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**Contract Database Metadata Elements**

Title: **Central Square Central School District and Central Square Teachers Association (2008)**

Employer Name: **Central Square Central School District**

Union: **Central Square Teachers Association**

Effective Date: **07/01/08**

Expiration Date: **06/30/10**

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TA/4738

**Contract Extension**  
**Two-Year Extension Agreement (2008-2010)**

between the

**Superintendent of Schools**

of the

**Central Square Central School District**

and the

**Central Square Teachers Association**

Effective

July 1, 2008 through June 30, 2010

**RECEIVED**  
NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD

JAN 14 2010

**ADMINISTRATION** Mission: To Empower All Students to Excel as Citizens in a Changing World

365



**AGREEMENT**

**CONTRACT EXTENSION (2008-2010)  
Between the  
Central Square Teachers Association  
And the  
Central Square Central School District**

THE PARTIES HEREBY AGREE TO THE CHANGES IN THE CURRENT 2006-08 AGREEMENT AS DESCRIBED HEREIN. ITEMS NOT MENTIONED IN THIS AGREEMENT SHALL REMAIN UNCHANGED IN THE CONTRACT. THIS AGREEMENT SHALL BE APPENDED TO THE CONTRACT UNTIL SUCH TIME AS A NEW CONTRACT BETWEEN THE PARTIES IS AGREED TO. AT THAT TIME THE LANGUAGE CHANGES HEREIN SHALL BE INCORPORATED AND PRINTED IN THE NEW CONTRACT.

For the District:

For the Association:

Randy Costello 6.9.2009  
Date

Jana Meredith June 9, 2009  
Date

**ARTICLE 18**  
**SALARY AND PROFESSIONAL COMPENSATION**

A. Adjustments in compensation for services will be made by the rates which will be applied to the areas defined after each school year.

B. 2008-2009 3.75% using the procedures identified in Article 18, Section C of the existing Contractual Agreement plus \$500 adjustment to those with 15 to 25 credited years of service.

2009-2010 3.75% using the procedures identified in Article 18, Section C of the existing Contractual Agreement plus \$500 adjustment to those with 16 to 26 credited years of service.

C. 2008-2010

1.

a. Starting Base Salary - The starting base salary shall be increased by 2% in each of the two (2) year extension as follows:

2008-09 base salary shall be \$40,302.

2009-10 base salary shall be \$41,108.

b. Flat Rate Payment(s) - The flat rate payment(s) shall be those figures, which are added after the yearly base salary has been determined.

2. New Employees - Base Salary

Starting salary credit for experience – each year of credited experience teaching in the same tenure area as the one the member is being hired to teach in shall be valued at \$453 for 2008-2009 and \$470 for 2009-2010 up through four (4) years of credited experience. Any year of credited experience in excess of four (4) shall be credited at \$191 for 2008-2009 and \$198 for 2009-2010. These dollar amounts shall be added to the base salary for a new employee at time of hire in accordance with Article 24 of this agreement.

3. Credit hours - a flat rate per credit hour shall be added to the base salary for a new employee at time of hire. Approval of credit hours at the time of hire shall be at the discretion of the Superintendent of Schools except for those hours functionally related to teaching duties, tenure area, certification, and/or assignment. Additionally, for any existing employee who earns additional graduate credit hours, his/her base salary shall be adjusted by the flat rate per credit hour which shall thereafter become a permanent part of the employee's base salary.

Graduate and in-service hours will be reimbursed at the rates listed below. This monetary compensation will apply to college hours and to in-service hours for courses having prior approval of the Superintendent. Additional hours will be credited twice a year, in September and January.

<u>YEAR</u>	<u>RATE</u>
2008-2009	\$89 per credit hour
2009-2010	\$92 per credit hour

4. Additional degrees – A flat rate, as listed below, shall be added to the base salary for a new employee at time of hire if such teacher holds a Master Degree. Additionally, for any existing employee who earns a Master Degree, his/her base salary shall be adjusted by the flat rate which shall thereafter become a permanent part of the employee's base salary.

<u>YEAR</u>	<u>RATE</u>
2008-2009	\$1,733
2009-2010	\$1,798

5. Guidance Counselors and Psychologists who desire shall be employed eleven (11) months. The eleventh month will be twenty (20) working days. Salary for the eleventh month shall be 1/10<sup>th</sup> of the year's base salary. Guidance Counselors and Psychologists stipends for 2008-2009, \$1,512 and for 2009-2010, \$1,568, which shall thereafter become a permanent part of the employee's base salary.

D. Teachers salaries shall be paid every other Friday according to a pre-determined schedule for the entire school year. Checks will be dated in accordance with the schedule of pay dates. Checks will be distributed on the pay dates as per schedule.

E. PHYSICAL THERAPY ASSISTANTS AND OCCUPATIONAL ASSISTANTS

Physical Therapy Assistants and Occupational Therapy Assistants will receive the same benefits, rights and privileges as Occupational and Physical Therapists.

STARTING BASE SALARY

<u>Years of Service</u>	<u>2008-2009</u>	<u>2009-2010</u>
1	\$ 24,171	\$ 24,654
2	\$ 24,755	\$ 25,250
3	\$ 25,339	\$ 25,846
4	\$ 25,923	\$ 26,442
5	\$ 26,507	\$ 27,038
6 (maximum)	\$ 27,091	\$ 27,634

F. Longevity

- With the completion of the unit member's 10 years of unit service in the Central Square Central School District, members shall have added to their yearly wage a \$250 longevity salary credit. These salary credits shall become a permanent part to the member's regular annual salary.
- With the completion of the unit member's 15 years of unit service in the Central Square Central School District members shall have added to their yearly wage a \$300 longevity salary credit. These salary credits shall become a permanent part of the member's regular annual salary.
- With the completion of the unit member's 20 years of unit service in the Central Square Central School District, members shall have added to their yearly wage a \$150 longevity salary credit. These salary credits shall become a permanent part of the member's regular annual salary.
- Unit members receiving the Longevity salary credit for the first time shall have it added to their base salary prior to the application to that year's percentage salary increase.

**ARTICLE 19**  
**GUIDELINES FOR EXTRA DUTY/EXTRA PAY REIMBURSEMENT**

- A.**
1. All extra assignments will be categorized within one of eight groupings. The following criteria will be used:
    - Hours (student contact, travel, length of season, etc.)
    - Number of participants
    - Responsibilities (physical risk, equipment, staff, etc.)
    - Community pressure
    - Teaching involved
  2. Lower level categories will be determined according to the following criteria:
    - JV position(s) will fall one category beneath Varsity
    - Asst. position(s) will fall one category beneath respective head coach at particular level
    - Modified sports will be determined on an individual basis due to the differences in length of season
- B.**
1. Reimbursement for extra duties and assignments will utilize the Coaching Categories and Stipends and Extra Duty Salary Schedules.
  2. For each school year, each returning coach/advisor will be placed on his/her appropriate experience level.
  3. If a coach/advisor moves to a position within the same sport/activity but in a higher category, the coach/advisor will suffer no loss of experience levels.
  4. Each level of the Extra Duty Salary Schedule and all other salaries in Article 19 will be increased by:
    - 3.75% in 2008-2009
    - 3.75% in 2009-2010
  5. Each line of the Coaching Categories and Stipends Schedule will be based upon a percentage of an index as shown on the following pages.
  6. Movement from coaching one sport to coaching in a different sport will result in one year of coaching credit for every three years of coaching experience earned at the same level or higher.
- C.** The compensation for an additional sport and/or activity will be the subject for negotiations.



- D. A coach/advisor should not receive less money through this system than was received in the previous year for coaching/advisor that activity with the exception of a coach/advisor who accepts a position in a lower category of that same activity.
- E. All Director positions listed under this article are excepted from Article 1, Section A.
- F. Multiple sport coaches (those who coach two or more different sports during a school year) will receive an additional stipend above the normal coaching index for each sport. This will be paid at the end of each school year.

<u>YEAR</u>	<u>2 SPORTS</u>	<u>MORE THAN 2 SPORTS</u>
2008-2009	\$151	\$302
2009-2010	\$157	\$313

- G. Coaches will receive an extra stipend for post season competition (sectional, regional, and state-sanctioned only) according to the following criteria and scale:

1. For the purpose of computing the extra stipend, post season play will be a minimum of two days with a maximum of ten days. Stipends will only be paid for days where practice or competition occurs. This will be retroactive to the first day following the end of the regular season.
2. Varsity coaches will be paid on a per diem basis as follows:

<u>Individual sport</u>	<u>Head Coach</u>	<u>Assistant Coach</u>
2008-2009	\$30	\$24
2009-2010	\$31	\$25

- | <u>Team sport</u> | <u>Head Coach</u> | <u>Assistant Coach</u> |
|-------------------|-------------------|------------------------|
| 2008-2009         | \$54              | \$47                   |
| 2009-2010         | \$56              | \$48                   |

- An individual sport coach may be paid according to the team sport rate if fifty per cent (50%) or more of his/her individual team members qualify for post season competition.

- H. Additional teams and coaches will be considered based upon interest, participation and safety.
- I. By December 1 of each year a coach may submit in writing with rationale, a request to the Director of Health, Physical Education and Athletics to have his/her category rating re-evaluated. Such a re-evaluation can also be initiated by the Director. Results of individual re-evaluation will be subject to the collective bargaining process.

**Coaching Stipends and Categories**

2008-2009

Category

Index		1	2	3	4	5	6	7	8
		10.80%	8.50%	7.00%	6.00%	5.10%	4.00%	2.00%	1.00%
Step	54482								
	1	\$5,884	\$4,631	\$3,814	\$3,269	\$2,779	\$2,179	\$1,090	\$545
	2	\$6,061	\$4,770	\$3,928	\$3,367	\$2,862	\$2,245	\$1,122	\$561
	3	\$6,236	\$4,908	\$4,042	\$3,465	\$2,945	\$2,310	\$1,155	\$577
	4	\$6,411	\$5,046	\$4,155	\$3,562	\$3,027	\$2,374	\$1,187	\$594
	5	\$6,590	\$5,187	\$4,272	\$3,661	\$3,112	\$2,441	\$1,220	\$610
	6	\$6,768	\$5,327	\$4,387	\$3,760	\$3,196	\$2,507	\$1,253	\$627
	7	\$6,944	\$5,465	\$4,501	\$3,858	\$3,279	\$2,572	\$1,286	\$643
	8	\$7,118	\$5,602	\$4,614	\$3,954	\$3,361	\$2,636	\$1,318	\$659
	9	\$7,296	\$5,742	\$4,729	\$4,053	\$3,445	\$2,702	\$1,351	\$676
	10	\$7,471	\$5,880	\$4,842	\$4,151	\$3,528	\$2,767	\$1,384	\$692
	11	\$7,650	\$6,021	\$4,959	\$4,250	\$3,613	\$2,833	\$1,417	\$708

2009-2010

Category

Index		1	2	3	4	5	6	7	8
		10.80%	8.50%	7.00%	6.00%	5.10%	4.00%	2.00%	1.00%
Step	56525								
	1	\$6,105	\$4,805	\$3,957	\$3,392	\$2,883	\$2,261	\$1,131	\$565
	2	\$6,288	\$4,949	\$4,075	\$3,493	\$2,969	\$2,329	\$1,164	\$582
	3	\$6,470	\$5,092	\$4,194	\$3,595	\$3,055	\$2,396	\$1,198	\$599
	4	\$6,651	\$5,235	\$4,311	\$3,695	\$3,141	\$2,463	\$1,232	\$616
	5	\$6,838	\$5,381	\$4,432	\$3,799	\$3,229	\$2,532	\$1,266	\$633
	6	\$7,022	\$5,527	\$4,551	\$3,901	\$3,316	\$2,601	\$1,300	\$650
	7	\$7,205	\$5,670	\$4,670	\$4,003	\$3,402	\$2,668	\$1,334	\$667
	8	\$7,385	\$5,812	\$4,787	\$4,103	\$3,487	\$2,735	\$1,368	\$684
	9	\$7,570	\$5,957	\$4,906	\$4,205	\$3,574	\$2,804	\$1,402	\$701
	10	\$7,751	\$6,100	\$5,024	\$4,306	\$3,660	\$2,871	\$1,435	\$718
	11	\$7,937	\$6,247	\$5,144	\$4,410	\$3,748	\$2,940	\$1,470	\$735

**ADVISOR**  
**EXTRA DUTY SALARY SCHEDULE**

<u>Category</u>	<u>Level</u>	<u>2008-2009</u>	<u>2009-2010</u>
1	1 (1-3)	\$5,252	\$5,449
1	2 (4-7)	\$5,507	\$5,714
1	3 (8-12)	\$5,746	\$5,961
1	4 (13-18)	\$5,995	\$6,219
1	5 (19+)	\$6,241	\$6,475
2	1 (1-3)	\$3,823	\$3,967
2	2 (4-7)	\$3,999	\$4,148
2	3 (8-12)	\$4,181	\$4,338
2	4 (13-18)	\$4,363	\$4,526
2	5 (19+)	\$4,536	\$4,706
3	1 (1-3)	\$3,344	\$3,469
3	2 (4-7)	\$3,503	\$3,634
3	3 (8-12)	\$3,660	\$3,798
3	4 (13-18)	\$3,814	\$3,957
3	5 (19+)	\$3,971	\$4,119
4	1 (1-3)	\$2,865	\$2,972
4	2 (4-7)	\$2,998	\$3,111
4	3 (8-12)	\$3,138	\$3,256
4	4 (13-18)	\$3,270	\$3,393
4	5 (19+)	\$3,402	\$3,530
5	1 (1-3)	\$2,390	\$2,480
5	2 (4-7)	\$2,503	\$2,597
5	3 (8-12)	\$2,613	\$2,711
5	4 (13-18)	\$2,720	\$2,822
5	5 (19+)	\$2,834	\$2,941
6	1 (1-3)	\$1,912	\$1,984
6	2 (4-7)	\$2,001	\$2,076
6	3 (8-12)	\$2,094	\$2,172
6	4 (13-18)	\$2,178	\$2,259
6	5 (19+)	\$2,269	\$2,354
6A	1 (1-3)	\$1,459	\$1,513
6A	2 (4-7)	\$1,526	\$1,583
6A	3 (8-12)	\$1,596	\$1,656
6A	4 (13-18)	\$1,663	\$1,725
6A	5 (19+)	\$1,734	\$1,799

7	1 (1-3)	\$955	\$990
7	2 (4-7)	\$1,002	\$1,040
7	3 (8-12)	\$1,044	\$1,083
7	4 (13-18)	\$1,090	\$1,131
7	5 (19+)	\$1,139	\$1,182
8	1 (1-3)	\$480	\$498
8	2 (4-7)	\$497	\$516
8	3 (8-12)	\$522	\$541
8	4 (13-18)	\$544	\$564
8	5 (19+)	\$568	\$589
9	1 (1-3)	\$324	\$336
9	2 (4-7)	\$338	\$351
9	3 (8-12)	\$354	\$367
9	4 (13-18)	\$368	\$382
9	5 (19+)	\$384	\$398

ACTIVITY    CATEGORY LEVEL

Advisors	1.....	Field Band Director
		H.S. Yearbook
		H.S. Winter Guard Director
	2.....	Field Band Assistant Director
		M.S. Parade Band Director
	3.....	Junior Class
		Faculty Auditor
		M.S. Winter Guard Director
	4.....	Senior Class
	5.....	Field Band Instructors (8 positions)
		H.S. Winter Guard Equipment Instructor
		H.S. Winter Guard Movement/Body Instructor
		H.S. Winter Guard Drill Instructor
		M.S. Parade Band Assistant Director
		Redhawk ACT Advisor

**REIMBURSEMENT FOR MISCELLANEOUS EXTRA DUTIES**

	<u>2008-2009</u>	<u>2009-2010</u>	
<u>Chaperones</u>			
Bus	each, per round trip	\$50.54	\$52.43
School Events			
	Dances,	\$55.87	\$57.96
	Scholastic Competition,	\$55.87	\$57.96
	and/or Performances		
Sports Events			
	Ticket Seller-per night	\$57.60	\$59.97
	Ticket Taker-per night	\$50.54	\$52.43
	Clock Operator-per night	\$50.54	\$52.43
	Scorekeeper-per night	\$50.54	\$52.43
	P.A. Announcer-per night	\$50.54	\$52.43
	Game Officiating-per Night	\$72.27	\$74.98
	Game Supervisor – HS	\$57.80	\$59.97
	Game Supervisor – MS	\$50.54	\$52.43

- J. All duties not listed in the Extra Duties schedule are to be considered voluntary.
- K. Teachers required to use their personal car for school purposes will be reimbursed at the current IRS rate.

**ARTICLE 20**  
**INSURANCE PROTECTION**

**B. Health**

1. The School District will provide Excellus Blue Cross/Blue Shield hospitalization insurance (Central Certification 365-Day Blue Cross-National Account Program), medical/surgical insurance, and major medical insurance (alternate Major Medical with \$50 deductible). Also, the School District will provide a comparable health insurance plan through HMO.
2. Effective February 1, 2009, the School District will pay 91% of the total cost of the individual coverage and 91% of the total cost for additional family coverage for members of the teaching staff.

Effective July 1, 2009, the School District will pay 90% of the total cost of the individual coverage and 90% of the total cost for additional family coverage for members of the teaching staff.

3. Effective February 1, 2009, the prescription drug benefit shall be separated from the major medical benefit and a two (2) tier prescription drug benefit shall be established. The two (2) tier benefit will include a five dollar (\$5) co-pay for a thirty (30) day supply of generic drugs at retail pharmacies and a twenty dollar (\$20) co-pay for a thirty (30) day supply of brand name drugs at retail pharmacies. In addition, the District will offer a mail order program that will include a single five dollar (\$5) co-pay for a ninety (90) day supply of generic drugs and a single twenty dollar (\$20) co-pay for a ninety (90) day supply of brand name drugs.
4. A joint Health Insurance Committee will be established per the attached Health Insurance Committee Memorandum of Agreement.
5. Those bargaining unit members who retire after ten (10) years of full-time employment with the School District will be offered health insurance coverage. The School District will pay 50% of the total cost of individual retirees' coverage and 35% of the total cost of additional individual or family coverage for present and future bargaining unit retirees. In the case of a husband and wife who are covered by Section 2 above, each will be offered an individual coverage at the time of retirement. Additionally, the School District will pay 5% for each year of service to the School District beyond 20 years for future retirees.
6. For a married couple, both of whom work for the District, the District will pay for 100% of the premium cost for individual and dependent coverage. It is understood when husband and wife are both District employees, that they are permitted to enroll in only one health insurance plan. It is also understood that in the event of the death of the named insured, or the divorce of the employees,

coverage will be immediately available to the non-covered employee at the same percentage contribution as other bargaining unit members.

7. The District shall contribute 100% of the premium cost for employee coverage under a mutually agreed upon Employee Assistance Program.

## APPENDIX "C"

### Saturday Suspension and After School Detention Program

1. Rate of Compensation: \$33.27 per hour for 2008-2009  
\$34.52 per hour for 2009-2010
2. Type of Appointment: Annual
3. Number of Supervisors: Staff members will be appointed by the Principal.
4. Administrative support: There will be an administrator on-call (but not necessarily on school grounds) during each Saturday Suspension session.
5. Emergency cancellation: Cancellation of specific Saturday Suspension sessions will be the responsibility of the Principal. Notification of cancellation will be made through conventional media channels.
6. Frequency of sessions: Although Saturday Suspension is intended to be offered every other Saturday during the school year, actual scheduling of specific sessions will be at the discretion of the building principal.
7. Minimum/Maximum Efforts will be made to maintain a range of Student Number: between fifteen and twenty-five students at any given Saturday Session.
8. Renegotiation provision: All aspects of this agreement are subject to re - negotiation as needs mandate.



## APPENDIX "D"

### Extended Day Program

1. Rate of Compensation: \$3,205 per teacher per semester course for 2008-2009  
\$3,325 per teacher per semester course for 2009-2010
2. Number of teachers involved in program: 2
3. Type of Appointment: Annual
4. Hours of program: Sixty hours per course per semester
5. Renegotiation provision: All aspects of this agreement are subject to renegotiation as needs mandate.
6. Support for curriculum: Each teacher involved in the extended school day revision: program will be provided two (2) discretionary days in order to engage in curriculum revision.
7. Class Size: Per CSTA contract.

**MEMORANDUM OF AGREEMENT  
BETWEEN  
CENTRAL SQUARE CENTRAL SCHOOL DISTRICT (District)  
AND THE  
CENTRAL SQUARE TEACHERS ASSOCIATION (CSTA)**

WHEREAS, the CSTA and District have agreed to a new contract covering years 2008 through 2010, and

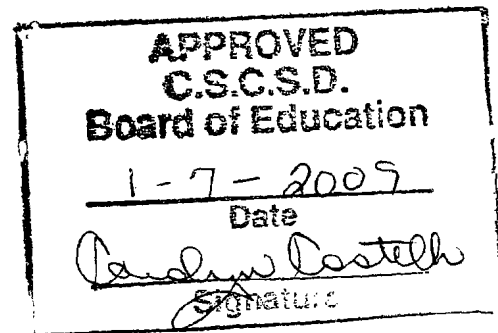
WHEREAS, the agreement includes establishing a committee with equal CSTA and District representation for the purpose of studying all District health insurance programs, and

WHEREAS, the parties must agree to a MOA delineating the make-up and parameters of the committee; and

NOW, THEREFORE, the make-up and parameters in the committee shall be as follows:


1. The committee shall be composed of four (4) representatives each of the CSTA and District.
2. The committee shall meet monthly or as needed.
3. The committee shall operate on a consensus basis.
4. The committee shall be tasked with the following:

- Exploring/researching financial feasibility and acceptable alternatives to the current insurance programs offered by the District to CSTA members.
- Employing the required expertise for reaching the best possible conclusions.

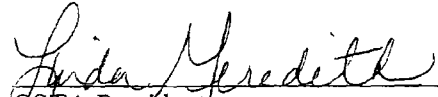


- Preparing a recommendation/report for the District and CSTA.
5. The committee shall make its report to the District and CSTA prior to the end of the February, 2010.
  6. The committee's report shall not in any way be interpreted as a collectively bargained agreement between the parties, or be binding in any way upon either party, but shall form a mutual basis for future insurance program negotiations between the parties.

Dated: 12-19-2008

  
Superintendent of Schools

Dated: 12-19-2008

  
CSTA President

**MEMORANDUM OF AGREEMENT  
BETWEEN  
CENTRAL SQUARE CENTRAL SCHOOL DISTRICT (District)  
AND THE  
CENTRAL SQUARE TEACHERS ASSOCIATION (CSTA)**

WHEREAS, the CSTA and District have agreed to a new contract covering years 2008 through 2010, and

WHEREAS, the agreement includes a modification of Article 7, Teaching Hours and Class Load.

WHEREAS, the parties have agreed to certain details of said modification; and


NOW, THEREFORE, the details of the Article 7 modifications shall be as follows:

1. Article 7, Paragraph A 1, 2, 3, 4, 5, 6, 8, 13 and 14 shall remain in full force and effect.
2. Requirements set forth in Article 7, Paragraph A 7, 9, 10, 12, and 15 shall be suspended from July 1, 2008 through June 30, 2010.
3. During the suspension of these provisions the committee created by Article 7. A.13 shall be tasked with researching alternatives to the current SDIS program.
4. The committee shall make recommendations to the District and CSTA prior to the end of the April, 2010.
5. The committee's recommendations shall not in any way be interpreted as a collectively bargained agreement between the parties, or be binding in any way

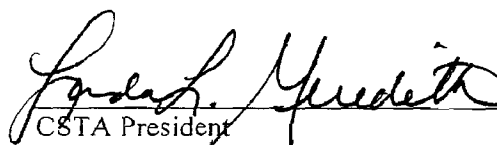
upon either party, but shall form a mutual basis for future negotiations between the parties.

6. All modifications to Article 7, Section A, as set forth herein shall sunset on June 30, 2010.

Dated: 1-5-2009

  
Superintendent of Schools

Dated: 1-8-09

  
CSIA President

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