- Other

Probationary teachers would be exempt from the requirement for the duration of their probationary period.

An appeals panel will be established, with equal number of CTA and District members, to settle disputes. If the appeals panel fails to settle the dispute, the superintendent will make the final decision.

7. Teaching periods at the Felix Festa Middle School shall be equivalent in length. This clause sunsets with the expiration of the contract on 9/1/2010.

ARTICLE XV. CLASS SIZE AND TEACHER ASSIGNMENT

1. The average class size per teacher shall not exceed 27 students in the secondary schools, with a maximum class size of 30. The average class size per building shall not exceed 25 in the elementary schools, with a maximum class size of 29. On and after July 1, 1985, the maximum class size in grades 3-6 shall not exceed 29, and the maximum class size in grades K-2 shall not exceed 26. When additional students enroll after October 1 or one month from the start of the second semester, for a course that commences at the start of the second semester, class sizes may be exceeded, provided students are equitably distributed. Disputes arising over class size in September may be the subject of expedited arbitration.

2. English teachers in grades 9-12 shall have five teaching periods, one preparation period, and one duty assignment, and not more than 125 students.

3. All secondary teachers shall have, in addition to lunch period, one preparation period per day, or five periods per week, free from other duties.

4. The maximum teaching load for all secondary teachers shall be five periods. In lieu of study hall supervision, teachers may be assigned to supervise educational activities. Such assignments shall be voluntary and have the school principal's approval.

5. An elementary teacher shall have time free from instruction or supervision for class preparation each day, with a weekly allowance of 3 ¾ hours. This time shall be in blocks of at least 15 minutes, but shall not exceed 45 minutes per day. When administratively feasible, this time shall be scheduled in a 30-minute period. Elementary teachers are not required to remain in class for the whole period when a specialist teacher is instructing.

6. Special Education teachers shall have time to write IEP's. The time allotted for such responsibility shall be ½ day for each group of 1-5 students. This shall include L.D. Resource Room teachers, L.D. class and EMR teachers, Hearing Impaired teachers, or others assigned to IEP's. The District will commence a Committee, to include amongst its members four Special Education teachers, to examine during 2002-03 all issues associated with the new IEP requirement, and to recommend solutions. In addition, on or after June 30, 2003, the Association may request that negotiations be reopened on the subject of meeting the new mandates.

7. When administratively feasible, the District shall make an effort to limit the assignment of special teachers to no more than 2 schools per day.

8. The foregoing notwithstanding, the District may flexibly schedule classes to better meet its educational and administrative needs as it may determine if the teacher impacted voluntarily accepts the proposed arrangement. A standing committee consisting of two representatives of the Association and two of administration (the "Committee") shall be established to contemporaneously determine that participation is voluntary. The arrangement shall not be effectuated if two or more Committee members find that participation is involuntary. The Committee shall establish reasonable procedures to govern its operation including a means to make determinations expeditiously.

9. Commencing in 2002-2003, sixth grade teachers in the Middle School shall be considered secondary teachers.

ARTICLE XVI. CALENDAR

1. The school calendar for the 2001-2002 and 2002-2003 school years appear as Appendix A and A1 to the agreement.

2. The school calendar shall be annually developed by the Superintendent of Schools, in conjunction with the CTA President or his/her designee, and submitted for approval to the Board and the Association.

3. The Superintendent of Schools, with the advice and counsel of the Association, will develop the format for Superintendent's Conference Days. Starting in 2002-2003, the three Conference Days during the school year shall be increased by 45 minutes. The standard time shall be 8:30 am to 1:15 pm. But these times may be adjusted at the building level if the building principal and the senior CTA representative agree. The other two conference days shall remain 8:30 am to 12:30 pm. If Central Administration or the Building Principal do not have plans for the day in whole or in part, Conference Day programs shall be turned over to department chairpersons for use in their discretion.

4. The elementary students and teachers shall be dismissed as has been the past practice on the final two days of the school year. Teachers must fulfill all year-end check-out obligations before departing. In the event that no inclement weather days are used, three additional days shall be converted to half-days comparable to the traditional next-to-last half day. If one inclement weather day is used, this number is reduced to two additional half-days. If two inclement weather days are used, this number is reduced to one additional half-day

ARTICLE XVII. LEAVES OF ABSENCE

1. Fifteen (15) days paid sick leave per school year, accumulative, shall be allowed employees covered by this agreement for each year of full employment. Employees commencing work after the start of the school year shall be allowed sick days based upon the number of school days worked during the first year of employment. Upon reaching tenure, a teacher hired prior to July 1, 1985, shall automatically have a bank of 180 days for personal sickness.

2. For employees hired on or after July 1, 1985, , the District will grant a bank of 100 sick days, upon the first day when the teacher has tenure per Board resolution.

3. Unused sick leave days shall accumulate from year to year to a maximum of 250 days. After the first year's employment, up to 15 days of sick leave per year may be used for sickness in the immediate family, as defined in this article.

4. For probationary teachers who suffer total disability for a period of at least six months (based on medical report), the District shall pay such teacher, after the exhaustion of accumulated sick leave, one-tenth of such teacher's remaining annual salary for each year, or major part thereof, of the teacher's service with the District.

5. An employee who has exhausted accumulated sick leave, as provided by this article, and who continues to be absent from work because of illness or disability, shall have a per diem deduction made from such employee's annual salary for each day of such absence.

6. A leave of absence for personal sickness beyond the time provided in this article may be allowed by the Board upon written application. The District will annually notify the teacher of the total number of accumulated sick days. A doctor's certificate is required for an absence due to personal sickness if it lasts for more than 5 consecutive days. On or after June 30, 2003, the District may reopen negotiations with respect to adding provisions to deal with absenteeism.

7. The immediate family referred to in this article for bereavement leave is defined as parent or legal guardian, wife, husband, children, brother, brother-in-law, sister, sister-in-law, grandparents, grandchildren, daughter-in-law, son-in-law, and the parents of the husband or wife or any relative residing in the personal household of the employee. For sick leave the immediate family does not include brother, brother-in-law, sister, sister-in-law, son-in-law, daughter-in-law.

8. Maternity related disability will be covered under Sick Leave.

9. Unpaid child care leave, including adoption of a child five years old or less, up to a maximum of two years will be granted by the District upon written application by an employee covered by this agreement. Such leave may be extended up to one year at the

discretion of the Board. Employees on childcare leave may return at the start of the school year or the start of the second semester.

10. To foster professional growth and development, a teacher may make application to the Superintendent of Schools to attend curriculum workshops, conferences, conventions, clinics, or other schools on subjects related to their area of education specialization. The request shall be in writing and have the recommendation of the department chairperson and building principal before it will be considered for approval by the Superintendent of Schools.

11. A teacher who is a recipient of a grant convening before the close of school may accept a grant without loss of salary (1 month maximum), provided the teacher has fulfilled obligations imposed by the grant. However, a substitute's pay, if one is required, shall be deducted from the teacher's salary for the period of such leave.

12. On written request, the Board will grant unpaid leave to one employee covered by this agreement who is elected to or employed by a statewide or national office of a teachers' association or union.

13. Teachers subpoenaed for jury duty shall notify the Superintendent of Schools or his designee indicating whether they want to serve or be excused from such service. Teachers who voluntarily serve on jury duty shall first utilize three personal days available under Personal Leave. Efforts will be made to get a teacher excused from such service. If this fails, the teacher will be paid the difference between regular salary and jury pay for time spent on jury duty during scheduled work time.

14. Up to three days leave may be allowed for emergency personal affairs that can be attended to only while school is in session. These days are not accumulative. Application shall be presented to the building principal on the Teacher Personal Leave Request Form in advance. In case of emergency, the principal may give verbal approval before the application is submitted. If there is any question by the building principal, the request shall be submitted to the Superintendent of Schools or his designee for approval or rejection. Personal days off beyond those allowed will be deducted by the amount of a substitute teacher's salary. Person days will be granted for the following reasons:

I. Legal
   a. Required in Court
   b. Closing on Property
   c. Marriage

II. Professional
   a. Degree Examinations
   b. Graduation
   c. Certification Problem

III. Home
- a. Child's Graduation
- b. Emergency Home Accidents
- c. Death of any relatives other than defined in the immediate family.

IV. Personal One personal leave day shall be granted without reason except for days immediately preceding or following school vacation periods or the Memorial Day Weekend which require approval.

V. Other

VI. If the reasons in I, II, III, or IV are checked on the District's Personal Leave Request Form, no further explanation or support is required. If "Other" is checked, an explanation is necessary and is subject to approval by the Superintendent of Schools or his designee. If "Other" is checked for a personal day on either end of a recess period of three or more non-weekend days or the Memorial Day weekend, supporting documentation justifying the personal day may be requested, but only for the category of "Other". Personal days will be extended if a teacher is required to appear in court because of school related incidents.

15. A teacher on approved leave who returns to work, as provided herein, retains all rights and benefits acquired prior to such leave and earned under the agreement while on leave.

16. Five (5) days bereavement per year, non-accumulative, shall be allowed for death in the immediate family.

17. Days of absence because of religious holidays shall be deducted from the number of sick days allowed, except that the first two religious days taken by teachers shall not be deducted from sick leave, provided those days are on the Commissioner's list.

ARTICLE XVIII. INSURANCE

1. The Association has established a CTA Benefits Trust Fund, hereinafter referred to as the "Fund," in full compliance with the laws of the State of New York, to contract for and furnish dental, life, and other forms of insurance to eligible employees covered by this agreement, including eligible dependents. The Fund shall have full control over selection of benefits.

2. An employee shall be considered eligible for benefits if he/she is appointed to a .6 position or greater. An eligible employee covered by this agreement shall automatically

become a member of the Fund unless such employee signs a refusal of membership form within 15 days from the date this agreement is signed by the parties. A new eligible employee hired subsequent to the effective date of this agreement shall automatically become a member of the Fund for the term of this agreement unless such employee signs a refusal of membership form within 15 days after date of hire. An election of membership or non-membership shall bind the employee for full term of this agreement.

3. During the term of the agreement, the Board agrees to forward by the 15th of each month a sum of money to the Fund sufficient to cover its obligation provided in this article. The CTA Benefits Fund and the District shall meet on or about June 1, 2006 to confirm the number of eligible employees. The base contribution shall be determined by dividing the number of eligible employees as of June 10, 2006 by the June 15, 2006 dental and life insurance payment to the Benefits Fund [base number = number of eligible employees/District contribution]. This base number shall serve as the basis for all future Benefits Fund increases as defined by the CBA. Thereafter each month the sum of money forwarded to the Fund shall be determined by the number of eligible members on the first payroll of each month. The number of eligible members for July and august shall be based on the last payroll in June minus retirees. Any additions or deletions shall be reconciled by the end of the following month.

The Benefits Fund District contribution shall be increased $36/ per annum/per member beginning 2007-08, and in each year of the Agreement thereafter. The District will forgive prior overpayment to the Fund as made to the CTA, only. Accordingly, there is to be no increase in 2006 – 07 with commitment that other units with Welfare funds (CTAA and CSEA) are to be brought up to par to reflect this forgiveness. The total District contribution will not be lower in 2006-07 than the Fund received during the 2005-06 school year.

In addition to the per teacher increase, a lump sum payment of $10,000 shall be added per year for length of contract payable no later than December 31st of said school year. This payment is not cumulative, but only a flat $10,000 per year for each year of the contract.

4. Effective November 1, 1988, employees and their dependents eligible under this agreement shall have the opportunity to elect coverage under one of the group contracts for health insurance entered into between the employer and one of several health insurance providers except BC/BS but including Empire Core plus Medical and Psychiatric Enhancements.

5. In 2001-02, the District contributed one-half (1/2) of the cost of health insurance premiums. For active employees only, the District agrees to pay 61% of any total monthly premium charges by the health insurance carrier during 2006-07, 62% % of any total monthly premium charges by the health insurance carrier during 2007-08, 63% % of any total monthly premium charges by the health insurance carrier during 2008-09, 65% % of any total monthly premium charges by the health insurance carrier during 2009-10.

Employees who sign for health insurance coverage shall pay the difference between the amount paid by the District and the total monthly premium charged by the insurance carrier. Employee contribution(s) shall be by authorized payroll deduction.

6. (a) The Board reserves its right to transfer all or any part of the health benefit plans from the providers currently under contract with the employer to successor providers at any time during the term of this agreement, provided that substantially equivalent coverage is offered to the insured employees and such employees' covered dependents as a result of such change. Neither the number nor identities of participating providers of health care, nor better record keeping or improved efficiency in the operation of the successor provider shall be taken into account in determining whether a successor carrier(s) is substantially equivalent to its predecessor(s). The Board guarantees that any successor provider will provide substantially equivalent coverage to that currently provided to the District's employees. In making such guarantee the Board shall rely upon the carrier's representations to it that its coverage shall be substantially equivalent to existing coverage including waiver of pre-existing conditions. It is understood and agreed that in determining substantial equivalence, a successor provider shall be compared with the provider sought to be changed. Should a dispute arise between the Board and the Union as to a claimed lack of substantial equivalency, the parties hereby incorporate and agree to be bound by the Grievance procedure as contained in the applicable agreement, beginning at the final stage of the internal process, for the purpose of resolving substantial equivalency disputes herein.

Such a grievance must be brought, however, within five (5) days of written notice that the District intends to change carriers and shall be expedited. Should the dispute resolution process result in a determination that the plans are not broadly substantially equivalent, then the Board has the option to pay the difference upon presentation of such a claim, either directly or by arranging for payment by the successor carrier or to cancel the change in carriers.

(b) Pursuant to New York and Federal Law the Board will offer to all eligible employees and dependents the option of membership in a qualified Health Maintenance Organization ("HMO") effective the first day of the term of this agreement, or within sixty (60) days after this agreement has been executed by the parties hereto, whichever is later in a manner consistent with its health insurance obligations stated elsewhere herein and in accordance with law as amended.

(c) All persons currently eligible for health insurance coverage as defined in the District's agreements with the Carrier and the HMO(s) shall be covered under the Plan and/or the HMO(s) as required by law.

(d) All persons enrolled shall receive copies of the Plan and the HMO(s) brochures when available and all new employees shall receive copies when beginning employment.

ARTICLE XIX. SALARIES AND COMPENSATION

1. The Salary Index for full-time, part-time or leave replacement teachers hired prior to the 1996-97 school year and employed by the District since then, ("pre 1996-97 teachers"), and eligibility requirements thereof, are set forth in Appendix E attached hereto, and made a part hereof. The Salary Index of teachers who commenced working for the District on or after the start of the 1996-97 school year ("post 1995-96 teachers"), and eligibility requirements thereof, are set forth in Appendix E (New) attached hereto, and made a part hereof, the first and last rows of which are identical to the first and last rows of Appendix E, with all movements from row to row, in the same column, equal to the difference between the last row and the first, divided by the number rows (steps and half-steps) in-between (e.g., 3.33% and 1.66% of the base).

A) Salaries for the 2006-07 school year for pre 1996-97 teachers shall be according to Appendix E-1 which shall be 3.0% greater than the 2005-06 salary schedule (E-1). For post 1995-96 teacher salaries shall be according to Appendix E-1(NEW) which shall be 3.0% greater than the 2005-06 salary schedule, E-1 (NEW).

B) Salaries for the 2007-08 school year shall be according to Appendix E-1 for pre 1996-97 teachers, and according to Appendix E-1 (NEW) for post 1995-96 teachers, which shall be 3% greater than the respective 2006-07 salary schedules (E-1 (OLD) and E-1 (NEW)).

C) Salaries for the 2008-09 school year shall be according to Appendix E-1 for pre 1996-97 teachers, and according to Appendix E-1 (NEW) for post 1996-95 teachers, which shall be 3 % greater than the respective 2007-08 salary schedules (E-1 and E-1 (NEW)).

D) Salaries for the 2009-10 school year shall be according to Appendix E-1 for pre 1996-97 teachers, and according to Appendix E-1 (NEW) for post 1995-96 teachers, which shall be, 3.1% greater than the respective 2008-09 salary schedules (E-1 and E-1 (NEW)).

E) With respect to special salaries and stipends not governed by the E schedules, as reflected hereinafter, those governed by Appendices B and D, and paras. 6. and 7., coaching and special services, shall be increased four (4%) in each year, 2006-2007 through 2008-09 and increased 4.1% in 2009-10. In 2008-09. for coaches only, an additional $5000 fund shall be made available by the district to be distributed among selected coaching positions based on CTA recommendations after consulting with the Athletic Coordinators and the additional money shall be permanently included in the selected coaching position stipends, only. Home instruction, governed by para. 13, and salaries for chairpersons, chaperones, summer curriculum work, summer school teaching, and adult education, as governed by Appendix C and F, and paras. 4., 9., 10. and 12., and per diem salaries, governed by paras. 5. and 11., shall increase in the same percentage as the base salary increases in each year as "A)" through "D)", above. Teachers who have coached the same sport, irrespective level or gender, or who have performed a special

service contract in the same general area, e.g., G.O., Advisor, etc., for more than ten (10) years shall be paid at five percent (5%) above the schedules set forth in Appendix B and D, respectively.

During the term of this Agreement, the EIT is to be applied for by the Clarkstown Central School District in each year in which money is appropriated by the State Legislature and is to be paid by Clarkstown Central School District, upon receipt, to CTA unit members as a bonus either per capita or per dollar, method to be decided by CTA. (The EIT is not to be put into the teacher's base salary in any year.)

2. For uncertified teachers, only courses which apply to provisional certification will be allowed for salary advancement until the teacher obtains provisional certification. Other courses taken during the period the teacher is not certified will become applicable for salary advancement after provisional certification is obtained.

3. Teachers shall have the option of a 1/20 or 1/24 pay plan. Under the 1/24 plan, teachers shall receive 5/24 of their annual salary on the last pay day in June. Effective September 1, 2005 and thereafter, all teachers shall have the option to receive 24 paychecks over 12 months ("24-12 Plan"). Special rules and benefits shall apply to teachers opting for the 24-12 Plan as indicated below. Teachers shall be paid twice per month, no later than on the 10th and 25th. Requests for salary increases based on additional graduate credit will be accepted by October 1 for changes effective September 1 and by March 1 for changes effective February 1. It is the teacher's responsibility to see that transcripts (or other acceptable proof) are submitted to the District Personnel Office.

The District shall arrange for the direct deposit of salary payments upon the written authorization of the teacher utilizing a Direct Deposit Authorization Form as developed by the District similar to the Form attached as Appendix H. The District shall determine the primary bank and the Association, with District approval, may select additional banks to which direct deposits may be transferred at the direction of the teacher.

Special rules and benefits shall apply to teachers opting for the 24-12 Plan as follows:

a) To participate, teachers presently employed by the District must make their selection by July 15, 2005. Newly hired teachers shall have a one-time option to participate which choice must be made no later than 30 days after commencing employment. If employment is commenced other than at the start of the school year, the incentive payment in the first year shall be prorated. In the event that more than 360 teachers elect to participate in the first year of the 24-12 Program by the July 15, 2005 deadline, then enrollment shall be opened each year of the contract for teachers wishing to participate who have not yet elected to do so.

b) Participation shall be for a minimum of 5 years of continuous service unless disrupted by an approved leave, in which case the remaining time must be immediately completed upon return.

c) Participants shall be paid an additional stipend of $1000 ("the base stipend") in each year of participation, except those teachers with a minimum of 10 years continuous service as a part-time or full-time teacher with the District, and who are at or above Step 15, may then, in the years of their choosing which participants, obtain stipends of $2000, $3000, $4000, $5000 and $6000, respectively, per annum, but such must be taken consecutively in increasing amounts through August 31, 2010 (in other words, once a higher stipend is chosen before 2010, then in the next year the next higher stipend must be chosen, etc.). The choice of a higher stipends must be made by March 1st of the preceding year to facilitate budgeting. The District may grant exceptions to the March 1st date when evidence of significant life changes or other events satisfactory to the district is presented. A teacher who continues in the Plan and who has previously obtained all of the higher stipend still continues with the base stipend per annum. Beginning September 1, 2010, and thereafter, remaining higher stipends available to a teacher can be taken in any order and mixed amongst years with the base stipend.

d) A good faith effort shall be made to pay the 24-12 Plan stipend by September 10th of each year of entitlement, but in no event later than October 1st of the year of entitlement.

e) To be eligible for the stipends, 24-12 Plan teachers must complete a total of 8 hours of work during each July and August. This work can be direct instruction curriculum writing, mentoring or staff development. This requirement may be fulfilled by completing any District approved project in the Clarkstown Professional Development Opportunities Booklet, or by completing a District approved independent project.

f) The summer workshops and guidelines shall be established each year by mutual agreement between the District and CTA. Curriculum projects completed under the summer projects do not need to be adopted by the District in order to have satisfactorily met the work requirements under the 24-12 Plan.

g) 24-12 Plan teachers in their second or third year of employment working to complete the 60-hour new teacher training shall be construed as having met the 8 hour summer work 24-12 Plan requirement in their second and third summers. Such teachers will also continue to gain 2 in-service credits counted for such work.

h) Meeting the 8-hour summer work requirement by doing professional development work shall also count toward the 175 hours mandated by NYS toward professional development, as long as they meet NYSED standards.

i) Teachers may opt out of the 24-12 Plan after 5 years of participation. However, first come first served, in the first 2 years after the initial 5 year period such withdrawing teachers are limited to 5% of the total participation in the Plan. If more than 5% seek to withdraw in that first year, those not permitted to withdraw shall be construed as the first opting to withdraw in the next year, etc. As an additional consequence of more than 5% seeking to withdraw in either year of that two-year period, those remaining in the plan shall be given an additional stipend of $500 per annum for each year they remain in the plan. Those receiving the additional $500 sums must remain out of the plan for at least two years. After the 2 year period following the first 5 year period, the threshold percentage of those permitted to withdraw shall be increased by the excess percentage of those wishing to withdraw n the preceding year, up to a maximum of 10% (e.g. if 6% wished to withdraw in the 2nd year, meaning 5% were accommodated, then 6% shall be allowed to withdraw in the third year [5+1=6]).

j) In the event of a dispute over the satisfactory completion of Summer Professional Development Requirement, the teacher shall have 2 weeks to improve the work product. After 2 weeks and if still deemed unsatisfactory, the dispute shall be brought to an appeals panel made up of 2 CTA and 2 District representatives. In the event that the panel cannot reach a conclusion within an additional 10 business days, the District shall provide a list of three (3) Administrators to the teacher from which he or she may choose an Administrator for final adjudication. As another opportunity to satisfy the summer work requirement, the District will provide workshops in the last week of August for which successful attendance will satisfy the summer work requirement. Failure to adequately meet the summer work obligation of the 24-12 Plan will result in forfeiture of amounts due in the summer.

k) In the year of retirement, a participant will be paid his/her entire contractual salary by June 30th.

l) In the event that a participating teacher leaves the District, the teacher can waive the summer work requirement and its corresponding stipend or the teacher may opt to do the summer work and receive its corresponding stipend. The participating teacher shall continue to receive his or her contractual pay through July and August,

m) For those teacher planning to retire by June 30th in 2006, 2007, 2008 the following conditions shall apply:

For those planning to retire by at the end of the 2005-06 school year, a teacher shall be eligible for a $5000 stipend payable $1000/year for the next five years if the teacher completes 8 hours of an approved Professional Development Project by the end of the academic year. The

teacher need not be a participant in the 24-12 Program to be eligible for the stipend.

All 24-12 participants planning to retire at the end of the 2006-07 school year are eligible for the regular $6000 stipend at the end of the 2006 school year provided they fulfill the summer work requirements. At the end of the 2007 school year, they will be eligible for the same $5000 stipend as described above, payable over five years as described above.

All 24-12 participants planning to retire at the end of the 2007-08 school year shall be eligible for stipends of $6000 and $5000 provided that all conditions of summer work are fulfilled and the same $5000 in the year of their retirement payable over 5 years as described above.

All 24-12 participants on the Non-Sequential List as of 3/14/06 will have the option to receive the 24-12 stipends out of sequential order. No member can join the non-sequential list after June 3, 2006.

Teachers who wish to sign up for 24-12 Plan must opt in no later than April 15 annually. A teacher returning from an approved leave will have the opportunity to enroll upon his or her return.

4. Department chairpersons who will not be retained the following year shall be notified in writing by June 1 of the current school year. The class load and compensation schedule for department chairpersons is contained in Appendix C attached hereto and made a part of this agreement.

5. Guidance counselors and psychologists, when needed beyond the regular calendar year provided in Appendix A, will be compensated at their per diem rate, 1/school calendar days, for the school year.

6. The coaching salary schedule for each year of this agreement is shown in Appendix B and is by reference a part of this agreement. Coaching personnel will receive their coaching contracts for the next school year by the Easter vacation, except that coaching contracts for Spring sports will be distributed upon completion of the sport. Coaching contracts will show if the assignment is Varsity, Assistant Varsity, Junior Varsity, Freshman, Head Junior High or Assistant Junior High, and will contain a job description, or refer to the job description provided in the coaches' handbook. If scouting is part of the job, it will be specified. When a coach's level is changed or when a coach accepts an opportunity to coach another sport during the school year or summer vacation, a new contract will be issued. All coach openings will be posted to allow opportunity for application. The Head Varsity Coach in each sport shall be given opportunity to interview final candidates for openings as Assistant Varsity, Junior Varsity, and

Freshman Coach in his sport. Coaching personnel will be compensated for approved business use of a personal motor vehicle in accordance with the District's current policy.

7. Special Service Contracts" appears in Appendix D attached to this agreement and is made a part hereof.

8. Openings for summer school work will be posted in each school building as early as possible. Such positions will, to the extent possible, be filled by qualified teachers. Consideration will be given to a teacher's areas of competence, major and minor field of study, and attendance record. Subject to available information on summer school registration, tentative notice will be given to teachers who apply for summer school work by June 1, if possible. The contract for a teacher accepting summer school employment shall contain a mutual commitment clause offering a minimum of two periods on the secondary level and a full program on the elementary level. Summer school compensation appears as Appendix F to this agreement is made a part hereof. Summer school teachers will be permitted one sick day, non accumulative, for the summer session. Teachers interested in participating in the Summer Special Programs may propose to Central Office student centered programs to enhance student learning and preparation. Teachers may submit a proposal for a Summer Special Program to the appropriate District Administrator for approval. The District may also offer a list of programs that it wishes to see implemented by participating teachers in the Summer Special Programs

9. Adult Education vacancies will be posted in each school building as soon as possible. Such vacancies will be filled when possible by regular qualified teachers from the School District. The rate of pay for Adult Education teachers shall be $57.82 per hour for 2006-07, $59.56 per hour for 2007-08, $61.35 per hour for 2008-09, and $63.25 per hour for 2009-10.

10. Teachers who are assigned to chaperone dances, concerts, plays or to supervise athletic events not allied to their instructional duties shall be compensated at $19.17 per hour for 2006-07, with a minimum of $38.34 and a maximum of $76.68 per event; at $19.75 per hour for 2007-08, with a minimum of $39.50 and a maximum of $79.00 per event, at $20.34 per hour, for 2008-09 with a minimum of $40.68 and a maximum of $81.36 per event, and at $20.97 per hour for 2009-10, with a minimum of $41.94 and a maximum of $83.88 per event.

Weekend (Saturday and Sunday) chaperoning shall be compensated at the hourly chaperoning rate, with the day broken into a maximum of four, six-hour segments (i.e., 6 a.m. to noon; etc.). The maximum compensation for any six-hour segment shall be four hours, and for any day shall be twelve hours. For example, a teacher working from 9 a.m. to 9 p.m., would be paid for ten hours (3+4+3). Teachers shall submit signed timesheets for this work, which shall be subject to review and determination by the payroll department. When a school trip occurs on a Friday or Monday that is a school holiday, that day will be treated as a Saturday or Sunday for chaperone pay purposes.

11. Work on Saturdays, Sundays, and holidays is not mandatory. Teachers who teach on such days shall be compensated at their per diem rate. This provision does not apply to non-teaching work, such as athletic, chaperoning or other school activities for which the teacher is otherwise compensated under this agreement. Memorial Day work will be compensated at one-half the teacher per diem rate.

12. The hourly compensation rate for summer curriculum work will be $30.90 per hour for 2006-07, $31.83 per hour for 2007-08, $32.79 per hour for 2008-09, $33.81 per hour for 2009-10.

13. The hourly rate of pay for home teacher shall be $50.78 for 2006-07, 52.31 for 2007-08, 53.88 for 2008-09, 55.55 for 2009-10.

14. For the term of this agreement, in addition to, but not intended as superseding any other provision of the contract, the Superintendent, in his or her exclusive, unreviewable discretion, or his or her designee, can designate certain instructional services as being "Specialized Student Instruction" due to unique factors, the most common one being where doing so would actually be more economical for the District versus other service providers. In such an event the Superintendent, or his or her designee, again in an exercise or unreviewable discretion, may set the compensation for such services as between $60 and $110 per hour. Teachers still have the right to reject work offered under this clause, or cease working after accepting work under this clause with ten days" notice.

15. Reimbursement for approved business use of a personal motor vehicle shall be paid to employees covered by this agreement. The reimbursement rate shall be in accordance with the District's current policy, but not less than .21 per mile.

16. In each year of this agreement, 2006-07 through 2009-10, $30,000 shall be available per annum to fund special service contracts for work not listed in Appendix D. In each such year the Association shall propose the Special Service Contracts involved and the suggested sum to be attributed to each. The Board of Education shall finally determine the Special Service Contracts involved and the sum to be attributed to each after considering the Association's proposal and the Superintendent's recommendation. Sums not expended in one year shall not accrue to the next.

17. In 2006-07 with respect to teachers hired on and after July 1, 1996 [E-1 (NEW) Salary schedule teachers], they shall be eligible for a longevity lump-sum payment of $1,250, $1500, $2000, $2250 which is not added to base salary, after completion of three (3), seven(7), twelve (12), and eighteen (18) years of service respectively without a break. An approved leave shall not be considered a break, but the time on leave does not count towards years of completion. A minimum of half-time service is necessary to qualify, as is not having voluntarily left the District's employ between the anniversary date and payment date, nor not having been terminated or denied

tenure within that time period. Such payment shall be taken as cash or 403b contributions payable on or about October 15th. If teacher has a 403b plan which does not accept employee contributions, the District will utilize a NYSUT approved plan which does accept such contributions.

18. Impacting compensation in the first year of employment, only, the District in its discretion case-by-case may increase the salary of a new hire up to five thousand dollars ($5,000), and may determine how that sum shall be distributed over the year (e.g., lump-sum or spread out).

19. The highest rates of pay for summer work shall apply to 24-12 participants, the exception being Appendix F, in which case years of experience shall apply.

20. An IRS Section 457 Deferred Compensation Plan shall be established for teachers.

ARTICLE XX. IN-SERVICE CREDIT

1. In-service credit will be given for courses offered by the School District and may be given for approved courses taken in other School Districts. There shall be no charge for in-service courses offered by the District.

2. In-service credit will be given for participation in curriculum workshops held after the instructional day at the rate of 1 credit for 15 hours participation and 2 credits for 30 hours participation.

3. In-service credit will be given to teachers accepting assignment for student teachers at the rate of 2 in-service credits for more than 37 days and 1 in-service credit for less than 37 days.

4. In-service credit provided for in this article shall be by prior written request and approval from the Superintendent of Schools Office. Salary increases for in-service credit shall be in accordance with the salary schedule in this agreement.

5. No more than six (6) in-service credit hours for student teacher supervision may be used for salary advancement credit.

6. The following conditions apply to the approval of course work taken for salary credit and all other purposes, provided that official transcripts are received in the Personnel Office no later than October 1st or March 1st, depending upon semester, of the same school year:

A. For each course of 15 credits beyond a Master's degree, each teacher shall be required to submit to his/her administrator for approval a plan outlining the major

areas of study to be pursued and the probable college/university where the courses shall be taken. The major areas of study shall cover: (1) Professional preparation in education, (2) Preparation in one's teaching field, (3) Other related courses appropriate to increasing teaching effectiveness. A copy of this plan shall be forwarded to the appropriate Director's office for approval. A copy of the approved plan shall be filed with the District Personnel Office. This plan may be amended at a later date with the approval of the Administrator and Director.

B. When considering undertaking a particular course to fulfill the requirements for advancement in schedule, the teacher shall make written application in advance on the form, entitled: Prior Approval of Course.

C. Within ten (10) days of receipt, the Personnel Office shall notify the teacher of approval or disapproval. In the event that the Personnel Office disapproves an application for course credit, the applicant may appeal his/her case to the appropriate Director.

D. Final appeals may be taken to the Superintendent of Schools or his designee. The decisions of the Superintendent are subject to the grievance procedure, but not arbitration.

E. Whenever approval of course work taken for salary credit is denied, the Director shall work with the affected employee to develop a plan of course work which will be approved by the District.

F. Prior Approval Course Guidelines shall be revised as agreed on 3/14/06 (see Appendix K). Guideline provisions sunset with the expiration of contract on 9/1/2010.

7. Graduate course must be taken from an accredited institution of higher education.

8. The District will not usually grant salary credit for undergraduate courses. However, if comparable graduate courses are not available, credit may be given subject to the approval of the administration.

9. Effective January 1, 1987, for the purpose of advancing on the salary schedule and for all other purposes, courses and in-service credit shall expire, if unused, after five (5) years (ten (10) years for college courses if the college allows retention of credits for this length of time). All persons who, as of the date the printed contract is given to the CTA, are enrolled in a program shall not be subject to the prior approval provisions herein for such courses.

10. Effective 1999-2000, all newly hired teachers must attend 60 hours of in-service teacher training workshops provided by the District over a three-year period. The workshops will be scheduled not to conflict with the usual workday, and will not be conducted on holidays or weekends. Make-up options will be offered if a teacher is unable to make a single workshop, only (multiple make-ups will not be offered). If permanent certification requires preparation of a teaching video, one hour of training will be set-aside for such purpose. Two in-service credits will be granted upon completion of the 60 hours. The number of hours in the first, second and third year of hire, shall be 30, 20 and 10, respectively for 1999-2000 hires, and 25, 20 and 15, respectively, for 2000-2001and 2001-2002 hires, and hires thereafter including 2005-2006 hires. (The time associated with attending the workshops is unrelated to the two days gained by the District as a consequence of providing Section 125 access).

ARTICLE XXI. GRIEVANCE PROCEDURE

1. To establish a more cooperative and harmonious relationship that will enhance the quality of education and comply with Article 16 of the General Municipal Law (Chapter 554 of the Laws of 1962) and the Public Employees Fair Employment Act (Sections 204 and 208, as amended), the Board and the Association have established the grievance procedure in this article to provide a means for settlement of grievances arising under this agreement.

2. A grievance is defined as a dispute with respect to the interpretation or application of this agreement or discipline (other than Education Law 3020-a proceedings). A diligent, sincere, and honest effort by all parties shall be made to settle a grievance in a fair and equitable manner as soon as possible.

3. To receive consideration, a grievance shall be filed within 60 days of its occurrence or within 60 days of when an employee or the Association has knowledge of its occurrence. Should a grievance arise, as defined herein, it may be processed in the following manner:

STAGE I.

An aggrieved employee(s) shall orally present the grievance to the building principal or immediate superior (hereinafter referred to as "principal") who shall arrange a mutually convenient time and place to informally discuss the grievance with the employee. Within ten days after informal discussion, the principal shall render an oral answer to the employee on the grievance. If the aggrieved employee is dissatisfied with the principal's answer, the grievant, with Association knowledge and assistance, shall reduce the grievance to writing on a form agreed upon by the District and the Association for such purpose, stating the precise nature of the grievance, section(s) of the contract alleged to be violated, remedy requested, and sign the grievance form. Copies of the grievance shall be given to the principal and the Association. Within ten (10) days after

receipt of the written grievance, the principal shall place a written answer on the grievance form, including the reasons therefore, and grant or deny the grievance.

STAGE II.

If a grievance is not settled in Stage I, the aggrieved employee may appeal it within twenty (20) days by letter to the joint committee comprised of two School District representatives and two Association representatives. The appeal shall contain a copy of the grievance and all documents and written evidence made a part of the record at Stage I of this procedure. The joint committee shall notify all parties in interest of a time and place when an informal hearing will be held, to receive oral and written evidence supporting each party's position on the grievance. The District and the Association shall have the obligation to introduce all relevant testimony and written evidence in their possession, or they have knowledge of in support of the grievance. Within twenty (20) days after a Stage II hearing, the joint committee shall render its decision in writing on settlement of the grievance, setting forth its finding of fact, granting or denying the grievance and the basis upon which their answer is reached.

STAGE III.

If the aggrieved employee is dissatisfied with disposition of the grievance at Stage II, the employee may request in writing to the chairman of the Association's Professional Rights and Responsibilities Committee (PR&R) that it consider submission of the grievance to arbitration. If the committee determines that grievance has merit, it may submit the grievance to arbitration within thirty (30) days after the Stage II decision. The PR&R Committee shall notify the Superintendent of Schools Office in writing of its intent to arbitrate a grievance. The notification shall identify the grievance, set forth the contentions of the Association in support of the grievance and be accompanied by a copy of the arbitration form requesting the American Arbitration Association for a panel of five (5) arbitrators. On receipt of the arbitration panel, representatives of the District and Association shall alternately strike two (2) names from the arbitrator list until one (1) name remains who shall be designated as arbitrator for the grievance. The first striker shall be determined by agreement or by lot. Either the District or the Association may request a second panel of arbitrators if the first is unsatisfactory. The parties shall notify the American Arbitration Association of their selected arbitrator and arrange for a hearing date, time, and place.

4. The selected arbitrator shall hold a hearing with representatives of the Board and the Association at the mutually agreeable time and place, and issue a written decision and award on the grievance. Neither the Board nor the Association may in arbitration introduce or rely on any grounds or evidence not disclosed to the other in Stage II of the grievance procedure. The parties may waive an oral hearing in which case the arbitrator's decision and award shall be rendered after final statements and proofs are submitted by the Board and the Association.

5. The decision of the arbitrator shall be final and binding on a grievance involving the interpretation or application of the specific terms of this agreement. Binding arbitration shall not be held for any grievance involving provisions of this agreement that involves the Board's discretion or right to set policy. In a grievance which may involve matters not covered by binding arbitration, the arbitrator's decision and award shall be advisory only, but each side shall have moral obligation to consider the arbitrator's recommendation. Either or both parties to this agreement reserve the right to contest, in a court of competent jurisdiction, an arbitration decision and award that violates this agreement or applicable law.

6. The cost for the services of a selected arbitrator, including per diem expenses, shall be borne equally by the Board and the Association.

7. If requested, the Board and the Association agree to make available to each other, as soon as possible, any information in their possession not privileged by law that is relevant to a grievance.

8. A class action grievance may be initiated at Stage II of the grievance procedure by submitting such grievance in writing to the Superintendent of Schools. This procedure may be used only if the Stage I principal is lacking in authority or jurisdiction over the subject matter of the grievance. All other class action grievances shall be initiated at Stage I of the grievance procedure.

9. If a grievance hearing is held during the instructional day which requires the presence of the PR&R chairperson, the District will release the chairperson from class.

10. A grievance not appealed to another stage of the grievance procedure shall be considered settled on the basis of the last decision rendered on the grievance.

11. Grievance procedure records will not be kept in the employee's Personnel file.

ARTICLE XXII. MISCELLANEOUS

1. This contract is the full and complete agreement between the Board and the Association. It may be modified in whole or in part only by mutual consent of the parties in a written and signed amendment to this agreement.

2. Any existing agreement or contract between the Board and an employee covered by this agreement, heretofore executed, shall be subject to and consistent with the terms and conditions of this agreement.

3. If any provision of this agreement or any application of the agreement to any teacher or group of teachers shall be found contrary to the 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.

4. Sufficient copies of this agreement shall be printed as soon as possible at Board expense for the Association to have 100 copies in its office, one for each Association member, and two copies for each school library.

5. A teacher shall not be disciplined, reprimanded, or reduced in rank without just cause.

6. Before the Board adopts a change in policy or regulations that adversely affects wages, hours, or conditions of employment, it will notify the Association in writing that it is considering such change. If it is a mandatory subject of bargaining, the board and the Association may then negotiate such change, if a contract violation would be involved.

7. Per Diem Rate = 1/School Calendar Days.

8. The Board may offer an Early Retirement Plan, or Plans, according to terms and conditions, and at times, in its exclusive discretion. The Board's only obligation to the Association in this regard shall be to give advance notice of the intent to exercise such discretion before offering such Plan, or Plans, to the Instructional Staff. In such an event the Association shall be under no obligation to encourage participation in the Plan, or Plans, but it shall not discourage such participation.

9. In addition to the Board's option per para. 8., in the 2006-07, 2007-08, 2008-09, and 2009-10 school-years, a Retirement Incentive Plan will be available to N.Y.S. Teachers Retirement System eligible teachers in the year in which they reach age 55 by the last day of the school year as shown on the school calendar (the age cut-off date may be changed by written agreement between the Association's President and the Superintendent of Schools). Retirees may choose any two of the following benefits: long-term elder care insurance,* full health insurance coverage until the participant reaches age 65, $100,000 life insurance coverage as with the foregoing plans*, or a lump-sum distribution of $12,000 plus 10% of the value of remaining sick days valuing each day @ 1/185 of final salary. Election to participate in the Plan and choice of options shall be filed no later than March 15th of the year of retirement. (* provided retiree is insurable defined as life insurance is available from an insurer licensed to do business in New York).

As an alternative to opting for two of the four benefits set forth above, eligible teacher retirees may instead choose as their entire benefit a lump-sum distribution equaling twice that specified [i.e., 2 X ($12,000 plus 10% of the value of remaining sick days valuing each day @ 1/185 of final salary)].

Irrespective choice of benefits, to be eligible to participate in the Plan a teacher must also have worked for the District a minimum of ten (10) continuous years service as a full time teacher working for the District immediately preceding the date of retirement. Teachers are not eligible to participate in the Plan if they participate in the State Plan.

Notwithstanding anything which may appear to the contrary, the Association and the District acknowledge and affirm their ongoing and consistent understanding since establishing a teacher Retirement Incentive Plan in 2002-2003, that participation be contingent upon the teacher reaching age 55, being eligible for retirement under NYSTRS rules, and having worked for the District as a teacher a minimum of 10 continuous years, full-time, each milestone having been achieved at least by the last day of the school year of retirement.

10. The Association acknowledges negotiations on the subject of, and that it has no objection to, the establishment of the Middle School with the understanding that the District shall follow any controlling provisions of the Education Law and the Regulations of the Commissioner of Education, and this Agreement, which protect tenure and seniority rights. There shall be a one year opener, commencing July 1, 1996, should any issues need to be addressed relating to establishing the Middle School. The parties acknowledge that the following issue has already been resolved under the reopener language:

Department Chairpersons shall assume the duties of Team Facilitators for the 7th and 8th grade teaching teams. Non-Chairpersons serving as Team Facilitators due to an insufficient number of Chairpersons shall be given one duty period off per day in return.

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

ARTICLE XXIV. TERM OF AGREEMENT

This agreement shall be effective from the 1st day of September 2005 to August 31, 2010.

ARTICLE XXV. MANAGEMENT RIGHTS

Any other provision to the contrary in the agreement notwithstanding, except for express, specific and absolutely clear limitations, such limitation may not be implied,

upon its broad authority to which the Board has previously agreed, the Board reserves its right to manage the school district and its employees in a manner that it determines is in the best interests of the students and the District with due regard for the educational needs of the students, and the administrative needs and the financial resources of the District. That includes, but is not limited to (within the bounds of law), the right to assign and establish the duties of teachers, to configure the school day and to adopt, alter or enforce policies, procedures and/or regulations that the Board deems necessary to successfully operate the District without the prior approval or agreement of the Association.

SO AGREED:

For the Board of Education, Clarkstown Central School District, pursuant to ratification Resolution of Board adopted on April 21, 2005.

_____, President, Board of Education Dated

_____, For the Clarkstown Teachers Association pursuant to ratification vote of membership on APRIL 19, 2005

_____, Superintendent of Schools

Appendix A

CLARKSTOWN CENTRAL SCHOOL DISTRICT
2006-2007

		Student	Teacher	Conf.
September		17	19	2
4	School Closed - Labor Day			
5	Superintendent's Conference Day			
6	Superintendent's Conference Day			
7	Schoo Opens			
October		20	20	
2	School Closed - Yom Kippur			
9	School Closed - Columbus Day			
November		18	19	1
7	Supt.'s. Conf. Day			
10	School Closed - Veteran's Day			
23,24	School Closed - Thanksgiving Day			
December		16	16	
23-29	School Closed - Christmas Recess			
January		21	21	
1	School Closed - Christmas Recess			
2	School Opens			
15	School Closed - Martin Luther King Birthday			
February		14	15	1
2	Supt.'s Conf. Day			
19-23	School Closed - Winter Recess			
March		21	22	1
20	Supt.'s Conf. Day			
April		15	15	
2-9	School Closed-Easter/Passover			
May		22	22	
28	School Closed - Memorial Day			
June		16	16	
22	Last Day of School			
	Totals	180	185	5

Appedix B

Coaches Grids 2006-10

2005-06

	A	B	C	D	E	F	G	H	I	J	K	L	M
Level 1	7100	6539	5470	4973	4326	3700	3556	3413	3154	2795	2609	2101	1252
Level 2	7741	7141	6013	5463	4757	4206	3909	3753	3473	3123	2923	2101	1252
Level 3	8375	7583	6577	5978	5179	4706	4261	4090	3792	3428	3236	2101	1252

2006-07

	A	B	C	D	E	F	G	H	I	J	K	L	M
Level 1	7384	6800	5688	5171	4499	3848	3698	3549	3280	2906	2713	2185	1302
Level 2	8050	7426	6253	5681	4947	4374	4065	3903	3611	3247	3039	2185	1302
Level 3	8710	7886	6840	6217	5386	4894	4431	4253	3943	3565	3365	2185	1302

2007-08

	A	B	C	D	E	F	G	H	I	J	K	L	M
Level 1	7679	7072	5915	5377	4678	4001	3845	3690	3411	3022	2821	2272	1354
Level 2	8372	7723	6503	5908	5144	4548	4227	4059	3755	3376	3160	2272	1354
Level 3	9058	8201	7113	6465	5601	5089	4608	4423	4100	3707	3499	2272	1354

2008-09

	A	B	C	D	E	F	G	H	I	J	K	L	M
Level 1	7986	7354	6151	5592	4865	4161	3998	3837	3547	3142	2933	2362	1408
Level 2	8706	8031	6763	6144	5349	4729	4396	4221	3905	3511	3286	2362	1408
Level 3	9420	8529	7397	6723	5825	5292	4792	4599	4264	3855	3638	2362	1408

2009-10

	A	B	C	D	E	F	G	H	I	J	K	L	M
Level 1	8313	7655	6403	5821	5064	4331	4161	3994	3692	3270	3053	2458	1465
Level 2	9062	8360	7040	6395	5568	4922	4576	4394	4065	3654	3420	2458	1465
Level 3	9806	8878	7700	6998	6063	5508	4988	4787	4438	4013	3787	2458	1465

Appendix B-3

Clarkstown Central School District's Coaching Salary Schedule

Sport Categories

A. Varsity Football, Varsity Basketball

B. Varsity Wrestling, Varsity Boys' Swimming, Varsity Winter Track

C. Varsity Ice Hockey, Varsity Gymnastics, Varsity Baseball, Varsity Softball

D. Varsity Field Hockey, Varsity Girls' Swimming, Varsity Soccer, Varsity Lacrosse, Varsity Spring Track, Asst. Varsity Football

E. JV Basketball, JV Football, Varsity Cross-Country, Varsity Golf, Varsity Girls' Fall Tennis, Asst. Varsity Winter Track, Asst. Varsity Boys' Swimming, Varsity Volleyball, Varsity Boys' Spring Tennis,

F. JV Wrestling JV Baseball, Freshman Football, JV Softball. Var. Ice Hockey Asst.

G. JV Ice Hockey, JV Gymnastics, Asst. Varsity Spring Track, Mod Ice Hockey, Var. Field Hockey Asst.

H. Freshman Basketball, JV Field Hockey, Asst. Girls' Swimming, JV Soccer, JV Volleyball, JV Lacrosse, JV Tennis

I. MS Football, MS Basketball, Asst. Varsity Cross Country

J. Varsity Skiing, Freshman Baseball, Asst. MS Football, Freshman Lacrosse, Freshman Softball, Varsity Bowling, Varsity Crew, Varsity Fencing

K. Freshman Soccer, MS Wrestling MS Gymnastics, MS Field Hockey, MS Soccer, MS Cross Country, MS Fall Tennis, MS Baseball, MS Softball, MS Spring Tennis, MS Volleyball, MS Spring Track, MS Lacrosse, Varsity Football Cheerleading, Varsity Basketball Cheerleading

L. Junior Varsity Football Cheerleading, Junior Varsity Basketball Cheerleading

* Category M has been eliminated.
Underlined positions are new in the contract.

** Revised 7/10/02 - Mr. Bruntrager, Dr. Smalt

APPENDIX C-2

Dept Chairs
Appendix C-2
Dept Chairs

	2005-06	2006-07	2007-08	2008-09	2009-10	Maximum Instructional Periods/Day
2-4.9	2488	2562	2638	2717	2801	5 periods
5-9.9	4048	4169	4294	4422	4559	4 periods
10-14.9	5682	5852	6027	6207	6399	3 periods
15-19.9	7287	7505	7730	7961	8207	2 periods
	7287	7505	7730	7961	8207	1 periods

APPENDIX D-2

Special Service

	2005-06	2006-07	2007-08	2008-09	2009-10
Middle School					
GO Campus Coordinator	1841	1914	1990	2069	2153
GO Campus Store	1683	1750	1820	1892	1969
GO Campus Treasurer	2524	2624	2728	2837	2953
GO Advisor A	1181	1228	1277	1328	1382
GO Advisor C	1181	1228	1277	1328	1382
GO Advisor D	1181	1228	1277	1328	1382
Visual Aides one/school	2083	2166	2252	2342	2438
Campus Literary Magazine	833	866	900	936	974
Memory Book Advisor one/school	1581	1644	1709	1777	1849
Academic Honors Advisor one/school	212	220	228	237	246
Campus School Newspapers	2515	2615	2719	2827	2942
Drama Director		2624	2729	2838	2954
Drama Production/Auditorium Coordinator		2624	2729	2838	2954
Supplemental Drama Support		2500	2600	2704	2815
Senior High School(one/school unless otherwise indicated)					
GO Advisor	3713	3861	4015	4175	4346
GO Activities	4195	4362	4536	4717	4910
GO Store	1675	1742	1811	1883	1960
GO Treasurer	3358	3492	3631	3776	3930
Twirlers and Color Guard	2524	2624	2728	2837	2953
Marching Band	2947	3064	3186	3313	3448
Band Activities	4195	4362	4536	4717	4910
North High School Dramatics (6 positions total)					
Cue N' Curtain		2500	2600	2704	2815
Senior Play		2500	2600	2704	2815
Stage Production		2500	2600	2704	2815
Music Director		2500	2600	2704	2815
Supplementary Support		5000	2600	2704	2815
South High Dramatics (6 positions total)					
Fall Play Director		2500	2600	2704	2815
Stage Crafts		2500	2600	2704	2815
Centerstage		2500	2600	2704	2815
Spring Musical Music Dir.		2500	2600	2704	2815
Spring Musical Director		2500	2600	2704	2815
Supplementary Support		2500	2600	2704	2815
School Newspaper	3358	3492	3631	3776	3930
Yearbook Literary Advisor	2524	2624	2728	2837	2953
Yearbook Financial Advisor	2524	2624	2728	2837	2953
FBLA (one school/two school)		1248/1800	1298/1872	1350/1947	1405/2027
DECA (one school/two school)		1248/1800	1298/1872	1350/1947	1405/2027
Troubadour Advisor	2524	2624	2728	2837	2953
Literary Magazine	833	866	900	936	974
Class Advisor (f)	307	319	331	344	358
Class Advisor (s)	628	653	679	706	734
Class Advisor (j)	946	983	1022	1062	1105
Class Advisor (sr)	1581	1644	1709	1777	1849
Mu Alpha Theta	833	866	900	936	974
National Honor Society	833	866	900	936	974
Science Program Advisors	4091	4254	4424	4600	4788
TV Coordinator (one/district)	14866	15460	8039	8361	8704

AN AGREEMENT BETWEEN THE CLARKSTOWN CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION AND THE CLARKSTOWN TEACHERS ASSOCIATION

FOR THE PERIOD: SEPTEMBER 1, 2006 - AUGUST 31, 2010

Employees Whose Date of Hire is Prior to 7/1/96

2006-2007 Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	DOC
8.5	59691	62974	66255	69542	72825	76106	79389	82676	85957
9	60777	64119	67461	70806	74147	77492	80835	84175	87521
9.5	61862	65264	68665	72069	75474	78877	82276	85680	89083
10	62946	66412	69872	73337	76796	80261	83720	87181	90646
10.5	64034	67553	71076	74598	78121	81642	85161	88688	92208
11	65119	68699	72282	75862	79446	83027	86609	90190	93771
11.5	66203	69847	73485	77125	80770	84411	88050	91691	95334
12	67289	70992	74689	78394	82094	85799	89496	93194	96898
12.5	68374	72135	75893	79657	83418	87177	90937	94701	98459
13	69459	73280	77100	80918	84742	88562	92382	96203	100023
13.5	70544	74426	78303	82183	86066	89946	93825	97704	101585
14	71629	75572	79511	83451	87389	91332	95268	99307	103149
14.5	71629	75572	80713	84715	88713	92712	96711	100713	104713
15	71629	75572	81920	85978	90039	94097	98157	102216	106276
15.5	71629	75572	81920	85978	90039	94097	98157	102216	106276
16	71629	75572	81920	85978	90039	94097	98157	102216	106276
16.5	71629	75572	81920	85978	90039	94097	98157	102216	106276
17	71629	75572	81920	85978	90039	94097	98157	102216	106276
17.5	71629	75572	81920	85978	90039	94097	98157	102216	106276
18	71629	75572	81920	85978	90039	94097	98157	102216	106276
18.5	71629	75572	81920	85978	90039	94097	98157	102216	106276
19	73802	77859	84329	88509	92686	96866	101043	105219	109402
19.5	73802	77859	84329	88509	92686	96866	101043	105219	109402
20	73802	77859	84329	88509	92686	96866	101043	105219	109402
20.5	73802	77859	84329	88509	92686	96866	101043	105219	109402
21	73802	77859	84329	88509	92686	96866	101043	105219	109402
21.5	73802	77859	84329	88509	92686	96866	101043	105219	109402
22	75972	80151	86739	91036	95334	99632	103931	108229	112526
22.5	75972	80151	86739	91036	95334	99632	103931	108229	112526
23	75972	80151	86739	91036	95334	99632	103931	108229	112526
23.5	75972	80151	86739	91036	95334	99632	103931	108229	112526
24	75972	80151	86739	91036	95334	99632	103931	108229	112526
24.5	75972	80151	86739	91036	95334	99632	103931	108229	112526
25	78143	82441	89149	93569	97983	102403	106818	111232	115652

AN AGREEMENT BETWEEN THE CLARKSTOWN CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION AND THE CLARKSTOWN TEACHERS ASSOCIATION

FOR THE PERIOD: SEPTEMBER 1, 2006 - AUGUST 31, 2010

Employees Whose Date of Hire is Prior to 7/1/96

2007-2008

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	DOC
9	61481	64863	68242	71628	75009	78389	81770	85156	88535
9.5	62600	66042	69484	72930	76371	79816	83260	86700	90146
10	63717	67221	70724	74231	77738	81243	84744	88250	91755
10.5	64834	68404	71968	75537	79099	82668	86231	89796	93365
11	65955	69579	73208	76835	80464	84091	87715	91348	94974
11.5	67072	70759	74450	78137	81829	85517	89207	92895	96584
12	68189	71942	75689	79438	83193	86943	90691	94441	98194
12.5	69307	73121	76929	80745	84556	88372	92180	95989	99804
13	70425	74299	78169	82046	85920	89792	93665	97542	101412
13.5	71542	75478	79413	83345	87284	91218	95153	99089	103023
14	72660	76658	80652	84648	88647	92644	96639	100635	104632
14.5	73777	77839	81896	85954	90010	94071	98126	102286	106243
15	73777	77839	83134	87256	91374	95493	99612	103734	107854
15.5	73777	77839	84377	88557	92740	96919	101101	105282	109464
16	73777	77839	84377	88557	92740	96919	101101	105282	109464
16.5	73777	77839	84377	88557	92740	96919	101101	105282	109464
17	73777	77839	84377	88557	92740	96919	101101	105282	109464
17.5	73777	77839	84377	88557	92740	96919	101101	105282	109464
18	73777	77839	84377	88557	92740	96919	101101	105282	109464
18.5	73777	77839	84377	88557	92740	96919	101101	105282	109464
19	73777	77839	84377	88557	92740	96919	101101	105282	109464
19.5	76016	80194	86858	91164	95466	99771	104074	108375	112684
20	76016	80194	86858	91164	95466	99771	104074	108375	112684
20.5	76016	80194	86858	91164	95466	99771	104074	108375	112684
21	76016	80194	86858	91164	95466	99771	104074	108375	112684
21.5	76016	80194	86858	91164	95466	99771	104074	108375	112684
22	76016	80194	86858	91164	95466	99771	104074	108375	112684
22.5	78251	82555	89341	93767	98194	102620	107048	111475	115901
23	78251	82555	89341	93767	98194	102620	107048	111475	115901
23.5	78251	82555	89341	93767	98194	102620	107048	111475	115901
24	78251	82555	89341	93767	98194	102620	107048	111475	115901
24.5	78251	82555	89341	93767	98194	102620	107048	111475	115901
25	78251	82555	89341	93767	98194	102620	107048	111475	115901

AN AGREEMENT BETWEEN THE CLARKSTOWN CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION AND THE CLARKSTOWN TEACHERS ASSOCIATION

FOR THE PERIOD: SEPTEMBER 1, 2006 - AUGUST 31, 2010

Employees Whose Date of Hire is Prior to 7/1/96

2008-2009

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	DOC
9.5	63325	66808	70289	73776	77259	80740	84223	87710	91191
10	64478	68023	71568	75117	78662	82210	85757	89301	92850
10.5	65628	69237	72845	76457	80070	83680	87286	90897	94507
11	66779	70456	74127	77803	81471	85148	88817	92489	96165
11.5	67933	71666	75404	79140	82877	86613	90346	94088	97823
12	69084	72881	76683	80481	84283	88082	91883	95681	99481
12.5	70234	74100	77959	81821	85688	89551	93411	97274	101139
13	71386	75314	79236	83167	87092	91023	94945	98868	102798
13.5	72537	76527	80514	84507	88497	92485	96474	100468	104454
14	73688	77742	81795	85845	89902	93954	98007	102061	106113
14.5	74839	78957	83071	87187	91306	95423	99538	103654	107770
15	75990	80174	84352	88532	92710	96893	101069	105354	109430
15.5	75990	80174	85628	89873	94115	98357	102600	106846	111089
16	75990	80174	86908	91213	95522	99826	104134	108440	112747
16.5	75990	80174	86908	91213	95522	99826	104134	108440	112747
17	75990	80174	86908	91213	95522	99826	104134	108440	112747
17.5	75990	80174	86908	91213	95522	99826	104134	108440	112747
18	75990	80174	86908	91213	95522	99826	104134	108440	112747
18.5	75990	80174	86908	91213	95522	99826	104134	108440	112747
19	75990	80174	86908	91213	95522	99826	104134	108440	112747
19.5	75990	80174	86908	91213	95522	99826	104134	108440	112747
20	78296	82599	89463	93898	98329	102764	107196	111626	116064
20.5	78296	82599	89463	93898	98329	102764	107196	111626	116064
21	78296	82599	89463	93898	98329	102764	107196	111626	116064
21.5	78296	82599	89463	93898	98329	102764	107196	111626	116064
22	78296	82599	89463	93898	98329	102764	107196	111626	116064
22.5	78296	82599	89463	93898	98329	102764	107196	111626	116064
23	80598	85031	92021	96580	101139	105698	110259	114819	119378
23.5	80598	85031	92021	96580	101139	105698	110259	114819	119378
24	80598	85031	92021	96580	101139	105698	110259	114819	119378
24.5	80598	85031	92021	96580	101139	105698	110259	114819	119378
25	80598	85031	92021	96580	101139	105698	110259	114819	119378

AN AGREEMENT BETWEEN THE CLARKSTOWN CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION AND THE CLARKSTOWN TEACHERS ASSOCIATION

FOR THE PERIOD: SEPTEMBER 1, 2006 - AUGUST 31, 2010

Employees Whose Date of Hire is Prior to 7/1/96

2009-2010 Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	DOC
10	65288	68879	72467	76063	79654	83242	86833	90429	94017
10.5	66476	70131	73786	77445	81100	84758	88415	92069	95728
11	67662	71383	75103	78827	82552	86274	89991	93714	97436
11.5	68849	72640	76424	80214	83996	87787	91570	95356	99146
12	70038	73887	77741	81593	85446	89298	93146	97004	100855
12.5	71225	75140	79060	82975	86895	90812	94731	98647	102564
13	72411	76397	80375	84357	88344	92327	96306	100289	104274
13.5	73598	77648	81692	85745	89791	93844	97888	101932	105984
14	74785	78899	83009	87126	91240	95352	99464	103582	107692
14.5	75972	80152	84330	88506	92688	96866	101045	105224	109402
15	77159	81404	85646	89889	94136	98381	102623	106867	111110
15.5	78345	82659	86966	91276	95584	99896	104202	108619	112822
16	78345	82659	88282	92659	97032	101406	105780	110158	114532
16.5	78345	82659	89602	94040	98483	102920	107362	111801	116242
17	78345	82659	89602	94040	98483	102920	107362	111801	116242
17.5	78345	82659	89602	94040	98483	102920	107362	111801	116242
18	78345	82659	89602	94040	98483	102920	107362	111801	116242
18.5	78345	82659	89602	94040	98483	102920	107362	111801	116242
19	78345	82659	89602	94040	98483	102920	107362	111801	116242
19.5	78345	82659	89602	94040	98483	102920	107362	111801	116242
20	78345	82659	89602	94040	98483	102920	107362	111801	116242
20.5	80723	85159	92236	96808	101377	105949	110519	115086	119661
21	80723	85159	92236	96808	101377	105949	110519	115086	119661
21.5	80723	85159	92236	96808	101377	105949	110519	115086	119661
22	80723	85159	92236	96808	101377	105949	110519	115086	119661
22.5	80723	85159	92236	96808	101377	105949	110519	115086	119661
23	80723	85159	92236	96808	101377	105949	110519	115086	119661
23.5	83096	87666	94873	99573	104274	108974	113677	118378	123078
24	83096	87666	94873	99573	104274	108974	113677	118378	123078
24.5	83096	87666	94873	99573	104274	108974	113677	118378	123078
25	83096	87666	94873	99573	104274	108974	113677	118378	123078

AN AGREEMENT BETWEEN THE CLARKSTOWN CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION AND THE CLARKSTOWN TEACHERS ASSOCIATION

FOR THE PERIOD: SEPTEMBER 1, 2006 - AUGUST 31, 2010

Employees Whose Date of Hire is After 7/1/96

2006-2007 Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	DOC
1	43410	45799	48186	50574	0	55349	57737	60125	62512
1.5	44135	46563	49040	51471	0	56330	58760	61190	63621
2	44857	47325	49894	52366	0	57309	59784	62254	64728
2.5	45582	48087	50746	53261	0	58289	60805	63321	65833
3	46305	48852	51600	54157	0	59271	61827	64385	66941
3.5	47028	49615	52451	55052	0	60250	62850	65449	68049
4	47753	50378	53306	55948	0	61231	63873	66514	69156
4.5	48475	51142	54160	56844	0	62210	64895	67580	70263
5	49200	51905	55014	57738	0	63190	65917	68644	71369
5.5	49922	52668	55867	58635	0	64172	66939	69708	72476
6	50646	53433	56722	59531	0	65153	67962	70772	73585
6.5	51372	54196	57573	60428	0	66133	68986	71838	74692
7	52093	54960	58428	61323	0	67113	70009	72903	75797
7.5	52818	55723	59280	62219	0	68093	71030	73967	76905
8	53540	56486	60134	63115	0	69073	72052	75031	78012
8.5	54265	57250	60987	64009	0	70054	73076	76097	79119
9	54989	58011	61841	64905	0	71036	74098	77161	80226
9.5	55710	58775	62693	65800	0	72015	75120	78225	81333
10	56436	59539	63545	66695	0	72995	76143	79290	82441
10.5	57157	60303	64399	67591	0	73976	77165	80356	83548
11	57882	61066	65253	68488	0	74955	78187	81421	84654
11.5	58605	61829	66107	69383	0	75935	79210	82486	85760
12	59330	62593	66961	70278	0	76917	80231	83550	86869
12.5	60054	63357	67815	71176	0	77895	81256	84615	87976
13	60775	64119	68668	72071	0	78877	82278	85680	89083
13.5	61501	64883	69521	72966	0	79855	83302	86744	90190
14	62224	65648	70375	73861	0	80837	84323	87808	91298
14.5	62946	66409	71228	74758	0	81817	85345	88874	92403
15	63671	67172	72080	75653	0	82796	86367	89938	93511
15.5	64394	67936	72933	76549	0	83778	87390	91003	94617
16	65119	68701	73787	77445	0	84757	88413	92068	95725
16.5	65840	69462	74641	78340	0	85738	89435	93132	96833
17	66564	70227	75493	79236	0	86718	90457	94197	97939
17.5	67289	70989	76346	80131	0	87701	91480	95262	99047
18	68008	71753	77201	81029	0	88679	92503	96326	100154
18.5	68736	72517	78054	81923	0	89660	93525	97390	101260
19	69459	73280	78909	82819	0	90641	94547	98456	102367
19.5	70179	74044	79761	83715	0	91619	95571	99521	103474
20	70907	74806	80616	84611	0	92601	96593	100585	104583
20.5	71629	75571	81468	85507	0	93581	97615	101650	105688
21	72351	76334	82321	86402	0	94561	98637	102715	106796
21.5	73075	77097	83174	87297	0	95541	99661	103778	107902
22	73802	77859	84028	88194	0	96522	100682	104843	109012
22.5	74521	78625	84880	89089	0	97501	101705	105907	110117
23	75245	79387	85735	89984	0	98481	102728	106972	111224
23.5	75972	80150	86586	90879	0	99462	103750	108038	112332
24	76692	80913	87441	91777	0	100442	104771	109103	113438
24.5	77416	81677	88295	92673	0	101423	105795	110168	114546
25	78143	82441	89149	93567	0	102403	106818	111233	115652

AN AGREEMENT BETWEEN THE CLARKSTOWN CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION AND THE CLARKSTOWN TEACHERS ASSOCIATION

FOR THE PERIOD: SEPTEMBER 1, 2006 - AUGUST 31, 2010

Employees Whose Date of Hire is After 7/1/96

2007-08 Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	DOC
1	44712	47172	49631	52091	0	57009	59469	61928	64387
1.5	45459	47959	50511	53015	0	58019	60522	63025	65529
2	46202	48744	51390	53936	0	59028	61577	64121	66669
2.5	46949	49529	52268	54858	0	60037	62629	65220	67807
3	47694	50317	53148	55781	0	61049	63681	66316	68949
3.5	48438	51103	54024	56703	0	62057	64735	67412	70090
4	49185	51889	54905	57626	0	63067	65789	68509	71230
4.5	49929	52676	55784	58549	0	64076	66841	69607	72370
5	50676	53462	56664	59470	0	65085	67894	70703	73510
5.5	51419	54248	57543	60394	0	66097	68947	71799	74650
6	52165	55035	58423	61316	0	67107	70000	72895	75792
6.5	52913	55821	59300	62240	0	68116	71055	73993	76932
7	53655	56608	60180	63162	0	69126	72109	75090	78070
7.5	54402	57394	61058	64085	0	70135	73160	76186	79212
8	55146	58180	61938	65008	0	71145	74213	77281	80352
8.5	55892	58967	62816	65929	0	72155	75268	78379	81492
9	56638	59751	63696	66852	0	73167	76320	79475	82632
9.5	57381	60538	64573	67774	0	74175	77373	80571	83772
10	58129	61325	65451	68695	0	75184	78427	81668	84914
10.5	58871	62112	66330	69618	0	76195	79479	82766	86054
11	59618	62897	67210	70542	0	77203	80532	83863	87193
11.5	60363	63683	68090	71464	0	78213	81586	84960	88332
12	61109	64470	68969	72386	0	79224	82637	86056	89475
12.5	61855	65257	69849	73311	0	80231	83693	87153	90615
13	62598	66042	70728	74233	0	81243	84746	88250	91755
13.5	63346	66829	71606	75154	0	82250	85801	89346	92895
14	64090	67617	72486	76076	0	83262	86852	90442	94036
14.5	64834	68401	73364	77000	0	84271	87905	91540	95175
15	65581	69187	74242	77922	0	85279	88958	92636	96316
15.5	66325	69974	75120	78845	0	86291	90011	93733	97455
16	67072	70762	76000	79768	0	87299	91065	94830	98596
16.5	67815	71545	76880	80690	0	88310	92118	95925	99737
17	68560	72333	77757	81613	0	89319	93170	97022	100877
17.5	69307	73118	78636	82534	0	90332	94224	98119	102018
18	70048	73905	79517	83459	0	91339	95278	99215	103158
18.5	70798	74692	80395	84380	0	92349	96330	100311	104297
19	71542	75478	81276	85303	0	93360	97383	101409	105438
19.5	72284	76265	82153	86226	0	94367	98438	102506	106578
20	73034	77050	83034	87149	0	95379	99490	103602	107720
20.5	73777	77838	83912	88072	0	96388	100543	104699	108858
21	74521	78624	84790	88994	0	97397	101596	105796	109999
21.5	75267	79409	85669	89915	0	98407	102650	106891	111139
22	76016	80194	86548	90839	0	99417	103702	107988	112282
22.5	76756	80983	87426	91761	0	100426	104756	109084	113420
23	77502	81768	88307	92683	0	101435	105809	110181	114560
23.5	78251	82554	89183	93605	0	102445	106862	111279	115701
24	78992	83340	90064	94530	0	103455	107914	112376	116841
24.5	79738	84127	90943	95453	0	104465	108968	113473	117982
25	80487	84914	91823	96374	0	105475	110022	114569	119121

AN AGREEMENT BETWEEN THE CLARKSTOWN CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION AND THE CLARKSTOWN TEACHERS ASSOCIATION

FOR THE PERIOD: SEPTEMBER 1, 2006 - AUGUST 31, 2010

Employees Whose Date of Hire is After 7/1/96

2008-2009

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	DOC
1	46053	48587	51119	53653	0	58719	61253	63785	66318
1.5	46822	49397	52026	54605	0	59759	62337	64915	67494
2	47588	50206	52931	55554	0	60798	63424	66044	68669
2.5	48357	51014	53836	56503	0	61838	64507	67176	69841
3	49124	51826	54742	57454	0	62880	65591	68305	71017
3.5	49891	52636	55644	58404	0	63918	66677	69434	72192
4	50660	53445	56552	59354	0	64959	67762	70564	73366
4.5	51426	54256	57457	60305	0	65998	68846	71695	74541
5	52196	55065	58363	61254	0	67037	69930	72824	75715
5.5	52961	55875	59269	62205	0	68079	71015	73952	76889
6	53729	56686	60175	63155	0	69120	72100	75081	78065
6.5	54500	57495	61079	64107	0	70159	73186	76212	79239
7	55264	58306	61985	65056	0	71199	74272	77342	80412
7.5	56034	59115	62889	66007	0	72239	75354	78471	81588
8	56800	59925	63796	66958	0	73279	76439	79599	82762
8.5	57568	60736	64700	67906	0	74319	77526	80730	83936
9	58337	61543	65606	68857	0	75362	78609	81859	85110
9.5	59102	62354	66510	69807	0	76400	79694	82988	86285
10	59872	63164	67414	70755	0	77439	80779	84118	87461
10.5	60637	63975	68319	71706	0	78480	81863	85248	88635
11	61406	64783	69226	72658	0	79519	82947	86378	89808
11.5	62173	65593	70132	73607	0	80559	84033	87508	90981
12	62942	66404	71038	74557	0	81600	85116	88637	92159
12.5	63710	67214	71944	75510	0	82637	86203	89767	93333
13	64475	68023	72849	76459	0	83680	87288	90897	94507
13.5	65246	68833	73754	77408	0	84717	88375	92026	95681
14	66012	69645	74660	78358	0	85759	89457	93155	96857
14.5	66779	70453	75564	79310	0	86799	90542	94286	98030
15	67548	71262	76469	80259	0	87837	91626	95415	99205
15.5	68314	72073	77373	81210	0	88879	92711	96544	100378
16	69084	72884	78280	82161	0	89917	93796	97674	101553
16.5	69849	73691	79186	83110	0	90959	94881	98802	102729
17	70616	74502	80089	84061	0	91998	95965	99932	103903
17.5	71386	75311	80995	85010	0	93041	97050	101062	105078
18	72149	76122	81902	85962	0	94079	98136	102191	106252
18.5	72921	76932	82806	86911	0	95119	99219	103320	107425
19	73688	77742	83714	87862	0	96160	100304	104451	108601
19.5	74452	78552	84617	88812	0	97198	101391	105581	109775
20	75225	79361	85525	89763	0	98240	102474	106710	110951
20.5	75990	80173	86429	90714	0	99279	103559	107839	112123
21	76756	80982	87333	91663	0	100318	104643	108969	113298
21.5	77525	81791	88239	92612	0	101359	105729	110097	114473
22	78296	82599	89144	93564	0	102399	106813	111227	115650
22.5	79058	83412	90048	94513	0	103438	107898	112356	116822
23	79827	84221	90956	95463	0	104478	108983	113486	117996
23.5	80598	85030	91858	96413	0	105518	110067	114617	119172
24	81361	85840	92765	97365	0	106558	111151	115747	120346
24.5	82130	86650	93671	98316	0	107598	112237	116877	121521
25	82901	87461	94577	99265	0	108639	113322	118006	122694

AN AGREEMENT BETWEEN THE CLARKSTOWN CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION AND THE CLARKSTOWN TEACHERS ASSOCIATION

FOR THE PERIOD: SEPTEMBER 1, 2006 - AUGUST 31, 2010

Employees Whose Date of Hire is After 7/1/96

2009-2010 Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	DOC
1	47480	50093	52703	55316	0	60539	63151	65762	68373
1.5	48273	50928	53638	56297	0	61611	64269	66927	69586
2	49063	51762	54571	57276	0	62682	65390	68091	70797
2.5	49856	52595	55504	58254	0	63754	66506	69258	72006
3	50646	53432	56439	59235	0	64829	67624	70422	73218
3.5	51437	54267	57368	60214	0	65899	68743	71586	74429
4	52230	55101	58305	61193	0	66972	69862	72751	75640
4.5	53020	55937	59238	62174	0	68043	70980	73917	76851
5	53814	56772	60172	63152	0	69115	72097	75081	78062
5.5	54602	57607	61106	64133	0	70189	73216	76244	79272
6	55394	58443	62040	65112	0	71262	74335	77408	80485
6.5	56189	59277	62972	66094	0	72333	75454	78574	81695
7	56977	60113	63906	67072	0	73406	76574	79739	82904
7.5	57771	60947	64838	68053	0	74478	77689	80903	84117
8	58560	61782	65773	69033	0	75550	78808	82066	85327
8.5	59352	62618	66705	70011	0	76622	79929	83232	86538
9	60145	63450	67639	70991	0	77698	81045	84396	87748
9.5	60934	64286	68571	71971	0	78768	82164	85560	88959
10	61728	65122	69503	72948	0	79839	83283	86725	90172
10.5	62516	65958	70436	73928	0	80912	84400	87890	91382
11	63309	66791	71372	74910	0	81984	85518	89055	92592
11.5	64100	67626	72306	75888	0	83056	86638	90220	93801
12	64893	68462	73240	76868	0	84129	87754	91384	95015
12.5	65685	69297	74174	77850	0	85198	88875	92549	96226
13	66473	70131	75107	78829	0	86274	89993	93714	97436
13.5	67268	70966	76040	79807	0	87343	91114	94878	98647
14	68058	71803	76974	80787	0	88417	92230	96042	99859
14.5	68849	72637	77906	81768	0	89489	93348	97208	101068
15	69641	73471	78839	82747	0	90559	94466	98372	102280
15.5	70431	74307	79771	83727	0	91634	95585	99536	103489
16	71225	75143	80706	84707	0	92704	96703	100701	104701
16.5	72014	75975	81640	85686	0	93778	97822	101864	105913
17	72805	76811	82571	86666	0	94849	98939	103029	107123
17.5	73598	77645	83505	87645	0	95925	100058	104194	108335
18	74385	78481	84440	88626	0	96995	101178	105358	109545
18.5	75181	79316	85372	89605	0	98067	102294	106522	110755
19	75972	80152	86309	90585	0	99140	103413	107688	111967
19.5	76760	80987	87240	91565	0	100211	104534	108854	113178
20	77556	81821	88176	92545	0	101285	105650	110018	114390
20.5	78345	82658	89108	93526	0	102356	106769	111182	115598
21	79135	83492	90040	94504	0	103427	107886	112347	116810
21.5	79928	84326	90974	95482	0	104501	109006	113510	118021
22	80723	85159	91907	96464	0	105573	110124	114675	119235
22.5	81508	85997	92839	97442	0	106644	111242	115839	120443
23	82301	86831	93775	98422	0	107716	112361	117004	121653
23.5	83096	87665	94705	99401	0	108789	113479	118170	122866
24	83883	88501	95640	100383	0	109861	114596	119335	124076
24.5	84676	89336	96574	101363	0	110933	115716	120500	125288
25	85470	90172	97508	102342	0	112006	116834	121664	126497

Summer School

2005-06	1st Year	2nd Year	3rd Year	4th Year
Grades 7-12	$ 7,895.00	$ 8,268.00	$ 8,640.00	$ 9,006.00
Grades 3-6	$ 3,979.00	$ 4,167.00	$ 4,355.00	$ 4,539.00

2006-07 (3.0	1st Year	2nd Year	3rd Year	4th Year
Grades 7-12	$ 8,131.85	$ 8,516.04	$ 8,899.20	$ 9,276.18
Grades 3-6	$ 4,098.37	$ 4,292.01	$ 4,485.65	$ 4,675.17

2007-08 (3.0	1st Year	2nd Year	3rd Year	4th Year
Grades 7-12	$ 8,375.81	$ 8,771.52	$ 9,166.18	$ 9,554.47
Grades 3-6	$ 4,221.32	$ 4,420.77	$ 4,620.22	$ 4,815.43

2008-09 (3.0	1st Year	2nd Year	3rd Year	4th Year
Grades 7-12	$ 8,627.08	$ 9,034.67	$ 9,441.16	$ 9,841.10
Grades 3-6	$ 4,347.96	$ 4,553.39	$ 4,758.83	$ 4,959.89

2009-10 (3.1	1st Year	2nd Year	3rd Year	4th Year
Grades 7-12	$ 8,894.52	$ 9,314.74	$ 9,733.84	$ 10,146.17
Grades 3-6	$ 4,482.75	$ 4,694.55	$ 4,906.35	$ 5,113.64

Salary schedule for Grades 3-6 is prorated at .504 of Grades 7-12

Amendment to Collective Bargaining Agreement ("the Agreement") between the Clarkstown Teachers Association ("the Association") and the Board of Education of the Clarkstown Central School District ("the District") for the Period July 1, 1983 through June 30, 1986.

APPENDIX G

WHEREAS, after negotiations, the parties agree to the following amendments/additions to the Agreement to accommodate the expanded special education program resulting from the District's decision to establish a special program housed at the Birchwood School paralleling the services provided by Rise West; and

WHEREAS, the parties agree that these amendments/additions are necessary because of the special nature of the new program, and that such shall only be applicable to those persons in the Association's negotiating unit, the Instructional Staff, assigned to the new program.

Amendments/Additions

1. Article XII, para. 6. - No teacher will be required to schedule an after-school remediation class for his/her students.

2. Article XIV, para. 3. - Duty-free lunch periods will not be required for teachers eating with his/her students as part of the educational program. Such teachers will be provided the lunch offered by the school cafeteria free of charge.

Article XIV, para. 4. & 5. - Notwithstanding paragraphs 4. and 5., the District shall retain the flexibility to schedule a teacher's workday according to the special needs of the program so long as paragraph "1." is complied with.

3. Article I, para. 2. - Educational Social Workers shall be added to the Association's negotiating unit.

4. Article VIII; Article XIII - Teaching Assistants ("TA's") employed by the District who were employed by Rise West as Teaching Interns ("TI's") will be given special consideration for Special Education vacancies which may arise. Such vacancies will be posted at the Birchwood School.

5. Article VIII - It is understood that the persons joining the District's Instructional Staff who were previously employed by Rise West must be treated, for purposes of probation, tenure and seniority for layoff purposes, as new employees as required by law. However, as amongst themselves, excessing (abolition of position), if necessary, shall be in inverse order of Rise West seniority.

SO AGREED:

BOARD OF EDUCATION OF CLARKSTOWN CENTRAL SCHOOL DISTRICT

By: Barbara Flagg

Dated: 3/14/84

CLARKSTOWN TEACHERS ASSOC

By: Edward Taylor

Dated: 3/15/84

Pursuant to Resolution of the Board of Education of the Clarkstown Central School District dated March 12 and Resolution of the Executive Board of the CTA dated February 27, 1984

EXTENDED THROUGH JUNE 30, 1989
EXTENDED THROUGH JUNE 30, 1992
EXTENDED THROUGH JUNE 30, 1996
EXTENDED THROUGH JUNE 30, 2000
EXTENDED THROUGH JUNE 30, 2002
EXTENDED THROUGH JUNE 30, 2006

APPENDIX H

DIRECT DEPOSIT AUTHORIZATION

I hereby authorize the CLARKSTOWN CENTRAL SCHOOL DISTRICT to initiate credit entries and to initiate, if necessary, debit entries and adjustments for any credit entries in error to my (our) account indicated below and the bank named below, hereinafter called DEPOSITORY, to credit and/or debit the same to such account.

BANK NAME_____

TRANSIT/ABA #_____ ACCOUNT#_____

NOTE: The Transit/ABA number is the 1st 9 digits on your check.

CHECK ONE (1): CHECKING_____ SAVINGS_____ ACCOUNT
CHECK ONE (1): START_____ CHANGE_____ CANCEL_____

This authority is to remain in full force and effect until THE CLARKSTOWN CENTRAL SCHOOL DISTRICT has received written notification from me of its termination in such time and in such manner as to afford THE CLARKSTOWN CENTRAL SCHOOL DISTRICT and DEPOSITORY a reasonable opportunity to act on it.

DATE_____ NAME (PRINT)_____

SIGNATURE _____

SOCIAL SECURITY # _____

PLEASE ATTACH A BLANK VOIDED CHECK IF THIS AUTHORIZATION IS FOR A CHECKING ACCOUNT.

APPENDIX I

June 30, 1995

MEMORANDUM OF UNDERSTANDING between the

CLARKSTOWN TEACHERS ASSOCIATION

and

CLARKSTOWN CENTRAL SCHOOL DISTRICT

It is hereby understood that:

the CTA unit members will be permitted to participate in a Section 125 Plan administered by the District

the District will facilitate participation by interested CTA unit members in benefits offered under NYSUT Benefits Plus. The District assumes no responsibility for the nature and operation of NYSUT Benefits Plus plans.

henceforth, all CTA members hired to start anytime after the close of a regular school year and before the start of the next school year will report for two additional days without additional compensation to take part in an orientation program structured by the District. The days must be within ten days of the first day of the new school year. A good faith attempt will be made to use days as close as possible to the start of the new school year.

Paul D. Duddy 7/25/95

Paul Duddy, President Date
Clarkstown Teachers Association

William Heebink July 9 1995

William B. Heebink Date
Superintendent of Schools
Clarkstown Central School District

AN AGREEMENT BETWEEN THE CLARKSTOWN CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION AND THE CLARKSTOWN TEACHERS ASSOCIATION

FOR THE PERIOD: SEPTEMBER 1, 2006 - AUGUST 31, 2010

MEMORANDUM OF AGREEMENT ("hereinafter "MOA")

THIS AGREEMENT, entered into as of the 26th day of June, 2003, by and between Clarkstown Central School District ("Employer") and the Clarkstown Teachers Association (the Association"), does hereby amend the terms of the existing collective bargaining agreement ("CBA") that governs the employment relationship between Employer and the Association, as follows:

Effective July first, 2003, the Employer and Association agree to the following:

MANDATORY CLAUSES

1. **No Cash Option** No employee may receive cash in lieu of or as an alternative to any of the Employer's Non-elective Contribution(s) described herein.

2. **Contribution Limitations** In any applicable year, the maximum Employer Contribution shall not cause an employee's 403(b) account to exceed the applicable contribution limit under Section 415(c)(1) of the Code, as adjusted for cost-of-living increases. For Employer Non-elective Contributions made post-employment to former employees' 403(b) account, the Contribution Limit shall be based on the employee's compensation, as determined under Section 403(b)(3) of the Code and in any event, no Employer Non-elective Contribution shall be made on behalf of such former employee after the fifth taxable year following the taxable year in which that employee terminated employment.

   In the event that the calculation of the Employer Non-elective Contribution referenced in any of the preceding paragraphs exceeds the applicable Contribution Limits, the excess amount shall be handled by the Employer as follows:

   A. For all members in the New York State Teachers' Retirement System ("TRS") with a membership date before June 17, 1971[1], the Employer shall first make an Employer Non-elective Contribution up to the Contribution Limit of the *Internal Revenue Code* and then pay any excess amount as compensation directly to the Employee. In no instance shall the Employee have any rights to, including the ability to receive, any excess amount as compensation unless and until the Contribution Limit of the *Internal Revenue Code* are fully met through payment of the Employer's Non-Elective Contribution; and

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[1] Explanation for TRS Categories: Under *Education Law* § 501(11)(a), the calculation of a pre-June 17, 1971 TRS Tier I member's last five years final average salary (upon which a member's life-time pension is, in part, calculated) includes any non-ordinary income (such as termination pay) which is received as compensation prior to December 31st of the year of retirement. Thus, such a member would benefit from receiving, as compensation, in their final year of employment that portion of the Employer Non-elective contribution, which is in excess of the maximum Contribution Limits of IRC §415.

The final average salary of all other members of the TRS (*i.e.* all TRS members with a membership date on or after June 17, 1971) may not include any form of Termination Pay; therefore, the Employer's post-retirement payment into the employee's 403(b) account of that portion of the Employer Non-elective Contribution, which is in excess of the maximum Contribution Limits of IRC §415, is more advantageous for those member.

B. For all members in the New York State Teachers Retirement System ("TRS") with a membership date in the TRS on or after June 17, 1971, and for all members in the New York State Employees' Retirement System regardless of their membership date, the Employer shall first make an Employer Non-elective Contribution up to the Contribution Limit of the *Internal Revenue Code* and then pay any excess amount as compensation directly to the Employee. In no instance shall the Employee have any rights to, including the ability to receive, any excess amount as compensation unless and until the Contribution Limit of the *Internal Revenue Code* are fully met through payment of the Employer's Non-Elective Contribution.

3. **403(b) Accounts** Employer contributions shall be deposited into the 403(b) account selected by employee to receive Employer contributions, provided such account will accept Employer Non-elective Contributions. If the employee does not designate a 403(b) account to receive Employer's contributions, or if the account designated will not accept Employer's Non-elective Contributions for any reason, then Employer shall deposit contributions, in the name of the employee, into the endorsed 403(b) program.

4. **Tier I Adjustments** Tier I members with membership dates prior to June 17, 1971, Employer Non-elective Contribution hereunder will be reported as non-regular compensation to the New York State Teachers' Retirement System.

5. This MOA shall be subject to IRS regulations and rulings. Should any portion be declared contrary to law, then such portion shall not be deemed valid and subsisting, but all other portions shall continue in full force and effect. As to those portions declared contrary to law, the Association and Employer shall promptly meet and alter those portions in order to provide the same or similar benefit(s) which conform, as closest as possible, to the original intent of the parties.

6. This MOA shall further be subject to the approval of the 403(b) Provider, which shall review the MOA as a matter of form and as the provider of investment products designed to meet the requirements of Section 403(b) of the *Internal Revenue Code*. Upon request, ING Life Insurance and Annuity Company ("ILIAC") agrees to provide the Employer with ILIAC's standard hold harmless agreement where the Employer has selected ILIAC as the provider of 403(b) accounts for receipt of Employer Non-elective Contributions.

7. Both the Employer and Employee are responsible for providing accurate information to the 403(b) Provider. This information includes both Elective and Employer Non-Elective Contributions and the amount of the participant's Includible Compensation.

8. **Non-Elective Employer Contribution:**

In the 2002-03, 2003-04, 2004-05 and 2005-06 school years, a Retirement Incentive Plan will be available to N.Y.S. Teachers Retirement System eligible teachers in the year in which they reach age 55 by the last day of the school year as shown on the school calendar (the age cut-off date may be changed by written agreement between the Association's President and the Superintendent of Schools). Each retiree shall receive a non-elective employer contribution in

the sum of $12,000 plus 10% of the value of remaining sick days, valuing each day @ 1/185 of final salary. This sum is to be paid directly into his/her 403(b) account as specified above.

9. Supplemental Retirement Benefits:

In addition to this non-elective employer contribution, in the 2002-03, 2003-04, 2004-05 and 2005-06 school years, retirees may choose between any one of the following benefits: long-term elder care insurance,* full health insurance coverage until the participant reaches age 65, $100,000 life insurance coverage* (*provided retiree is "insurable" which defined as insurance being available to him/her from an insurer licensed to do business in New York) as with the foregoing plans, or a lump-sum cash distribution of $12,000 plus 10% of the value of remaining sick days, valuing each day @ 1/185 of final salary. Election to participate in the plan and choice of option shall be filed no later than March 15th of the year of retirement. This agreement supercedes Article XXII, paragraph 9 of the collective bargaining agreement.

10. For the 2002-03 school year, Employees with 28 or more years of service shall also qualify for the Retirement Incentive Plan. In such cases, the plan shall exclude Long-Term Care Insurance and Life Insurance as options.

11. It is further understood that the Employer makes no warranties or representations as to the selection of ING as the 403(b) provider which has been designated at the request of the Association as the endorsed 403(b) provider. Moreover, the Employer has agreed to participate in this program due to the request of the Association.

For Employer

By: _____

Dated: 7/2/03

For the Association

By: _____ PAUL R. DIFFLEY

Dated: 7/2/03

APPENDIX K:

Prior Course Approval Guidelines

General

Preamble –Any documents which predate and are in conflict with the below guidelines shall be superceded by this document. These guidelines shall be in force for the duration of the Teachers contract expiring 9/1/2010, unless renegotiated by the District and the CTA. Any changes made to these guidelines before 9/1/2010 must be negotiated with the CTA.

Introduction

The ultimate goals of continuous graduate study are to enhance teacher professionalism and craft-knowledge, improve instruction, and promote student success. This is encouraged through: the enhancement of knowledge; improvement of instruction skills and strategies beyond what is gained in a bachelor's and master's degree program; an increased awareness of current educational research, technology and reforms; the enhancement of communication skill and leadership opportunities; the improvement of collaborative efforts; and planned programs which respond to District goals.

The objectives of professional study are to: improve the professional competence of the participant; contribute toward improving the quality of student learning experiences and increase achievement; and support the achievement of District goals.

Therefore, the following information is crucial to the approval process:

- All courses submitted must be affiliated with/sponsored by an accredited university/college, the Rockland Teacher's Center, or in-district offerings (if approved). This includes on-line courses. The New York State Teacher Certification Office lists this website for checking on accreditation of colleges/universities http://www.ope.ed.gov/accreditation/Search.asp. Teachers can review this site prior to submitting a course approval form.
- On-line courses require a log. The log must be completed along with a printout of the work you have done for your on-line course. Before you can receive credit for this work, you must submit the log to the personnel office.
- Prior Course Approval Forms are to be directed to the Curriculum Office or the Pupil Personnel Office (elementary/secondary teachers and counselors= Curriculum Office; special education teachers, speech teachers psychologists=Pupil Personnel Office)

    - Each Prior Course Approval Form will be reviewed by the principal and central office staff. The principal's signature indicates support of the course

work or area of study for salary adjustment; however, all requests are at the discretion of the central office staff. If a central office administrator is inclined to deny a request, he/she will consult with a second central office staff member to gain consensus. A course denied approval must be accompanied by an explanation based on the standards above. The district shall work with the affected employee to develop a plan of coursework which will be approved by the district.

Courses Leading to a Master's Degree

- Programs/courses of Study leading to a Master's degree will be approved. When approved, Individual courses which lead to a degree do not need to be approved if the program has previously received approval.. All courses leading to the degree can be used towards salary advancement. The teacher must submit a request in writing to the curriculum office asking for program approval. The designated central office administrator will review the request and send a letter to the employee approving the program.

Masters Degrees requiring more than 36 credits shall be credited toward the next salary advancement.

Credits not part of the degree program shall be used for salary advancement. (Ex. A teacher takes 15 credits and acquires BA+15, then changes gears and fulfills a different 32-credit masters degree for which those first 15 credits did not count. Upon receipt of the master's degree, those first 15 credits should count toward the advancement to MA+30.)

Courses Leading to an Additional Master's Degree

- Programs/courses of study leading to an additional master's degree may be approved depending on the course of study of the program. If the course of study leads to an additional certification area, the program will be approved. The teacher must submit a request in writing to central office asking for program approval. The designated central office administrator will review the request and send a letter to the employee approving the program.

The Journey from a Master's Degree to a Master's +60

Time for Courses

- One graduate credit equals 15 contact hours. Therefore, a 3-credit course should meet for at least 45 hours. In the event that 45 hours are not specifically documented in the course catalog, the teacher must provide evidence from the college/university, which states that the teacher will be actively engaged in learning for at least 45 hours. The district recognizes that some courses are project based.

Factors Involved with the Approval of a Course

1. Teachers must submit a Prior Course Approval Form to central office at least one month prior) to beginning the course. Prior to this submission, the form must be reviewed and signed by the building principal. The District must respond to the Prior Approval application within two weeks of the applicant's request. In the event that the academic institution cancels a course after the one month deadline has passed or the District has rejected the application, the applicant may submit a new Prior Approval application less than one month prior to the beginning of the course.

2. The district may not reject a prior approval course application after the semester has begun.

3. The applicant must specify whether the course is taken for either in-service credit or graduate credit. Approval must be obtained prior to taking the course. Credit will not be granted without prior approval.

4. The teacher must provide supporting documentation for each course. Supporting documentation may include, but is not limited to: information from a course catalog, information from the college/university concerning the time involved with the course; on-line web addresses; information about a college/university.

5. Once again, the ultimate goal of continuous graduate study is to enhance teacher professionalism and craft knowledge, improve instruction and promote student success. Therefore, courses must go beyond the knowledge/skills a teacher with a Master's degree would have already acquired and must demonstrate a considerable amount of academic rigor that a post-Master's course would offer to increase teaching effectiveness. For the purposes of prior approval a course shall be considered rigorous if it presents knowledge that is new to the applicant and furthers his//her professional and/or intellectual development. Exceptions to this shall exist

if a course is a prerequisite for a desired higher-level course. Courses can demonstrate advancement in the current certification area or gaining credits in an additional certification area.

6. With the understanding that special education teachers may need to take undergraduate or pre-master's classes to receive a certification in a content area, upon completion and evidence of NYS certification in the content area, these credits will be considered for salary advancement.

7. If three credits are requested and yet the course time requirement is not met, the credits will be prorated toward salary advancement according to the following scale:
   - Minimum of 15 hours = 1 credit
   - Minimum of 30 hours = 2 credits
   - Minimum of 45 hours = 3 credits
   - Courses whose time is less than the minimum shall be awarded the next lower number of credits. (Ex.- a course with 38 credit hours shall be granted 3 credits)

8. If the Prior Course Approval Form is not submitted to central office at least one month in advance of the course's starting date, the course will not be used for salary advancement. Exceptions to this may occur as outlined in #1 of "Factors Involved with the Approval of a Course."

Cooperating Teacher/Student Teacher

- A Cooperating Teacher Report must be completed for the staff member supervising a student teacher and submitted to the building principal when the student teaching is completed. The teacher must immediately submit the form to the Personnel Office. The form will be used to determine credit for salary purposes providing that it is filed by the end of the school year in which the supervision took place.