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**AGREEMENT**

BOARD OF EDUCATION

EVANS-BRANT CENTRAL SCHOOL DISTRICT

LAKE SHORE CENTRAL SCHOOLS

ANGOLA, NEW YORK

AND

LAKE SHORE CENTRAL TEACHERS' ASSOCIATION



**CONTRACT TO BE EFFECTIVE**

**July 1, 2009 through June 30, 2014**

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## AGREEMENT

### **BOARD OF EDUCATION EVANS-BRANT CENTRAL SCHOOL DISTRICT ANGOLA, NEW YORK**

**AND**

### **LAKE SHORE CENTRAL TEACHERS' ASSOCIATION**

CONTRACT TO BE EFFECTIVE: July 1, 2009 – June 30, 2014

#### **1. RECOGNITION AGREEMENT**

##### **1.1 AGREEMENT**

This Agreement made and entered into as of the 15<sup>th</sup> day of February, 2011, by and between the Board of Education of Lake Shore Central School, hereinafter referred to as the "Board", and the Lake Shore Central Teachers' Association, hereinafter referred to as the "Association".

##### **1.2 PHILOSOPHY**

1.2.1 The Board and the Association firmly believe that the primary function of the Board and its employees is to assure each boy and girl attending the Lake Shore Central Schools the highest level of educational opportunities obtainable. The Board recognizes that teaching is a profession; and the Board and the Association believe that the objectives of the educational program are realized to the highest degree when mutual understanding, cooperation and effective communications exist between the Board and its employees.

##### **1.3 RECOGNITION**

1.3.1 The Board hereby recognizes the Association as the exclusive official negotiating agent for all instructional staff employed by the District, including Teachers, Librarians, School Counselors, Teaching Assistants, School Psychologists, Speech Therapists and Occupational Therapists, with the exception of Board of Cooperative Educational Services personnel and substitutes. Persons holding all of these positions shall be referred to as "member" or "members" in the provisions of this Agreement, unless the provision specifically indicates to the contrary. Long-term substitute teachers replacing those on unpaid child-care leave or unpaid leave of absence are not substitutes within the interpretation of Section 1.3.1.

1.3.1.1 The position of Occupational Therapist is in the classified Civil Service. Accordingly, Section 6.2 of this Agreement (Dismissal) is not applicable to Occupational Therapists, and any reference to the New York State Teachers Retirement System shall be deemed to be a reference to the New York State Employees Retirement System for Occupational Therapists.

- 1.3.1.2 This recognition shall continue in effect to the maximum extent permissible by law, and the Association shall submit to the Board by December 1 of each year a notarized list of the members represented by the Association.

#### 1.4 PRINCIPLES

- 1.4.1 LSCTA PERSONNEL - It is recognized that members require specialized qualifications and that the success of the educational program of the Lake Shore Central Schools depends upon the maximum utilization of the abilities of members who are reasonably well satisfied with the conditions under which their services are rendered.
- 1.4.2 RIGHT TO JOIN OR NOT JOIN. It is further recognized that employees have the right to join or not to join the Association but membership shall not be a prerequisite for employment or continuation of employment of any member.
- 1.4.3 If a provision of this Agreement is inconsistent with any law, rule or regulation, the provision shall be null and void but all other provisions shall remain in effect.

#### 1.5 AREAS FOR DISCUSSION

- 1.5.1 This recognition constitutes an Agreement between the Board and the Association to reach mutual understandings regarding matters related to terms and conditions of employment. The Board and the Association recognize that the Board is the legally constituted one responsible for the determination of policies covering all aspects of the Lake Shore public school system. The Board recognizes that it must operate in accordance with all statutory provisions of the State and such other rules and regulations as are promulgated by the Commissioner of Education in accordance with such statutes.

The Board cannot reduce its legal responsibility.

The Board cannot negotiate its legal responsibility.

The Board cannot delegate its legal responsibility.

- 1.5.2 This Agreement is a complete record of all commitments made by the parties as a result of the negotiations which preceded this Agreement. During the life of this Agreement, the District may make unilateral changes in the terms and conditions of employment of members except changes which would violate an express provision of this Agreement; provided, however, that the Association shall not be prohibited from negotiating with the District on the impact of any such change provided that it makes a request to do so within ten (10) calendar days of being informed of the change. In order for a commitment outside of this Agreement to be binding upon the parties, it must be in writing and signed by both the Superintendent and the President of the Association on the date of or a date after the execution of this Agreement.

## 2. PROCEDURES FOR CONDUCTING NEGOTIATIONS

### 2.1 NEGOTIATING TEAMS

2.1.1 Designated representatives of the Board will meet with representatives designated by the Association for the purpose of discussion and reaching mutually satisfactory agreements. Neither party in any negotiations shall have any control over the selection of the representatives of the other party and each party may select its representatives from within or outside the School District.

### 2.2 OPENING NEGOTIATIONS

2.2.1 Negotiations shall be initiated no later than February 15 of the final year of the Agreement. All issues proposed for discussion shall be submitted in writing by the Association to the Board or its delegated representatives at the first meeting and the Board shall submit in writing to the Association or its representatives, all issues upon which it wishes to negotiate, no later than the first meeting. All proposals shall be specific and detailed in nature. All necessary subsequent meetings shall be called at times mutually agreed upon by the parties.

### 2.3 NEGOTIATION PROCEDURES

2.3.1 Designated representatives of the Board shall meet at such mutually agreed upon places and times with representatives of the Association for the purpose of effecting a free exchange of facts, opinions, proposals and counter-proposals in an effort to reach mutual understanding and agreement. Both parties agree to conduct such negotiations in good faith and to deal openly and fairly with each other on all matters. Following the initial meeting as described in paragraph 2.2.1, such additional meetings shall be held as the parties may require to reach an understanding on the issue or issues or until an impasse is reached. Meetings shall be held at a time other than during regular school hours.

### 2.4 EXCHANGE OF INFORMATION

2.4.1 Both parties shall furnish each other, upon reasonable request, information pertinent to the issue(s) under consideration.

### 2.5 CONSULTANTS

2.5.1 The parties may call upon consultants to assist in preparing for negotiations and to advise them during conference sessions. The expense of such consultants shall be borne by the party requesting them.

### 2.6 REACHING AGREEMENT

2.6.1 When consensus is reached covering the areas under discussion, the proposed agreement shall be reduced to writing as a memorandum of understanding.

2.6.2 IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUND THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

2.6.3 Both parties will meet and act on the tentative agreement within twenty-one (21) days after settlement of same at the bargaining table. The complete collective bargaining agreement will be reproduced by the Board with Association approval within thirty (30) days after ratification, except in unusual circumstances. Cost of reproduction to be equally shared by the Association and the Board.

## 2.7 PUBLIC STATEMENT

2.7.1 Either party may release to the public from time to time, statements in regard to the progress of negotiations.

## 3. ABSENCES AND LEAVES

### 3.1 SICK LEAVE

3.1.1 Thirteen (13) personal illness, family illness, and/or bereavement leave days per year, will be provided for each member.

3.1.2 Family leave shall be limited to parents, spouse or domestic partner, children, and other dependents within the member's household. In the case of mother-in-law and/or father-in-law, family leave shall be limited to a maximum of five (5) days per school year.

3.1.3 Except for family as defined in Section 3.1.2, bereavement leave shall be limited to a maximum of three (3) days bereavement for sister, brother, grandmother, grandfather, sister-in-law, and brother-in-law, and a maximum of one day for aunt and uncle and, daughter-in-law and son-in-law.

Due to the requirements of some religions, variations in bereavement days may be needed. These will be handled on a case by case basis as determined by the superintendent.

3.1.4 Unused leave days will accumulate without limit and may be used for personal illness only.

3.1.5 Leave days for personal illness shall be deducted from the accumulated days in Section 3.1.4 until exhausted. Deduction shall then be made from Section 3.1.1.

3.1.6 Holidays and emergency closure days that fall during the use of Section 3.1 will not require the use of a leave day.

### 3.1.7 SICK BANK OPERATION



- 3.1.7.1 The Board of Education agrees that the Association has the right to establish and operate a Sick Bank.
- 3.1.7.2 The Board will transfer sick leave days from the accumulated total of an individual with 30 days or more who authorizes such a transfer for the purpose of joining the Sick Bank. For the purpose of retaining membership, the Board will transfer personal illness, family illness and/or bereavement days from any individual with a sick leave accumulation of 17 days or more. Days transferred to the Bank shall belong to the Bank and may not be reclaimed by the individual member. The record of leave days needed for Bank membership or continuation shall be calculated effective as of July 1 of any given school year.
- 3.1.7.3 The Association shall assume the entire responsibility of internal administration of the Sick Bank with all applications for needed days to be received from Bank members by the Association. The Board agrees to cooperate with the Association in payroll matters in dealing with distribution of Sick Bank days to the persons authorized by the Association to receive said days.
- 3.1.7.4 A detailed listing of members of the Bank and the use made of the days collected from members of the Bank will be submitted to the Superintendent by the Association. This report to be in the form acceptable to and approved by the Superintendent. Necessary administrative information that may be required to make the plan workable shall be provided when requested by the Superintendent.
- 3.1.7.5 The maximum grant of sick days will be 165 days for each disability.

### 3.1.8 SICK LEAVE/RETIREMENT

- 3.1.8.1 Upon retirement, after February 1, 2011, members will be compensated at the rate of \$100 for each accumulated leave day.
- 3.1.8.2 In the event a member dies while employed by the District, any monetary compensation in Section 3.1.8.1 shall be placed in the member's estate.
- 3.1.8.3 Within thirty (30) days of the effective date of a member's service retirement as defined by the New York State Teachers Retirement System ("NYSTRS"), the District will deposit, as a non-elective employer contribution, any monies to which the retiring member is entitled pursuant to paragraph 3.1.8 of the Agreement, into a 403(b) account which the member has identified in writing to the District prior to the effective date of the member's retirement. The District shall have no obligation to make the payment until; the member has designed a 403(b) account which will accept the payment.

The amount paid into the 403(b) account under paragraph 3.1.8, when combined with any other amounts paid into that account in that calendar year, shall not exceed the applicable maximum allowable contribution as defined by Internal Revenue Code §415(c). If the amount to which the member is entitled pursuant to

paragraph 3.1.8, along with any other amounts paid into the member's 403(b) account, in that calendar year, exceeds the applicable maximum as set forth in §415(c), the District shall: (1) for Tier I members with a NYSTRS membership date prior to June 17, 1971, pay any excess amount (minus any required withholdings and/or deductions) to the member directly in that same calendar year, or (2) for all other members, pay such excess amount into the member's identified 403(b) account in January of the next calendar year, provided that such amount shall not exceed the applicable maximum which may be contributed in that next calendar year on a tax-exempt basis pursuant to the applicable limitations as specified under the Internal Revenue Code; should there be any such excess amounts after such payments in January of that calendar year, the remaining amount shall be paid into the member's identified 403(b) in January of the next succeeding calendar year.

### 3.2 PERSONAL LEAVE

3.2.1 Each member shall be granted a maximum of two (2) personal leave days and two (2) personal business leave days each school year. Personal business leave days shall be used only for personal business which cannot be transacted after the workday. Use of all such days shall require two (2) work days notice to the District, except in the case of an emergency which prevents the member from giving such notice, in which case the member shall give notice as soon as possible. All of such days may be broken down into half days. Under normal circumstances, personal leave days may not be taken the workday before or the workday after a vacation. Personal business days may not be taken the workday before or the workday after a vacation except upon prior approval of the Superintendent. Such days shall not be unreasonably denied. Up to three (3) personal leave and/or personal business leave days, including fractional parts, if unused shall be added to the member's accumulated sick leave.

### 3.3 JURY DUTY

3.3.1 All members covered by this Agreement who must miss work time because they are called to jury duty shall receive their regular wages (including benefits) and suffer no loss of leave days, and in turn will reimburse the District for the hourly compensation received from the court system for attending said jury duty. It is understood that the member is not to reimburse the District for compensation received for expenses such as parking and food allowance. Members shall not defer or request to defer jury duty for which they are called outside their work schedules.

### 3.4 EMERGENCY CANCELLATION

3.4.1 Members, as described in Section 1.3.1, will not be required to be in school when schools are closed by the Superintendent due to weather conditions, such as snow, or as the result of extreme physical or mechanical problems relating to one or more of the district's facilities. The meaning of the word "emergency" as it relates to this paragraph is extended to include the closing of a school or schools by the Superintendent as the result

of student health problems. Emergency closing may include one or more buildings of the District.

### 3.5 CHILD-CARE LEAVE

3.5.1 A child-care leave, without pay, not to exceed two (2) years per event shall be granted, upon request, to any member for:

1. Care of a newborn child.
2. Adoption.

3.5.2 Except in unusual circumstances (i.e., death of spouse, loss of spouse's employment, death of a child), a member's return from child-care leave begun in a previous year shall be limited to the beginning of the 1st, 2nd, or 3rd marking period. If the leave was begun during the current school year, after September 30, that person may return at the start of any quarter during the remainder of that school year.

### 3.6 LEAVE OF ABSENCE

3.6.1 Leave of absence is defined as any leave, without pay, granted by the Board of Education, upon the request of a member. A member on leave will have the option of retaining health benefits coverage if they pay the total premiums through the Board of Education. The Board is under no obligation to pay any of the premiums during the leave.

3.6.2 Any member who has a period of unpaid leave will have his or her sick leave for the year pro-rated\*. If the member starts the year on unpaid status, the member's sick leave credit for the year will not be granted until the member starts working and the amount of leave actually earned is known. If a member is working at the beginning of the year and then has a period of unpaid leave, the member's allotment for the year will be reduced by the amount of time the member is on unpaid status. Members who are on paid leave will continue to earn and receive their entitlement to sick leave benefits in the same way as they do other fringe benefits.

\*Pro-rate: Based upon 10 months being 100% of 17 days. Any fractional portion of the calculation of a day is not to be deducted from the benefit days.

## 4. GENERAL TEACHING CONDITIONS

### 4.1 FACULTY ROOMS

4.1.1 In all school buildings of the District at least one room will be provided and furnished by the District for the use of the membership.

4.1.2 The membership of each building will have the privilege of obtaining, at their own expense, the following items for use in the faculty room – [A] Coffee Urn [B] Radio [C] TV.

4.1.3 The Board will provide a section of refrigerator space in the cafeteria for those members who bring a lunch which needs refrigeration.

#### 4.2 PARKING FACILITIES

4.2.1 Parking facilities of the District will be on a non-reserved basis except as designated by the Superintendent. In case of building construction, parking will be on a first-come first-served basis.

#### 4.3 OUTSIDE ORGANIZATIONS

4.3.1 Members will be encouraged to aid in the betterment of the school community by taking an active part in the support of community organizations and activities.

#### 4.4 ANNUITY PROGRAM

4.4.1 The Board of Education will provide members with the opportunity, pursuant to Section 3109 of the New York State Education Law, to enter into written agreements for salary reductions for the purpose of purchasing annuities or custodial accounts. Changes may be made at any time with 30 calendar days notice to the District unless otherwise prohibited by law or Internal Revenue Code.

#### 4.5 IRS SECTION 125 PLAN

4.5.1 The District will provide members with access to a plan established pursuant to Section 125 of the Internal Revenue Code.

### 5. TEACHING ASSIGNMENTS, CLASS LOAD, AND HOURS

#### 5.1 MEMBER HOURS

5.1.1 The length of the regular members' workday at the elementary buildings shall be 7 hours. The length of the regular members' workday at the secondary buildings shall be 7 hours 35 minutes.

5.1.2 No member will be required to be at his/her teaching station prior to fifteen (15) minutes before pupil starting time.

5.1.3 No secondary member will be required to remain more than one (1) regular period beyond student dismissal time. No elementary school member will normally be required to remain longer than (30) minutes after normal student dismissal time; however, on an as needed basis, this thirty (30) minutes may be extended to forty-five (45) minutes. Members will remain available during this period to aid students, or use such time for planning and preparation or other professional duties.

5.1.4 Members may leave fifteen (15) minutes after the regular student dismissal on Fridays and days before holidays.

- 5.1.5 The Building Principal may, at his/her discretion, request each member to sign in on a sheet provided in the building office each time a member reports to work in said building.
- 5.1.6 Notwithstanding the provisions of paragraphs 5.1.1, 5.1.2 and 5.1.3, the District may assign members to schedules which begin before or after the regular member workday in a building, and end a corresponding amount of time before or after the member workday in the building, so long as the workday for the member(s) under such schedule(s) is no longer than the workday for other members in the same building. No individual member's schedule may vary by more than one (1) hour (or one block if the building is on a block schedule) outside the regular member workday in the member's building. In the event that the District determines to make such an assignment or assignments, the District will identify the members within the building who are appropriate to the assignment(s) and solicit volunteers from among them; if the District receives no volunteers, or an insufficient number of volunteers, then the least senior member(s) from the identified group within the building shall be so assigned.
- 5.1.7 Members may be required to attend one Open House meeting per year. Members assigned to two or more buildings may be required to attend a second Open House. Dates and hours shall be mutually agreed upon between the Association and the District.
- 5.1.8 Members who are hourly employees will be required to use the electronic time keeping system each day in lieu of submitting time sheets to principals for payroll.

## 5.2 LUNCH PERIOD

- 5.2.1 When daily total hours of a member's duty exceed five (5) hours, duties must be assigned so as to provide a period of at least thirty (30) minutes in length which shall be free from assigned duties and which shall be scheduled, so far as practical, during the hours normally allotted to pupils' lunch periods
- 5.2.2 When a member's lunch or planning period is invaded by transportation between buildings, they would have permission to leave that much earlier at the end of the school day.

## 5.3 MEMBER ASSIGNMENTS

- 5.3.1 At the elementary level, each member shall receive five (5) planning periods during each week of five (5) working days (reduced proportionately for weeks of less than five (5) days). When a member does not receive his/her five (5) regularly scheduled planning periods because a special class (art, physical education, music, etc.) was not held, compensatory time for the member shall be arranged by the Building Principal during the same work week. The sixth planning period shall be used for grade level or other group meetings within the building, with the agenda for two (2) such meetings per month being set by the administration.
- 5.3.2 Assignments during the student day at the middle school and high school will not normally exceed five (5) teaching assignments and one non-teaching assignment, except

in unusual circumstances. If a member is assigned a sixth teaching assignment in lieu of one non-teaching assignment, the Principal will discuss his/her reason(s) for the assignment with the member. Members may freely choose, if available, a sixth teaching assignment in lieu of one non-teaching assignment.

- 5.3.2.1 If the middle school and/or high school uses block scheduling, one of two schedules shall be used: (a) during each four (4) day cycle a member will have ten (10) teaching blocks, four (4) student advisement sessions of approximately 30 minutes each and one block of a non-teaching assignment; or (b) during each two (2) day cycle a member will have five (5) teaching blocks and one block of a non-teaching assignment. In both schedules a member shall have at least one block of planning time each day.
- 5.3.2.2 "Non-teaching assignments" may include supervisory assignments (such as study halls), student advisement, home base, and integrated instruction/group time in the sixth grade. "Student advisement" is a non-teaching assignment similar to the format used for the sixth assignment under the regular schedule at the high school during the 2000-2001 and 2001-2002 school years. "Home base" is a middle school assignment similar to student advisement at the high school.

5.3.3 Members will receive ample notification of the nature of their assignment for the following year, including not only building and grade level, but also middle and senior high school courses and/or ability levels. This is to be done by the middle of August.

5.3.4 No member shall be required to accept a student teacher.

5.3.5 Physical Education teachers hired after July 1, 1987 will be required to coach a minimum of one interscholastic athletic team during seventeen (17) of their first twenty (20) school years of employment with the District.

#### 5.4 CLASS LOAD

5.4.1 In keeping with the Board's continuing policy of providing the best for all children of the District, class size of member assignments will be maintained at a level consistent with sound and current educational practices.

5.4.2 The transfer of students to balance class size in and between elementary buildings will be completed by Wednesday of the third week of July, and the class sizes will be made available to the Association as of the next workday. The splitting of families and the distribution of their children to separate buildings to maintain class size will not be required under this provision. Opening day class sizes will be made available to the Association prior to the first day of classes.

#### 5.5 FACULTY MEETINGS

5.5.1 Members will be required to attend regular and reasonably scheduled faculty meetings called by supervisory personnel, such meetings pertaining to department, level, area,

building, or district. Faculty meetings may run one-half (½) hour beyond the normal member dismissal time if the agenda requires it and if the meeting begins within ten (10) minutes of the normal student dismissal time.

- 5.5.2 Elementary members may be required to attend a maximum of four (4) grade level meetings per school year. These meetings shall be no more than one hour in length (including the portion during the member's regular workday).

## 5.6 WORK YEAR

- 5.6.1 The member work year shall not exceed 188 work days. The District will schedule four consecutive work/conference days during the week immediately prior to Labor Day, if student attendance is not required. Members last workday for the school year will be the last Regents rating day in June.
- 5.6.2 Each elementary member will receive one-half rating day for the purpose of record keeping/classroom reorganization/grade reporting to coincide with the last Regents rating day. The time shall be designated for the use of the member, and the district shall not schedule any meetings/activities/presentations/curriculum, etc. assignments during this time. The District may schedule one faculty meeting on this day which may not exceed one hour in length. It is understood that the aforementioned day will not occur if there is a "snow day shortfall", requiring a calendar change to meet the 180-day New York State requirement.
- 5.6.3 During each school year (July 1 to June 30) members shall be required to participate in fourteen (14) hours of approved professional development aligned with District standards and assessments and student needs, and articulated within and across grade levels. Such professional development shall be outside of the member workday and work year and shall be for the purpose of improving student performance/meeting student needs. This requirement will be prorated for part-time members or those who complete less than a full year of paid full-time service. All members who work less than a full work year must complete all required hours prior to their last workday. If a member participates in more than fourteen (14) hours in a school year, the member may carry over up to ten (10) such hours to be credited toward the requirement for the following school year only.
- 5.6.3.1 Programs to meet these requirements will be scheduled by the District after school, on Saturdays and during the summer recess. Within the first two weeks of each semester, the District will make known to members the in-service offerings which are then planned for that semester; the District will make known as soon as practicable any additional offerings which are added during the course of each semester. Any hours which a member wishes to complete in a program not offered by the District must be approved by the administration in writing before the work is begun. The District's Professional Development Plan Committee may review and make advisory recommendations about in-service offerings of the District. It also may review and make advisory recommendations to the District on members' requests for approval of programs offered outside the District.

6. EVALUATION, DISMISSAL AND PROTECTION

6.1 EVALUATION

6.1.1 EVALUATION shall be defined as any measurement of a member's performance and include:

OBSERVATION defined as a classroom evaluation of not less than fifteen minutes. The purpose of this evaluation is to assess instructional responsibilities.

PERFORMANCE EVALUATION, defined as a written evaluation of personal qualities and professional responsibilities.

6.1.2 GENERAL TERMS

6.1.2.1 All monitoring, evaluation, or observation of the work performance of a member will be conducted openly.

6.1.2.2 Persons appointed during the school year shall be observed and evaluation forms completed at a ratio equal to their time of employment compared to a full year of employment.

6.1.2.3 Members with multi-building assignments shall be evaluated in a manner consistent with all provisions of this Agreement. The principals or supervisors shall share equally in the evaluation.

6.1.2.4 All evaluations will be conducted in a professional manner by Administrators and Supervisors closely associated with the member being evaluated as well as the Assistant Superintendent and Superintendent of Schools and any professional personnel with educational and/or subject matter background when called for by a teacher improvement plan pursuant to the Professional Performance Review Plan (or equivalent if Professional Performance Review Plan is replaced or modified).

6.1.3 Areas to be evaluated shall include, but not be limited to:

Instructional Responsibilities  
Personal Qualities, and  
Professional Responsibilities

6.1.4 FREQUENCY OF EVALUATIONS AND OBSERVATIONS OF NON-TENURED APPOINTEES

6.1.4.1 There shall be a minimum of three (3) evaluations per year, one each semester plus one summary or year-end evaluation.



#### 6.1.5 REVIEW OF EVALUATIONS AND OBSERVATIONS

- 6.1.5.1 All evaluations shall be followed by a conference that will be held within ten (10) workdays of the evaluation.
- 6.1.5.2 Members will be given a copy of any evaluation report prepared by their supervisors at least one day before the conference. Members will treat the evaluation report in a professional manner.
- 6.1.5.3 All members will have the right to have included as part of his/her personnel folder, his/her written response, if any, to evaluation reports. Any response shall be submitted within 20 working days of the conference or the final report, whichever is later.

#### 6.1.6 REPORTING EVALUATIONS

- 6.1.6.1 Evaluation reports shall give rationale for all below average ratings.

#### 6.2 DISMISSAL

##### 6.2.1 NOTIFICATION OF REAPPOINTMENT OR TENURING OF PROBATIONARY APPOINTEES

A member will be informed of the Superintendent's intention to recommend or not to recommend the granting of tenure at least sixty (60) calendar days prior to the expiration of his/her probationary period.

#### 6.3 PERSONNEL FOLDERS

- 6.3.1 A Member will have access to his/her personnel folder upon request. He/she may make copies of material within the folder but may not remove the folder from the area in which it is kept.
- 6.3.2 All evaluations shall be signed by the member. The member's signature shall indicate that the evaluator completed the evaluation on the date stated and that the member was shown the evaluation prior to it becoming part of the member's personnel folder. Should a member refuse to sign an evaluation, the evaluator shall notify the Association in writing of said refusal, and the evaluation shall become part of the member's personnel folder. Return receipt of refusal letter shall be given by the Association.

#### 6.4 DEFENSE OF MEMBERS

- 6.4.1 The Board will provide an Attorney or Attorneys for and pay such Attorney's fees and expenses necessarily incurred in the defense of a member, in any civil or criminal action arising out of any disciplinary action taken against any pupil of the District while in the discharge of his/her duties within the scope of his/her employment.

- 6.4.2 The Board shall save harmless and protect members from financial loss arising out of any claim, demand, suit, or judgment by reason of alleged negligence or other act resulting in accidental bodily injury to any person on or off school property, while in the discharge of his/her duties within the scope of employment.
- 6.4.3 The Board will arrange with an Insurance Company to maintain the aforesaid defense.
- 6.4.4 However, the Board shall not be subject to the duties and obligations above provided, unless such member shall, within ten (10) days from the time he/she is served with any Summons, Complaint, Process, Demand, Notice or Pleading, deliver the original or a copy of same to the Board.

## 7. TRANSFERS, PROMOTIONS, FILLING OF VACANCIES

### 7.1 FILLING VACANCIES

- 7.1.1 Members of the LSCTA will be notified of vacant positions within the District for which the Board of Education will make an appointment.
- 7.1.2 Any vacancy that occurs from September through June shall be posted via electronic mail to all members. Members will be given five (5) workdays to apply for advertised vacancies.
- 7.1.3 When an initial vacancy occurs, there will be a maximum of three rounds of bidding for the purpose of transferring to the resulting vacancies.
- 7.1.4 During the summer months (i.e. July and August), any member certified to teach in a specific subject area where there is a vacancy will be notified via regular, first class mail and through electronic mail. In addition, notice of the vacancy will be posted at each of the school building's main offices at the beginning of each week.
- 7.1.5 If a written notification of a vacancy occurs after the third Friday in the month of August, the District will continue to follow the above mentioned procedure and when an individual is chosen to fill that vacancy he/she will not be appointed to that position until the subsequent school year. For the immediate school year when the vacancy occurs, the District will appoint any candidate it determines is appropriate and qualified for the position. If the previously vacant position is abolished before the start of the subsequent school year, the individual chosen from the posting process will be awarded a position at that grade level thus displacing the least senior individual at that grade level.

### 7.2 TRANSFERS WITHIN THE DISTRICT

- 7.2.1 As used in this section, a "transfer" is (a) a change in the grade level and/or building of an elementary (K-6) member's assignment or (b) a change in the building of a secondary (7-12) member's assignment.

- 7.2.2 Any member or other certified personnel desiring a transfer to a position in the same tenure area within the District will make the request in writing to the Superintendent before signing the Salary Notice for the next school year. Said notice to designate building assignment.
- 7.2.3 Subject to the provisions of 7.2.5, members applying for a transfer shall be considered on the basis of qualifications and seniority in the District; if qualifications are equal, then seniority shall prevail. Written notice of approval, or denial, of the transfer request will be submitted to the applicant. In the event of denial of the request, the reasons will be stated in this written notice.
- 7.2.4 Except for transfers made under 7.2.5, when an involuntary transfer occurs in a subject certification area (English, Technology Education, Mathematics, etc.), the staff member with the least District seniority will be transferred.
- 7.2.5 The Superintendent may transfer up to three (3) members within a school year where (a) the transfer is made in accordance with the procedures of a Teacher Improvement Plan developed pursuant to the District's Professional Performance Review Plan, (b) the requirement for which the Teacher Improvement Plan was communicated to the member no later than June 10 of the school year before the Plan went into effect, (c) the Teacher Improvement Plan includes a reference to a possible transfer and (d) the member has been observed at least three times during the school year before the transfer is made. The Superintendent shall consider transferring such a member to a vacant position, and such a transfer may be made before or after the members are notified of the position pursuant to 7.1.1 and before or after it is made available for voluntary transfer under 7.2.2 and 7.2.3. If the Superintendent determines that a member shall be displaced to effect a transfer, he/she will notify the Association President, and, upon request, meet with the Association President to review the reason(s) for that determination. The Superintendent shall then seek volunteers among those members holding positions which the Superintendent determines are appropriate for the transfer. If no such teacher volunteers to be displaced, the Superintendent shall designate the member to be displaced, provided that such designation shall not be final until the member has been given an opportunity to discuss it with the Superintendent. A member who is displaced to effect such a transfer shall be deemed to have the greatest seniority of all members applying for a transfer under paragraph 7.2.3, provided that such super-seniority shall terminate once it is used or five (5) years from the effective date of the involuntary transfer, whichever occurs first. No member shall be involuntarily displaced more than once in his/her career in order to effect a transfer under this provision.

## 8. PROVISIONS FOR INSTRUCTIONAL IMPROVEMENT

### 8.1 CURRICULUM PROJECTS

- 8.1.1 A member or members may submit applications for curriculum study and revision projects.

- 8.1.2 Applications shall identify specific intents and goals on the project, the curriculum area under study, the member or members to be involved, the length of time required for the project and any other information which may be required to evaluate the necessity and value of the project.
- 8.1.3 Such application shall be submitted through Department Chairpersons and Elementary Core Curriculum Leaders and/or Building Principals to the Assistant Superintendent for Instruction who shall forward the application with recommendations to the Superintendent and the Board of Education.
- 8.1.4 The Board shall hold final authority to approve or disapprove such projects.
- 8.1.5 Written results of such projects shall be submitted to the Board for a decision as to approval or disapproval.
- 8.1.6 Members involved in approved curriculum projects shall be compensated at the rate of \$27.10 (2009-13) and \$27.44 (2013-14) per hour.

## 8.2 IN-SERVICE COURSES

- 8.2.1 When worthwhile programs or definite District needs for new member knowledge arise, the Association, Administrative Staff, or the Board of Education may bring forth the need.
- 8.2.2 A determination shall be made by the Association and the Board of Education as to how best this new knowledge or information could be presented to the staff members concerned with the new project or undertaking.
- 8.2.3 The Board has the final right to disapprove the offering of any new in-service course.
- 8.2.4 Members successfully completing board-approved in-service courses will be paid a one-time lump sum amount, based on \$20.24 (2009-13) and \$20.49 (2013-14) per clock hour in accordance with approved/required in-service course.

## 9. PROVISIONS FOR AUXILIARY SERVICES

### 9.1 DEPARTMENT CHAIRPERSON(S), TEAM LEADER(S) AND ELEMENTARY CORE CURRICULUM LEADERS

#### 9.1.1 ESTABLISHMENT AND APPOINTMENT

- 9.1.1.1 The Board of Education shall determine the number, if any, duties and responsibilities of the positions of the Department Chair and Team Leader (including the scope of the departments or teams they are responsible for).
- 9.1.1.2 Appointments to the position of Department Chair and Team Leader will be made for a two year period.

- 9.1.1.3 In April of each odd year, the members of each department or team for which an appointment of a Department Chair and/or Team Leader is intended to be made will hold an advisory election for the Department Chair or Team Leader for the following term. The results of the election shall be forwarded to the Board of Education prior to their determination on an appointment for the following term.
- 9.1.1.4 In April of each odd year, the District will post the four (4) Elementary Core Curriculum Leader positions for English Language Arts, Mathematics, Science and Social Studies.

#### 9.1.2 COMPENSATION

- 9.1.2.1 Each Department Chairman shall be paid a stipend equivalent to 12% of the Step 1 MA salary as established on the salary schedule. Each Team Leader and Elementary Core Curriculum Leader shall be paid a stipend equivalent to 6% of the Step 1 MA salary as established on the salary schedule.
- 9.1.2.2 Each Department Co-Chairperson shall be paid a stipend equivalent to 6% of the Step 1 MA salary as established on the salary schedule.

#### 9.1.3 TEACHING RESPONSIBILITIES

- 9.1.3.1 Department Chairs and Team Leaders shall perform their duties and responsibilities in addition to all of the duties and responsibilities of their regular teaching positions, except that Department Chairs shall not have students assigned for supervision during non-teaching periods/blocks.
- 9.1.3.2 Department co-chairs shall perform their duties and responsibilities in addition to all of the duties and responsibilities of their regular teaching positions, and will not be assigned to more than one-half of the normal supervisory/non-teaching assignment.

#### 9.1.4 TEACHERS ON SPECIAL ASSIGNMENT

- 9.1.4.1 If the District determines a need for a Teacher on Special Assignment (TOSA), it will create a job description and post the position appropriately. At the conclusion of the posting and selection process, the District will appoint a teacher to the position for a three-year period.

The District shall have the option of renewing the teacher's assignment for an additional three years and will give the teacher 60 days notice prior to June 30 of the year in which his/her appointment expires. In the event the teacher is not reappointed to the special assignment, he/she will be returned to his/her regular teaching position within the District.

The teacher will continue to accrue seniority while a TOSA and as such he/she must spend a minimum of forty percent (40%) of his/her time teaching students in

a classroom setting. In the event the teacher does not meet the aforementioned 40% minimum classroom teaching time, he/she will not accrue additional seniority in the designated tenure area while on special assignment.

The teacher is also free to resign from his/her Teacher on Special Assignment position should he/she choose to do so prior to the end of the three year appointment and he/she will be returned to his/her regular teaching position within the District. The resignation shall be effective at the conclusion of a school year.

## 9.2 SCHOOL COUNSELORS

9.2.1 School Counselors hired before 7/1/94 shall receive a special 5% stipend beyond normal teaching compensation, said salary including 5% stipend shall cover service beginning the last week of August, per section 5.6.1, through June 30. Counselors shall receive payment for summer work, as may be allowed between July 1 and the first day of work for members as noted in 5.6.1, at the rate of 1/200 of their total contract wage for each day worked during July and August.

9.2.2 School Counselors hired after 7/1/94 shall receive a wage pursuant to the salary schedule. They will receive a stipend of 1/200th of that wage for each day of work done from a member's last working day of a school year to a member's first working day of the next school year.

## 9.3 PSYCHOLOGIST

9.3.1 The School Psychologist(s) shall receive a special stipend of 5% beyond salary schedule compensation, covering service beginning during the last week of August, per section 5.6.1, through June 30.

## 9.4 TEACHING ASSISTANTS

9.4.1 The Teaching Assistant salary shall be \$22.25 (2009-10), \$23.50 (2010-11), \$24.00 (2011-12), \$24.75 (2012-13), and \$25.50 (2013-14) per hour.

## 10. ASSOCIATION RIGHTS

### 10.1 PAYROLL DEDUCTIONS

10.1.1 Payroll deductions of LSCTA dues, pursuant to established mechanics, as well as Agency Fee deductions, Vote/Cope deductions, Lake Shore Federal Credit Union deductions, and NYSUT Benefit Trust Program shall be provided by the District.

### 10.2 USE OF FACILITIES

10.2.1 LSCTA will have the privilege of using the District's inter-school mail system for official business in furtherance of its representation of LSCTA members (subject to applicable

legal limitations). A copy of any general mailing to be placed in the building mailboxes will be provided to the building administrator. Individual members are not allowed to use building mailboxes, e-mail, internet access or District equipment for promotion of third party interests, political activities, personal business or any other purpose not in furtherance of their professional responsibilities.

10.2.2 LSCTA will have the privilege of using the District's office equipment and facilities for official business so long as it does not conflict with previously scheduled commitments as demonstrated by the Building Principal. Cost of supplies and personal service not included.

### 10.3 ASSOCIATION MEETINGS

10.3.1 The Association shall have reasonable time available for their use in which to transact business during the regular school day twice each school year. One day shall be during the opening of school when all members are present for the district-wide meeting, the specific time to be agreed upon by the Superintendent and the President of the Association. The second day may be scheduled during a Conference Day or at another time mutually agreed upon by the Superintendent and the President of the Association.

### 10.4 PERFORMANCE OF ASSOCIATION RESPONSIBILITIES

10.4.1 Association officers shall be permitted to leave their assigned buildings after teaching responsibilities are completed for the purpose of transacting business at another building.

The Building Principal will be notified prior to leaving. The visited Building Principal's office will be notified upon arrival. For the purpose of this Section 10.4, Association officers will be defined as President, Vice President, Treasurer, Secretary, Chief Negotiator, Grievance Chair, Supplemental Fund Chair, Sick Bank Chair, Health and Safety Committee Chair and, with prior administrative approval for each instance under this provision, building representatives.

10.4.2 The Association shall be entitled to a total of twelve (12) days, non-cumulative, to be used for the attendance of Association representatives at meetings or events of the state and/or national affiliate outside the District (e.g., lobbying days, conventions, retirement workshops). The use of such days shall be authorized by the Association President. These days shall be without loss of pay or benefits to the member, but the Association shall reimburse the District for the cost of the substitute teacher.

10.4.3 The Association President will not be assigned to supervision duties or non-teaching assignments (such as study hall).

### 10.5 DATA AVAILABLE FOR THE ASSOCIATION

10.5.1 The Superintendent will make available to the President of the Association necessary data that will aid the Association President in performing his/her duties.

10.5.2 The Association and the Superintendent shall cooperatively develop and maintain a current seniority list for all members of this Bargaining Unit.

## 11. GRIEVANCE PROCEDURE

### 11.1 DECLARATION OF PURPOSE

11.1.1 The Board of Education and the Lake Shore Central Teachers' Association hereby establish this contract Grievance Procedure to secure at the lowest possible level, with a minimum of interruption of professional time, equitable solutions to alleged grievances.

### 11.2 DEFINITIONS

11.2.1 GRIEVANCE shall mean "any violation, misinterpretation, or inequitable application of the Contract which relates to or involves the member, except any matter which is otherwise reviewable pursuant to law or any rule or regulation having the force and effect of law."

11.2.2 IMMEDIATE SUPERVISOR shall mean "that person invested with responsibility and authority for direct supervision of the member's work performance as indicated by the District's current Administrative Organizational Chart."

11.2.3 AGGRIEVED PARTY shall mean "any LSCTA member of the school district who has an alleged grievance." The aggrieved party could also be a representative of the Association's Grievance Committee.

11.2.4 WORKDAY shall mean "(a) during the school year, all days of required member attendance and (b) during the summer recess, all days except Saturdays, Sundays and legal holidays."

### 11.3 GENERAL PROVISIONS

11.3.1 This grievance procedure establishes a method for presentation and resolution of grievances by a member free from coercion, interference, restraint, discrimination, or reprisal against the member. No professional personnel folders shall contain information concerning the submission, processing, or dispensation of grievances.

11.3.2 At any stage of the grievance procedure, a member may have Association representation present.

11.3.3 In all grievance hearings, both parties shall have the right to call witnesses, cross examine, and have access to minutes and transcripts. Either party may request transcripts to be kept at the Second Stage.

11.3.4 In the event that the Board of Education has a grievance, the Board shall present its written grievance to the President of the Association. Within ten (10) work days after



receipt of grievance, the Association shall deliver to the Superintendent a detailed written statement of its position with respect to the grievance.

- 11.3.5 The costs for the services of an arbitrator, including expenses, if any, will be borne equally by both parties.
- 11.3.6 The inequitable application or misinterpretation of policies not specifically covered by the Contract should be verbally taken to the immediate Supervisor. If a satisfactory resolution is not attained at that level, a member may forward this in writing to the Superintendent for an opinion. This opinion may be referred, in writing, to the Board of Education for interpretation, if so desired.

#### 11.4 METHOD OF PROCEDURE

##### 11.4.1 FIRST PROCEDURAL STAGE

- 11.4.1.1 Consists of an oral presentation by the aggrieved party to his/her immediate Supervisor, followed by completion of the form "STAGE ONE-GRIEVANCE PROCEDURE." In order to be processed under this grievance procedure, (a) a grievance for which the remedy could include reversal of a decision already made or action already taken by the District and/or a monetary payment which duplicates in whole or in part a payment made to another person, must be submitted at this stage no more than fifteen (15) workdays from the day that the member knew or should have known of the earlier of the decision made or the action taken which underlies the grievance, and (b) a grievance not covered by (a) must be submitted at this stage within a reasonable time, but in no event later than sixty (60) workdays from the day that the Association knew or should have known of the earlier of the decision made or the action taken which underlies the grievance. A member has an obligation to tell the Association, and therefore the Association should know, of a decision made or an action taken which underlies a grievance within five (5) workdays of the day the member knew or should have known of the decision made or the action taken; therefore, it is deemed that the Association knew or should have known of the decision or action at the end of the five (5) workday period. Any grievance not submitted at this stage within the specified period of time shall be deemed waived and shall not be processed under this grievance procedure.
- 11.4.1.2 Such Immediate Supervisor shall, to the extent he/she may deem appropriate, consult with his supervisors and shall present his/her determination to the aggrieved party within seven (7) workdays from the completion of the form. Such presentation shall be made in an oral and informal manner. The STAGE ONE - GRIEVANCE PROCEDURE form is finalized at this point.

#### 11.4.2 SECOND PROCEDURAL STAGE

- 11.4.2.1 Shall consist of an appeal by the aggrieved party for a review and determination of his/her grievance as follows:
- 11.4.2.2 The appeal shall be made within seven (7) workdays in writing setting forth the specific nature of the grievance and the facts relating thereto, and shall be submitted to the Superintendent (or his/her designee) requesting a review and determination of said grievance and an informal hearing, if such hearing is desired.
- 11.4.2.3 The immediate supervisor shall also submit to the Superintendent (or his/her designee) a written statement setting forth the specific nature of the grievance and the facts relating thereto, and his/her determination within five (5) workdays after such appeal is submitted to the Superintendent.
- 11.4.2.4 The Superintendent (or his/her designee) if so requested, shall hold an informal hearing within ten (10) workdays, at which time the aggrieved party and his/her representatives may appear and present oral and written statements or arguments. If such hearing is not requested, the Superintendent, in his/her discretion, may or may not hold such hearing.
- 11.4.2.5 A determination shall be made by the Superintendent (or his/her designee) within seven (7) workdays after said hearing or the date fixed therefor; or within seven (7) workdays after receipt of such appeal; if no hearing is requested or held.

#### 11.4.3 THIRD PROCEDURAL STAGE

- 11.4.3.1 Shall consist of Binding Arbitration which will be utilized to settle any grievance not satisfied through STAGE TWO.
- 11.4.3.2 This shall be requested within ten (10) workdays following the Superintendent's decision. The parties may mutually select an impartial person to hear and determine the grievance. If the parties have not agreed on an arbitrator within ten (10) workdays of the submission of the grievance at the third procedural stage, in order to pursue the grievance to arbitration the Association must, within twenty (20) workdays following the Superintendent's decision, send a letter to the American Arbitration Association ("AAA") with a copy thereof to the Superintendent's office. The letter shall specifically identify the grievance to be submitted and shall request the AAA to send to the Association and to the Superintendent's office a list of twenty (20) names of arbitrators. Within ten (10) workdays of the day on which it receives its copy of the list, each party will return its copy to the AAA with all names which are unacceptable to it crossed off and the remaining names numbered in order of the party's preference. If the AAA determines that no mutually acceptable arbitrator has been selected by the parties, the AAA shall send each party a second list of twenty (20) names and the

foregoing procedure will be followed with respect to that list. If the AAA determines that no mutually acceptable arbitrator has been selected by the parties from the second list, the AAA will name the arbitrator.

11.4.3.3 The arbitration proceeding shall be conducted pursuant to the Labor Arbitration Rules of the American Arbitration Association, to the extent that those rules do not conflict with the provisions of this Agreement. The arbitrator shall grant or deny the grievance presented to him/her by determining whether this Agreement has been violated as alleged. In so doing, he/she shall interpret and apply the provisions of this Agreement, but he/she shall not add to, subtract from, or modify the terms of this Agreement. The arbitrator shall have no power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The arbitrator shall have no power or authority to substitute his or her judgment for the judgment of the Superintendent or the Board in cases in which the law or this Agreement reserves judgment to the Superintendent or the Board.

11.4.3.4 Within thirty (30) calendar days following this hearing, the findings of fact, reasoning and conclusions will be presented in writing to both parties concerned.

## 12. SALARY AND FRINGE BENEFITS

### 12.1 GENERAL PROVISIONS

12.1.1 Individual members will return their signed Salary Notice.

12.1.2 Members shall be given the annual irrevocable option of selecting a ten (10) month or twelve (12) month allocation of the contractual wage. The first payment will be issued on the first Friday when members are in attendance, and will include payment for the actual number of days worked in the first week of the school year. Paychecks will then be issued bi-weekly, in accordance with the District's payroll schedule. If the second week of the school year is a regularly scheduled pay week for the District, the members will receive a paycheck paying them for the days worked in the second week and then every two (2) weeks thereafter. Payments for allocation of wages over a twelve-month period will be paid to members with the last regular bi-weekly payroll. Any workdays that fall after the last regular bi-weekly pay period in June will be paid in a separate paycheck, to be issued after the last workday but not after June 30<sup>th</sup>.

12.1.3 The contract wage shall be rounded to the nearest dollar to eliminate the carrying of cents.

12.1.4 The District will provide for the direct deposit of a member's paychecks to various banking institutions. (See Business Office for current listing.)

12.2 MEDICAL INSURANCE

Health insurance, and related issues addressed in section 12.2, as offered by the District in the previous agreement, are in effect through June 30, 2011. The information provided below, in section 12.2, becomes effective July 1, 2011.

12.2.1 The District shall provide the following options for health benefits coverage:

- (a) Traditional Blue 901, including the following riders: \$100 Individual, \$200 Family for deductible major medical plan, Blue Cross Prescription Drug Rider (\$10 co-pay), dependent coverage to age 23 thru June 30, 2011, and then age 26 as of July 1, 2011. Blue Cross Rider No. 22 (ambulatory care), Blue Cross Rider No. 9 (ambulance), Blue Cross Rider No. 45 (elective cosmetic service), Rider No. 47 (waiver of waiting period), Blue Cross Rider No. 48 (out of area coverage).
- (b) Traditional Blue POS 204 Plus.

The District may elect to purchase insurance or HMO coverage with a \$500 hospital co-pay. If the District elects to do so, any individual with HMO coverage who has a covered hospitalization shall, upon the submission of verification as established by the third party administrator, have \$500 placed into the 105(h) account for his or her coverage.

12.2.2 Any member hired after July 1, 2011 shall not be eligible for the Traditional Blue 901.

12.2.3 Members participating in health benefits coverage shall contribute annually:

<b>Plan</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>
Traditional Blue POS 204 – Family	\$500.00	\$750.00	\$750.00
Traditional Blue POS 204 – Individual	\$200.00	\$300.00	\$300.00
Traditional Blue 901 – Family	\$3,000.00	\$4,500.00	\$4,500.00
Traditional Blue 901 - Individual	\$2,000.00	\$3,000.00	\$3,000.00

12.2.4 For any member or retired member choosing the Traditional Blue POS 204 plan, they will qualify for an annual contribution of \$1,100 for a Family plan and \$400 for a Individual plan to a 105h. The Section 105(h) Plan shall be administered by the same third party administrator which administers the Section 125 Plan of the District. The rules applicable to the Section 105(h) Plan shall be similar to the rules in effect for the Section 125 Plan.

- 12.2.5 If a health benefits provider discontinues any of the above forms of coverage, the District shall provide the most nearly equivalent coverage then available from the provider.
- 12.2.6 The District may change the carrier for health insurance so long as the plan provides coverage equal to or better than the coverage set forth in paragraph 12.2.1, above.
- 12.2.6.1 If the District works together with another district(s) and/or BOCES to reduce the current health insurance premiums, for example a "Trust", the LSCTA is entitled to 35% of the entire saving received by the District for the first initial year of the savings. This dollar amount will be divided equally among health insurance participants.
- 12.2.7 The District agrees that the Association has the right to establish and operate a dental self-insurance program. So long as the Association continues to operate such program, on September 1 of each year the District will replenish the Supplemental Benefit Fund to provide a maximum fund of the following amounts (increases) for the stated school years: 2009-10 – \$175,445 (0%); 2010-11 – \$178,954 (2%); 2011-12 – \$186,112 (4%); 2012-13 – \$193,556 (4%); 2013-14 - \$198,395 (2.5%) for each year of this Agreement for the purpose of reimbursing qualified individuals for expenses incurred for dental care. The Association will be the sole determiner of qualifying individuals to be covered, qualifying requirements for membership in the group, qualifying dental procedures for coverage, degree of reimbursement for any individual or procedure, and/or any other administrative decision or action of the dental group.
- The Association will distribute funds to qualifying group members. The District will cooperate with the Association in reconciling the balance monthly. Neither party will seek to change the amount of the fund as set forth above for any of the school years for which this Agreement is in effect.
- 12.2.8 Any member who elects not to receive and does not receive coverage under the District's health benefits program for a complete plan year will be paid annually \$3,500 Family and \$1,500 Single. Payment will be made during the last week of June each year. If the law or regulations on the tax implications of payments under this paragraph change so that the "buy-back" payments impose a tax liability on those not taking the "buy-back" payments, this provision shall be terminated immediately.
- 12.2.8.1 If a member hired before January 18, 2002 has a spouse working for the District or eligible for health benefits as a retiree of the District, and if the member elects to receive the "buy-back" payment of 12.2.8 for any plan year, the member and the member's spouse thereafter jointly shall be entitled to only one family health benefits plan or two single plans under the applicable contract(s).
- 12.2.8.2 If a member hired after January 18, 2002 has a spouse working for the District or eligible for health benefits as a retiree of the District, the two of them jointly shall be entitled to only one family health benefits plan or two single plans under the

applicable contract(s), and the member shall not be eligible for the "buy-back" payment of 12.2.8.

12.2.9 Unless expressly prohibited by the health benefits provider, retired members are entitled to participate in the health benefits program outlined in this Agreement. Except where provisions of this Agreement specify funding of health benefits premiums, costs will be wholly borne by the retired member.

12.2.9.1 The District will provide health benefits coverage as set forth in paragraph 12.2.1, above, single or family as appropriate, (including the retiree equivalent of a 105(h) plan) to any member who retires (i.e., resigns with an effective date no earlier than 24 months before the member is eligible to begin collecting retirement benefits from the New York State Teachers Retirement System) from the District with twenty (20) or more years of District service, as outlined below. Such coverage will begin no earlier than age 55 and will continue until such retiree reaches an age of 65.

- (a) For a retiring member hired before July 1, 2006, premium contributions by the District shall be the same as those provided by the District for active members as listed above (12.2.3) at the time of retirement, and the retiree shall pay the remaining amount of the premium contributions. (The retiree's contribution shall remain the same throughout retirement.)
- (b) For a member hired on or after July 1, 2006, the District will pay seventy-five (75%) percent of the monthly premium for such coverage and the retiree shall pay the remaining amount of the premium.
- (c) If a retired member has a spouse working for the District or eligible for health benefits as a retiree of the District, the two of them jointly shall be entitled to only one family health benefits plan or two single plans under the applicable contract(s).
- (d) For a member hired on or after July 1, 2011, the District will not pay for health insurance in retirement.

12.2.9.2 A member of the District eligible for District payment of one hundred percent (100%) benefits under paragraph 12.2.9.1(a), and who notifies the District in writing prior to the effective date of his or her retirement that the member declines and waives all rights to District contributions provided under paragraph 12.2.9.1(a), shall receive a payment from the District in the gross amount of \$20,000, with \$10,000 minus withholdings and deductions, to be paid no later than thirty (30) days after the effective date of the member's retirement and \$10,000 minus withholdings and deductions, to be paid no later than twelve (12) months and thirty (30) days following the effective date of the member's retirement.

12.2.10 The District will provide payroll deduction to unit members wishing to access benefits through the NYSUT Benefit Trust program. The District will check off and remit payments to the NYSUT Benefit Trust upon submission of a signed authorization to the District for anyone within the unit. Such signed authorization may be discontinued at the end of its term upon written notice by the member to the employer. The District will remit to the NYSUT Benefit Trust the payments deducted and will furnish the Plan and the LSCTA with a list of all members from whose salaries such deductions have been made.

### 12.3 SALARY

12.3.1 Graduate credit shall be indexed horizontally at \$582 for each six (6) hours for the 2009-10 school year. Starting with the 2010-11 school year, graduate credit shall be indexed horizontally at \$600 for each six (6) hours for the life of this contract. After that time without an agreement in place, graduate credit will be indexed horizontally at 1.83% of the base for each six (6) hours, BA through 90 hours.

12.3.2 Commencing with the Fall 1986 semester, members enrolling in graduate level courses that, upon completion, will be submitted for salary schedule advancement, must obtain prior approval from the Superintendent of Schools. Approval of graduate level study shall not be unreasonably denied.

The following criteria will be used by the Superintendent to determine course acceptability:

- (a) Initial/Provisional certified members enrolling in graduate level courses leading toward professional/permanent certification, or professional/permanent certification and a Master's Degree, need not apply to the Superintendent for prior approval of the courses. All courses will be acceptable for salary schedule movement, including those administrative/supervision courses required by the Higher Education Institution for the course of study leading to the professional/permanent certification and Master's Degree in the member's tenure/certification area.
- (b) Professional/Permanent certified members will be approved for graduate level courses with education call letters, psychology, computer programming and use, subject areas related to the current curriculum area they are teaching, or courses in a member's advanced degree program, up to a maximum of 30 hours beyond the member's graduate hours for the Master's degree. For any additional hours falling in the above-listed categories, a member must receive approval for the course. Requests for approval will be reviewed and acted on by the graduate hours committee,

which shall consist of three members appointed by the Superintendent of Schools and three members appointed by the Association President. The committee shall act to approve or reject a request by a majority vote of its full membership; if the committee is divided three-three on whether to grant approval for a course, the question of approval shall be referred to the Superintendent of Schools. The decision of the Superintendent shall be set forth in writing and sent to the member and the Association President. If the Superintendent of Schools denies approval for the course, he shall explain the rationale for his/her decision in writing and the decision is final.

- (c) Requests for approval to enroll in a graduate level course other than those specifically addressed in Sections (a) and (b) will be evaluated based upon the value of the course in the educational program of the Lake Shore Central Schools.
- (d) Effective July 1, 2009, requests for approval of graduate courses in educational administration/supervision must be submitted to the Superintendent for approval.

Recognized service is defined as that which was recognized at the time of original employment or as changed during employment with the district.

- 12.3.2.1 Commencing with the Fall 2010 semester, correspondence courses, those that do not require classroom attendance, will be limited to a maximum of 30 hours of graduate credit.

### 12.3.3 FISCAL SETTLEMENT

See attached Salary Schedules, pages 30-39.

### 12.3.4 COACHING AND CO-CURRICULAR SALARIES (page 40-41)

- (a) The schedule on page 40 shall apply for the sports listed when and only as the activity is specifically approved by the Board of Education.
- (b) The District and Association agree to discuss and review both the coaching and co-curricular club listings and developing procedures for new positions before the start of the 2011-12 school year.

### 12.3.5 CHAPERONE & OTHER SALARIES (page 42)

- 12.3.6 For any approved instructional program/presentation, the pay will be \$38.31 (2009-13) and \$38.79 (2013-14) per hour. Positions will be first offered to members of the Association.



12.3.7 A member earning National Board Certification shall be entitled to an annual stipend of \$575 (2009-13), and \$582 (2013-14) for each school year after the Certification is earned.

12.3.8 Beginning July 1, 2010, any member who has 25 or more years of service in the District will receive an annual longevity stipend of \$1,000. Members may choose the stipend payment as a lump-sum payment to be processed as a part of the last payroll of the school year or as a contribution to a 403(b) account.

12.3.9 MENTORING OF NEW TEACHERS

(a) The Association agrees that its members may apply to Lake Shore to serve as mentors in the "Mentoring of New Teachers" Plan and, if selected as a member of the pool of eligible mentors developed pursuant to said Plan, may serve as mentors under the terms and conditions of said Plan. It is understood that this does not apply to Teaching Assistants.

(b) Members who successfully complete a full school year as a mentor under the aforesaid Plan, will be paid a stipend of \$1,108 (2009-13) and \$1,122 (2013-14). Payment will be made in the final pay period of each school year.

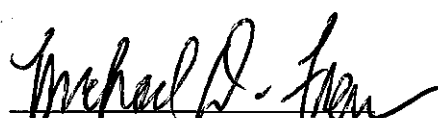
13. IMPLEMENTATION AND AGREEMENT

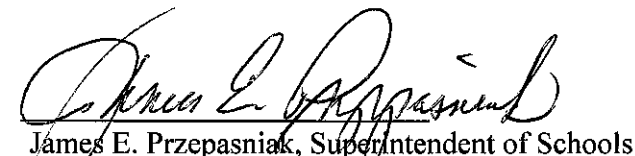
13.1 This Agreement shall become effective upon approval by a majority of the Association members and a majority of the Board of Education members. It may be amended by mutual consent of both parties with written evidence of said consent being presented by each party to the other.

BOARD OF EDUCATION

  
Cynthia L. Latimore, President

LSC TEACHERS' ASSOCIATION

  
Michael D. Frew, President

  
James E. Przepasniak, Superintendent of Schools

RATIFIED BY LAKE SHORE CENTRAL TEACHERS' ASSOCIATION

JANUARY 22, 2011

APPROVED BY BOARD OF EDUCATION

FEBRUARY 15, 2011

BA Schedule - 2009-10

09 10	BA+0	BA+6	BA+12	BA+18	BA+24	BA+30	BA+36	BA+42	BA+48	BA+54	BA+60	BA+66
Step 1	\$34,543	35125	35707	36289	36871	37453	38035	38617	39199	39781	40363	40963
2	\$35,010	35592	36174	36756	37338	37920	38502	39084	39666	40248	40830	41430
3	\$35,866	36448	37030	37612	38194	38776	39358	39940	40522	41104	41686	42286
4	\$36,922	37504	38086	38668	39250	39832	40414	40996	41578	42160	42742	43342
5	\$37,957	38539	39121	39703	40285	40867	41449	42031	42613	43195	43777	44377
6	\$39,460	40042	40624	41206	41788	42370	42952	43534	44116	44698	45280	45880
7	\$41,144	41726	42308	42890	43472	44054	44636	45218	45800	46382	46964	47564
8	\$42,305	42887	43469	44051	44633	45215	45797	46379	46961	47543	48125	48725
9	\$44,416	44998	45580	46162	46744	47326	47908	48490	49072	49654	50236	50836
10	\$46,526	47108	47690	48272	48854	49436	50018	50600	51182	51764	52346	52946
11	\$48,638	49220	49802	50384	50966	51548	52130	52712	53294	53876	54458	55058
12	\$51,516	52098	52680	53262	53844	54426	55008	55590	56172	56754	57336	57936
13	\$54,421	55003	55585	56167	56749	57331	57913	58495	59077	59659	60241	60841
14	\$57,142	57724	58306	58888	59470	60052	60634	61216	61798	62380	62962	63562
15	\$59,080	59662	60244	60826	61408	61990	62572	63154	63736	64318	64900	65500
16	\$61,016	61598	62180	62762	63344	63926	64508	65090	65672	66254	66836	67436
17	\$62,953	63535	64117	64699	65281	65863	66445	67027	67609	68191	68773	69373
18	\$64,892	65474	66056	66638	67220	67802	68384	68966	69548	70130	70712	71312
19	\$67,003	67585	68167	68749	69331	69913	70495	71077	71659	72241	72823	73423
20	\$67,727	68309	68891	69473	70055	70637	71219	71801	72383	72965	73547	74147
21	\$67,727	68309	68891	69473	70055	70637	71219	71801	72383	72965	73547	74147
22	\$70,000	70582	71164	71746	72328	72910	73492	74074	74656	75238	75820	76420
23	\$70,000	70582	71164	71746	72328	72910	73492	74074	74656	75238	75820	76420
24	\$74,813	75395	75977	76559	77141	77723	78305	78887	79469	80051	80633	81233
25	\$74,813	75395	75977	76559	77141	77723	78305	78887	79469	80051	80633	81233
26	\$74,813	75395	75977	76559	77141	77723	78305	78887	79469	80051	80633	81233
27	\$74,813	75395	75977	76559	77141	77723	78305	78887	79469	80051	80633	81233

## MA Schedule - 2009-10

09 10	MA+0	MA+6	MA+12	MA+18	MA+24	MA+30	MA+36	MA+42	MS+48	MA+54	MA+60	Dr
Step 1	\$39,365	39947	40529	41111	41693	42275	42857	43439	44021	44603	45185	45785
2	\$40,401	40983	41565	42147	42729	43311	43893	44475	45057	45639	46221	46821
3	\$41,436	42018	42600	43182	43764	44346	44928	45510	46092	46674	47256	47856
4	\$42,475	43057	43639	44221	44803	45385	45967	46549	47131	47713	48295	48895
5	\$43,188	43770	44352	44934	45516	46098	46680	47262	47844	48426	49008	49608
6	\$44,017	44599	45181	45763	46345	46927	47509	48091	48673	49255	49837	50437
7	\$44,545	45127	45709	46291	46873	47455	48037	48619	49201	49783	50365	50965
8	\$46,099	46681	47263	47845	48427	49009	49591	50173	50755	51337	51919	52519
9	\$48,170	48752	49334	49916	50498	51080	51662	52244	52826	53408	53990	54590
10	\$50,712	51294	51876	52458	53040	53622	54204	54786	55368	55950	56532	57132
11	\$54,024	54606	55188	55770	56352	56934	57516	58098	58680	59262	59844	60444
12	\$56,510	57092	57674	58256	58838	59420	60002	60584	61166	61748	62330	62930
13	\$58,622	59204	59786	60368	60950	61532	62114	62696	63278	63860	64442	65042
14	\$60,705	61287	61869	62451	63033	63615	64197	64779	65361	65943	66525	67125
15	\$62,673	63255	63837	64419	65001	65583	66165	66747	67329	67911	68493	69093
16	\$65,781	66363	66945	67527	68109	68691	69273	69855	70437	71019	71601	72201
17	\$67,853	68435	69017	69599	70181	70763	71345	71927	72509	73091	73673	74273
18	\$69,924	70506	71088	71670	72252	72834	73416	73998	74580	75162	75744	76344
19	\$71,480	72062	72644	73226	73808	74390	74972	75554	76136	76718	77300	77900
20	\$72,515	73097	73679	74261	74843	75425	76007	76589	77171	77753	78335	78935
21	\$73,762	74344	74926	75508	76090	76672	77254	77836	78418	79000	79582	80182
22	\$74,273	74855	75437	76019	76601	77183	77765	78347	78929	79511	80093	80693
23	\$75,623	76205	76787	77369	77951	78533	79115	79697	80279	80861	81443	82043
24	\$76,964	77546	78128	78710	79292	79874	80456	81038	81620	82202	82784	83384
25	\$80,927	81509	82091	82673	83255	83837	84419	85001	85583	86165	86747	87347
26	\$81,216	81798	82380	82962	83544	84126	84708	85290	85872	86454	87036	87636
27	\$81,785	82367	82949	83531	84113	84695	85277	85859	86441	87023	87605	88205

BA Schedule - 2010-11

10	11	BA+0	BA+6	BA+12	BA+18	BA+24	BA+30	BA+36	BA+42	BA+48	BA+54	BA+60	BA+66
Step		BA+0	BA+6	BA+12	BA+18	BA+24	BA+30	BA+36	BA+42	BA+48	BA+54	BA+60	BA+66
1	\$36,200	36800	37400	38000	38600	39200	39800	40400	41000	41600	42200	42800	42800
2	\$36,350	36950	37550	38150	38750	39350	39950	40550	41150	41750	42350	42950	42950
3	\$36,500	37100	37700	38300	38900	39500	40100	40700	41300	41900	42500	43100	43100
4	\$37,500	38100	38700	39300	39900	40500	41100	41700	42300	42900	43500	44100	44100
5	\$38,500	39100	39700	40300	40900	41500	42100	42700	43300	43900	44500	45100	45100
6	\$40,000	40600	41200	41800	42400	43000	43600	44200	44800	45400	46000	46600	46600
7	\$41,144	41744	42344	42944	43544	44144	44744	45344	45944	46544	47144	47744	47744
8	\$42,305	42905	43505	44105	44705	45305	45905	46505	47105	47705	48305	48905	48905
9	\$44,416	45016	45616	46216	46816	47416	48016	48616	49216	49816	50416	51016	51016
10	\$46,526	47126	47726	48326	48926	49526	50126	50726	51326	51926	52526	53126	53126
11	\$48,638	49238	49838	50438	51038	51638	52238	52838	53438	54038	54638	55238	55238
12	\$51,516	52116	52716	53316	53916	54516	55116	55716	56316	56916	57516	58116	58116
13	\$54,421	55021	55621	56221	56821	57421	58021	58621	59221	59821	60421	61021	61021
14	\$57,300	57900	58500	59100	59700	60300	60900	61500	62100	62700	63300	63900	63900
15	\$59,500	60100	60700	61300	61900	62500	63100	63700	64300	64900	65500	66100	66100
16	\$62,001	62601	63201	63801	64401	65001	65601	66201	66801	67401	68001	68601	68601
17	\$64,000	64600	65200	65800	66400	67000	67600	68200	68800	69400	70000	70600	70600
18	\$66,000	66600	67200	67800	68400	69000	69600	70200	70800	71400	72000	72600	72600
19	\$68,000	68600	69200	69800	70400	71000	71600	72200	72800	73400	74000	74600	74600
20	\$70,000	70600	71200	71800	72400	73000	73600	74200	74800	75400	76000	76600	76600
21	\$71,000	71600	72200	72800	73400	74000	74600	75200	75800	76400	77000	77600	77600
22	\$71,500	72100	72700	73300	73900	74500	75100	75700	76300	76900	77500	78100	78100
23	\$73,000	73600	74200	74800	75400	76000	76600	77200	77800	78400	79000	79600	79600
24	\$75,500	76100	76700	77300	77900	78500	79100	79700	80300	80900	81500	82100	82100
25	\$75,700	76300	76900	77500	78100	78700	79300	79900	80500	81100	81700	82300	82300
26	\$75,900	76500	77100	77700	78300	78900	79500	80100	80700	81300	81900	82500	82500
27	\$75,900	76500	77100	77700	78300	78900	79500	80100	80700	81300	81900	82500	82500

MA Schedule - 2010-11

10 11	MA+0	MA+6	MA+12	MA+18	MA+24	MA+30	MA+36	MA+42	MS+48	MA+54	MA+60	Dr
Step 1	\$41,500	42100	42700	43300	43900	44500	45100	45700	46300	46900	47500	48100
2	\$41,600	42200	42800	43400	44000	44600	45200	45800	46400	47000	47600	48200
3	\$41,615	42215	42815	43415	44015	44615	45215	45815	46415	47015	47615	48215
4	\$42,680	43280	43880	44480	45080	45680	46280	46880	47480	48080	48680	49280
5	\$43,875	44475	45075	45675	46275	46875	47475	48075	48675	49275	49875	50475
6	\$44,800	45400	46000	46600	47200	47800	48400	49000	49600	50200	50800	51400
7	\$45,801	46401	47001	47601	48201	48801	49401	50001	50601	51201	51801	52401
8	\$46,500	47100	47700	48300	48900	49500	50100	50700	51300	51900	52500	53100
9	\$48,170	48770	49370	49970	50570	51170	51770	52370	52970	53570	54170	54770
10	\$50,712	51312	51912	52512	53112	53712	54312	54912	55512	56112	56712	57312
11	\$54,024	54624	55224	55824	56424	57024	57624	58224	58824	59424	60024	60624
12	\$56,510	57110	57710	58310	58910	59510	60110	60710	61310	61910	62510	63110
13	\$58,622	59222	59822	60422	61022	61622	62222	62822	63422	64022	64622	65222
14	\$60,705	61305	61905	62505	63105	63705	64305	64905	65505	66105	66705	67305
15	\$63,000	63600	64200	64800	65400	66000	66600	67200	67800	68400	69000	69600
16	\$65,864	66464	67064	67664	68264	68864	69464	70064	70664	71264	71864	72464
17	\$68,100	68700	69300	69900	70500	71100	71700	72300	72900	73500	74100	74700
18	\$70,400	71000	71600	72200	72800	73400	74000	74600	75200	75800	76400	77000
19	\$72,700	73300	73900	74500	75100	75700	76300	76900	77500	78100	78700	79300
20	\$74,000	74600	75200	75800	76400	77000	77600	78200	78800	79400	80000	80600
21	\$75,000	75600	76200	76800	77400	78000	78600	79200	79800	80400	81000	81600
22	\$76,300	76900	77500	78100	78700	79300	79900	80500	81100	81700	82300	82900
23	\$77,001	77601	78201	78801	79401	80001	80601	81201	81801	82401	83001	83601
24	\$79,000	79600	80200	80800	81400	82000	82600	83200	83800	84400	85000	85600
25	\$81,000	81600	82200	82800	83400	84000	84600	85200	85800	86400	87000	87600
26	\$82,800	83400	84000	84600	85200	85800	86400	87000	87600	88200	88800	89400
27	\$83,000	83600	84200	84800	85400	86000	86600	87200	87800	88400	89000	89600

BA Schedule - 2011-12

11 12	BA+0	BA+6	BA+12	BA+18	BA+24	BA+30	BA+36	BA+42	BA+48	BA+54	BA+60	BA+66
Step												
1	\$37,000	37600	38200	38800	39400	40000	40600	41200	41800	42400	43000	43600
2	\$37,250	37850	38450	39050	39650	40250	40850	41450	42050	42650	43250	43850
3	\$37,500	38100	38700	39300	39900	40500	41100	41700	42300	42900	43500	44100
4	\$38,000	38600	39200	39800	40400	41000	41600	42200	42800	43400	44000	44600
5	\$39,000	39600	40200	40800	41400	42000	42600	43200	43800	44400	45000	45600
6	\$40,000	40600	41200	41800	42400	43000	43600	44200	44800	45400	46000	46600
7	\$41,144	41744	42344	42944	43544	44144	44744	45344	45944	46544	47144	47744
8	\$42,305	42905	43505	44105	44705	45305	45905	46505	47105	47705	48305	48905
9	\$44,416	45016	45616	46216	46816	47416	48016	48616	49216	49816	50416	51016
10	\$46,526	47126	47726	48326	48926	49526	50126	50726	51326	51926	52526	53126
11	\$48,638	49238	49838	50438	51038	51638	52238	52838	53438	54038	54638	55238
12	\$51,516	52116	52716	53316	53916	54516	55116	55716	56316	56916	57516	58116
13	\$54,421	55021	55621	56221	56821	57421	58021	58621	59221	59821	60421	61021
14	\$57,300	57900	58500	59100	59700	60300	60900	61500	62100	62700	63300	63900
15	\$59,500	60100	60700	61300	61900	62500	63100	63700	64300	64900	65500	66100
16	\$62,000	62600	63200	63800	64400	65000	65600	66200	66800	67400	68000	68600
17	\$64,001	64601	65201	65801	66401	67001	67601	68201	68801	69401	70001	70601
18	\$66,000	66600	67200	67800	68400	69000	69600	70200	70800	71400	72000	72600
19	\$68,000	68600	69200	69800	70400	71000	71600	72200	72800	73400	74000	74600
20	\$70,000	70600	71200	71800	72400	73000	73600	74200	74800	75400	76000	76600
21	\$71,000	71600	72200	72800	73400	74000	74600	75200	75800	76400	77000	77600
22	\$71,500	72100	72700	73300	73900	74500	75100	75700	76300	76900	77500	78100
23	\$73,000	73600	74200	74800	75400	76000	76600	77200	77800	78400	79000	79600
24	\$75,500	76100	76700	77300	77900	78500	79100	79700	80300	80900	81500	82100
25	\$75,700	76300	76900	77500	78100	78700	79300	79900	80500	81100	81700	82300
26	\$75,900	76500	77100	77700	78300	78900	79500	80100	80700	81300	81900	82500
27	\$77,400	78000	78600	79200	79800	80400	81000	81600	82200	82800	83400	84000

MA Schedule - 2011-12

11 12	MA+0	MA+6	MA+12	MA+18	MA+24	MA+30	MA+36	MA+42	MS+48	MA+54	MA+60	Dr
Step 1	\$42,000	42600	43200	43800	44400	45000	45600	46200	46800	47400	48000	48600
2	\$42,250	42850	43450	44050	44650	45250	45850	46450	47050	47650	48250	48850
3	\$42,500	43100	43700	44300	44900	45500	46100	46700	47300	47900	48500	49100
4	\$42,870	43470	44070	44670	45270	45870	46470	47070	47670	48270	48870	49470
5	\$44,000	44600	45200	45800	46400	47000	47600	48200	48800	49400	50000	50600
6	\$45,200	45800	46400	47000	47600	48200	48800	49400	50000	50600	51200	51800
7	\$47,000	47600	48200	48800	49400	50000	50600	51200	51800	52400	53000	53600
8	\$47,651	48251	48851	49451	50051	50651	51251	51851	52451	53051	53651	54251
9	\$49,000	49600	50200	50800	51400	52000	52600	53200	53800	54400	55000	55600
10	\$50,713	51313	51913	52513	53113	53713	54313	54913	55513	56113	56713	57313
11	\$54,024	54624	55224	55824	56424	57024	57624	58224	58824	59424	60024	60624
12	\$56,510	57110	57710	58310	58910	59510	60110	60710	61310	61910	62510	63110
13	\$58,622	59222	59822	60422	61022	61622	62222	62822	63422	64022	64622	65222
14	\$60,710	61310	61910	62510	63110	63710	64310	64910	65510	66110	66710	67310
15	\$63,200	63800	64400	65000	65600	66200	66800	67400	68000	68600	69200	69800
16	\$66,000	66600	67200	67800	68400	69000	69600	70200	70800	71400	72000	72600
17	\$68,100	68700	69300	69900	70500	71100	71700	72300	72900	73500	74100	74700
18	\$71,000	71600	72200	72800	73400	74000	74600	75200	75800	76400	77000	77600
19	\$73,500	74100	74700	75300	75900	76500	77100	77700	78300	78900	79500	80100
20	\$75,500	76100	76700	77300	77900	78500	79100	79700	80300	80900	81500	82100
21	\$78,000	78600	79200	79800	80400	81000	81600	82200	82800	83400	84000	84600
22	\$80,000	80600	81200	81800	82400	83000	83600	84200	84800	85400	86000	86600
23	\$81,730	82330	82930	83530	84130	84730	85330	85930	86530	87130	87730	88330
24	\$83,250	83850	84450	85050	85650	86250	86850	87450	88050	88650	89250	89850
25	\$84,000	84600	85200	85800	86400	87000	87600	88200	88800	89400	90000	90600
26	\$84,500	85100	85700	86300	86900	87500	88100	88700	89300	89900	90500	91100
27	\$85,000	85600	86200	86800	87400	88000	88600	89200	89800	90400	91000	91600

BA Schedule - 2012-13

12 13	BA+0	BA+6	BA+12	BA+18	BA+24	BA+30	BA+36	BA+42	BA+48	BA+54	BA+60	BA+66
Step												
1	\$38,850	39450	40050	40650	41250	41850	42450	43050	43650	44250	44850	45450
2	\$39,000	39600	40200	40800	41400	42000	42600	43200	43800	44400	45000	45600
3	\$39,500	40100	40700	41300	41900	42500	43100	43700	44300	44900	45500	46100
4	\$39,750	40350	40950	41550	42150	42750	43350	43950	44550	45150	45750	46350
5	\$40,000	40600	41200	41800	42400	43000	43600	44200	44800	45400	46000	46600
6	\$41,000	41600	42200	42800	43400	44000	44600	45200	45800	46400	47000	47600
7	\$42,000	42600	43200	43800	44400	45000	45600	46200	46800	47400	48000	48600
8	\$43,000	43600	44200	44800	45400	46000	46600	47200	47800	48400	49000	49600
9	\$45,000	45600	46200	46800	47400	48000	48600	49200	49800	50400	51000	51600
10	\$47,000	47600	48200	48800	49400	50000	50600	51200	51800	52400	53000	53600
11	\$49,000	49600	50200	50800	51400	52000	52600	53200	53800	54400	55000	55600
12	\$52,000	52600	53200	53800	54400	55000	55600	56200	56800	57400	58000	58600
13	\$55,000	55600	56200	56800	57400	58000	58600	59200	59800	60400	61000	61600
14	\$58,000	58600	59200	59800	60400	61000	61600	62200	62800	63400	64000	64600
15	\$60,000	60600	61200	61800	62400	63000	63600	64200	64800	65400	66000	66600
16	\$65,000	65600	66200	66800	67400	68000	68600	69200	69800	70400	71000	71600
17	\$67,000	67600	68200	68800	69400	70000	70600	71200	71800	72400	73000	73600
18	\$69,000	69600	70200	70800	71400	72000	72600	73200	73800	74400	75000	75600
19	\$71,000	71600	72200	72800	73400	74000	74600	75200	75800	76400	77000	77600
20	\$73,000	73600	74200	74800	75400	76000	76600	77200	77800	78400	79000	79600
21	\$74,000	74600	75200	75800	76400	77000	77600	78200	78800	79400	80000	80600
22	\$75,000	75600	76200	76800	77400	78000	78600	79200	79800	80400	81000	81600
23	\$76,000	76600	77200	77800	78400	79000	79600	80200	80800	81400	82000	82600
24	\$77,000	77600	78200	78800	79400	80000	80600	81200	81800	82400	83000	83600
25	\$78,000	78600	79200	79800	80400	81000	81600	82200	82800	83400	84000	84600
26	\$79,000	79600	80200	80800	81400	82000	82600	83200	83800	84400	85000	85600
27	\$80,000	80600	81200	81800	82400	83000	83600	84200	84800	85400	86000	86600



MA Schedule - 2012-13

12 13	MA+0	MA+6	MA+12	MA+18	MA+24	MA+30	MA+36	MA+42	MS+48	MA+54	MA+60	Dr
Step 1	\$43,000	43600	44200	44800	45400	46000	46600	47200	47800	48400	49000	49600
2	\$43,250	43850	44450	45050	45650	46250	46850	47450	48050	48650	49250	49850
3	\$43,500	44100	44700	45300	45900	46500	47100	47700	48300	48900	49500	50100
4	\$43,900	44500	45100	45700	46300	46900	47500	48100	48700	49300	49900	50500
5	\$44,100	44700	45300	45900	46500	47100	47700	48300	48900	49500	50100	50700
6	\$45,500	46100	46700	47300	47900	48500	49100	49700	50300	50900	51500	52100
7	\$47,100	47700	48300	48900	49500	50100	50700	51300	51900	52500	53100	53700
8	\$50,000	50600	51200	51800	52400	53000	53600	54200	54800	55400	56000	56600
9	\$51,500	52100	52700	53300	53900	54500	55100	55700	56300	56900	57500	58100
10	\$52,500	53100	53700	54300	54900	55500	56100	56700	57300	57900	58500	59100
11	\$54,024	54624	55224	55824	56424	57024	57624	58224	58824	59424	60024	60624
12	\$56,510	57110	57710	58310	58910	59510	60110	60710	61310	61910	62510	63110
13	\$58,640	59240	59840	60440	61040	61640	62240	62840	63440	64040	64640	65240
14	\$60,965	61565	62165	62765	63365	63965	64565	65165	65765	66365	66965	67565
15	\$63,290	63890	64490	65090	65690	66290	66890	67490	68090	68690	69290	69890
16	\$66,100	66700	67300	67900	68500	69100	69700	70300	70900	71500	72100	72700
17	\$68,500	69100	69700	70300	70900	71500	72100	72700	73300	73900	74500	75100
18	\$71,100	71700	72300	72900	73500	74100	74700	75300	75900	76500	77100	77700
19	\$73,601	74201	74801	75401	76001	76601	77201	77801	78401	79001	79601	80201
20	\$76,500	77100	77700	78300	78900	79500	80100	80700	81300	81900	82500	83100
21	\$78,500	79100	79700	80300	80900	81500	82100	82700	83300	83900	84500	85100
22	\$81,500	82100	82700	83300	83900	84500	85100	85700	86300	86900	87500	88100
23	\$83,500	84100	84700	85300	85900	86500	87100	87700	88300	88900	89500	90100
24	\$85,000	85600	86200	86800	87400	88000	88600	89200	89800	90400	91000	91600
25	\$86,000	86600	87200	87800	88400	89000	89600	90200	90800	91400	92000	92600
26	\$86,750	87350	87950	88550	89150	89750	90350	90950	91550	92150	92750	93350
27	\$87,000	87600	88200	88800	89400	90000	90600	91200	91800	92400	93000	93600

## BA Schedule - 2013-14

13 14	BA+0	BA+6	BA+12	BA+18	BA+24	BA+30	BA+36	BA+42	BA+48	BA+54	BA+60	BA+66
Step												
1	\$39,000	39600	40200	40800	41400	42000	42600	43200	43800	44400	45000	45600
2	\$39,500	40100	40700	41300	41900	42500	43100	43700	44300	44900	45500	46100
3	\$39,750	40350	40950	41550	42150	42750	43350	43950	44550	45150	45750	46350
4	\$41,000	41600	42200	42800	43400	44000	44600	45200	45800	46400	47000	47600
5	\$41,250	41850	42450	43050	43650	44250	44850	45450	46050	46650	47250	47850
6	\$41,500	42100	42700	43300	43900	44500	45100	45700	46300	46900	47500	48100
7	\$42,000	42600	43200	43800	44400	45000	45600	46200	46800	47400	48000	48600
8	\$43,500	44100	44700	45300	45900	46500	47100	47700	48300	48900	49500	50100
9	\$46,000	46600	47200	47800	48400	49000	49600	50200	50800	51400	52000	52600
10	\$48,000	48600	49200	49800	50400	51000	51600	52200	52800	53400	54000	54600
11	\$50,000	50600	51200	51800	52400	53000	53600	54200	54800	55400	56000	56600
12	\$53,000	53600	54200	54800	55400	56000	56600	57200	57800	58400	59000	59600
13	\$56,000	56600	57200	57800	58400	59000	59600	60200	60800	61400	62000	62600
14	\$59,000	59600	60200	60800	61400	62000	62600	63200	63800	64400	65000	65600
15	\$61,000	61600	62200	62800	63400	64000	64600	65200	65800	66400	67000	67600
16	\$66,000	66600	67200	67800	68400	69000	69600	70200	70800	71400	72000	72600
17	\$68,000	68600	69200	69800	70400	71000	71600	72200	72800	73400	74000	74600
18	\$70,000	70600	71200	71800	72400	73000	73600	74200	74800	75400	76000	76600
19	\$72,000	72600	73200	73800	74400	75000	75600	76200	76800	77400	78000	78600
20	\$74,000	74600	75200	75800	76400	77000	77600	78200	78800	79400	80000	80600
21	\$75,000	75600	76200	76800	77400	78000	78600	79200	79800	80400	81000	81600
22	\$76,000	76600	77200	77800	78400	79000	79600	80200	80800	81400	82000	82600
23	\$77,000	77600	78200	78800	79400	80000	80600	81200	81800	82400	83000	83600
24	\$78,000	78600	79200	79800	80400	81000	81600	82200	82800	83400	84000	84600
25	\$79,000	79600	80200	80800	81400	82000	82600	83200	83800	84400	85000	85600
26	\$80,000	80600	81200	81800	82400	83000	83600	84200	84800	85400	86000	86600
27	\$81,000	81600	82200	82800	83400	84000	84600	85200	85800	86400	87000	87600

MA Schedule - 2013-14

13 14	MA+0	MA+6	MA+12	MA+18	MA+24	MA+30	MA+36	MA+42	MS+48	MA+54	MA+60	Dr
Step												
1	\$44,000	44600	45200	45800	46400	47000	47600	48200	48800	49400	50000	50600
2	\$44,500	45100	45700	46300	46900	47500	48100	48700	49300	49900	50500	51100
3	\$44,750	45350	45950	46550	47150	47750	48350	48950	49550	50150	50750	51350
4	\$45,000	45600	46200	46800	47400	48000	48600	49200	49800	50400	51000	51600
5	\$45,250	45850	46450	47050	47650	48250	48850	49450	50050	50650	51250	51850
6	\$45,500	46100	46700	47300	47900	48500	49100	49700	50300	50900	51500	52100
7	\$47,100	47700	48300	48900	49500	50100	50700	51300	51900	52500	53100	53700
8	\$50,000	50600	51200	51800	52400	53000	53600	54200	54800	55400	56000	56600
9	\$52,500	53100	53700	54300	54900	55500	56100	56700	57300	57900	58500	59100
10	\$53,250	53850	54450	55050	55650	56250	56850	57450	58050	58650	59250	59850
11	\$54,025	54625	55225	55825	56425	57025	57625	58225	58825	59425	60025	60625
12	\$56,510	57110	57710	58310	58910	59510	60110	60710	61310	61910	62510	63110
13	\$58,640	59240	59840	60440	61040	61640	62240	62840	63440	64040	64640	65240
14	\$60,965	61565	62165	62765	63365	63965	64565	65165	65765	66365	66965	67565
15	\$63,290	63890	64490	65090	65690	66290	66890	67490	68090	68690	69290	69890
16	\$66,105	66705	67305	67905	68505	69105	69705	70305	70905	71505	72105	72705
17	\$68,851	69451	70051	70651	71251	71851	72451	73051	73651	74251	74851	75451
18	\$71,350	71950	72550	73150	73750	74350	74950	75550	76150	76750	77350	77950
19	\$74,000	74600	75200	75800	76400	77000	77600	78200	78800	79400	80000	80600
20	\$76,700	77300	77900	78500	79100	79700	80300	80900	81500	82100	82700	83300
21	\$79,800	80400	81000	81600	82200	82800	83400	84000	84600	85200	85800	86400
22	\$82,300	82900	83500	84100	84700	85300	85900	86500	87100	87700	88300	88900
23	\$84,700	85300	85900	86500	87100	87700	88300	88900	89500	90100	90700	91300
24	\$86,500	87100	87700	88300	88900	89500	90100	90700	91300	91900	92500	93100
25	\$87,000	87600	88200	88800	89400	90000	90600	91200	91800	92400	93000	93600
26	\$88,000	88600	89200	89800	90400	91000	91600	92200	92800	93400	94000	94600
27	\$88,224	88824	89424	90024	90624	91224	91824	92424	93024	93624	94224	94824

Please use the  
UPDATED  
Coaching Salary  
information on  
page 48 of this pdf  
document. (It is  
under the  
Memorandum of  
Understanding.)  
Thank you!

FALL	2009-2013	2013-2014
Varsity Football	5801	5946
Varsity Football Ass't	4407	4517
J.V. Football	3913	4011
J.V. Football Ass't	3629	3720
Modified Football	3193	3273
Modified Football Ass't	2720	2788
Cross Country	4415	4525
Boys Varsity Soccer	4415	4525
Boys J.V. Soccer	3193	3273
Boys Mod. Soccer	2789	2859
Girls Varsity Soccer	4415	4525
Girls J.V. Soccer	3193	3273
Girls Modified Soccer	2789	2859
Girls Varsity Swimming	4415	4525
Girls Varsity Swimming Ass't	3193	3273
Girls Varsity Tennis	4415	4525
Boys Varsity Volleyball	4415	4525
Boys J.V. Volleyball	3193	3273
Boys Modified Volleyball	2789	2859
Girls Varsity Volleyball	4415	4525
Girls J.V. Volleyball	3193	3273
Girls Modified Volleyball	2789	2859
Golf (B/G)	4415	4525
Cheerleading (Varsity)	1559	1598
Cheerleading Ass't Advisor	1238	1269
Cheerleading (J.V.)	1238	1269
<b>WINTER</b>		
Boys Varsity Basketball	5801	5946
Boys J.V. Basketball	4407	4517
Boys Modified Basketball	3193	3273
Girls Varsity Basketball	5797	5942
Girls J.V. Basketball	4407	4517
Girls Modified Basketball	3193	3273
Boys Varsity Swimming	5797	5942
Boys Varsity Swimming Ass't	3570	3659
Modified Swimming	3214	3294
Modified Swimming Ass't	2407	2467
Varsity Wrestling	5797	5942
Varsity Wrestling Assistant	4407	4517
J.V. Wrestling	4407	4517
Modified Wrestling	3193	3273
Indoor Track	4415	4525
Indoor Track Ass't	3570	3659
Cheerleading (Varsity)	1559	1598
Cheerleading Ass't Advisor	1238	1269
Cheerleading (J.V.)	1238	1269
<b>SPRING</b>		
Varsity Baseball	4410	4520
J.V. Baseball	3130	3208
Modified Baseball	2789	2859
Girls Varsity Softball	4415	4525
Girls J.V. Softball	3130	3208
Girls Modified Softball	2789	2859
Boys Varsity Tennis	4415	4525
Boys Varsity Track	4415	4525
Boys Varsity Track Ass't	3130	3208
Girls Varsity Track	4415	4525
Girls Varsity Track Ass't	3130	3208
Modified Track	2789	2859
Varsity Lacrosse	4410	4520
J. V. Lacrosse	3130	3208
Modified Lacrosse	2789	2859
<b>ALL YEAR</b>		
Faculty Equipment Manager	3465	3552
Trainer (per season)	5127	5255

## Co-Curricular Stipends

Please use the  
**UPDATED** Co-  
 Curricular Stipends  
 information on  
 page 49 of this pdf  
 document. (It is  
 under the  
 Memorandum of  
 Understanding.)  
 Thank you!

<b>SENIOR HIGH SCHOOL</b>	<b>2009-2013</b>	<b>2013-2014</b>
Art Club	852	873
Class Advisors - Grades 9/10/11	1177	1206
Dance Club	616	631
Drama Club	1346	1380
Future Business Leaders of America	879	901
Honor Society	1177	1206
HOOP	1137	1165
Literary Club	616	631
LSC Athletic Association	877	899
Master Minds	616	631
Mock Trial	1399	1434
Model UN	1177	1206
Newspaper - "Green and White"	1598	1638
School Production	8604	8819
Science Club	616	631
Senior Class Advisor	3364	3448
Senior High Pep Band	2099	2151
Stage Band	1850	1896
Student Government	1677	1719
Yearbook - "Shorelines"	5637	5778
<b>MIDDLE SCHOOL</b>		
Big Brother/Big Sister	852	873
Class Advisors - Grades 6/7/8	1177	1206
CS+V Club	852	873
Drama Club	1177	1206
Future Business Leaders of America	600	615
Home Economics Club	852	873
Honor Society	1177	1206
Musical	5191	5321
Newspaper - "The Wave"	1177	1206
SAFE Club	852	873
Stage Band	1143	1172
Student Government	1177	1206
Yearbook - "Lake Shore Harbor"	3427	3513
<b>DISTRICT</b>		
Special Olympics	616	631

**LSCTA Other Contractual/Hourly Rates**

<b>ADDITIONAL CONTRACTUAL RATES</b>	<b>2009-2013</b>	<b>2013-2014</b>
National Certification (12.3.8)	\$575.00	\$582.00
Longevity (12.3.9)	\$1,000.00	\$1,000.00
Mentor (12.3.10)	\$1,108.00	\$1,122.00
<b>ADDITIONAL HOURLY RATES</b>		
Instructional/Presentation/Summer School (12.3.3)	\$38.31	\$38.79
Curriculum Work (8.16)	\$27.10	\$27.44
In-service/Training (8.24)	\$20.24	\$20.49

**LSCTA Chaperone & Other Rates**

<b>CHAPERONES AND OTHERS: FLAT RATES</b>	<b>2009-2013</b>	<b>2013-2014</b>
Home Events - Basic Rate	\$45.77	\$46.34
Night Football	\$54.79	\$55.48
Varsity Basketball	\$54.79	\$55.48
Varsity Wrestling	\$54.79	\$55.48
Away Events - Basic Rate	\$61.62	\$62.39
Basketball	\$68.63	\$69.48
Wrestling	\$68.63	\$69.48
Timer/Scorer for Football, Wrestling	\$55.04	\$55.73
Timer for Basketball	\$68.93	\$69.80
Announcer for Football	\$55.04	\$55.73
Photographer for Football	\$45.99	\$46.57
Ticket Seller/Chaperone for		
Football and Basketball	\$68.93	\$69.80
Intramural Rate	\$29.33	\$29.70
Timer	\$30.79	\$31.17

## MEMORANDUM OF AGREEMENT

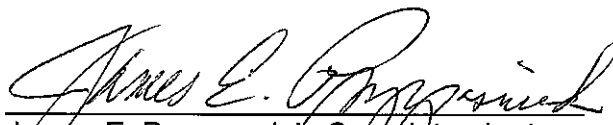
The Lake Shore Central School District ("District") and the Lake Shore Central Teachers' Association ("Association") agree to the following Memorandum of Agreement concerning APPR:

Consistent with the provision of §3012-c Subd.8, of the NYS Education Law, the parties certify that the provisions of this successor agreement are not contrary to 3012-c.

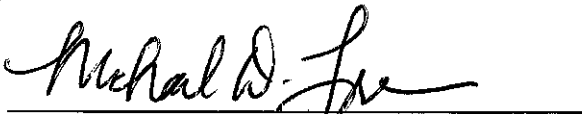
Further the parties agree that as soon as practicable, after promulgation of regulations by the Commissioner of Education, as required by Chapter 103 of the Laws of 2010, the parties shall enter into negotiations concerning APPR, to the extent necessary to comply with said regulations, including the appeals thereof.

This agreement will fully sunset upon the implementation of the parties' negotiated procedures in compliance with the Commissioner regulations.

Agreed to:

  
James E. Przepasniak, Superintendent  
Lake Shore Central School District

2-15-11  
Date

  
Michael D. Frew, President  
Lake Shore Central Teachers' Association

2-15-11  
Date

**MEMORANDUM OF UNDERSTANDING**

**Coaching & Co-Curricular Salaries/Stipends  
& New Club Approval Form**

BOARD OF EDUCATION

EVANS-BRANT CENTRAL SCHOOL DISTRICT

LAKE SHORE CENTRAL SCHOOLS

ANGOLA, NEW YORK

AND

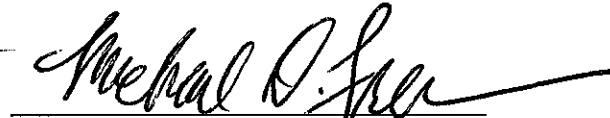
LAKE SHORE CENTRAL TEACHERS' ASSOCIATION

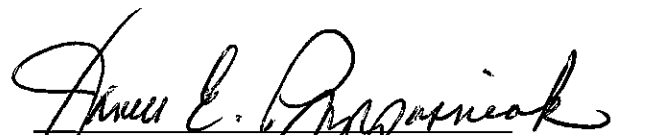
**Effective July 1, 2011 through June 30, 2014**

BOARD OF EDUCATION

  
Cynthia L. Latimore, President

LSC TEACHERS' ASSOCIATION

  
Michael D. Frew, President

  
James E. Przepasniak, Superintendent of Schools



**LSCTA  
UPDATED Coaching Salaries**

Lake Shore Central Teachers' Association  
Attachment

FALL	2011-2013	2013-2014
Varsity Football	5801	5946
Varsity Football Assistant(2)	4407	4517
J.V. Football	3913	4011
J.V. Football Ass't	3629	3720
Modified Football	3193	3273
Modified Football Ass't	2720	2788
Cross Country	4415	4525
Cross Country Assistant	3193	3273
Boys Varsity Soccer	4415	4525
Boys J.V. Soccer	3193	3273
Boys Mod. Soccer	2789	2859
Girls Varsity Soccer	4415	4525
Girls J.V. Soccer	3193	3273
Girls Modified Soccer	2789	2859
Girls Varsity Swimming	4415	4525
Girls Varsity Swimming Ass't	3193	3273
Girls Varsity Tennis	4415	4525
Girls Varsity Tennis Assistant	3193	3273
Boys Varsity Volleyball	4415	4525
Boys J.V. Volleyball	3193	3273
Boys Modified Volleyball	2789	2859
Girls Varsity Volleyball	4415	4525
Girls J.V. Volleyball	3193	3273
Girls Modified Volleyball	2789	2859
Golf (B/G)	4415	4525
Cheerleading (Varsity)	1559	1598
Cheerleading Ass't Advisor	1238	1269
Cheerleading (J.V.)	1238	1269
WINTER		
Boys Varsity Basketball	5801	5946
Boys J.V. Basketball	4407	4517
Boys Modified Basketball	3193	3273
Girls Varsity Basketball	5801	5946
Girls J.V. Basketball	4407	4517
Girls Modified Basketball	3193	3273
Boys Varsity Swimming	5801	5946
Boys Varsity Swimming Ass't	3570	3659
Modified Swimming	3214	3294
Modified Swimming Ass't	2407	2467
Varsity Wrestling	5801	5946
J.V. Wrestling	4407	4517
Modified Wrestling	3193	3273
Indoor Track	5801	5946
Indoor Track Ass't	3570	3659
Cheerleading (Varsity)	1559	1598
Cheerleading Ass't Advisor	1238	1269
Cheerleading (J.V.)	1238	1269
SPRING		
Varsity Baseball	4415	4525
J.V. Baseball	3130	3208
Modified Baseball	2789	2859
Girls Varsity Softball	4415	4525
Girls J.V. Softball	3130	3208
Girls Modified Softball	2789	2859
Boys Varsity Tennis	4415	4525
Boys Varsity Tennis Assistant	3130	3208
Boys Varsity Track	4415	4525
Boys Varsity Track Ass't	3130	3208
Girls Varsity Track	4415	4525
Girls Varsity Track Ass't	3130	3208
Modified Track	2789	2859
Boys Varsity Lacrosse	4415	4525
Boys J. V. Lacrosse	3130	3208
Boys Modified Lacrosse	2789	2859
Girls Varsity Lacrosse	4415	4525
Girls J. V. Lacrosse	3130	3208
Girls Modified Lacrosse	2789	2859
ALL YEAR		
Faculty Equipment Manager	3465	3552
Trainer (per season)	5127	5255

**LSCTA**  
**UPDATED Co-Curricular Stipends**

	2011-2013	2013-2014
<b>SENIOR HIGH SCHOOL</b>		
ACE Club	616	631
Art Club	852	873
Class Advisors - Grades 9/10/11	1177	1206
Drama Club	1500	1538
Future Business Leaders of America	852	873
GSA	616	631
Honor Society	1177	1206
HOOP	1177	1206
Literary Club	616	631
Jazz Band	2099	2151
LSC Athletic Association	852	873
Language Club	616	631
Master Minds	616	631
Model UN	1177	1206
Musical Art Director	1500	1538
Musical Band Director	1500	1538
Musical Choreographer	1500	1538
Musical Director	1500	1538
Musical Producer	1500	1538
Musical Vocal Director	1500	1538
Newspaper - "Green and White"	1700	1743
Outdoor Adventure Club	616	631
Senior Class Advisor	3364	3448
Senior High Pep Band	2099	2151
Student Government	1700	1743
Technology Club	616	631
Yearbook - "Shorelines"	5637	5778
<b>MIDDLE SCHOOL</b>		
Big Brother/Big Sister	852	873
Class Advisors - Grades 6/7/8	1177	1206
CS+V Club	1177	1206
Drama Club	1177	1206
Future Cities Club	616	631
Home Economics Club	852	873
Honor Society	852	873
Musical Art Director	1177	1206
Musical Choreographer	1177	1206
Musical Band Director	616	631
Musical Director	1500	1538
Musical Producer	852	873
Musical Vocal Director	852	873
Jazz Band	1177	1206
Newspaper - "The Wave"	1177	1206
SAFE Club	852	873
Student Government	1177	1206
Yearbook - "Lake Shore Harbor"	3364	3448
<b>DISTRICT</b>		
Special Olympics	852	873
New Clubs- First Year	400	410
New Clubs- Second Year	616	631
<b>CHEERLEADING (Fall) (Winter)</b>		
Varsity Cheerleading	1559	1598
Varsity Cheerleading Ass't	1238	1269
J.V. Cheerleading	1238	1269

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**New Club Approval Request Form**

Adviser(s) Name(s): \_\_\_\_\_

Name of Club: \_\_\_\_\_

Description/Purpose of Club (Attach rational and description for the new club): \_\_\_\_\_

Date: \_\_\_\_\_ Expected Date of First Meeting: \_\_\_\_\_

(Circle all that apply):

**Club will meet:** During help class: \_\_\_\_\_ After school: \_\_\_\_\_ Other: \_\_\_\_\_

**How Often Will club meet?** More than once per week Weekly Biweekly Monthly Other: \_\_\_\_\_

**Approximate number of students involved:** \_\_\_\_\_

**Grade Level of students involved:** K-5 6-8 9-12 Other \_\_\_\_\_

**Other than meetings, how many events per year?** 1-2 2-3 3-4 4+ Other \_\_\_\_\_

**Describe events:** \_\_\_\_\_

**Will there be any fundraising activities?** \_\_\_\_\_

**Where will club meet?** \_\_\_\_\_ (room) \_\_\_\_\_ building Other \_\_\_\_\_

**Other information:**

**Advisor Signature:** \_\_\_\_\_

**Approved:** \_\_\_\_\_ **(Principal/Supervisor) Date:** \_\_\_\_\_

**Approved:** \_\_\_\_\_ **(Superintendent) Date:** \_\_\_\_\_

**Stipend Amount:** \_\_\_\_\_

**Approved:** \_\_\_\_\_ **(LSCTA President) BOE Approval Date:** \_\_\_\_\_

cc: LSCTA  
Advisor