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Title: **Bethpage Union Free School District and Bethpage Union Free School Teaching Assistants Unit, Bethpage Congress of Teachers, New York State United Teachers (NYSUT), American Federation of Teachers (AFT), AFL-CIO, Local 1379 (2011) (MOA)**

Employer Name: **Bethpage Union Free School District**

Union: **Bethpage Union Free School Teaching Assistants Unit, Bethpage Congress of Teachers, New York State United Teachers (NYSUT), American Federation of Teachers (AFT), AFL-CIO**

Local: **1379**

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AN AGREEMENT

BETWEEN

The Bethpage Board of Education

Bethpage Union Free School District

and the

Bethpage Congress of Teachers Local 1379

Teaching Assistants Unit

New York State United Teachers

N.Y.S.U.T., A.F.T., A.F.L.-CIO

JULY 1, 2011 – JUNE 30, 2012

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MEMORANDUM OF AGREEMENT

The Collective Bargaining Agreement between the BOARD OF EDUCATION OF THE BETHPAGE UNION FREE SCHOOL DISTRICT (hereinafter referred to as the "District") and the BETHPAGE CONGRESS OF TEACHERS TEACHING ASSISTANTS UNIT (hereinafter referred to as the "Union") shall be constituted as delineated herein.

WHEREAS, the Board has adopted procedures for peacefully determining collective bargaining representatives for its employees and has negotiated collectively with the Congress of Teachers Teaching Assistants as the legally designated representatives of its teaching assistants.

NOW, THEREFORE, the parties agree as follows:

DEFINITIONS

Board *Board of Education, Bethpage Union Free School District,
Town of Oyster Bay, Bethpage, New York 11714*

Congress *Bethpage Senior High School
10 Cherry Avenue, Bethpage, New York 11714*

Teaching Assistants
All professional staff, as defined in Article II of this agreement.

Term: July 1, 2011 through June 30, 2012

ARTICLE I

SALARY

- A. Effective September 1, 2011, the annual salaries for unit members shall be increased by 1.5%.
- B. Effective September 1, 2008, unit members who have attained their pre-professional or teaching certification from the New York State Education Department shall receive an annual stipend of \$2,000.00 (not part of base salary) upon presentation of documentary confirmation, in a form and in substance acceptable by the Superintendent or his designee, of attaining and maintaining such certification as valid. Unit members who were employed as District Teaching Assistants during the term of this Agreement, but who resigned or where promoted to another District position prior to the approval of this Memorandum of Agreement by the Board of Education, shall be paid their pro-rata share of this stipend limited to the time period that they worked for the District as unit members, and ending as of the effective date of such resignation or promotion.

ARTICLE II

RECOGNITION CLAUSE

The Board of Education recognizes the Bethpage Congress of Teachers Teaching Assistants Unit as the exclusive representative of all full-time Teaching Assistants in the Bethpage Union Free School District. All other personnel employed by the Board of Education are excluded from this unit.

ARTICLE III

SCOPE OF OBLIGATION TO BARGAIN

- A. The parties recognize that the Agreement is the result of professional negotiations between them and is intended to be in full settlement of all issues respecting salaries, hours, and other terms and conditions of employment, and all other matters which are the subject of professional negotiations. Therefore, each of the parties for the life of this Agreement, agrees that the other shall not be obligated to negotiate collectively with request to any issue of salaries, hours or other terms and conditions of employment not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.
- B. With respect to salaries, wages, hours and other terms and conditions of employment, the District agrees that, insofar as these matters are not covered by this Agreement, it will make no changes in its existing conditions concerning them without prior bargaining with the Union.

ARTICLE IV

WORK YEAR

The work year for unit members shall be the same as the work year for full-time District teachers pursuant to the teachers' calendar.

ARTICLE V

WORKDAY

A.

1. The workday for full-time elementary Teaching Assistants will be seven and one-half (7.5) hours per day, with a one (1) hour lunch; and the workday for secondary full-time Teaching Assistants will be eight (8) hours per day with a forty-two (42) minute lunch. Building Administration shall make its best efforts to provide Teaching Assistants with a duty free lunch. However, the parties recognize that circumstances may require a Teaching Assistant's intervention or assistance during lunch, and therefore, there can be no guarantee of a duty free lunch.
2. As part of their regular workday, full-time secondary Teaching Assistants will have one (1) forty-two (42) minute professional period.
3. The activities performed by unit members during the professional period to improve student performance, shall be determined by the Administration and shall include, but not be limited to, tutoring/student assistance; class coverage (note: it is not the intention of Administration to regularly program unit members into class coverage and unit members will be used for same on an as needed basis with assignment rotation); curriculum development; IEP development and review; grading; professional development; parent meetings; data analysis of student performance; text/exam construction; alignment of existing curriculum; meetings with administrators; inclusion teacher meetings, providing input regarding budget preparation; construction and review of building plan for results; preparation of state assessments; peer visitations; teacher to teacher assistant articulation; end of quarter reporting as appropriate to teaching assistants; contact with special education teachers; teacher consultation including as to students participation in the academic centers; marking classwork, homework and tests.

B. *Post-Work Day*

Recognizing that unit members are engaged in a profession, the members of the bargaining unit agree to abide by their responsibilities as professionals. The professional staff's day shall be administered reasonably in a good faith manner.

1. Each member of the bargaining unit shall remain as required after the end of their regular work day to assure orderly dismissal of pupils, to attend faculty meetings and departmental meetings.
2. Attendance may be required for scheduled evening activities such as open school nights/back to school nights. Each year, open school nights/back to school nights shall take place in each school. In addition, Teaching Assistants, if required by the Principal, to attend day or evening parent teacher conferences, shall attend. Where such attendance is required, unit members will be paid \$79.00.
3. Individual Conferences: Bargaining unit members shall remain after their regular work day at the request of a Principal or the Superintendent for the purpose of discussing any matter, if such a conference cannot be reasonably scheduled during the school day.

C. *Pre-Work / Post-Work Day:*

In addition to the obligations referred to in the above-referenced paragraphs, one elementary work day per month shall be extended by one (1) hour which shall be devoted to Administrative meetings and/or professional responsibilities.

ARTICLE VI

NOTICE OF TENTATIVE ASSIGNMENT

The District shall provide unit members written notice of their continuation of employment and/or tentative assignment for the next school year no later than June 15th of the immediately preceding work year, except where circumstances beyond the District's control cause the District to provide such notice at a later date.

ARTICLE VII

PAYROLL DEDUCTIONS

- A. *Dues Check-Off:* Upon receipt of an appropriate authorization, signed by a member of the bargaining unit, the Board will deduct Union dues from the wages of such bargaining unit member. A list of those teaching assistants from whose wages the deduction were made and the amount deducted from each shall be submitted to the Union monthly, within ten (10) days from the submission of the monies. Deductions shall be made from each bi-weekly pay check, in accordance with the check-off authorization.

The dues check-off privilege shall extend only to the exclusive bargaining representative.

The dues deduction authorization shall be in the form attached hereto, as Appendix A, and shall be revocable only upon the filing by the teaching assistant with the Board of a written revocation. A copy of such written revocation shall be immediately forwarded to the Union.

Dues shall be deducted at the rate of 1/20 of the annual Union dues for each of the first twenty pay checks, subject to any change in the number of pay periods.

- B. *VOTE COPE:* Effective July 1, 2010, the District shall deduct VOTE-COPE payments from Teaching Assistants' paychecks.

ARTICLE VIII
FACILITIES

The Union's executive committee shall have the right to use the District's inter-school mail facilities and shall be responsible for the distribution of any unit communications. Where the committee wishes to make an announcement it may submit a proposed statement to the Building Principal to be made over the Public Address System of the applicable school building. Upon approval of such statement, the Principal shall cause the announcement in a timely manner. The right to use inter-school mail facilities and the privilege of using the Public Address System shall not be abused.

ARTICLE IX
MAILBOXES

Teaching Assistants' mailboxes shall be available for use by the Union. The privilege of using mailboxes shall not be abused.

ARTICLE X
FRINGE BENEFITS

A. Sick Leave

1. *Sick Leave:* Effective July 1, 2010, and thereafter, each full-time Teaching Assistant shall have eight (8) sick leave days. Notwithstanding any policy or practice to the contrary, the use of sick leave shall be limited to full or half days only. Unused sick leave days may be accumulated up to a maximum of one-hundred (100) sick days, for use only.
2. *Doctor's Certificate:*
 - i. Employees absent for more than five (5) consecutive work days because of personal illness are required to submit a Doctor's Certificate explaining the nature of the illness, in order to claim sick days beyond five (5) days.
 - ii. After any unit employee's sixth (6th) day of absence in any school year for reasons of illness, the employee shall, at the discretion of the Superintendent, thereafter provide a Doctor's certificate for each additional day of absence for illness. Failure to provide such Doctor's Certificate for any such additional day shall disqualify the employee's entitlement for sick leave pay for such days and the employee shall not be paid for absence on any such disqualified day.
 - iii. Irrespective of the provisions above contained in this section, the Superintendent, in his discretion, can request that employees who take sick leave on Friday or Monday, or on the days preceding or following a paid

holiday or vacation, submit a Doctor's certificate validating their inability to report to work on those days. The failure to provide such Doctor's certificate for any such days shall disqualify the employee's entitlement for sick leave pay for such days and employees shall not be paid for absences on any such disqualified day.

B. Personal Leave

Effective July 1, 2010, and thereafter, full-time Teaching Assistants shall be entitled to two (2) days of paid personal leave annually. Personal leave days may be taken without specifying the reason for such leave, provided unit members give at least seventy-two (72) hours prior notice to Administration, except for unforeseeable emergencies. Employees' failure to provide the required notice will result in requests for personal leave being denied.

C. Bereavement Leave

Effective July 1, 2010, and thereafter, full-time Teaching Assistants shall be entitled to up to three (3) bereavement days for each death in the immediate family to be taken on days contiguous with the death. Immediate family shall be defined as mother, father, sister, brother, spouse, children, grandparents, grandchildren, mother-in-law, father-in-law, stepchildren or relative living in the household of the employee.

D. Jury Duty

Bargaining unit members called for jury duty service and who are required to serve upon any jury shall be reimbursed for all pay lost as a result of such service or appearance. The bargaining unit member's salary shall be maintained, but he/she shall be required to pay-over or endorse to the District or other designated authority any monies or checks received in payment for such jury services.

E. Hospitalization and Medical Benefits:

1. *Benefits*

The District shall pay eighty (80%) percent of the cost of individual or family health insurance coverage under the Empire Plan Core Plus Enhancement or HIP Emblem Health Insurance Plan for full-time Teaching Assistants; with such full-time unit members paying twenty (20%) percent of the cost of such coverage.

2. *Premium Continuation*

If full-time Teaching Assistants are removed from the payroll due to an extended illness/disability and have used all of their accrued sick leave, the first three (3) months of premiums for hospital and medical benefits shall be paid by the District. Said Teaching Assistants shall be obligated to promptly apply to the appropriate New York State authorities for a waiver of the payment of medical coverage premiums. Failure to apply shall cause the District's obligation to pay any premium under this section to cease, as of the end of the third month of absence. If a waiver of premium is granted, there shall be no obligation on the part of the District to fund premium payments. However, if the Teaching Assistant's application is not approved, the District shall pay the medical coverage premiums for six (6) months (beginning with the first month of absence or beginning of the new year (September 1) whichever is longer). The District's obligation under this clause shall be to finance premiums only, in accordance with this provision. The undertaking in this section shall not extend in any way to the payment of health benefits or to any other

obligation. In no event, shall a Teaching Assistant receive any payment under this clause unless the Teaching Assistant is unable to work by reason of disability/illness, and has submitted a physician's certificate attesting to the disability/illness. The District has the right to verify said disability/illness by requiring a physician designated by the District to perform a physical examination. Failure to agree to such a request shall nullify any obligation created by this section.

3. *Waiver of Coverage:*

- i. During the term of this Agreement, all full-time Teaching Assistants employed by the District for a period of two (2) consecutive years and who are enrolled in a District health plan under either individual or family coverage as of said date, may elect to withdraw from such plan and waive either coverage as of said date. A Teaching Assistant waiving coverage shall be entitled to receive a total of fifty (50%) percent of the premium monies actually saved by the District (i.e., fifty (50%) percent of the District's portion of premium), for each full year the Teaching Assistant elects to withdraw from coverage. Such sum shall be paid out in equal installments each payroll period. An election to withdraw from the Plan and waive coverage shall be submitted to the Human Resources Department in writing, on or before March 1, of any year, on forms or in the manner prescribed by the District. Such withdrawal and waiver of coverage shall take effect on July 1 on the ensuing school year. The District's portion of such premium to be shared by the employee shall be determined as of the first effective date of the withdrawal and waiver (i.e., July 1 next following written election of withdrawal and waiver of coverage) and the subsequent right to re-entry (as delineated below), shall be subject to the requirements of the insurer and the insuring contract and/or any law or rules and regulations of any governmental agency or the Plan, or having the force of law. It is further understood that such withdrawal or waiver shall not occur or continue if it prevents compliance with the insurer's or the Plan's requirements as to the percentage and/or number of unit participants for District continuation or the renewal of participation in the effected Plan. Under this section, Teaching Assistants may elect to waive coverage and withdraw from family to individual coverage, or no coverage, or from individual to no coverage, provided that membership in each plan must be for a minimum of two (2) consecutive years. Any claim by a Teaching Assistant under this provision shall be limited to reimbursement issues only; in no event shall the District be liable for any medical bill or a claim for monies outside of the portion of premiums saved by the District.
- ii. Teaching Assistants shall have the right to elect to re-enter the Plan provided they give three (3) months notice in advance of the effective date of such re-entry to the Department of Human Resources and the Plan (unless such notice period is waived by the Plan due to the employee having no Plan coverage at all through a spouse, etc.) subject to the above and applicable conditions, but shall be entitled only to a pro-rata share of fifty (50%) percent of any actual savings for the District if the re-entry occurs during the calendar year.

F. Disability Plan

1. *Benefit:* For the duration of this contract, the District shall continue to provide the present disability plan to full-time Teaching Assistants.

The District shall pay a maximum of \$48.40 dollars per employee, per year, for such plan. Any premiums or costs in excess of the aforementioned amounts shall be paid by the Teaching Assistants enrolled in the plan. If the cost exceeds such amount, the union shall have the right to locate an insurance carrier which will provide substantially the same coverage at a cost not to exceed the maximum cost limitations provided for herein. If no such coverage can be obtained, the union may elect to reduce the benefits provided by the plan in a manner which will reduce the premiums to the above prescribed limits.

2. *Limits of Liability:* The liability of the District shall be solely limited to the contributions for premiums delineated above and the sole recourse on the part of any Teaching Assistant shall be limited to claims against the insurance carrier under the terms of the insurance policy. The aforesaid benefits shall be subject to exceptions, exclusions and other terms of the policy, plan (etc.) including, without limitation, provisions altering benefits under the policy relating to Workers' Compensation and Social Security payments and benefits.

ARTICLE XI

EXTRA DUTY ASSIGNMENTS

Effective July 1, 2010, except as otherwise set forth in this Agreement, in the event that Teaching Assistants apply and/or are selected to provide services such as chaperoning, gameguarding, graduation (and other similar services pursuant to practice) beyond the regular hours of their workday, then such unit members will be paid at the applicable hourly rate as per past practice.

ARTICLE XII

IN-SERVICE PROGRAMS AND STAFF DEVELOPMENT

- A. The continuing improvement of the quality of instruction is a vital concern of the Bethpage School District. In-service education at the District's academy is a means for achieving this goal. The Bethpage School District is deeply interested in encouraging the professional growth of the staff through such in-service education.
- B. Full-time Teaching Assistants who wish to attend such in-service instruction at the District's academy may be permitted to attend same subject to Administration's right to disapprove such course/instruction and attendance. The determination as to whether a Teaching Assistant may attend such instruction and/or whether such attendance is in the best interests of the District, shall be within the sole discretion of Administration.

- C. Unit members are required to attend at least ten (10) hours of professional development, after their regular work day, each school year, and shall not be compensated for same. Such professional development shall be subject to approval by Administration.
- D. Unit members who attend approved in-service training as delineated above shall be paid at the rate of \$36.00 per hour. Unit members who attend mandated professional development after their regular work day, as delineated in this article shall be paid at the hourly rate of \$49.00 per hour.

ARTICLE XIII
TAX SHELTERED ANNUITY

The District shall maintain a tax-sheltered annuity program for the benefit of bargaining unit members contingent upon bargaining unit members and the fund providers executing the agreements required by the District.

ARTICLE XIV
PERSONNEL FILES

- A. Upon request, bargaining unit members shall have access to their own personnel files and shall have the right to view and copy any non-confidential portion of the contents thereof which may be used in evaluating them.
- B. Confidential matters shall consist of pre-employment inquiries to former employees; responses received from said employers, transcripts and placement folders and confidential information received from governmental agencies.
- C. No material pertaining to a bargaining unit member's conduct, service, character or personality shall be placed in the files unless the member has been afforded the opportunity to read it. Bargaining unit members shall acknowledge that he or she has read such material by affixing his or her signature which signifies that he or she has read the material to be filed, but does not necessarily indicate that he or she agrees with the contents.
- D. Bargaining unit members shall have the right to respond to any material of the type described in subparagraph (C) and to attach his or her answer or any evidence supporting the Teaching Assistant's position. Such answer shall be attached to the file copy.

ARTICLE XV
GRIEVANCE PROCEDURE

A. General

1. *Objective:* The parties hereto recognize that it is in their mutual interests to resolve, immediately, amicably, at the lowest level and with the least involvement of supervisory authority, all grievances which may arise. The following provisions shall be interpreted so as to achieve this end.
2. *Definition of Board:* For the purposes of the succeeding provisions, the District shall be deemed to include its Superintendent, Principals, Administrators, and any other supervisory authorities who are not members of the bargaining unit.
3. *Bargaining Unit Representatives:* For the purpose of handling grievances and settling disputes between the Union and the District, the Union will designate and the District will recognize one building representative in each school building. Designated building representatives only shall have the authority to investigate grievances, complaints, disputes, controversies or disagreements between the Union and the District. The Union shall designate and the District shall recognize one grievance chairperson to coordinate grievance handling throughout the District for the Union.
4. *Investigation of Grievances:*
 - i. Building representatives designated under the preceding section shall be permitted to investigate grievances, complaints, disputes, controversies or disagreements during working hours, provided such investigation does not interfere with their instructional or other assigned duties, or the duties of any other unit member.
 - ii. The grievance chairperson designated under the preceding section shall be allowed to visit any school building and to conduct Unit business, provided such visit does not interrupt the duties of any Teaching Assistant in the school visited, and provided he or she follows the sign-in procedure in effect at the school and notifies the Building Principal, or any person acting in his or her place, of his or her presence. Such visits shall not be conducted during the duty time of the grievance chairperson.
5. *No Reprisals:*

The District and the Unit jointly guarantee all persons or parties against any reprisals as the result of filing a grievance.
6. *Exclusivity:*

This procedure shall be the sole and exclusive method for resolving unit members' grievances. However, nothing contained herein shall be construed to deny any employee his or her rights under applicable Civil Rights Law, General Municipal Law, Education Law, or Civil Service Laws and Regulations.

B. Right to a Grievance:

1. The Union, the District and any unit member, shall have the right to grieve pursuant to this procedure. Any unit member shall have the right at any time to present grievances and submit complaints to arbitration under and pursuant to the provisions of this procedure. Nothing herein shall be deemed to prevent any grievant from being represented by the unit or representatives of his/her own choosing.
2. Unit Participation: The Union shall have the right to have its representatives present at all steps of the grievance procedure which involve the interpretation or application of the agreement only.

C. Period of Limitations:

No grievance shall be submitted to step 1 of the procedures set forth in paragraph C(1) of this article, if more than sixty (60) school days have passed since the occurrence of the facts which gave rise to the grievance, or since the grievant knew or should have known of such facts, whichever period is longer. Where the circumstances giving rise to the grievance are of a continuing nature, for the purposes of computing the period of limitations as set forth herein, the facts giving rise to the grievance shall be deemed to have occurred on the last day of such continuing period.

1. *Step One (Building Principal):*

Any complaint, dispute, controversy or disagreement between one or more bargaining unit members and the District, or between the Union and the District, shall be presented, in writing, to the Building Principal, where such complaint, dispute, controversy or disagreement arose, by the Union building representative or by the individual grievant. Within eight (8) school days, the Building Principal's written response shall be noted on the grievance and transmitted to the Union or to the individual filing the grievance.

2. *Step Two (Superintendent):*

- i. If the complaint, dispute, controversy or disagreement is not resolved under Step One, the original grievance, together with the response of the Principal, shall be presented in writing to the Superintendent within ten (10) school days after the Building Principal's written response.
- ii. Within ten (10) school days following the filing of the grievance with the Superintendent, he or she shall notify the grievant and his/her representative, if any, in writing, concerning his or her response to the grievance.

3. *Step Three (Advisory Arbitration):*

- i. If such complaint, dispute, controversy or other disagreement is not satisfactorily resolved within fifteen (15) working days following submission to the Superintendent, and provided that such grievance involves the interpretation and application of this agreement, the full complaint, dispute, controversy or disagreement may be submitted to arbitration before an arbitrator designated by the American Arbitration Association, in accordance with its rules. The submission shall contain all sections of the agreement claimed to have been violated. The arbitration shall be conducted in accordance with voluntary labor arbitration rules of the American Arbitration

Association with the customary expenses of arbitration shared equally between the Union and the District, or the District and the individual grievant as the case may be.

- ii. Neither party shall be bound by the determination of the arbitrator; however, the parties mutually promise to give such a determination the consideration and respect that a decision by an impartial, competent authority merits, and to make every effort to abide by such determination. Each party agrees to communicate its acceptance or rejection of the arbitrator's award to the other party within thirty (30) days.

D. Appearance and Representation:

Meetings or hearings held under this article shall be conducted at a time and place that is mutually acceptable to the parties, including the individual grievant, and which will afford a reasonable opportunity for all persons entitled to be present, to attend. In the event that such a meeting or hearing is held during school hours, any bargaining unit member who is required to attend such a meeting because he or she is the grievant, union representation designated under paragraph A, (section 3) of this article, or a witness whose presence is required by the authority conducting the meeting or hearing, shall be excused with pay, for such purpose.

E. Recognition of Laws:

It is clearly understood and agreed that the exercise of any power or duty delegated to or imposed by law upon the Superintendent of Schools and/or the Board of Education, including but not limited to, actions taken pursuant to section 3012 of the Education Law, shall not be subject to the grievance procedure set forth in this article.

ARTICLE XVI

MANAGEMENT RIGHTS AND PRACTICES

A. Management Rights:

It is recognized that the District has complete authority over the policies and administration of the school system. The District retains the exclusive right, among other customary rights, of school Boards, and employers to determine the standards of service to be offered to the community, to determine the standards of selection for employment, direction of its employees, to hire, promote, take disciplinary action (subject to Education Law), deny tenure, maintain the efficiency of the District's operations, determine the methods, means and personnel by which District operations are to be conducted, determine the contents of jobs, take all necessary actions to carry out its mission and execute complete control and discretion over the District's organization and the technology of performing District affairs; provided the foregoing rights shall not be executed in a manner which violates any provision of this agreement.

B. Management Practices:

Notwithstanding any other provision contained in Article III, Scope of Obligation to Bargain and/or in this Collective Bargaining Agreement, the parties acknowledge that as a practical matter, it is virtually impossible for this agreement to contain all past

management and other prerogatives and practices, all Board resolutions, and/or policies, regarding terms and conditions of employment, work requirements, assignments, duties, rules, policies, regulations, and procedures, formal and informal, and that same shall continue even if not specifically contained or referenced herein, except to the extent that they are expressly and specifically amended, modified or eliminated by the provisions contained in this agreement.

ARTICLE XVII
LEGISLATIVE ACTION

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

ARTICLE XVIII
NO STRIKE PLEDGE

The union and its membership agree not to strike for the duration of this agreement. During the life of this agreement, the union shall not prompt or induce any employee of the District to engage directly or indirectly in any work stoppage or job action, strike or any other such activity which is prohibited by law.

This agreement is subject to formal review, approval and execution by the union and the Board of Education.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals on the date below written:

Dated: _____

MICHAEL KELLY
President, Board of Education
Bethpage UFSD

Dated: _____

TERRENCE CLARK
Superintendent of Schools
Bethpage UFSD

Dated: _____

VALARIE SCHIEBEL-NYHAN
President,
Bethpage Congress of Teachers
Teaching Assistants Unit
NYSUT, AFT, AFL-CIO

