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**Teacher Contract  
Agreement  
2012 - 2016  
between  
West Genesee CSD  
and  
West Genesee Teachers'  
Association  
Camillus, NY**

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**PREAMBLE**

In order to effectuate the provisions of Chapter 392 of the laws of 1967 (the Public Employees' Fair Employment Act), to encourage and increase effective and harmonious working relationships between the West Genesee Board of Education and its professional employees represented by the West Genesee Teachers' Association so that the cause of public education may best be served in West Genesee School District, Supervisory District No. 1 of Camillus, New York, This Agreement is made and entered into on this first day of July, 2010.

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 appropriate legislative body has given approval.

**ARTICLE I            IMPLEMENTATION OF AGREEMENT**

- A. This Agreement is negotiated under the Public Employees' Fair Employment Act of New York State 1967 Session as amended, in order to establish terms and conditions of employment.
- B. To this end, the Superintendent of Schools and the WGTA recognize the importance of resolution of issues which may arise as the result of this Agreement and accordingly agree herein upon a grievance procedure for the effective processing of such disputes.
- C. The Superintendent of Schools and the WGTA accept the provisions of this Agreement as commitments which they will cooperatively and in good faith, honor, support and seek to fulfill, subject to the ability of the respective parties, financial and otherwise, to perform under governing law.
- D. Subject to the provisions of the Fair Employment Act, as the same may be amended, the Superintendent of Schools agrees not to negotiate with any teachers' organization other than the WGTA for the duration of this Agreement.
- E. Both the Superintendent of Schools and the WGTA reserve the right to act hereunder by committee, by individual member, or by designated representative.
- F. Any previously adopted policy, rule or regulation of the Board or Superintendent of Schools which is in conflict with a provision of this Agreement shall be superseded and replaced by this Agreement. Nothing in this Agreement which changes preexisting policy, rules or regulations of the Board or Superintendent of Schools shall operate retroactively unless expressly so stated.
- G. Subject to the provisions of this Agreement, the Board and the Superintendent of Schools reserve and retain full rights, authority and discretion in the proper discharge of their duties and responsibilities to control, supervise and manage the School District and its professional staff under governing law, rules and regulations -- local, state, and federal. In all matters under this Agreement calling for the exercise of judgment or discretion on the part of the Board, the decision of the Board shall be final and binding except where some other standard of grievability or arbitrability is set forth in this Agreement.
- H. If any provision of this Agreement or any application of the Agreement to any teacher or group of teachers shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

**ARTICLE I     IMPLEMENTATION OF AGREEMENT**

- I. Copies of this Agreement shall be printed at the expense of the employer and made available to all teachers now employed or hereinafter employed by the School District within two (2) weeks of its execution or employment, if that occurs later. The Superintendent of Schools agrees to supply to the President of the WGTA fifty (50) additional copies of the Agreement at WGTA's expense.
- J. A copy of the Board of Education handbook will be provided each Association building president and a total of five (5) copies will be provided for Association officers.
- K. Any individual arrangement, agreement, or contract heretofore or hereafter executed with any individual member of the negotiating unit represented by the Association shall be subject to and consistent with the terms and conditions of the Agreement and subsequent Agreements hereinafter executed by the parties.
- L. Changes in this Agreement which improve the conditions stated herein shall be implemented only after mutual consent of both parties, the President of WGTA acting for the Association, and the Superintendent of Schools acting for the Board of Education, with written evidence of consent being presented by each party to the other.
- M. The term "insofar as possible" as used within this Agreement shall be construed in the following manner: In applying the term "insofar as possible," the Board will consider all relevant facts including the welfare of teachers, academic impact, and economic justification. In doing so, the Board will attempt to meet conditions specified in the Agreement if it deems such application practicable for sound operation of the system.

## ARTICLE II            GRIEVANCE

### A. Definition of Grievance

A grievance shall mean any claimed violation, misunderstanding, or inequitable application of the terms of this Agreement.

### B. Time Limits

1. A written grievance must be filed with the District within forty (40) calendar days of the act, occurrence, or event-giving rise to the grievance. Otherwise, the grievance will be deemed to have been waived. In addition, if a grievance is not submitted to the American Arbitration Association or the Cornell ADR Program within (14) days after the Step 3 decision, the grievance will be deemed waived and there shall be no right to arbitration.

#### 2. Appeal

If a decision at one (1) stage is not appealed to the next stage of the procedure within the specified time limit, the grievance will be deemed discontinued and further appeal under this Agreement shall be barred.

#### 3. Decision

Failure at any stage of the grievance procedure to communicate a decision to the aggrieved party and the Association within the specified time limit shall be cause for the grievance to advance to the next stage.

#### 4. Change of Time Limit

If a grievance is filed within forty (40) calendar days of the end of the school year, time limits may be changed when the parties mutually agree to the alterations. Time limits may be changed at other times by written mutual agreement.

#### 5. Appeals and Decisions

All appeals and decisions shall be in writing and shall be promptly transmitted to the aggrieved and to the Association President and to the Vice President for Grievances.

## ARTICLE II GRIEVANCE

### C. Procedure

A grievance may be raised by the Association according to Step 1(b) or by the aggrieved teacher within the negotiating unit covered by this Agreement. Once raised, the grievance will be resolved by the following procedure:

#### 1. Step 1. Informal Stage

- (a) The grievance shall be first orally discussed between the grievant, who may be accompanied by a representative, and the grievant's immediate supervisor as designated by the Superintendent.
- (b) If a grievance affects a group of teachers or involves system-wide policies, it may be submitted by the Association directly at Step 2.
- (c) The immediate supervisor will be informed if this is the informal stage of the grievance.

#### 2. Step 2. Formal Stage

A grievance which is not resolved in Step 1 shall be submitted in writing on the form set forth in Appendix C to this Agreement to the Superintendent or his designee. The written grievance must be signed by the grievant and set forth the specific claim being made together with a statement of the facts surrounding the grievance and the remedy or relief requested. Within three (3) weeks after the submission of the written grievance the Superintendent will hold an informal hearing at which the interested parties will have an opportunity to be heard. If a grievance is not resolved by the action of the Superintendent of Schools, within two (2) weeks of the hearing at this step it may be appealed by the Association to the Board of Education. This will be done within two (2) weeks of the receipt of the Superintendent's decision.

#### 3. Step 3. Appeal Stage

At the Association's discretion, it may present its position concerning the grievance to the Board of Education in executive session. In such event, the Association shall be limited to three (3) representatives plus anyone directly associated with the grievance. In the event of a class action, the number of representatives shall be limited to three (3). One (1) individual shall be designated as spokesperson. The District administrators who are involved shall be present to present their positions. Both the parties shall have the opportunity to rebut the other's respective positions and respond to Board questioning. The Board shall render a final decision within two (2) weeks after receiving the appeal. Following the decision of the Board, the Association will have two (2) weeks to inform the Board whether they agree with the decision or not. This will be done in writing.

## ARTICLE II GRIEVANCE

### 4. Step 4. Arbitration Stage

#### (a) Advisory Arbitration

1. If the grievance remains unresolved after the Stage 3 decision and if the grievance involves Articles VII, IX, X, XII, XIII, XVI or XVIII, the Association may submit the grievance in writing to the American Arbitration Association or the Cornell ADR Program (copy to the Superintendent) for arbitration in accordance with its voluntary arbitration rules.
2. The parties agree to give good faith consideration to the decision of the arbitrator, but such decision shall be advisory only. If the arbitrator's award is accepted by the parties hereto, the award shall be final and binding to all parties affected hereby. In the event that either of the parties hereto fails to accept the award of the arbitrator, then this party must submit in writing within ten (10) days a statement of their reasons. Then any party affected shall be free to pursue any remedy available under law.

#### (b) Binding Arbitration

1. If the grievance remains unresolved after the Step 3 decision and if the grievance involves an alleged violation by the District of an express provision of Article I, II, III, IV except IV(c) and IV(E)(2), V, VI except for C, VIII, XI except for B, G, J, L, O, XIV except as specified, XV and XVII except as to that portion of Article XVII which is specified as not subject to Binding Arbitration, the Association may submit the grievance in writing to the American Arbitration Association or the Cornell ADR Program (copy to the Superintendent) for arbitration of the grievance in accordance with its voluntary arbitration rules.
2. The decision of the arbitrator in such a case shall be submitted to the Board and the Association within thirty (30) days after the hearing and, subject to law, shall be final and binding.

#### (c) Decision and Expenses

The fees and expenses of the arbitrator shall be shared equally by the District and the Association.

#### (d) Powers of the Arbitrator

The arbitrator shall have no power to add to, subtract from, or change any of the provisions of this Agreement; nor to render any decision which conflicts with a law, regulation, directive, or other obligation binding upon the District; nor to imply any obligation upon the District which is not specifically set forth in this Agreement.

**ARTICLE III ASSOCIATION RIGHTS**

- A. After the close of the scheduled school day, the WGTA will be allowed to use designated areas in school buildings for meetings of teachers. The use of such designated areas shall be arranged with the principal in advance. All requests for building use shall conform to Board of Education policies governing use by school allied agencies (e.g., PTA, American Field Service Adult Committee, Scouts).
- B. The WGTA may distribute materials dealing with proper and legitimate business of the WGTA through teachers' mail boxes.
- C. The employer shall comply with any reasonable request by the WGTA for available information possessed by the School Board which is relevant to the negotiations by the WGTA and the School Board of any condition of employment which is not confidential.
- D. The WGTA President shall be provided with a copy of the Official Agenda of each regular School Board meeting prior to each meeting. The President of the WGTA shall be provided with a copy of the minutes of each regular School Board meeting and related non-confidential agenda attachments, as soon as possible after the approval of said minutes by the School Board.
- E. Members of WGTA cabinet (not more than forty (40) members) shall be relieved of their duties for attendance at their meetings. They shall be relieved at 3:20 p.m. on afternoon of meeting, such relief not to exceed two (2) per month. Assigning relief from the staff will be the responsibility of the building principal, providing he is notified at least twenty-four (24) hours in advance of the meeting.
- F. The employer agrees to deduct from the salaries of all bargaining unit members dues or an agency fee as set by the WGTA and to transmit the monies promptly to the WGTA.
- G. The employer agrees that the Association, through its President, Vice President and Vice Presidents for Negotiations and Grievance, is engaged in activities that materially affect the educational program of the District. These officers of the WGTA should be relieved during the period of their office according to the following:
  - 1. The President of the WGTA may designate two (2) of the four (4) officers, i.e., President, Vice President, Vice President for Negotiations and Vice President for Grievance to be relieved of a.m. and p.m. supervision duties if said officers are secondary teachers or "special area" teachers. The president may change the designation of the officers only on a per semester basis upon reasonable notice at least one (1) month beforehand.
  - 2. The President of the WGTA may designate two (2) of the four (4) officers (i.e., President, Vice President, Vice President for Negotiations and Vice President for Grievance) to be assigned to no more than five (5) periods as a subject teacher or study hall teacher or combination thereof if said officers are secondary teachers.

### ARTICLE III ASSOCIATION RIGHTS

3. The Association President and Vice President as well as the Vice Presidents for Negotiations and Grievances will receive a pool of forty (40) days for which they shall be relieved of their duties upon reasonable prior request. These days will be taken as half (1/2) or full days. In the event that these forty (40) days are exhausted up to ten (10) additional days may be utilized under the same conditions as the initial days except that the cost to the WGTA for the substitute teacher will not exceed the per diem substitute rate.
  4. The above named officers in paragraph G1, G2, G3, will have permission to leave the building for any unassigned periods, subject to a requirement of signing out in the building office.
- H. The President of the Association and/or his designee(s) will continue to receive the same consideration for state and national functions as has been mutually agreed to previously.

**ARTICLE IV       TEACHER RIGHTS**

- A. In accordance with the laws of the United States, and the State of New York, and the established policies and practices of the Board and the WGTA, there shall be no discrimination against any teacher on the basis of race, creed, color, age, sex, national origin, marital status, or membership or participation in or association with the activities of the WGTA or other professional organizations.
- B. All disciplinary interviews and reprimands of teachers by supervisors or school administrators will be considered and conducted in private.
- C. Teachers shall have the right to be supervised only by those qualified to do so by training and experience, and to be evaluated fairly and objectively. Such supervision shall be only by those persons officially recommended by the Superintendent and designated by the Board of Education.
- D. The private and personal life of any teacher, particularly his religious or political activities, shall not be grounds for discipline or discrimination with respect to professional employment; however, the Association agrees that exceptions can be made only if a teacher in his private life conducts himself in such a manner that his conduct adversely affects his relationship to students or the discharge of his teaching duties.
- E. An official teacher file shall be maintained under the following circumstances:
  - 1. No written statement, excluding references and information obtained in the process of evaluating the teacher for employment, which is discrediting to a teacher's conduct, service, character or personality, shall be placed in the files unless the teacher shall acknowledge that he has read such material by affixing his signature on the copy to be filed. The signature does not necessarily indicate agreement with its content.
  - 2. Teachers shall be allowed, without prejudice, to protest any evaluation statements by submitting a written statement to the Superintendent of Schools, to be included in the teacher's personnel file.
  - 3. Each teacher shall have the right, upon request, to review the contents of his own personnel file in the personnel office at the District Office. A representative of the Association may, at the teacher's request, accompany the teacher in this review. The review shall be made in the presence of the Superintendent of Schools or someone designated by him. Privileged information which is specifically exempted from review shall include such confidential credentials and related personal references normally sought at the time of employment.
  - 4. Written letters of reprimand shall be placed in the official file within thirty (30) days after the teacher has acknowledged reading such letter.

**ARTICLE IV TEACHER RIGHTS**

5. Teachers shall have the right to file a written petition with the Superintendent of Schools requesting that a letter of reprimand which has been in the teacher's personnel file for three (3) years or more be removed. If the Superintendent grants this request, the letter shall be removed.

**F. Exit or Terminal Interview**

1. Any employee leaving for any reason must be afforded a final interview. This interview may be with either (1) the building principal or (2) the Superintendent or his assistant.
2. The immediate supervisor shall notify the employee of time and place of interview, after request has been made by employee.
3. The final paycheck will be available, with a complete and comprehensive explanation of same.
4. Information on insurance and retirement with related forms will be available during the interview.

**G. Damage or Destruction of Property**

1. Any individual liability will be in accordance with New York State law.
2. The employer will provide protection of teachers by reimbursement for the cost of replacing or repairing dentures, eyeglasses, etc. not covered by Workers' Compensation, destroyed or lost as the result of an injury sustained in the course of his or her employment. The employer will provide reimbursement for repair or value, whichever is less, of clothing and personal effects damaged or destroyed during the course of and incident to employment, provided loss is not caused by negligence of the claimant. Personal effects do not include automobile and/or other vehicles.

The employer will make available for teachers to purchase at school cost plus tax, and will launder without charge, necessary special and protective clothing such as: gym uniforms, smocks for art and home-making, and laboratory coats for shop and science class use.

## ARTICLE V SALARIES AND OTHER COMPENSATION

- A. When employing new staff, the Superintendent may place the staff member on any step in the salary schedule. The following factors may be considered:
1. Degree and/or advanced study status documented by an official transcript sent from the college to the Superintendent's office.
  2. Credit may be granted for previous teaching experience in either public or private schools. A year of credit may be allowed only once for a partial year of continuous service of at least ninety (90) days.
- B. In order to clarify points of the salary schedule, it is necessary to define degrees of graduate study:
1. A Bachelor's degree is defined as a Baccalaureate degree earned at an accredited college or university (i.e., Middle States, Southern States, etc. and those accredited agencies listed in Lovejoy's College Guide or Barron's Profiles of American Colleges).
  2. Less than a Bachelor's degree means that an accredited course of study leading to a Baccalaureate degree has not been completed.
  3. A Master's degree is a Master's degree earned in an accredited college or university.
  4. A Certificate of Advanced Study is defined as follows: A CAS shall be defined as a Certificate of Advanced Study earned at an accredited college or institution.
    - a) The completion of thirty (30) hours of graduate course work in a planned program provided that an accredited institution issues a statement that the work so completed is equivalent to a CAS and the Superintendent accepts the credits and courses offered.
  5. A doctorate is defined as a Doctor's degree earned at an accredited institution.
- C. Staff members newly hired to the system shall be considered as effectively employed and entitled to salary and benefits after attendance at the first regularly scheduled meeting or exercise of the current school year calendar.
- D. Teachers already members of the staff shall be considered as effectively employed and entitled to salary adjustments or movements on the salary schedule as follows:
1. Ten (10) Month Staff - on the first (1st) day of physical attendance at a scheduled exercise listed in the current school year calendar on or after September 1.

**ARTICLE V SALARIES AND OTHER COMPENSATION**

2. Eleven (11) Month Staff - on the first (1st) day of physical attendance in school on or following July 1 or as scheduled by the principal. This is subject to the provisions in Article XI.
- E. Teachers on unpaid leave of absence shall return to the step on the Salary Schedule at which the teacher left unless the teacher has worked ninety (90) or more days in the school year in which the leave was taken. In such a case said teacher will advance one step on the Salary Schedule (Appendix A). The ninety (90) days will be determined by using the official calendar which identifies all teacher attendance days.
- F. Compensation for attending workshops which are not scheduled in the school calendar shall be based on the following:
1. The program range shall be from four (4) hours per day to six and one half (6 1/2) hours per day.
  2. Compensation for authorized non-instructional time beyond the school day (for example, workshop attendance) shall be paid at the rate of twenty-seven dollars and fifty cents (\$27.50) per hour in 2012-13; twenty-seven dollars and fifty cents (\$27.50) per hour in 2013-14; twenty-seven dollars and fifty cents (\$27.50) per hour in 2014-15; and twenty-seven dollars and fifty cents (\$27.50) per hour in 2015-16.
- G. The summer school salary schedule shall be as follows:
1. **FIRST STEP**  
2012-13 \$1825 (per 90 minute class or part thereof)  
2013-14 \$1825 (per 90 minute class or part thereof)  
2014-15 \$1825 (per 90 minute class or part thereof)  
2015-16 \$1825 (per 90 minute class or part thereof)
  - SECOND STEP**  
2012-13 \$1861 (per 90 minute class or part thereof)  
2013-14 \$1861 (per 90 minute class or part thereof)  
2014-15 \$1861 (per 90 minute class or part thereof)  
2015-16 \$1861 (per 90 minute class or part thereof)
  - THIRD STEP**  
2012-13 \$1898 (per 90 minute class or part thereof)  
2013-14 \$1898 (per 90 minute class or part thereof)  
2014-15 \$1898 (per 90 minute class or part thereof)  
2015-16 \$1898 (per 90 minute class or part thereof)

## ARTICLE V SALARIES AND OTHER COMPENSATION

### G. The summer school salary schedule (continued)

#### FOURTH STEP

2012-13 \$1936 (per 90 minute class or part thereof)

2013-14 \$1936 (per 90 minute class or part thereof)

2014-15 \$1936 (per 90 minute class or part thereof)

2015-16 \$1936 (per 90 minute class or part thereof)

#### FIFTH STEP

2012-13 \$1975 (per 90 minute class or part thereof)

2013-14 \$1975 (per 90 minute class or part thereof)

2014-15 \$1975 (per 90 minute class or part thereof)

2015-16 \$1975 (per 90 minute class or part thereof)

### 2. Qualification for step:

- a) Step 1 Year one (1) of summer school instruction.
- b) Step 2 Year two (2) of summer school instruction.
- c) Step 3 Year three (3) of summer school instruction.
- d) Step 4 Year four (4) of summer school instruction.
- e) Step 5 Year five (5) of summer school instruction.

Tenured teachers with at least five (5) years of instruction at West Genesee will be placed on Step 5.

- ### 3. The schedule will be based on a session of twenty-eight (28) days including the registration day. The length of time for instructors teaching two (2) classes shall be two hundred sixty-two (262) minutes (4.37 hours) four (4) days per week. The starting time of the school day will be mutually agreed to by the summer school principal and summer school teachers. The school day schedule shall consist of preparation time before the first class period, a break time between periods, and preparation time after the second class period. In the case of Drivers Education and Physical Education, teachers will be compensated for out-of-session class time by the salary schedule in G1 above or per H3 below, whichever is higher.

- ### H. 1. The employer agrees to establish a policy for extra pay for extra duty. This shall apply to duties as specifically set forth in this Agreement and in item K. The Superintendent of Schools may exceed this scale if additional personnel is needed or expertise must be purchased to fulfill the program. Such additions will be forwarded in writing to the President of WGTA. For each year of experience in an activity, the advisor's base shall be advanced one (1) step.

Salaries shall be based on the first (1st) twenty-three (23) steps per Appendix A.

## ARTICLE V SALARIES AND OTHER COMPENSATION

Senior High Student Council Advisor	7.0%
Senior High Asst. Student Council Advisor	4.5%
Senior Class Advisor	8.0%
Asst. Senior Class Advisor	5.0%
Junior Class Advisor	6.0%
Sophomore Class Advisor	5.0%
Freshman Class Advisor	5.0%
Official Student Newspaper Advisor	6.6%
Yearbook - Genesean Advisor	13.5%
Assistant Yearbook Advisor	4.0%
Senior High Honor Society Advisor	7.0%
SADD Advisor	3.0%
Senior High Math League Advisor	4.0%
Outdoor Camping Advisor (6 weekends)	5.0%
Academic Decathlon	3.0%
ECOS	3.0%
Key Club	3.0%
Mock Trial	3.0%
Model UN	3.0%
Latin League	4.0%
Latin Club	1.75%
Spanish Club	1.75%
French Club	1.75%
High School Ski Club Advisor	2.0%
Senior High Drama Production	
Director	6.0%
Producer	3.0%
Senior High Musical	
Musical Director	6.0%
Musical Producer	3.0%
Drama Director	5.0%
Technical Director	4.0%
Lighting Director	2.0%
Choreography Director	3.0%
Costumer	2.0%
District Staff Accompanist	5.0%
High School Jazz Lab Director	3.0%
High School String Quartet Director	3.0%
Accolade Advisor	5.0%
Accolade Art Director	1.5%
Director of Sound and Recording	5.0%
Marching Band	
Marching Band Director	12.0%
Marching Band Assistant Director	10.0%
Music Arranger	11.0%
Drill Arranger	11.0%

**ARTICLE V SALARIES AND OTHER COMPENSATION**

Drill Coordinator	8.0%
Music Instructor	7.0%
Drill Instructor	6.0%
Winter Guard	
Winter Guard Director (High School)	5.0%
Winter Guard Coordinator (Middle School)	4.0%
Winter Guard Instructor	3.0%
Winter Guard Drill Arranger	4.0%
Middle School Student Council Advisor	4.0%
Middle School Yearbook Advisor	6.0%
Middle School Musical	
Music Director	5.0%
Producer	3.0%
Drama Director	4.0%
Middle School Jazz Lab Director	2.5%
Middle School Nice Kid Award Coordinator	1.5%
Middle School Math League Advisor	4.0%
Middle School Science Fair Advisor	3.0%
Middle School Technology Club Advisor	3.5%
Middle School Ski Club Advisor	1.0%
Elementary Colonial Days Coordinator	3.0%
Battle of the Books Advisor	4.0%
Battle of the Books Assistant	2.0%
Fiddle Group Director	2.0%

2. Any additional proposals for extra-curricular activities not listed in H (1) must be approved by the District. Written proposals must be submitted to the District by April 1 for activities beginning in the next school year. Each bargaining unit member will be compensated at an individual rate to be negotiated between the WGTA and the District. The negotiated compensation shall be considered part of the approval process.
  
  3. Payment for authorized instructional activity beyond the normal workday (for example, tutoring and workshop leader) not specifically addressed in any other part of this Agreement, shall be at a rate of thirty-four dollars (\$34) per hour in 2012-13; thirty-four dollars (\$34) per hour in 2013-14; thirty-four dollars (\$34) per hour in 2014-15; and thirty-four dollars (\$34) per hour in 2015-16.
- I. 1. Staff members, other than advisors or teachers normally responsible for specific activities, shall be paid thirty-nine dollars (\$39) per event in 2012-13; and thirty-nine dollars (\$39) per event in 2013-2014; thirty-nine dollars (\$39) per event in 2014-15; and thirty-nine dollars (\$39) per event in 2015-16 for authorized duty assignments (for example, bus trip chaperone, sporting events, dance supervisor). All teachers in grades K-12 shall be assigned one (1) duty assignment at no extra pay. Open House is not to be counted as a duty.

## ARTICLE V SALARIES AND OTHER COMPENSATION

2. Any teacher in the District may apply to any building for extra pay assignments. Selection will be made at the discretion of the building principal.

J. Payment for department and grade level responsibilities shall be established as follows:

1. High School Building Chairpeople (Grades 9-12), High School Subject Area Coordinators (9-12) and Middle School Subject Area Coordinators (Grades 6-8) will be compensated at an annual rate that is dependent upon the number of full and part-time teachers in their department. Included within this number will be the chairperson. The number of Physical Education teachers plus the number of coaches for Grades 6, 7 and 8th Grade athletic teams will determine payment for the Building Coordinator for P.E./Athletics at the Middle Schools. The rate of pay will be as follows:

- a. For departments with five (5) or fewer teachers:

2012-13	\$1668
2013-14	\$1668
2014-15	\$1668
2015-16	\$1668

- b. For departments of more than five (5) but less than ten (10) teachers:

2012-13	\$2096
2013-14	\$2096
2014-15	\$2096
2015-16	\$2096

- c. For departments with ten (10) or more teachers:

2012-13	\$2504
2013-14	\$2504
2014-15	\$2504
2015-16	\$2504

2. Elementary grade level chairpersons will be appointed to one year terms for the duration of this contract. The rate of pay shall be \$700 in 2012-13; \$700 in 2013-14; \$700 in 2014-15; and \$700 in 2015-16.

## ARTICLE V SALARIES AND OTHER COMPENSATION

### K. Determination of Salary Schedule:

1. The first (1st) year's pay for a Bachelor's degree with no experience shall be as per schedule.
2. The number of steps and increments at each degree level is indicated on the salary schedule attached to this contract in Appendix A. These increments will be automatic.
3. Graduate hours shall be compensated in blocks of six (6) hours up to and including MA+30 hours or BA+36 hours. Each twelve (12) semester hour block of administratively approved courses taken beyond MA+30 or BA+36 for the express purpose of strengthening the teacher's background in specific, identified areas related to his/her teaching assignment at West Genesee Central Schools will also be compensated.

Each course for credit beyond MA+30 or BA+36 must have prior approval of the Superintendent of Schools. Graduate hours taken beyond BA+60, MA+54, CAS+12 shall be compensated in blocks of six (6) semester hours. Teachers will have the option of being reimbursed the contract rate for a six (6) hour block or payment of tuition cost not to exceed \$1,000. These will be one time only payments made upon proof of completion and tuition payments for prior payments for approved courses.

4. Those holding a Doctoral degree will be compensated an additional two thousand dollars (\$2,000) above the CAS degree (or above their current salary, whichever is greater) if related to the learned discipline to which he/she is assigned. This compensation becomes effective only when the teacher becomes tenured.
5. Those holding National Certifications will be compensated as follows:

Teachers	National Board Certifications	\$2000
Guidance Counselors	National Certified Counselor	\$2000
	Global Career Development Facilitator	\$2000
Speech Teachers	Certificate of Clinical Competence	\$1500

Copies of certifications and re-certifications must be submitted.

6. Compensation for each block of six (6) hours shall be as shown on the schedule.
7. Counselors will receive an additional 1/200 of their salary for each day worked in excess of the actual teacher work year to a maximum of twenty (20) days. Thirteen (13) days will be distributed during the summer vacation.

### L. Coaching Salaries

1. The criteria for grouping the various sports for salary compensation shall be:
  - a) Length of season
  - b) Number of students
  - c) Crowd spectator reaction pressure

**ARTICLE V SALARIES AND OTHER COMPENSATION**

2. Coaches' salaries shall be based on the first (1st) twenty-eight (28) steps in all years of the current contract as per Appendix A. A coach's salary shall be determined by the actual column by which his teaching salary is computed except that if the column is to the right of the BA+30 column then the coach's salary will be computed on the BA+30 column.

3. Senior High Sports

- Group 1 - 13% Basketball, Football, Wrestling, Lacrosse, Volleyball, Hockey, and Baseball
- Group 2 - 11% Swimming, Soccer, Softball
- Group 3 - 10% Track, Cross-Country, Tennis, Fall Cheerleading, Winter Cheerleading
- Group 4 - 9% Golf
- Group 5 - 5% Bowling

Senior High Assistant Coaches, - Head Coach X .85.

4. Modified Sports

- Group 1 - 8% Football, Basketball, Wrestling, Volleyball, Swimming, Lacrosse
- Group 2 - 7% Soccer, Baseball, Track, Softball, Cross-Country

Modified Assistant Coaches (7th, 8th and 9th grade) - one (1%) percent less in each group than head coach.

5. Intramurals

The salary per hour for all intramurals will be twenty-seven dollars (\$27.00) per hour in 2012-13; twenty-seven dollars (\$27.00) per hour in 2013-14; twenty-seven dollars (\$27.00) per hour in 2014-15; and twenty-seven dollars (\$27.00) per hour in 2015-16. The following program sessions and limitations are listed on the following page:

## ARTICLE V SALARIES AND OTHER COMPENSATION

- a) High School (eight (8) week sessions - four (4) sessions per year - three (3) hours per week).

Fall: Two (2) people per session.  
 Winter: a) Two (2) people per session.  
 b) Two (2) people per session.  
 Spring: Two (2) people per session.

- b) Middle Schools [Eight (8) week sessions - four (4) sessions per year - four (4) hours per week]

Fall: Girls - two (2) people per session.  
 Boys - two (2) people per session.

Winter: Girls -two (2) people per session.  
 Boys -two (2) people per session.

6. The following pay dates are to be automatic rather than have it necessary for coaches to sign claim sheets:

- a) All fall sports to be paid fifty percent (50%) on the last pay date in October and fifty percent (50%) on the second pay date in November.
- b) Full season winter sports to be paid fifty percent (50%) on the second pay date in December and fifty percent (50%) on the first pay date in March.
- 1) Winter I sports will be paid one hundred percent (100%) on the second pay date in December.
- 2) Winter II sports will be paid one hundred percent (100%) on the first pay date in March.
- c) All spring sports to be paid fifty percent (50%) on the first pay date in May and fifty percent (50%) on the second pay date in May.
- d) The above payments will be made by separate checks apart from normal salary checks.

## ARTICLE V SALARIES AND OTHER COMPENSATION

7. In recognition of the extra hours that are required of a coach whose season has been extended into regional and state competition, the District agrees to the following schedule of payment:
  - a) For competition beyond sectional play, state regionals, the head coach of a team sport (e.g., football, soccer, basketball, volleyball, ice hockey, lacrosse, baseball, softball) will receive five (5%) percent of his/her coaching salary. Assistant coach(es) (so named and recognized by the Director of Athletics and the Board of Education) will receive a payment equal to 3.75% of his/her coaching salary.
  - b) For competition in the state championship(s), the head coach of a team sport (e.g., football, soccer, basketball, volleyball, ice hockey, lacrosse, baseball, softball) will receive five (5%) percent of his/her coaching salary. Assistant coach(es) (so named and recognized by the Director of Athletics and the Board of Education) will receive a payment equal to 3.75% of his/her coaching salary.
  - c) In the cases of an extended season for an individual sport (e.g., swimming, golf, cross-country, tennis, wrestling, track) the extra payment will be one half (1/2) of those named above.
  - d) It is further agreed that where no regional competition exists before the state championship(s), said coach would still receive both payments for going to the state championship(s).
  - e) Federation and Invitationals are not included for consideration in the above.

### M. Insurance.

1. The employer shall provide Blue Cross/Blue Shield Classic Blue Regionwide Medical Policy with prescription card (CO-PAYS: \$5/Generic (30 day Supply) \$20/Brand (30 day Supply) \$10/Generic Mail Order (90 day Supply) \$40/Brand Mail Order (90 day Supply) and dependent to age twenty-six (26) on the professional staff. The employer will also provide a comparable HMO plan. The District's contribution for the HMO premiums will not exceed the premium for BC/BS Classic Blue Regionwide Medical Policy with prescription card and dependent to age twenty-six.

Mandatory Mail Order for Maintenance drugs starting in school year 2012-13:

## ARTICLE V SALARIES AND OTHER COMPENSATION

2. The spouse or dependent(s) of a bargaining unit member or retiree who dies will be allowed to continue in the District's group health plan at their own expense for as long as the spouse or dependent(s) so desire and for the dependent(s) as long as the dependent(s) qualify as dependent(s) under the contract. The benefit above applies to a spouse and dependent(s) who were covered under a district health plan at the time of the bargaining unit member's or retiree's death.
- N. The employer shall assume the following responsibilities for health and major medical insurance, dental insurance and eye care insurance. Any reference to benefits is subject to the provisions and limitations of the master policy issued by the insurance company and are on file in the Office of the Superintendent.
1. To provide automatic claim service insofar as possible.
  2. The insurance plan and HMO will be contributory as outlined in the following tables:

Table 1  
(full-time teachers, working thirty (30) hours or more per week).

Coverage	School District Contribution	Teacher Contribution
Single	90%	10%
Dependent	80%	20%

Table 2  
(part-time teachers, working seventeen and one half (17 1/2) hours to twenty nine (29) hours per week.)

Coverage	School District Contribution	Teacher Contribution
Single	65%	35%
Dependent	53%	47%

3. Members of staff working less than half (1/2) time (1 - 17 1/2 hours/week) will pay full cost of health and major medical insurance.
  4. Any retiring teachers may continue group health insurance coverage at their own expense, providing there is no lapse.
- O. Other Insurance
1. Dental Insurance

The District will contribute one hundred seventy-five (\$175) dollars per year for each bargaining unit member who works full time and who participates in the Blue Shield Schedule A Dental Plan with supplemental, orthodontics, periodontics and prosthetics riders. The District will also contribute one hundred seventy-five (\$175) dollars per year for dependent coverage for the above unit members' family. The dental plan will be offered to retirees at no cost to the district.

**ARTICLE V SALARIES AND OTHER COMPENSATION**

2. Eye Care Insurance

The District will contribute fifty (\$50) dollars per year for each bargaining unit member who works full time. The District will also contribute fifty (\$50) dollars per year for dependent coverage for the above unit members' family.

The eye care plan will be offered to retirees at no cost to the district.

P. Salary for the School Years 2012-2016

Teachers shall receive a salary adjustment each year, including step movement, as per the Salary Schedules in Appendix A as follows:

2012 – 13	2.25%
2013 – 14	2.50%
2014 – 15	2.75%
2015 – 16	3.00%

Q. Longevities

Teachers shall receive longevity increments as follows:

Completed Years of Service <u>Within the District</u>	Begins In <u>Year</u>	<u>Begins In</u>			
		<u>2012-13</u>	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>
15 <sup>th</sup>	16	\$550	\$565	\$575	\$585
20 <sup>th</sup>	21	\$550 additional	\$565 additional	\$575 additional	\$585 additional
25 <sup>th</sup>	26	\$550 additional	\$565 additional	\$575 additional	\$585 additional
30 <sup>th</sup>	31	\$550 additional	\$565 additional	\$575 additional	\$585 additional

R. Payroll Deductions

1. Employees shall be permitted to use a payroll deduction program for each of the following:

- a) Direct deposit to designated bank(s)/credit union(s) shall be determined by the employee. Deposits shall be made directly to designated institution(s).
- b) United Fund - Employee may empower the District to withhold a specified amount from each pay for a stated number of pay periods so as to satisfy United Fund pledge by the end of the current fiscal year.
- c) Premiums for District sponsored insurance program for employees or dependents.
- d) Payroll deduction for Tax Sheltered Annuity:
  - 1) Any employee of the West Genesee Central system is eligible to participate in the plan.
  - 2) An annuity may be purchased from any company approved by the District.

**ARTICLE V SALARIES AND OTHER COMPENSATION**

- 3) All procedures shall be in accordance with the law regulating such investments.
  - 4) The School District accepts no responsibility for advising employees for the continuance of permissive legislation.
  - 5) The plan represents an adjustment of salary for tax purposes, not a payroll savings device.
  - 6) Participants must be advised by company representatives that they are responsible for contributions to retirement based on full contract salary. Adjustment is made for tax purposes only.
  - 7) Authorization of modification of salary must be received by the District treasurer on the form furnished by the District (TSA-2).
  - 8) Payments to companies will be made. Participants must make salary adjustment in advance to be included in six (6) month period immediately following payment.
  - 9) Employees may join system at any time by authorizing lump sum modification or prorated over regular six (6) month period.
  - 10) There can be no constructive receipt of funds by employee. Hence, contribution can be made only by salary adjustment and never by direct payment from employee.
- e) WESTAR Federal Credit Union - Amount to be paid to Credit Union shall be designated by member. Amount shall continue to be deducted from pay until authorization is changed by the Credit Union official.
  - f) Five (5%) percent take-home-pay option - If a teacher desires to maintain his personal contribution of five (5%) percent or eight (8%) percent of the State Retirement Fund, said amount shall be deducted from pay.

## ARTICLE V SALARIES AND OTHER COMPENSATION

- g) NYSUT Benefit Trust - The district shall deduct and remit payments to the NYSUT Benefit Trust upon submission of a signed form from a bargaining unit member. Said forms may be submitted and/or revoked every September and/or January.

No bargaining unit member may elect a benefit offered through the trust that competes with a benefit offered by the district.

- h) WGTA Scholarship Fund - A bargaining unit member may authorize and the district will then deduct a specified amount and forward same to the WGTA for the express purpose of providing college scholarships to West Genesee students.
- i) Section 125. The District shall provide a full Section 125 Plan in accordance with IRS regulations with the cost of the third party administration to be paid by the District.
- j) VOTE/COPE - A bargaining unit member may authorize the District to deduct a specific contribution to VOTE/COPE.
- k) Such other payroll deductions as are authorized after agreement between the WGTA and the Superintendent.

### S. Health Insurance/Retirement Award

- 1. A teacher who actually retires pursuant to the provisions of the New York State Teacher Retirement System, and who serves written notice of such intended retirement as well as effective date of retirement on the District at least three (3) months prior to the date of retirement, shall receive upon retirement a one (1) time only bonus of one (1) month of paid health coverage (not to exceed the premium cost for the BC/BS\*) prorated for every ten (10) accumulated but unused sick days up to a maximum of two hundred forty (240) unused sick days. In extenuating circumstances the notification requirement may be appealed to the Board of Education.
  - a) In the case when a married couple, both members of the WGTA, retire at the end of the same school year, under the NYS Teachers' Retirement System guidelines, the couple's health insurance benefit will run simultaneously and will extend the greater of either's health insurance benefit for an additional three (3) years to be paid by the District.
  - b) All teachers that retire, without penalty under the Teachers' Retirement System guidelines, shall receive \$25 per unused sick day over 240 not to exceed 100 days. (Unused days 241-340)

## ARTICLE V SALARIES AND OTHER COMPENSATION

2. A teacher who has completed ten (10) years of service with the District and who retires from the District pursuant to the New York State Teachers' Retirement System, shall be entitled to the same health insurance plan in effect following the last open enrollment period preceding his/her effective date of retirement. The District will pay the cost of the health insurance upon retirement, not to exceed the premium for the BC/BS\* plan, for five (5) years in addition to the award earned in Section 1 above. In the event that the retiree or the spouse of the retiree is covered by a District health plan (see Article V.M.) upon retirement and is eligible for Medicare at the time of retirement or becomes eligible subsequently, said individual will be given the option of remaining in a District health plan (see Article V.M.) or selecting a District Medicare Supplemental Insurance Plan.

The election of options will be made by the employee and will be the same for the employee and spouse. Election must be made:

- a) at the time of retirement if the retiree or spouse is Medicare eligible,
- b) or at the time the retiree or spouse becomes eligible.

In the event the retiree or spouse becomes eligible for Medicare during the period of District-paid insurance and selects a District Medicare Supplemental Insurance Plan, the premiums of said plan will be at the District's expense. In addition, the District will reimburse individual(s) for the balance of the District-paid period the cost of their Medicare Part B to the extent that the combined cost of the Supplemental Plan or Non-BC/BS\* Regular Plan and Medicare Part B do not exceed the cost of the Regular BC/BS\* premium (individual or family coverage) afforded the bargaining unit member prior to becoming Medicare eligible. All applications for Medicare Part B reimbursement must be made upon submission of the appropriate form (currently SSA-1099) no later than April 1st of each year. Reimbursement will be paid within 30 days upon receipt of the application by the District.

\*BC/BS Classic Blue Regionwide Medical Policy with prescription card; includes dependent to age twenty-six, if family coverage.

3. In addition to the retirement benefits (listed in Section S.1 and S.2 above, any teacher aged fifty-five (55) or older, who has completed fifteen (15) years of service with the District and who actually retires pursuant to the provisions of the New York State Teachers' Retirement System and who serves written notice of such intended retirement as well as the effective date of retirement on the District at least three (3) months prior to the date of retirement, shall be entitled to a retirement award equal to twenty percent (20%) of his/her final year's salary in a one-time cash payment. Those with thirty-five (35) years of service under the conditions listed above shall be entitled to a retirement award equal to twenty-five (25%) of his/her final year's salary in a one-time cash payment. The effective date of retirement must be at the end of the June semester in the years 2013, 2014, 2015, and 2016. All retirement awards shall be distributed in the form of an employer contribution to an approved 403(b) Plan, as specified in Appendix I.

## **ARTICLE V SALARIES AND OTHER COMPENSATION**

- a) In lieu of Item S. 3. above, any teacher who retires in their first year of eligibility, with a minimum of 30 years, without penalty from the Teachers' Retirement System shall be entitled to a Retirement Incentive equal to forty percent (40%) of their final year's salary in a one-time payment, not to exceed \$27,500 for June 2013, \$30,000 for June 2014, 2015, and 2016. This incentive would be distributed in the form of an employer contribution to an approved 403(b) plan, as specified in Appendix I.
4. In the situation where the retiree predeceases his/her covered dependents, these retirement benefits will continue for the retiree's covered dependents for the remainder of this extension.
  5. During the course of their retirement, retirees will have the opportunity in August of each year to change district insurance plans (BC/BS, HMO, Medicare Supplemental Insurance). Enrollment in a different insurance plan will become effective October 1<sup>st</sup>.
- T. The employer further agrees to pay mileage compensation at the IRS rate. Mileage will be paid only to those persons who, in the Superintendent's judgment, are required to use their cars in the course of assigned duties.

## **ARTICLE VI CONDITIONS OF EMPLOYMENT**

### **A. Teaching Conditions**

The Board and the WGTA recognize and agree that the teachers' responsibility to their students and their profession generally entails the performance of duties and the expenditure of time beyond the normal working day, but that teachers are entitled to regular time and work schedules on which they can rely in the ordinary course of time and which will be fairly and evenly maintained to the extent practicable throughout the school system.

The teachers shall acknowledge and accept their professional responsibilities for assisting students after school, for meeting the professional requirements of their position, and for participating in the activities deemed necessary for the development and maintenance of a good school.

Therefore, except in emergencies and instances of staffing exigencies, and without prejudice to voluntary professional service above and beyond contract requirements as aforesaid, the following schedules are hereby adopted.

## ARTICLE VI            CONDITIONS OF EMPLOYMENT

### 1.    Workday - Secondary and Elementary

The workday shall be seven (7) hours and twenty (20) minutes in length including lunch and supervision time before classes convene and after classes are dismissed.

The principal shall establish the working hours of the teachers in his building to give the best practicable supervision of children at all times. These working hours shall conform with working conditions as expressed in this Agreement.

### 2.    Length of School Year.

Length of the school year shall be a maximum of one hundred eighty six (186) days. These days shall include: one (1) orientation day; two (2) conference days; and one hundred eighty three (183) days of instruction. No school on the Wednesday before Thanksgiving.

**Emergency closing days will be subtracted from instructional days as shown below:**

- |                             |  |
|-----------------------------|--|
| a) No emergency closings    | Three (3) give back days and one (1) Professional Development day. |
| b) One emergency closing    | Two (2) give back days and one (1) Professional Development day.   |
| c) Two emergency closings   | Two (2) give back days.  |
| d) Three emergency closings | One (1) give back day.   |
| e) Four emergency closings  | No days will be subtracted from instructional calendar.            |

Dates for days subtracted from the instructional calendar for emergency closing(s), will be determined by the Superintendent.

### 3.    **Elementary student contact time for the end of the school year:**

The last three days of school for elementary teachers shall be as follows: (In as much as possible)

- Third to last day will be a half day of instruction with students (AM Kindergarten attends)
- Second to last day will be a half day of instruction with students (PM Kindergarten attends)
- The last day of school will be a teacher staff development day with no more than 50% of the day dedicated to administrator driven duties

## ARTICLE VI CONDITIONS OF EMPLOYMENT

4. Addition of four (4) half days for all teachers to be agreed upon by the Association and the District to help with new initiatives. Days will be determined on an annual basis.

### B. Class Size

In recognition of the fact that the pupil-teacher ratio is an important factor contributing to the standard of excellence achieved by the West Genesee Central School System, the following ratios and schedules will be maintained insofar as possible.

1. Elementary teachers - a classroom in which thirty (30) pupils, or less, are enrolled.
  - a) In cases such as lack of physical facilities or increased enrollment, teachers will be provided with one (1) hour per day of teacher aide assistance for each child in excess of thirty two (32).
2. Secondary teachers - an academic class load of thirty (30) pupils or less.
  - a) The foregoing standards shall not be applicable to non-academic classes and large group instruction. In cases of large group instruction total responsibility for a load of one hundred fifty (150) pupils, or less, will be maintained as far as conditions permit.
  - b) Where possible, the A3 track at the secondary level shall have a class size limit of eighteen (18) students. This provision will be subject to advisory arbitration.
3. The Committee on the Handicapped shall make advisory recommendations to the District as to educational matters regarding handicapped students.
4. Mainstreaming – The District and Association will each appoint two (2) designees to form a standing committee on the mainstreaming of handicapped students. This committee will meet no less frequently than once every two (2) months during the school year to discuss matters of mutual concern as to the mainstreaming program, including questions relating to training and number of handicapped students in a given class.

### C. Physical Facilities for Teachers

1. Insofar as possible, each classroom shall have storage place where teachers may store instructional supplies and materials.
2. Each school in the District shall include the following facilities:
  - a) A teachers' workroom shall contain equipment to aid in the preparation of instructional materials. The equipment shall include, but not be limited to copying facilities. Teachers will have access to a computer workstation. Supplies will be furnished by the school office at the discretion of the principal.

## ARTICLE VI CONDITIONS OF EMPLOYMENT

- b) A room or rooms shall be appropriately furnished for use as a teachers' lounge and dining area. Coffee-making facilities, if desired by the faculty members, shall also be provided at no expense to the School District.
- c) Provisions will be made in all new construction for each school to have adequate restroom and lavatory facilities exclusively for teacher use.
- d) Provisions for adequate faculty parking facilities shall be made at all new buildings. This provision shall also apply in all modernization programs when site expansion is undertaken.
- e) There shall be clean, well-lighted restrooms.
- f) There shall be a system whereby teachers can effectively and expeditiously communicate with the main office in the event of an emergency. Such facilities will be manned full time while school is in session.
- g) If requested, a vending machine for beverages will be provided for the teachers' lounge, if practicable. The addition of water and/or waste lines will be provided only at the discretion of the Board of Education.
- h) A telephone will be provided in each school with a certain degree of privacy for parental conferences or professional business.

### D. Rotation of Supervisory Duties

The School District and the WGTA recognize that certain duties are regarded as supervisory duties. These include, but are not limited to:

1. bus supervision.
2. cafeteria supervision
3. corridor supervision
4. lavatory supervision
5. homeroom supervision

Accordingly, these duties shall be rotated, insofar as is practicable, on a semester basis or a lesser period of time. Compensating factors in terms of class load, location and experience shall be taken into account in such assignments. These duties should be rotated among all members of the teaching staff. The assignments shall be made at the discretion of the building principal.

## ARTICLE VI CONDITIONS OF EMPLOYMENT

### E. School Calendar

1. The tentative school calendar shall be forwarded to the president of the WGTA as soon as possible in the early spring.
2. The WGTA President may return any notations and suggestions to the Superintendent. Any changes or suggestions not acceptable to the Superintendent shall be explained in writing to the WGTA President. A copy of suggested changes and responses shall be submitted to the Board of Education with the calendar. Action by the Board of Education shall be taken prior to May 15, where practical under the circumstances.

### F. Miscellaneous

1. Elementary classroom teachers shall not be required to remain in the classroom while a special teacher is instructing except for a few minutes at the beginning and at the end of a lesson.
2. Each teacher, insofar as possible, should have space which can be used for storage of records and equipment, and for student consultation.
3. As far as possible, each school in the District shall make provision for the duplicating of teaching materials such as tests, review sheets and other lesson materials by the clerical staff of the building.
4. Teachers shall not be required to perform duties related to handling and storing of books, supplies and equipment except that which is incidental to the teacher's own classroom.
5. Secondary school teachers shall not teach more than five (5) teaching periods per day plus no more than two (2) supervisory periods, and insofar as possible shall not be required to make more than three (3) teaching preparations per day. A preparation shall be defined as work required to teach a single subject on a given level within a track. These teachers shall have one (1) preparation period each day, during which the teacher shall not be assigned to any other duties but shall devote the period to instructional preparation and/or other professional work.

## ARTICLE VI CONDITIONS OF EMPLOYMENT

6. All full-time elementary teachers shall, insofar as possible, be provided within their workday a minimum of forty (40) minutes per day preparation time or two hundred (200) minutes per week spread over the days of the week. During this time the teacher shall not be assigned to any other duties, but shall devote this time to instructional preparation or other school connected professional work.
7. All teachers shall receive a duty-free uninterrupted lunch period of thirty (30) minutes per day.

### G. High School (Grades 9-12) Building Chairpersons' Duties and Responsibilities

The Building Chairpeople shall:

1. Meet with staff to select the very best supplemental teaching materials and recommend these materials to the principal for approval.
2. Cooperate with textbook selection committee within his/her subject area.
3. Maintain an inventory of texts and materials for the department in the building being served.
4. Give particular attention to new members in the department during their probationary period in the building.
5. Regularly visit classrooms in an effort to establish a sympathetic, constructive relationship with each teacher. Emphasis should be on assurance and guidance to improve learning. Evaluation of teachers and their effectiveness will be the responsibility of the principal with the assistance of the building chairperson.
6. Hold staff meetings to consider staff ideas and improve services to students.
7. Help substitute teachers effectively start the day.
8. Be available for advice and council to teachers in the department.
9. Make recommendations concerning supplies and materials to the principal and prepare budget requisition papers.
10. Submit a regular report of visitations at regular intervals to the principal. Written observation reports by the Department Chairpersons shall not be used in a later arbitration proceeding. This shall not prevent a Department Chairperson from testifying in such a proceeding with regard to a teacher's performance.
11. Assess the quality of lesson plans and give necessary assistance to ensure good quality and accuracy.
12. Ensure intra-departmental coordination and articulation through cooperation.

## ARTICLE VI CONDITIONS OF EMPLOYMENT

13. Coordinate departmental work with other departments in the building.
  14. Help the principal establish department goals including the revision and the development of curriculum.
  15. Department Chairpersons will not be given homeroom assignments unless deemed appropriate by the District for operating reasons. The Central Administration will consider (final determination within the discretion of the District) legitimate Association requests for increased departmental supervisory time for Department Chairpersons where appropriate.
  16. Departmental Chairpersons may be assigned up to four (4) teaching periods, but no supervisory duties beyond their departmental supervisory time.
- H. High School Subject Area Coordinator (Grades 9-12) and Middle School Subject Area Coordinator (Grades 6-8) - Duties and Responsibilities
1. Maintain an inventory of texts and materials and monitor their distribution and use.
  2. Collect and organize budget information concerning supplies, materials and texts and prepare budget requisition papers.
  3. Cooperate with textbook selection committees within his/her subject area and assist in selection of supplemental teaching materials.
  4. Coordinate scheduling for departmental in-service workshop days.
  5. Serve as a resource to the principal in department communications and curriculum coordination.

### SCHEDULE

#### 5 - Instructional Periods

1 - Team Meeting or Supervision

1 - Planning and Conference

1 - Department Coordination

- I. Elementary Grade Level Chairpersons (Grades K-5) - Duties and Responsibilities
1. Maintain an inventory of texts and materials and monitor their distribution and use.
  2. Collect and organize budget information concerning supplies, materials and texts and prepare budget requisition papers.
  3. Function as liaison between the principal and the teachers at the grade level, calling grade level meetings as necessary to carry out this function.
  4. Assist the Principal in establishing grade level goals including the revision and the development of curriculum.

**ARTICLE VI CONDITIONS OF EMPLOYMENT**

5. Must serve on the Curriculum Council.
6. Work with the Subject Coordinator to assist in the development of common interim assessments for students across grade level and District.
- J. High School Building Chairpersons (Grades 9-12), High School Subject Area Coordinators (Grades 9-12), and Middle School Subject Area Coordinators (Grades 6-8) - Appointment and Reappointment.
  1. High School Building Chairpeople and Middle School Subject Area Coordinators will be appointed by the Board of Education to two (2) year terms.
  2. Renewal or non-renewal of an appointment is at the discretion of the Board but will be consistent with the criteria spelled out in Article VI, Section G and H. A non-renewed High School Building Chairperson or Middle School Subject Area Coordinator may appeal the non-renewal to the Board. This is not subject to arbitration.
  3. High School Building Chairpeople and Middle School Subject Area Coordinators will only be discharged during their term for just and adequate cause.
  4. Incumbents will be deemed to be serving a two (2) year term when this contract is ratified.
- K. Middle School Building Coordinator For P.E./Athletics
  1. Review and explain procedures to physical education substitute teacher(s) for that day's activities and schedule of classes.
  2. Coordinate the phys-ed program, class schedules and teachers for school year with principal and assistant principal.
  3. Coordinate 7/8 sport teams, boys and girls, and any intramural programs developed at the middle school buildings.
  4. Check and evaluate conditions of athletic fields by 1 p.m. on game days.
  5. Help recruit qualified coaches at the middle school for boys and girls 7/8 grade sport teams.
  6. Review district policy with 7/8 grade sport coaches as listed in coaches' packet.
  7. Work with athletic director in scheduling and coordinating the 7/8 sport programs at the middle schools.
  8. Make regular checks of dates, times and contest officials for 7/8 sport contests.

**ARTICLE VI CONDITIONS OF EMPLOYMENT**

9. Inventory of all physical education and athletic equipment to be done at the start and end of each school year/sport season.

**ARTICLE VII CURRICULUM DEVELOPMENT****DEVELOPMENT AND IMPLEMENTATION  
OF CURRICULUM AND RELATED  
EDUCATIONAL PROGRAMS**

- A. The Board and the WGTA agree that professional staff is and should continue to be a major source of development and innovations in improving the educational programs carried on in the West Genesee Central School District. The parties agree further that it is important for the professional staff to participate in the over-all coordination of studies, projects and other activities directed toward the development, improvement and implementation of such programs, toward the evaluation of existing programs, toward the devising, testing, and introduction of new programs and toward the research in pertinent educational and related areas.
- B. The Board and the WGTA recognize that there are other institutional and community resources capable of great contributions toward these ends and that the utilization of such resources should be coordinated with the efforts of the school administration and the professional staff.
- C. Accordingly, the Board and the WGTA agree that an Educational Development Committee (EDC) shall be established to consist of twenty (20) members of whom ten (10) shall be designated by the WGTA and ten (10) by the Superintendent, and of which there shall be co-chairmen, one (1) chosen by the Association designees and the other by the Superintendent. This committee shall serve without pay. The EDC shall establish its own times of meeting and rules of procedure and shall meet with the Superintendent or his appointee at reasonable times, not more often than once every two (2) months unless by mutual agreement. The EDC shall consider all proposals from any source respecting curriculum, teaching methods, aids and materials, educational facilities, design and equipment of new and remodeled school construction and any other matter pertaining to the improvement of the educational programs carried on or proposed to be carried on in the West Genesee Schools.
- D. The EDC shall regularly report to the Superintendent the matters it is considering and its recommendations respecting the same.
- E. The Superintendent shall give consideration to such recommendations, reporting same to the EDC.
- F. The Superintendent, where possible, shall refer to the EDC for its consideration plans for new building construction and major remodeling, and proposals for major changes in program, teaching materials, methods and aids.

## ARTICLE VIII      TEACHER ASSIGNMENTS, PROMOTIONS AND TRANSFERS

### A. Definitions.

#### 1. Seniority

Seniority is defined as the length of continuous service in the West Genesee School District since date of the most recent hire in tenure area less any time spent on unpaid leaves of absence. For individuals with equal service, seniority will be determined by the following in order of listing:

- a) Date of most recent permanent Board appointment.
- b) In cases of ties at this point, a random selection will be held to determine final ranking. Those teachers directly involved will be invited to attend and participate in the drawing. Should a teacher be unable to attend, the WGTA President will draw for that teacher.

#### 2. Change in Assignment

A change in assignment shall be defined as follows:

- a) At the elementary level (K-5) a change from grade level to grade level, which may not be more than one grade up or down from the teacher's present grade. (Kindergarten may move two grade levels up/Grade 5 may move two grade levels down.)
- b) At the secondary level (6-12) a change from course to course or from subject to subject.
- c) The movement of elementary special area teachers (e.g., music) who have been traditionally assigned to more than one school shall be considered a change in assignment.

All changes in assignment are at the discretion of the District.

#### 3. Transfers

Transfers shall be defined as a change in teaching assignment from one building to another, with the exception noted in Section 2. c), above.

**ARTICLE VIII TEACHER ASSIGNMENTS, PROMOTIONS AND TRANSFERS****B. Changes in Teacher Assignments/Transfers.**

1. Except for emergencies, changes in program for the coming school year involving grades and subjects to be taught, and any special assignments to be given will be available in writing at the office of the school to which the teacher is officially attached by the last day of the school year. The District shall notify teachers by certified U.S. mail when changes are made during the summer as to a teacher's building, grade or subject assignment.
2. In order to assure that pupils are taught by teachers working within their areas of competence, teachers shall be assigned in accordance with the regulations of the New York State Education Department to subjects and/or grades or other classes.
3. Teachers desiring a change in assignment or a voluntary transfer should make this fact known simultaneously to the Superintendent of Schools and the Principal of the school in which this teacher is currently serving. The Superintendent will notify the WGTA President of such requests. Said requests for change of assignments or voluntary transfers should be made in writing and should state reasons for wishing to make the change. Such letters may be submitted at any time; however, when a change is desired at the beginning of the school year, the letter should be submitted at the beginning of the preceding January or when a vacancy is posted. The Superintendent of Schools should acknowledge the request in writing within thirty (30) days.
4. In the event that a change in assignment or transfer is to be made, the following procedure will be used:
  - a) The District will determine the number of positions and teachers involved.
  - b) The District will notify any probationary teacher whom the District will not be allowing to return. Such probationary teacher shall receive notification in writing no later than one full work week before the first posting {Section 6. a), below} if the employer does not intend to rehire said teacher.
  - c) The District will determine the number of teachers who intend to retire as per Article V.S.
  - d) For each building, the staffing needs will be analyzed to determine the need for the desire by the District, to effect changes in assignment.
  - e) The District will also determine the need for any reductions in staffing and/or transfers and the teachers so affected.

**ARTICLE VIII TEACHER ASSIGNMENTS, PROMOTIONS AND TRANSFERS****B. Changes in Teacher Assignments/Transfers (continued)**

5. Building principals will notify their staffs of the expected openings within their buildings, and within a reasonable time period, but before the District posting of any openings, make any changes in assignments.
6. After the building changes in assignment have been made, the District will post all remaining positions. The posting will identify the school, grade level, and possible course(s) to be taught.
  - a) The first posting will occur only after the steps in Section 5. above, have been completed and will be an internal posting only. The posting shall last for ten (10) calendar days. All internal applicants for the changes in assignment or transfers will be fully considered and notified of the district's intent to accept, table, or deny their requests before the second posting occurs.
  - b) A second posting which will contain the revised openings will occur no sooner than ten (10) work days after the end of the first posting, during which time applications may be accepted from external as well as internal applicants.
7. Volunteers will be sought and in no case will the District fill a position until ten (10) days after the beginning of the posting.

**C. Involuntary Transfer of Teachers.**

1. In the rare case the District does not accept a voluntary transfer, an involuntary transfer can be made.
2. Involuntary transfers will be based on seniority, with the least senior certified teacher in the building with a surplus teacher to be transferred to the building in need. The teacher, as well as the WGTA President, shall be made aware in writing through U.S. mail of the relevant circumstances involved in the involuntary transfer.

## ARTICLE VIII TEACHER ASSIGNMENTS, PROMOTIONS AND TRANSFERS

### D. Other Stipulations.

1. The District will do the following in addition to the above procedure:
  - a) Teachers will receive thirty (30) days advanced written notice of any change in assignment and/or transfer. When requested by the teacher, the District will provide in writing the relevant and basic circumstances involved in the change. The thirty (30) day notice will be waived where the change or transfer is necessitated by an emergency situation (i.e., death, unexpected resignations).
  - b) Any teacher who receives an involuntary transfer will not be involuntarily transferred for a period of at least 3 years (2 years if transfer was necessitated by a school closing), unless certification requirements of teachers in the District dictate a change in assignment or where the newly assigned building closes. In such cases the District will inform the teacher and the WGTA President in writing by U.S. mail of the relevant circumstances involved in the change.
  - c) Any teacher who receives an involuntary change of assignment will not be involuntarily transferred for a period of at least two (2) years.
  - d) In the case of teachers shared between buildings, the three (3) year period mentioned above will not be invoked.
  - e) If the District votes to close a building, abolish a program, or has a grade realignment, the District will determine and post all vacant positions and award same to teachers from the closed building, abolished program or realigned grades, by seniority within tenure areas, before the first posting (Section B. above) or within sixty (60) days of the decision, whichever is later.
2. Except for emergencies, the District shall notify each regular classroom teacher who has been assigned a student labeled by the District Committee on the Handicapped as a handicapped student by June 15.
3. Transfers – In the event a dispute arises with respect to the transfer of a teacher and upon request of the Association, there will be a meeting between the teacher and up to two (2) representatives appointed by the Association and up to three (3) designees of the District to fully discuss and consider all factors involved in the transfer, including the desires of the teacher.

### E. Publishing Vacancies Within the District.

1. Teacher Vacancies. Vacancies will be announced to staff members through channels on a regular basis. Copies of notices for placement agencies will be posted in faculty rooms and in school building offices. Announcements will state qualifications. If no one meets these qualifications, the vacancy will be readvertised. Each posting should last at least ten (10) days.

## ARTICLE VIII TEACHER ASSIGNMENTS, PROMOTIONS AND TRANSFERS

2. Administrative & Supervisory Vacancies. It shall be the policy to employ highly qualified persons in all administrative and supervisory positions. Before employing persons for new positions or filling vacancies, consideration shall be given to qualified persons presently employed. Reasonable notice of vacancies shall be given before appointment
3. Unsuccessful applicants within the District will be notified in writing of the filling of a vacancy as soon as possible.
4. The District will fill all vacant permanent positions from the preferred eligible list in order of seniority (the most senior person would be hired first, the next most senior, etc.). For days 1-10 of a substitute assignment, the substitute's pay will be at the regular per diem substitute rate. Payment for teaching vacancies greater than ten (10) days is described in Appendix D.

### F. Summer School.

1. The need for an enriched summer program is recognized and will be implemented as facilities, staff and finances permit.
2. Insofar as possible, teachers shall not be assigned to teach in subject areas where they lack certification.
3. By April 1, all presently employed West Genesee teachers who taught summer school in any one (1) of the last three (3) summer sessions will be contacted to determine their availability and interest in teaching summer school. First right of refusal will be given to the person who last taught that subject.

Each teacher who has notified the district by April 15 of his/her intent to return will be notified of their pending board appointment by May 1, unless the district has notified said individual by October 1 following his/her last summer school assignment that his/her performance was not acceptable. A failure of the teacher to notify the district of his/her intent by the April 15 date will be deemed an intent to not return.

4. By May 1, the district will post all new and unencumbered summer school positions.
5. Preference for filling of the remaining vacancies on the summer school staff will be given to qualified teachers presently employed within the West Genesee School District.
6. The above consideration shall not preclude the employment of outside personnel who through special qualifications might enrich the program.
7. All applicants will be notified of their status in the selection process by June 1, insofar as possible.
8. Contracts for summer school teaching assignments shall be offered following the first Board meeting of June of each year. It is understood that contracts may become void if there are not enough registrations to warrant the class or the annual budget is not accepted by voters.

**ARTICLE VIII TEACHER ASSIGNMENTS, PROMOTIONS AND TRANSFERS**

9. West Genesee teachers who successfully completed three (3) years of summer school, and have not been notified by October 1 of their third year, will not be denied continued employment in summer school if such employment is available except for just cause.

**G. Extended School Day**

1. The need for an Extended School Day program is recognized and will be implemented as facilities, staff and finances permit.
2. Insofar as possible teachers shall not be assigned to teach in subject areas where they lack certification.
3. By April 15 all presently employed West Genesee staff who taught in the Extended School Day for the previous three (3) years will be contacted.
4. By May 1 the District will post all known vacant positions. The posting will last at least through May 15.
5. Preference for filling the vacancies on the Extended School Day staff will be given to qualified teachers presently employed within the West Genesee School District.
6. The above consideration shall not preclude the employment of outside personnel who through special qualifications might enrich the program.
7. Contracts for Extended School Day teaching assignments shall be offered by June 1 of each year. It is understood that contracts become void if there are not enough registrations to warrant the class.
8. Pay for teaching one (1) course (i.e., two [2] sessions per week, ninety [90] minutes each) will be at the rate of one seventh (1/7th) of the current salary schedule.
9. Insofar as possible no teacher shall teach more than two (2) subjects/courses during the assigned period.
10. Each teacher is allowed two (2) sessions per semester to be used for sick leave or personal leave to accumulate to four (4) sick leave or personal leave sessions in a given school year. There shall be no accumulation from year to year.
11. The salary will be paid monthly by separate checks apart from normal salary checks.

**ARTICLE IX           LIAISON COMMITTEES****A. Teacher-Superintendent Liaison Committee**

1. The committee shall consist of eleven (11) faculty members designated by the Association and up to three (3) designees of the Superintendent (one of which may be the Superintendent), and one (1) person appointed by mutual agreement of the WGTA and the Superintendent to act as secretary.
2. The purpose of this committee shall be to act as a sounding board for the faculty members of the District.
3. The committee shall meet not less than once each six (6) weeks during the school year, such meetings to be called by the chief school administrator. Members shall be relieved at 3:20 p.m. on afternoon of meeting, such relief not to exceed two (2) per month. Assigning relief from the staff will be the responsibility of the building principal, provided he is notified at least twenty-four (24) hours in advance of the meeting.
4. The cabinet of the WGTA shall be responsible for the selection of the committee members.
5. Items for an agenda for the meetings may be submitted by either party.

**B. Teacher-Building Principal Liaison Committee**

1. A teacher-principal liaison committee may be established for each school within the District, when requested by a majority of the teachers of the building or by the principal.
2. The purpose of the committee shall be to assist in the implementation of this Agreement, as well as to aid in the development of building practices and act as a sounding board for the faculty members of the building.
3. Committee to meet not less than once each six (6) weeks during the school year, such meetings to be called by the principal or majority of the teachers on the committee.
4. Items for an agenda for the meetings may be submitted by either party.
5. Chairmanships of the committee shall be decided upon by the committee members.
6. The committee shall be responsible for the study revision of the Building Faculty Handbook each year and such committee may make advisory recommendations as to building workshops.

## ARTICLE X           TEACHER AIDES

- A. For the duration of this Agreement this will provide as a minimum those aide positions which were used as support for instructional purposes in 1970-71. These shall be in addition to those provided for elsewhere in this Agreement. Teacher aides will be employed by the School District to assist teachers in such non-teaching duties as prescribed by section 80:33 of Regulations of Commissioner, to wit:
1. Managing records, materials and equipment;
  2. Attending to the physical needs of children; and
  3. Supervising students and performing such other services as support teaching duties when such services are determined and supervised by teachers.
- B. For the duration of this Agreement, aides will be provided for each school at least to the level listed in the following chart:

	Elementary	Middle School and Stonehedge	Senior High
General Assignment and Library Aides	50 hrs./week	100 hrs./week	200 hrs./week

This aide time will include library clerks, and some persons now serving in aide capacities but paid on secretarial salary scale.

Aides required per Article VI, B. I (a) shall be in addition to the above schedule.

## ARTICLE XI            TEMPORARY AND EXTENDED LEAVES OF ABSENCE

### A. Jury Duty

1. Jury duty is a civic responsibility which should be recognized and accepted by all citizens. Requests for exemption from duty will be made by District officials only under the following circumstances:
  - a) In the case of teachers involved in special areas of work for whom substitutes are not available.
  - b) Teachers at a critical time preceding final examinations where hardships may be worked upon students.
2. School personnel called for jury duty will continue to receive regular remuneration.

### B. Leave Allowable for Attendance at Court

If a teacher's presence is required in court, the teacher shall be excused for the period demanded by the court without loss of pay. These days of absence are not to be deducted from the teacher's accumulated days of sick leave. Proof of the necessity for the court attendance shall be furnished to the building principal. This paragraph shall apply only where the teacher is not personally involved in the pending legal matter or, if the teacher is personally involved, where the litigation arises out of that teacher's employment with the District.

### C. Leave Allowable for Attendance by Teachers at Conferences, Professional Meetings, etc.

On the approval of the Superintendent, teachers may be allowed to attend conferences and professional meetings without loss of pay, such days of attendance not to be deducted from the teacher's accumulated days of sick leave.

### D. Pregnancy Disability

1. A teacher who is pregnant may continue in active employment as late into her pregnancy as she desires, provided that her attending physician verifies in writing that she is capable of performing her professional obligations. Such verification will be provided to the superintendent or his designee on a monthly basis beginning with the sixth month of pregnancy. Such teacher shall have the right:
  - a) to return to active employment whenever, after delivery, her physician verifies in writing that she is capable of performing her professional obligations;
  - b) to use her accumulated sick leave benefits in the event that she is not capable of performing her professional obligations by reason of a medical disability as verified by her physician in connection with or resulting from her pregnancy.
2. If the District desires to verify the findings of the attending physician, it may do so through a physician of its own selection and at the expense of the District.

**ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE**

3. In the event of a professional difference of opinion between the District's physician and the teacher's attending physician, the final determination shall be made by a qualified physician selected by the Onondaga County Medical Association.
4. Reasonable notice will be given by the teacher when she intends to leave and when she intends to return.

**E. Child Rearing**

1. In the case of a birth, or the adoption of a child of ten (10) years or less, a teacher, upon written request, will be granted a leave of absence up to two (2) years for child rearing purposes under the following conditions:
  - a) Requests shall be submitted at any time between the commencement of the pregnancy and six (6) months after the birth of the child. In the case of adoption, the request shall be made prior to the actual date of placement.
  - b) When the birth of a child is anticipated during the first two (2) months of the school year and a child rearing leave is being requested, such leave must commence at the beginning of the school year, or at the end of the physical disability caused by the childbirth, whichever is later. Where, pursuant to this subparagraph (b), the child rearing leave commences at the beginning of the school year, the following shall apply: During the period of actual physical disability caused by the pregnancy during such two (2) month period, the teacher shall receive all benefits of maternity disability.
  - c) Following such leave, the teacher may return only at the beginning of the school year or the semester break after three (3) months' advance written notice to the District. Unless the Board otherwise approves, such three (3) month notice period will be waived only if there is an unforeseeable and substantial change in circumstances. In such a case, the teacher will give notice as early as possible prior to the beginning of the school year or semester break involved.
  - d) All child rearing leaves will be without salary. Insurance benefits will be continued during such leave of absence only if the teacher assumes the total cost of such continued coverage. Such insurance benefits may be purchased through the District.
  - e) All benefits to which a teacher was entitled at the time the leave of absence commenced, including unused accumulated sick leave and previously accrued credits toward tenure and sabbatical leave eligibility, will be restored to the teacher upon his/her return, and the teacher will be assigned to the same position which (s)he held at the time said leave commenced, if available; or, if not, to a substantially equivalent position.
  - f) Additional benefits will not be accumulated during the period of the leave.
  - g) In the case of a non-tenured teacher, the time accrued during such leave shall not be credited to the probationary period for the purpose of obtaining tenure.

## ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE

- h) Upon return from such leave, the teacher will be placed on the salary step (s)he would have achieved in the year immediately following the commencement of the leave.
  - i) It shall be considered just cause for discharge for a teacher to engage in employment in excess of thirty (30) hours of work per week for any other employer(s) during such a leave of absence without the prior written consent of the District. If the District refuses permission for the teacher to engage in employment in excess of thirty (30) hours of work per week, the teacher shall be given the option of returning to the teacher's former position, or a substantially equivalent position, in the District.
2. In the case of an adoption of a child of ten (10) years of age or less, the teacher, upon request, will be granted up to twelve (12) leave days. These days will be deducted from the teacher's accumulated sick leave. These days, if requested, must be taken prior to any unpaid leave applied for in Section E.1. above.

### F. Visitation Day for Teachers

Teachers with clearly defined objectives, who wish to visit schools, must make application to the building principal and receive approval by building principal and superintendent. Days are not to be deducted from sick leave.

### G. Leave for Personal Business and Religious Observance

- 1. A written application (presented at least twenty-four (24) hours in advance) for personal leave not to exceed three (3) days per year, will be honored as stipulated in the following explanation. The three (3) personal days are divided into categories:
  - a) One (1) day may be used without reason, subject to these principles:
    - 1) Not for recreation
    - 2) Prior notice - twenty four (24) hours
    - 3) Subject to the manning requirements of the District.

## ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE

- b) Days may be used with the teacher checking the specific reason from this list. These days cannot be used for recreational purposes.

Attorney, mortgage or realtor's office, where legal transaction requires the teacher's presence.

College graduation immediate family (one (1) day per incident)

Marriage immediate family (one (1) day per incident)

Personal Business

Job Interview

College Visitation

Illness or death of close friend or family members not mentioned in Article XI, Section J.

Presence requested by governmental agency (e.g., State Education Depart., N.Y.S. Legislature)

Special religious holiday

Personal disaster making it physically impossible for teacher to report to work

- c) One (1) day may be used with the teacher checking a box which states that one of the specific reasons listed in (b) above is applicable, but the teacher does not signify which one.
2. A teacher requesting a personal day the day before or the day after a vacation period must use the procedure outlined in (b) above.
  3. Unused personal leave days will be added to accumulated unused sick leave.

**ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE****H. Leave Allowable for Military Service**

Any teacher called into military service by draft or who may be called into military service by reason of his/her reserve status shall be considered on leave of absence without pay and shall be subject to reinstatement at the expiration of the term of military service provided that (s)he shall give notice to the employer of his/her intent to return to his/her teaching position within sixty (60) days of date of discharge from military service. Any teacher subject to immediate draft may enlist (so as to enable that person to select his own branch of service) if this intention is made known to and is approved by the Board of Education, and shall receive the same protection regarding leave and reinstatement as given those teachers who may be called into service by reason of draft or military reserve status. Any person on such leave shall receive a maximum two (2) year increment for service time.

**I. Policy Regarding Notification of Principals by Teachers in Event of Illness, etc.**

A teacher who is forced to be absent from duty for reason of personal illness and/or other reasons aforementioned must notify his principal's office as early as possible or practicable. The teacher shall also notify the office of his school by 2:30 p.m. of his status for the following day. This shall not apply for extended absences.

**J. Sick Leave**

1. Sick leave for all teachers shall be twelve (12) days per year granted after the first day of attendance of the year, with the exception of a teacher who begins employment after September. Such teachers beginning employment after September shall be granted 1.2 days sick leave for each month remaining in the school year. This leave shall be cumulative.
2. Each teacher will be informed of his accrued number of days of sick leave upon his request.
3. After five (5) days of sick leave in any school year, the Superintendent may, at his discretion, require a physician's certification of illness for subsequent claims under sick leave provisions.
4. Two (2) days non-accumulative sick leave will be allowed for summer school.

## ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE

### K. Leave for Sickness or Death in Family

1. Teachers will be allowed five (5) days of absence per school year for each individual incident without loss of pay on account of critical illness or death in the immediate family (severe or hospitalization).
2. Immediate family shall include son, daughter, husband or wife, mother or father, mother-in-law or father-in-law, sister or brother, or person occupying the position of parent.
3. These days will be deducted from the accumulated sick leave.
4. Upon written application, the District will grant up to an additional five (5) unpaid leave days for illness or death in the immediate family.

### L. Leave for Death of Relatives

One (1) day deductible leave from teacher's accumulated days of sick leave shall be allowed for absence due to death of uncle, aunt, cousin, nephew, niece, grandparent, grandchildren, grandparents of spouse, brother-in-law, sister-in-law, daughter-in-law, son-in-law.

### M. Leave Allowable Due to Injury Incurred in Line of Duty

In the event of absence due to injury incurred in performance of duty:

1. Provisions of Workers' Compensation law shall be followed.
2. Days of absence due to injury in performance of duty are not to be deducted from the teacher's accumulated sick leave. In cases where reimbursement under Workers' Compensation applies, the School District will pay the employee the difference between the amount received under compensation and the employee's salary so as to insure full pay during the period allowed for absence from duty. The employer may at its discretion increase the number of days absence allowed on this account.

### N. Leave of Absence

1. Short term leaves of absence - Short term leaves of absence will be defined as those leaves that are normally less than one (1) semester in length.
  - a) The District may grant, at its discretion, short term leaves of absence without pay for the following reasons:
    - i) In an emergency situation, either immediately preceding or immediately following a vacation period of five (5) school days or more.
    - ii) To attend a business meeting with spouse, where required.

## ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE

- b) The District may, at its discretion, grant short term leaves of absence, either with or without pay, upon application by a member of the teaching staff for whatever other reasons it deems appropriate.
- 2. Long term leaves of absence - Long term leaves of absence will be defined as those leaves which are normally one (1) semester in length or longer.
  - a) The District will grant long term unpaid leaves of absence for the following reasons:
    - i) Illness in the immediate family requiring the services of the teacher.
    - ii) Professional study.
    - iii) Exploring job opportunities, except where the teacher has accepted a permanent position elsewhere.
  - b) The District may, at its discretion, grant long term unpaid leaves of absence, either with or without pay, upon application by a member of the teaching staff. The leave may be granted for the following reasons (but not necessarily limited to these reasons):
    - i) Travel for professional improvement.
    - ii) Professional improvement for special assignment or duty.
  - c) For all long term leaves of absence, the maximum leave shall be one (1) year (Sept. to Sept.), and except for illness or death in the family, must start and terminate at the end of a semester.
  - d) For all long term leaves of absence, except illness or death in the family, a written application must be presented at least thirty (30) days in advance. In demonstrable hardship cases, the District may, at its discretion, waive the thirty (30) day notification.

### O. Sabbatical Leave

- 1. The Board and WGTA agree to continue the Sabbatical Leave Program.
- 2. It is agreed the Sabbatical Leave policy shall comply with the following conditions:
  - a) Objective - Sabbatical Leave is granted for the purpose of increasing the professional competence of the individual, thus raising the quality of the instructional staff. Such improvement may come about through study or research beyond levels required by certification, in areas related to the individual's field.

## ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE

### b) Eligibility

- 1) Applicant must have completed seven (7) consecutive years of service in the West Genesee system.
- 2) Applicant must have completed a Master's degree, or its equivalent, and must be permanently certified in position held.
- 3) Thirty six (36) approved graduate hours will be regarded as the equivalent of a Master's degree for purposes of Sabbatical Leave only.

### c) Term and Salary

- 1) Two (2) consecutive semesters or one (1) semester at three fourths (3/4) salary will be allowed.
- 2) Salary will be paid in same manner as when teaching.
- 3) All benefits, such as retirement contributions, insurance, etc., will continue.
- 4) The period of time spent on Sabbatical Leave will count as teaching service for salary purposes.

### d) Special Conditions

- 1) The individual who accepts a Sabbatical Leave must agree to return to the District for a period of two (2) consecutive years following the leave. In the event the recipient does not remain in this District following the leave, the salary advanced must be repaid on a prorated basis (0 years - 100%; 1 year - 50%).
- 2) A Sabbatical Leave will not be granted within three (3) years of any other academic year leave of absence.
- 3) Recipient of a Sabbatical Leave will not be eligible again until seven (7) years of continuous employment by the District after expiration of first leave.
- 4) Leave will be granted to a maximum of two (2) full-time persons or its equivalent.
- 5) Application must be made between February 15 and March 15, for the following year. Applications must be made in writing directly to the Superintendent of Schools. The Superintendent of Schools will notify the applicant by May 15 as to the acceptability of the application.
- 6) A written report from the recipient is required at the end of each semester of the Sabbatical Leave. A guide for the form in which the report is to be made will be furnished by the District.

## ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE

### e) Selection

- 1) All applications for a leave will be reviewed by a committee of five (5) persons, one (1) of whom must be in an administrative or supervisory position, four (4) of whom shall be teachers in the District. At least one (1) teacher shall be from the elementary schools, and at least one (1) shall be from the secondary schools.
- 2) The choice of teacher representatives shall be the responsibility of the West Genesee Teachers' Association. The administrative representative shall be chosen by the administrative staff.
- 3) The committee will review abstracts of application, without candidates' names attached, and shall indicate whether the application meets all requirements for approval. A rank order of acceptability shall be established for those applications which are regarded as suitable.
- 4) A report of the findings of the committee shall be forwarded to the Superintendent of Schools. It shall be his duty to act on the application and make recommendations to the Board of Education.
- 5) It is understood that the final selection is the responsibility of the Superintendent, and approval by the Board of Education is required before leave is authorized.

### P. Sick Leave for Prolonged Illness (Sick Bank)

The following conditions and procedures shall apply with respect to sick leave for prolonged illness:

1. Must expend all accumulated sick time plus a loss of pay for the next ten (10) consecutive school days before eligible for sick bank.
2. A teacher may contribute no more than three (3) sick days per year.
3. The rate of compensation to the teacher using this provision will be based on Step 1 of the BA scale.
4. The maximum number of days which may be utilized under this section by any one individual in any one circumstance shall be seventy (70).
5. The Superintendent and the President of WGTA shall establish procedure for the smooth implementation of the sick leave.
6. Superintendent of Schools and President of WGTA shall consult on each application prior to submission to the cabinet of the WGTA.

**ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE**

## Procedure:

1. Such requests will be sent to the President of the Association in writing and include the following information:
  - a) Nature of the illness
  - b) Physician's recommendation
  - c) Estimate of the number of additional sick leave days needed.
2. If the cabinet of the Association deems the request justifiable, they may appeal to the membership for a donation of sick leave days. Such donations will be made in the form of promissory pledge by each contributing member of a specified number of sick leave days, in each individual case. The Board shall appoint an association member as "banker" for the case.
3. The Association will present its findings to the Superintendent or his designated representative, along with a letter of request, the physician's recommendation and the number of days donated by the teacher membership.
4. The Superintendent shall review each individual case and make his recommendation to the Board of Education.
5. The sick days pledged shall be used on a rotating schedule as equitable to all donors as possible. Upon the termination of each individual case, all unused days pledged will be returned to the donors. At this time each donor will receive a written statement of his account if requested.

**ARTICLE XII        STUDENT ACTIVITIES AND DISCIPLINE**

- A. The Board and the WGTA recognize that cooperative planning and action between the student body and the faculty and administration is necessary for the development of a healthy environment and a happy student body.
  
- B. Student Discipline
  - 1. Each teacher shall be responsible for the discipline of his classroom. Assistance or advice may be given by the principal, supervisor, director, or department chairman.
  
  - 2. Referral to Principal
    - a) The WGTA and the Board agree that a teacher may order removed from the classroom or other areas of supervision and referred to the principal any pupil whose conduct is detrimental to the learning process in class or whose conduct is contrary to the accepted standards of good behavior on school property.
  
    - b) As soon as practicable but not later than the end of the school day, the teacher initiating removal shall present to the principal written report of the incident on the appropriate form.
  
    - c) Principal shall make the decision as to disposal of the case. The teacher shall be notified of the disposal of the case, and may consult with the principal regarding the matter.
  
    - d) A continuous record of discipline cases shall be maintained by the principal's office for the use of the school staff.

**ARTICLE XIII      STUDENT TEACHERS**

- A. The WGTA and the employer agree to cooperate in a student teaching program in the District under the following conditions:
1. The program as conducted by the teacher training institution shall be satisfactory to the District, the administration, and the Teachers' Association.
  2. Teachers accepting student teachers will do so voluntarily.
  3. Cooperating teachers must have three (3) years service at West Genesee except where special permission is granted by the Superintendent, or unless they are involved in the Syracuse University-West Genesee Teaching Center.
  4. Principals shall determine the cooperating teachers in accordance with Item 2 above.
  5. Cooperating teachers shall have one (1) student teacher per year except where special permission is granted by the Superintendent, or unless they are involved in the Syracuse University-West Genesee Teaching Center.

**ARTICLE XIV EVALUATIONS**

- A. Evaluations will be accordance with the APPR document approved by the Board of Education on July 2, 2012. Any teachers excluded from Chapter 103 of the laws of 2010 (psychologists, social workers, counselors, etc.) will have the evaluation forms in Appendix B.

**ARTICLE XV TEACHER ETHICS AND DISCIPLINE**

- A. The WGTA and the Board agree that teachers shall be governed by the rules of professional ethics, as developed by the members of the professional group and accepted by the Board of Education.
- B. The Board and the WGTA agree that questions considered by the Board to involve matters of professional conduct or ethics as established in the WGTA code of professional ethics will be referred to the WGTA for study and interpretation through the Professional Conduct Committee before action is taken thereon by the Board. This provision may be suspended in some cases involving major infractions or violations of the New York State Tenure Law.
- C. The PC Committee of the WGTA shall have the power to recommend to the Board of Education punitive actions against members of the negotiating unit for unethical or unprofessional conduct. The maximum penalty that can be recommended by the PCC shall be a two (2) week suspension without pay. The committee may also recommend such other punitive measures as censure by the Board or other appropriate action. The Board may accept the recommendation of the PCC and carry it out unless the recommendation is appealed by the aggrieved member. The aggrieved member shall be notified in writing by the WGTA that he has the right to appeal within ten (10) days after the decision of the PCC is announced. A copy of the notice will be provided the clerk of the Board of Education. If such appeal is made within said ten (10) days, the Board shall take the case under advisement, and act as the final authority in the issue.
- D. When a case has been referred by the Board of Education and the WGTA Professional Conduct Committee is unable to arrive at a decision, or if after a sufficient lapse of time it is the judgment of the Superintendent that reasonable efforts have not been exercised in seeking a solution to the question by the WGTA, the Board shall reserve the right to act independently in the case.

**ARTICLE XVI MISCELLANEOUS PROVISIONS****A. Orientation Program**

1. If the anticipated number of new teachers to begin teaching in the District in September is ten (10) or more, then a committee of six (6) shall be established by the WGTA and the chief school administrator to investigate this area, and to make recommendations to the Superintendent.
2. The committee shall consist of four (4) named by WGTA and two (2) by the Chief School Administrator. Co-chairmen shall be selected, one (1) from each group.
3. The committee shall be responsible for the study and revision of the District faculty handbook each year.

**B. In-service Training**

1. The Board and the WGTA agree that professional travel, in-service training, visiting days and activities in study councils are a very necessary part of the teacher professional improvement program.
2. The WGTA and the Chief School Administrator shall name a committee of six (6), four (4) members to be named by the WGTA and two (2) by the Superintendent.
3. The committee shall be empowered to examine the future in-service needs of the District and to make recommendations to the Superintendent as to the best procedure for implementing programs to meet these needs.

**C. Insurance**

1. All members of the staff shall receive a brochure by November 1 which describes all health and medical insurance information of value to the staff.
2. The brochure shall be published and distributed at District expense.
3. WGTA will have access to data upon request, if available.

**D. Textbook Selection**

The WGTA and the Board agree that the selection of textbooks to be used in the District schools shall continue to be cooperatively arrived at through joint consultation among teachers, building chairmen, subject area coordinators and administrators, subject to final approval by the Board.

**ARTICLE XVI MISCELLANEOUS PROVISIONS****E. Health Examinations**

All instructional personnel must have a physical examination upon their appointment. The examination may be by a school doctor at the District's expense according to the standard fee schedule set by the District or by the family doctor at the individual's expense. In either case, the examination must be reported on a form furnished by the School District.

**F. Class Coverage**

The employer agrees, in principle, that teachers during their conference and planning period should not be requested to take the class of an absent teacher. The principal in each school will develop a plan which will, to the extent possible, eliminate such requests.

**G. Release Time for PSEN and IEP Conferences**

Release time will be provided by the District for all PSEN and IEP Conferences, where deemed appropriate by District.

**H. Substitute Folders**

All teachers will be required to maintain a substitute folder. The information to be included in the folder will be determined by the building principal's liaison committee with input from department chairpersons, subject area coordinators and grade level chairpersons where appropriate.

**I. Work Schedules for Special Areas**

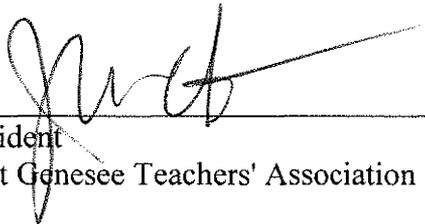
All work schedules for special areas (e.g., art, music, special education, etc.) will be approved by the Building Principal.

**ARTICLE XVII      DISCIPLINARY ACTION**

- A. No teacher having tenure with the District will be disciplined (e.g., formal disciplinary materials placed in a teacher's personnel file), discharged, suspended, or will have adverse material placed in their personnel file, without just cause. This shall not apply to personal oral admonitions or the content of written evaluations. It is further understood that the concept of just cause shall include considerations which affect the educational process.
- B. A party claiming a violation of this section will have said claim processed under Article II of this Agreement. Said claim may proceed to arbitration if and when said party files a written waiver of any other hearing, court proceeding, or related rights under the Education Law or other applicable New York State or Federal Law prior to Arbitration.
- C. It is understood, however, that the Board shall retain as allowed by law sole and exclusive discretion to determine whether a probationary or non-tenured teacher will be terminated, up to April 15th in the second full year of a probationary teacher's employment, unless the District has notified the teacher in writing of concerns regarding his/her performance by the April 15th deadline. In this case, those so notified (not more than 25% of those teachers in their second year of probation without authorization of the WGTA) will be placed in a remedial program for the third year of probation. The remedial plan will be developed between the teacher and their supervisor(s) before the end of the school year and will address the concerns identified on the teacher's formal evaluation documents and will contain a schedule of periodic updates. Teachers placed in a remedial program will be subject to the April 15th deadline in the third year of their probationary period.
- D. A probationary, non-tenured teacher, however, may utilize the above mentioned "just cause" provision as it pertains to District action taken after April 15th of the second full year of employment unless notification of termination or notification of placement in a third year remedial program has been given by April 15<sup>th</sup>.

**ARTICLE XVIII INSTRUCTIONAL UNIT DEFINED: DURATION OF AGREEMENT**

- A. The instructional unit shall be defined as: teachers, lead teachers, nurses, guidance counselors, psychologists and social workers, except Superintendent, Assistant Superintendents, Principals, Assistant Principals, Elementary Supervisor, full-time Coordinators or Directors.
- B. This Agreement shall become effective July 1, 2012 through June 30, 2016, and shall continue in full force and effect from year to year until amended in accordance with paragraph (C) below.
- C. In the event either party wishes to amend this Agreement, written notice may be given not later than February 1, 2010. Negotiations concerning such proposed amendments shall commence not prior to the following March 1. Amendments resulting from such negotiations shall take effect beginning that following July 1. Any provisions not reopened by either party shall be automatically renewed as provided. Nothing contained in this paragraph shall be construed to preclude the introduction of new matters for negotiation unless mutually agreed upon.
- D. In the event that legislation is enacted to change any conditions of this Agreement, the provisions of that legislation shall become part of this Agreement.
- E. This Agreement contains the entire Agreement between the parties on the subject matters set forth herein, and shall not be modified or amended except by mutual agreement of both parties as per Article I.L.

By:   
\_\_\_\_\_  
President  
West Genesee Teachers' Association

By:   
\_\_\_\_\_  
Superintendent of Schools  
West Genesee Central Schools

**Teacher Salary Schedule - Bachelor Degrees  
For the 2012-13 Fiscal Year**

\$955 PER SIX HOUR BLOCK BEYOND BA+60, MA+54 OR CAS+12

Step	BA	BA + 6	BA + 12	BA + 18	BA + 24	BA + 30	BA + 36	BA + 42	BA + 48	BA + 54	BA + 60
1	47,019	47,773	48,531	49,283	50,038	50,788	51,546	52,300	53,049	53,807	54,561
2	48,077	48,848	49,623	50,392	51,164	51,931	52,706	53,477	54,243	55,018	55,789
3	48,077	48,848	49,623	50,392	51,164	51,931	52,705	53,476	54,243	55,018	55,789
4	48,553	49,331	50,115	50,891	51,671	52,445	53,227	54,006	54,780	55,562	56,341
5	49,023	49,809	50,600	51,384	52,172	52,953	53,743	54,529	55,311	56,101	56,887
6	49,498	50,292	51,091	51,882	52,677	53,466	54,264	55,058	55,847	56,644	57,438
7	49,978	50,779	51,585	52,385	53,187	53,984	54,789	55,591	56,388	57,193	57,994
8	50,463	51,273	52,087	52,893	53,704	54,508	55,322	56,130	56,936	57,748	58,558
9	50,953	51,771	52,592	53,407	54,226	55,037	55,859	56,675	57,488	58,310	59,125
10	51,448	52,274	53,104	53,925	54,752	55,573	56,402	57,226	58,045	58,874	59,699
11	51,947	52,780	53,618	54,449	55,283	56,113	56,947	57,780	58,611	59,448	60,279
12	52,452	53,291	54,139	54,977	55,820	56,658	57,501	58,343	59,180	60,024	60,864
13	52,960	53,809	54,664	55,513	56,362	57,207	58,062	58,907	59,755	60,608	61,456
14	53,477	54,334	55,195	56,050	56,910	57,764	58,626	59,482	60,335	61,197	62,053
15	53,998	54,863	55,731	56,599	57,464	58,326	59,195	60,059	60,921	61,792	62,656
16	54,523	55,395	56,273	57,148	58,022	58,894	59,771	60,645	61,515	62,394	63,265
17	55,053	55,934	56,820	57,702	58,586	59,464	60,352	61,235	62,113	63,001	63,881
18	55,587	56,477	57,370	58,262	59,154	60,043	60,939	61,829	62,714	63,610	64,500
19	56,127	57,026	57,928	58,826	59,726	60,625	61,531	62,428	63,327	64,229	65,128
20	56,676	57,577	58,479	59,378	60,279	61,179	62,081	62,978	63,875	64,780	65,678
21	57,231	58,134	59,039	59,945	60,852	61,759	62,664	63,569	64,475	65,381	66,286
22	57,791	58,697	59,605	60,514	61,424	62,334	63,241	64,147	65,053	65,959	66,865
23	58,357	59,266	60,177	61,089	61,999	62,911	63,821	64,729	65,637	66,545	67,453
24	58,929	59,841	60,755	61,671	62,588	63,506	64,424	65,341	66,257	67,174	68,091
25	59,507	60,424	61,343	62,264	63,186	64,109	65,033	65,957	66,881	67,806	68,731
26	60,091	61,019	61,949	62,881	63,815	64,751	65,687	66,623	67,560	68,497	69,434
27	60,681	61,619	62,560	63,503	64,449	65,396	66,343	67,291	68,240	69,189	70,138
28	61,277	62,226	63,177	64,131	65,088	66,046	67,005	67,965	68,926	69,888	70,850
29	61,879	62,839	63,801	64,766	65,733	66,702	67,672	68,643	69,615	70,588	71,561
30	62,487	63,458	64,431	65,407	66,386	67,367	68,349	69,332	70,317	71,303	72,290
31	63,101	64,083	65,067	66,053	67,042	68,033	69,025	70,019	71,015	72,012	73,011
32	63,721	64,705	65,691	66,679	67,670	68,663	69,658	70,654	71,651	72,650	73,650
33	64,347	65,333	66,321	67,311	68,303	69,297	70,293	71,291	72,290	73,290	74,291
34	64,979	65,967	66,957	67,949	68,943	69,939	70,936	71,935	72,935	73,936	74,937
35	65,617	66,607	67,600	68,595	69,592	70,591	71,591	72,592	73,593	74,595	75,597
36	66,261	67,253	68,248	69,245	70,244	71,244	72,245	73,246	74,248	75,250	76,253
37	66,911	67,905	68,901	69,899	70,899	71,899	72,899	73,899	74,899	75,899	76,899
38	67,567	68,563	69,561	70,561	71,561	72,561	73,561	74,561	75,561	76,561	77,561
39	68,229	69,227	70,227	71,227	72,227	73,227	74,227	75,227	76,227	77,227	78,227
40	68,897	69,897	70,897	71,897	72,897	73,897	74,897	75,897	76,897	77,897	78,897
41	69,571	70,571	71,571	72,571	73,571	74,571	75,571	76,571	77,571	78,571	79,571
42	70,251	71,251	72,251	73,251	74,251	75,251	76,251	77,251	78,251	79,251	80,251
43	70,937	71,937	72,937	73,937	74,937	75,937	76,937	77,937	78,937	79,937	80,937
44	71,629	72,629	73,629	74,629	75,629	76,629	77,629	78,629	79,629	80,629	81,629
45	72,327	73,327	74,327	75,327	76,327	77,327	78,327	79,327	80,327	81,327	82,327
46	73,031	74,031	75,031	76,031	77,031	78,031	79,031	80,031	81,031	82,031	83,031
47	73,741	74,741	75,741	76,741	77,741	78,741	79,741	80,741	81,741	82,741	83,741
48	74,457	75,457	76,457	77,457	78,457	79,457	80,457	81,457	82,457	83,457	84,457
49	75,179	76,179	77,179	78,179	79,179	80,179	81,179	82,179	83,179	84,179	85,179
50	75,907	76,907	77,907	78,907	79,907	80,907	81,907	82,907	83,907	84,907	85,907
51	76,641	77,641	78,641	79,641	80,641	81,641	82,641	83,641	84,641	85,641	86,641
52	0	0	0	0	0	116,875	117,858	118,840	119,824	120,803	121,784
53	0	0	0	0	0	0	0	0	0	0	#VALUE!
54	0	0	0	0	0	0	0	0	0	0	0
55											

STEP= Years of credited service plus one year (for the present year)

APPENDIX A  
SALARY SCHEDULES

**Teacher Salary Schedule - Master Degrees  
For the 2012-13 Fiscal Year**

\$955 PER SIX HOUR BLOCK BEYOND BA+60, MA+54 OR CAS+12

Step	MA	MA + 6	MA + 12	MA + 18	MA + 24	MA + 30	MA + 36	MA + 42	MA + 48	MA + 54	MA + 60	CAS
1	51,387	52,144	52,899	53,652	54,402	55,160	55,914	56,666	57,422	58,175	58,927	55,802
2	52,543	53,317	54,090	54,860	55,628	56,401	57,172	57,941	58,714	59,484	60,253	57,057
3	52,543	53,317	54,090	54,860	55,628	56,401	57,172	57,941	58,714	59,484	60,253	57,057
4	53,063	53,845	54,625	55,403	56,177	56,959	57,738	58,514	59,295	60,073	60,849	57,622
5	53,577	54,367	55,155	55,940	56,721	57,511	58,297	59,081	59,870	60,655	61,439	58,180
6	54,097	54,894	55,689	56,482	57,271	58,068	58,862	59,654	60,450	61,243	62,034	58,744
7	54,621	55,426	56,228	57,029	57,826	58,631	59,432	60,232	61,035	61,836	62,635	59,313
8	55,151	55,964	56,775	57,582	58,386	59,200	60,010	60,816	61,628	62,436	63,243	59,889
9	55,685	56,507	57,326	58,141	58,954	59,775	60,592	61,407	62,225	63,042	63,856	60,470
10	56,227	57,056	57,882	58,706	59,526	60,354	61,181	62,002	62,831	63,654	64,477	61,058
11	56,774	57,611	58,443	59,276	60,103	60,940	61,774	62,604	63,440	64,271	65,102	61,652
12	57,325	58,169	59,013	59,851	60,687	61,532	62,374	63,211	64,058	64,896	65,735	62,250
13	57,880	58,735	59,585	60,431	61,277	62,127	62,979	63,829	64,677	65,527	66,370	62,853
14	58,447	59,305	60,164	61,019	61,874	62,733	63,592	64,447	65,309	66,166	67,017	63,469
15	59,013	59,883	60,750	61,614	62,476	63,343	64,209	65,074	65,944	66,809	67,671	64,085
16	59,591	60,463	61,342	62,214	63,083	63,962	64,834	65,707	66,585	67,459	68,330	64,708
17	60,168	61,051	61,936	62,816	63,698	64,582	65,465	66,348	67,229	68,114	68,993	65,337
18	60,753	61,643	62,537	63,424	64,315	65,210	66,100	66,991	67,885	68,776	69,662	65,971
19	61,344	62,243	63,144	64,043	64,941	65,843	66,742	67,643	68,541	69,441	70,338	66,610
20	62,093	62,990	63,894	64,793	65,691	66,592	67,492	68,390	69,294	70,193	71,089	67,361
21	62,874	63,774	64,674	65,572	66,472	67,373	68,271	69,173	70,072	70,973	71,873	68,145
22	63,758	64,673	65,585	66,499	67,407	68,323	69,234	70,143	71,062	71,972	72,883	69,098
23	64,654	65,579	66,505	67,432	68,356	69,280	70,209	71,134	72,060	72,985	73,913	70,077
24	65,566	66,501	67,439	68,383	69,316	70,258	71,190	72,137	73,072	74,012	74,950	71,053
25	66,953	67,914	68,872	69,824	70,782	71,739	72,704	73,658	74,619	75,581	76,532	72,562
26	68,213	69,191	70,167	71,144	72,117	73,098	74,074	75,049	76,026	77,000	77,981	73,930
27	68,365	69,343	70,323	71,301	72,281	73,260	74,242	75,217	76,196	77,173	78,153	74,097
28	68,533	69,513	70,494	71,472	72,457	73,439	74,420	75,400	76,382	77,359	78,342	74,277
29	68,698	69,682	70,665	71,646	72,632	73,613	74,602	75,584	76,566	77,549	78,533	74,459
30	68,864	69,848	70,836	71,818	72,809	73,793	74,783	75,763	76,751	77,735	78,721	74,639
31	69,026	70,017	71,005	71,993	72,982	73,969	74,960	75,948	76,936	77,923	78,912	74,818
32	69,194	70,187	71,177	72,165	73,157	74,151	75,140	76,130	77,122	78,109	79,101	74,996
33	69,362	70,353	71,346	72,339	73,333	74,327	75,322	76,313	77,308	78,299	79,290	75,175
34	69,527	70,522	71,517	72,511	73,508	74,503	75,502	76,493	77,491	78,485	79,479	75,358
35	69,686	70,684	71,681	72,678	73,677	74,675	75,673	76,669	77,671	78,662	79,663	75,530
36	72,032	73,024	74,025	75,018	76,015	77,008	78,004	79,000	79,992	80,991	81,980	77,826
37	74,354	75,345	76,336	77,334	78,327	79,317	80,311	81,306	82,297	83,291	84,281	80,104
38	77,033	78,021	79,010	80,002	80,995	81,984	82,974	83,967	85,255	85,947	86,935	82,381
39	79,720	80,710	81,697	82,687	83,677	84,659	85,648	86,638	87,624	88,614	89,602	87,118
40	82,641	83,628	84,614	85,599	86,583	87,569	88,554	89,540	90,527	91,518	92,501	91,018
41	85,903	86,888	87,875	88,863	89,849	90,833	91,818	92,803	93,787	94,778	95,763	95,124
42	89,190	90,178	91,164	92,152	93,136	94,121	95,107	96,091	97,079	98,064	99,052	99,237
43	92,489	93,475	94,462	95,450	96,436	97,422	98,408	99,393	100,372	101,361	102,349	102,863
44	95,732	96,714	97,705	98,689	99,672	100,662	101,646	102,631	103,618	104,606	105,591	106,580
45	98,570	99,556	100,532	101,512	102,495	103,475	104,455	105,436	106,423	107,403	108,380	109,317
46	101,819	102,799	103,780	104,762	105,745	106,724	107,705	108,687	109,667	110,647	111,630	112,620
47	104,786	105,766	106,748	107,725	108,698	109,680	110,660	111,636	112,615	113,597	114,577	115,612
48	108,059	109,037	110,015	110,993	111,977	112,949	113,931	114,910	115,889	116,868	117,845	118,856
49	111,354	112,333	113,313	114,289	115,266	116,249	117,226	118,207	119,185	120,162	121,142	122,100
50	114,519	115,500	116,479	117,459	118,436	119,417	120,392	121,370	122,348	123,329	124,307	125,579
51	117,812	118,791	119,772	120,746	121,727	122,706	123,682	124,665	125,643	126,621	127,595	128,113
52	121,570	122,554	123,531	124,508	125,486	126,470	127,448	128,434	129,414	130,396	131,377	131,643
53	0	0	0	0	0	129,794	130,773	131,755	132,733	133,720	134,697	135,175
54	0	0	0	0	0	0	0	0	0	0	0	0
55												

STEP= Years of credited service plus one year (for the present year)

2012-2013 COACHES SALARY SCHEDULE - Frozen

Step	BA	BA + 6	BA + 12	BA + 18	BA + 24	BA + 30
1	47,019	47,773	48,531	49,283	50,038	50,788
2	47,019	47,773	48,531	49,283	50,038	50,788
3	47,019	47,773	48,531	49,283	50,038	50,788
4	47,484	48,246	49,012	49,771	50,534	51,291
5	47,944	48,713	49,487	50,253	51,024	51,788
6	48,409	49,185	49,966	50,740	51,518	52,290
7	48,878	49,662	50,450	51,232	52,017	52,796
8	49,352	50,144	50,941	51,729	52,523	53,309
9	49,831	50,632	51,435	52,232	53,033	53,826
10	50,316	51,123	51,935	52,739	53,547	54,350
11	50,804	51,619	52,438	53,251	54,066	54,878
12	51,298	52,119	52,948	53,767	54,592	55,411
13	51,794	52,625	53,461	54,291	55,122	55,948
14	52,300	53,138	53,981	54,817	55,657	56,493
15	52,810	53,655	54,505	55,354	56,200	57,043
16	53,323	54,176	55,035	55,890	56,745	57,598
17	53,841	54,704	55,570	56,432	57,297	58,156
18	54,364	55,235	56,108	56,980	57,852	58,721
19	54,892	55,772	56,654	57,531	58,412	59,291
20	55,625	56,506	57,388	58,267	59,149	60,028
21	56,388	57,268	58,151	59,030	59,909	60,788
22	57,181	58,075	58,968	59,861	60,751	61,647
23	57,992	58,896	59,801	60,703	61,611	62,519
24	58,803	59,724	60,641	61,556	62,474	63,393
25	60,046	60,984	61,925	62,860	63,798	64,738

2012-2013 CO-CURRICULAR SALARY SCHEDULE - Frozen

Step	BA
1	47,019
2	47,019
3	47,019
4	47,484
5	47,944
6	48,409
7	48,878
8	49,352
9	49,831
10	50,316
11	50,804
12	51,298
13	51,794
14	52,300
15	52,810
16	53,323
17	53,841
18	54,364
19	54,892
20	55,625

STEP= Years of credited service plus one year (for the present year)

**Teacher Salary Schedule - Bachelor Degrees  
For the 2013-14 Fiscal Year**

\$955 PER SIX HOUR BLOCK BEYOND BA+60, MA+54 OR CAS+12

Step	BA	BA + 6	BA + 12	BA + 18	BA + 24	BA + 30	BA + 36	BA + 42	BA + 48	BA + 54	BA + 60
1	47,019	47,773	48,531	49,283	50,038	50,788	51,546	52,300	53,049	53,807	54,561
2	48,194	48,967	49,744	50,515	51,289	52,058	52,835	53,608	54,375	55,152	55,925
3	49,279	50,069	50,864	51,652	52,443	53,229	54,023	54,814	55,599	56,393	57,183
4	49,279	50,069	50,864	51,652	52,443	53,229	54,023	54,813	55,599	56,393	57,183
5	49,766	50,565	51,368	52,163	52,963	53,756	54,558	55,356	56,150	56,951	57,749
6	50,249	51,055	51,865	52,669	53,476	54,277	55,087	55,892	56,694	57,503	58,309
7	50,736	51,549	52,368	53,179	53,994	54,803	55,620	56,434	57,243	58,060	58,874
8	51,227	52,049	52,875	53,694	54,517	55,334	56,159	56,981	57,797	58,623	59,444
9	51,724	52,554	53,389	54,216	55,047	55,871	56,705	57,534	58,359	59,191	60,021
10	52,226	53,065	53,907	54,742	55,582	56,413	57,255	58,091	58,925	59,767	60,604
11	52,735	53,580	54,431	55,273	56,120	56,963	57,812	58,657	59,496	60,348	61,192
12	53,245	54,100	54,959	55,811	56,665	57,516	58,371	59,224	60,076	60,934	61,786
13	53,763	54,624	55,492	56,351	57,215	58,075	58,939	59,801	60,659	61,524	62,386
14	54,283	55,155	56,031	56,901	57,771	58,637	59,513	60,380	61,248	62,123	62,992
15	54,813	55,692	56,575	57,451	58,332	59,208	60,092	60,969	61,844	62,727	63,604
16	55,348	56,234	57,125	58,014	58,901	59,784	60,675	61,561	62,444	63,337	64,223
17	55,886	56,780	57,680	58,577	59,472	60,366	61,265	62,161	63,053	63,954	64,847
18	56,429	57,333	58,240	59,144	60,051	60,951	61,861	62,766	63,666	64,576	65,478
19	56,977	57,889	58,804	59,719	60,633	61,544	62,462	63,375	64,282	65,200	66,113
20	57,530	58,452	59,377	60,296	61,219	62,140	63,070	63,989	64,910	65,835	66,757
21	58,098	59,022	60,146	61,067	61,991	62,913	63,838	64,758	65,677	66,604	67,525
22	59,098	60,020	60,946	61,867	62,789	63,710	64,640	65,560	66,479	67,403	68,327
23	59,930	60,866	61,803	62,738	63,671	64,610	65,545	66,481	67,411	68,355	69,289
24	60,779	61,726	62,675	63,620	64,572	65,524	66,469	67,417	68,366	69,313	70,267
25	61,630	62,594	63,556	64,514	65,476	66,440	67,402	68,362	69,322	70,289	71,251
26	62,932	63,915	64,902	65,882	66,864	67,849	68,828	69,814	70,792	71,772	72,761
27	64,121	65,119	66,120	67,127	68,124	69,125	70,125	71,127	72,128	73,129	74,132
28	64,264	65,271	66,270	67,274	68,274	69,281	70,281	71,287	72,290	73,293	74,296
29	64,418	65,428	66,433	67,438	68,439	69,449	70,452	71,460	72,467	73,469	74,477
30	64,576	65,585	66,593	67,601	68,607	69,620	70,621	71,632	72,642	73,648	74,657
31	64,730	65,745	66,755	67,763	68,771	69,786	70,794	71,806	72,815	73,828	74,837
32	64,885	65,903	66,915	67,927	68,937	69,956	70,964	71,979	72,992	74,005	75,020
33	65,041	66,062	67,076	68,090	69,102	70,124	71,134	72,151	73,169	74,183	75,198
34	65,199	66,219	67,238	68,252	69,269	70,291	71,304	72,325	73,342	74,362	75,379
35	65,353	66,378	67,399	68,417	69,433	70,460	71,478	72,498	73,519	74,537	75,558
36	65,504	66,530	67,553	68,575	69,592	70,620	71,640	72,665	73,685	74,711	75,734
37	67,917	68,938	69,960	70,980	71,997	73,019	74,040	75,059	76,080	77,099	78,121
38	70,228	71,245	72,263	73,284	74,296	75,314	76,335	77,350	78,368	79,385	80,406
39	72,640	73,651	74,669	75,682	76,699	77,715	78,735	79,748	80,758	81,776	82,791
40	75,004	76,016	77,036	78,045	79,057	80,072	81,083	82,096	83,110	84,124	85,135
41	77,523	78,534	79,544	80,557	81,565	82,577	83,586	84,599	85,609	86,619	87,627
42	80,497	81,506	82,517	83,528	84,532	85,547	86,556	87,567	88,577	89,592	90,602
43	83,412	84,423	85,438	86,448	87,459	88,466	89,475	90,487	91,498	92,512	93,520
44	86,324	87,334	88,347	89,359	90,369	91,375	92,388	93,399	94,413	95,420	96,430
45	89,595	90,603	91,610	92,622	93,631	94,646	95,656	96,666	97,674	98,686	99,699
46	92,275	93,279	94,287	95,293	96,296	97,303	98,308	99,314	100,318	101,324	102,328
47	95,447	96,455	97,459	98,467	99,471	100,478	101,483	102,482	103,495	104,500	105,502
48	98,433	99,435	100,442	101,441	102,447	103,451	104,455	105,454	106,455	107,461	108,468
49	101,623	102,627	103,626	104,637	105,634	106,638	107,640	108,643	109,649	110,653	111,657
50	104,490	105,491	106,497	107,499	108,502	109,507	110,509	111,510	112,512	113,517	114,520
51	107,511	108,519	109,517	110,522	111,527	112,531	113,531	114,532	115,539	116,542	117,544
52	111,735	112,731	113,736	114,741	115,749	116,746	117,751	118,757	119,754	120,759	121,762
53	0	0	0	0	0	119,797	120,804	121,811	122,820	123,823	124,829
54	0	0	0	0	0	0	0	0	0	0	#VALUE!
55	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0

STEP= Years of credited service plus one year (for the present year)

**Teacher Salary Schedule - Master Degrees  
For the 2013-14 Fiscal Year**

\$955 PER SIX HOUR BLOCK BEYOND BA+60, MA+54 OR CAS+12

Step	MA	MA + 6	MA + 12	MA + 18	MA + 24	MA + 30	MA + 36	MA + 42	MA + 48	MA + 54	MA + 60	CAS
1	51,387	52,144	52,899	53,652	54,402	55,160	55,914	56,666	57,422	58,175	58,927	55,802
2	52,671	53,448	54,222	54,994	55,762	56,539	57,312	58,082	58,858	59,629	60,400	57,197
3	53,857	54,650	55,442	56,231	57,017	57,811	58,601	59,389	60,182	60,971	61,759	58,484
4	53,857	54,650	55,442	56,231	57,017	57,811	58,601	59,389	60,182	60,971	61,759	58,484
5	54,390	55,192	55,991	56,788	57,581	58,383	59,181	59,977	60,778	61,575	62,371	59,063
6	54,917	55,726	56,533	57,338	58,139	58,949	59,755	60,558	61,367	62,171	62,975	59,635
7	55,449	56,266	57,081	57,894	58,703	59,520	60,334	61,145	61,961	62,774	63,585	60,213
8	55,986	56,811	57,634	58,454	59,271	60,097	60,918	61,737	62,561	63,382	64,201	60,796
9	56,529	57,363	58,194	59,022	59,846	60,680	61,510	62,336	63,169	63,996	64,824	61,386
10	57,077	57,920	58,759	59,594	60,428	61,269	62,106	62,943	63,781	64,618	65,452	61,982
11	57,633	58,482	59,329	60,174	61,014	61,863	62,710	63,552	64,402	65,245	66,089	62,584
12	58,193	59,051	59,904	60,758	61,605	62,463	63,319	64,170	65,026	65,878	66,730	63,193
13	58,758	59,623	60,489	61,348	62,204	63,071	63,934	64,791	65,659	66,518	67,379	63,806
14	59,327	60,203	61,074	61,942	62,809	63,681	64,553	65,424	66,294	67,166	68,030	64,425
15	59,908	60,787	61,668	62,544	63,420	64,301	65,182	66,058	66,942	67,820	68,693	65,055
16	60,489	61,380	62,269	63,154	64,038	64,927	65,814	66,701	67,593	68,480	69,363	65,687
17	61,080	61,974	62,876	63,789	64,660	65,561	66,455	67,349	68,250	69,145	70,038	66,326
18	61,672	62,577	63,485	64,386	65,290	66,196	67,101	68,007	68,909	69,817	70,718	66,971
19	62,272	63,185	64,101	65,009	65,923	66,840	67,752	68,666	69,582	70,496	71,403	67,621
20	62,877	63,799	64,722	65,645	66,564	67,489	68,411	69,334	70,255	71,177	72,096	68,275
21	63,446	64,365	65,281	66,193	67,103	68,017	68,934	69,851	70,767	71,681	72,596	68,945
22	64,445	65,369	66,291	67,212	68,134	69,057	69,978	70,902	71,824	72,747	73,670	69,848
23	65,352	66,289	67,225	68,161	69,092	70,031	70,965	71,897	72,838	73,771	74,705	70,826
24	66,270	67,219	68,167	69,117	70,065	71,012	71,965	72,912	73,862	74,809	75,760	71,829
25	67,205	68,164	69,125	70,093	71,049	72,014	72,970	73,941	74,899	75,862	76,824	72,830
26	68,627	69,612	70,594	71,570	72,551	73,533	74,521	75,499	76,484	77,470	78,446	74,376
27	69,918	70,920	71,921	72,923	73,920	74,926	75,926	76,926	77,926	78,925	79,930	75,779
28	70,074	71,076	72,081	73,084	74,088	75,091	76,098	77,098	78,101	79,103	80,107	75,949
29	70,246	71,251	72,256	73,259	74,268	75,275	76,281	77,285	78,292	79,293	80,301	76,134
30	70,416	71,424	72,432	73,437	74,448	75,453	76,467	77,474	78,481	79,487	80,497	76,321
31	70,585	71,594	72,607	73,614	74,629	75,638	76,652	77,657	78,669	79,679	80,689	76,505
32	70,752	71,767	72,780	73,793	74,807	75,819	76,834	77,847	78,859	79,871	80,885	76,689
33	70,924	71,942	72,957	73,970	74,986	76,005	77,019	78,033	79,051	80,062	81,079	76,871
34	71,096	72,112	73,130	74,147	75,166	76,185	77,205	78,220	79,241	80,257	81,272	77,054
35	71,265	72,285	73,305	74,324	75,345	76,365	77,389	78,406	79,428	80,447	81,466	77,242
36	71,429	72,451	73,473	74,495	75,518	76,542	77,565	78,586	79,613	80,628	81,655	77,418
37	73,833	74,849	75,875	76,893	77,916	78,933	79,954	80,975	81,992	83,016	84,030	79,772
38	76,213	77,228	78,245	79,267	80,285	81,300	82,319	83,339	84,354	85,373	86,388	82,107
39	78,959	79,971	80,985	82,002	83,019	84,033	85,049	86,066	87,086	88,096	89,108	84,440
40	81,713	82,728	83,739	84,755	85,769	86,775	87,789	88,803	89,815	90,829	91,842	89,296
41	84,707	85,719	86,729	87,739	88,748	89,758	90,767	91,779	92,791	93,806	94,814	93,294
42	88,051	89,060	90,072	91,084	92,095	93,104	94,113	95,123	96,131	97,148	98,157	97,502
43	91,420	92,432	93,443	94,456	95,465	96,474	97,484	98,493	99,506	100,515	101,528	101,718
44	94,802	95,812	96,824	97,836	98,847	99,857	100,866	101,878	102,881	103,895	104,908	105,434
45	98,126	99,132	100,148	101,157	102,163	103,179	104,187	105,197	106,209	107,221	108,231	109,245
46	101,035	102,045	103,046	104,050	105,058	106,062	107,067	108,072	109,084	110,088	111,090	112,049
47	104,365	105,369	106,374	107,381	108,389	109,392	110,398	111,405	112,409	113,413	114,421	115,435
48	107,405	108,410	109,416	110,418	111,415	112,422	113,427	114,427	115,430	116,437	117,441	118,503
49	110,761	111,763	112,766	113,768	114,777	115,773	116,780	117,783	118,786	119,790	120,791	121,828
50	114,138	115,141	116,145	117,146	118,150	119,155	120,157	121,162	122,164	123,166	124,170	125,153
51	117,382	118,388	119,391	120,395	121,397	122,403	123,402	124,404	125,407	126,413	127,415	128,719
52	120,757	121,761	122,767	123,765	124,771	125,774	126,774	127,781	128,784	129,786	130,784	131,316
53	124,610	125,618	126,620	127,620	128,623	129,631	130,634	131,645	132,649	133,656	134,661	134,934
54	0	0	0	0	0	133,039	134,042	135,049	136,052	137,063	138,064	138,554
55	0	0	0	0	0	0	0	0	0	0	0	0
56	0	0	0	0	0	0	0	0	0	0	0	0

STEP= Years of credited service plus one year (for the present year)

2013-2014 COACHES SALARY SCHEDULE - Frozen

Step	BA	BA + 6	BA + 12	BA + 18	BA + 24	BA + 30
1	47,019	47,773	48,531	49,283	50,038	50,788
2	47,019	47,773	48,531	49,283	50,038	50,788
3	47,019	47,773	48,531	49,283	50,038	50,788
4	47,019	47,773	48,531	49,283	50,038	50,788
5	47,484	48,246	49,012	49,771	50,534	51,291
6	47,944	48,713	49,487	50,253	51,024	51,788
7	48,409	49,185	49,966	50,740	51,518	52,290
8	48,878	49,662	50,450	51,232	52,017	52,796
9	49,352	50,144	50,941	51,729	52,523	53,309
10	49,831	50,632	51,435	52,232	53,033	53,826
11	50,316	51,123	51,935	52,739	53,547	54,350
12	50,804	51,619	52,438	53,251	54,066	54,878
13	51,298	52,119	52,948	53,767	54,592	55,411
14	51,794	52,625	53,461	54,291	55,122	55,948
15	52,300	53,138	53,981	54,817	55,657	56,493
16	52,810	53,655	54,505	55,354	56,200	57,043
17	53,323	54,176	55,035	55,890	56,745	57,598
18	53,841	54,704	55,570	56,432	57,297	58,156
19	54,364	55,235	56,108	56,980	57,852	58,721
20	54,892	55,772	56,654	57,531	58,412	59,291
21	55,625	56,506	57,388	58,267	59,149	60,028
22	56,388	57,268	58,151	59,030	59,909	60,788
23	57,181	58,075	58,968	59,861	60,751	61,647
24	57,992	58,896	59,801	60,703	61,611	62,519
25	58,803	59,724	60,641	61,556	62,474	63,393
26	60,046	60,984	61,925	62,860	63,798	64,738

2013-2014 CO-CURRICULAR SALARY SCHEDULE - Frozen

Step	BA
1	47,019
2	47,019
3	47,019
4	47,019
5	47,484
6	47,944
7	48,409
8	48,878
9	49,352
10	49,831
11	50,316
12	50,804
13	51,298
14	51,794
15	52,300
16	52,810
17	53,323
18	53,841
19	54,364
20	54,892
21	55,625

STEP= Years of credited service plus one year (for the present year)

**Teacher Salary Schedule - Bachelor Degrees  
For the 2014-15 Fiscal Year**

\$955 PER SIX HOUR BLOCK BEYOND BA+60, MA+54 OR CAS+12

Step	BA	BA + 6	BA + 12	BA + 18	BA + 24	BA + 30	BA + 36	BA + 42	BA + 48	BA + 54	BA + 60
1	47,019	47,773	48,531	49,283	50,038	50,788	51,546	52,300	53,049	53,807	54,561
2	48,312	49,087	49,866	50,638	51,414	52,185	52,964	53,738	54,508	55,287	56,061
3	49,520	50,314	51,112	51,904	52,699	53,489	54,288	55,082	55,871	56,669	57,463
4	50,634	51,446	52,262	53,072	53,885	54,693	55,509	56,321	57,128	57,944	58,756
5	50,634	51,446	52,263	53,072	53,886	54,693	55,509	56,321	57,128	57,944	58,756
6	51,135	51,955	52,780	53,598	54,419	55,234	56,056	56,878	57,694	58,517	59,338
7	51,630	52,459	53,292	54,117	54,946	55,770	56,601	57,430	58,253	59,084	59,913
8	52,131	52,967	53,808	54,642	55,479	56,310	57,150	57,986	58,817	59,657	60,493
9	52,636	53,480	54,329	55,171	56,016	56,855	57,703	58,548	59,387	60,235	61,079
10	53,147	54,000	54,857	55,707	56,561	57,408	58,264	59,116	59,964	60,819	61,672
11	53,663	54,524	55,390	56,248	57,110	57,965	58,830	59,689	60,546	61,411	62,270
12	54,185	55,054	55,928	56,793	57,664	58,529	59,402	60,270	61,132	62,005	62,874
13	54,710	55,587	56,470	57,345	58,223	59,097	59,976	60,853	61,728	62,610	63,485
14	55,242	56,126	57,018	57,901	58,789	59,672	60,559	61,446	62,327	63,216	64,102
15	55,776	56,671	57,572	58,466	59,360	60,250	61,150	62,040	62,933	63,832	64,724
16	56,321	57,224	58,131	59,031	59,936	60,837	61,744	62,646	63,545	64,452	65,354
17	56,870	57,781	58,696	59,609	60,521	61,428	62,343	63,254	64,161	65,079	65,989
18	57,422	58,341	59,266	60,188	61,108	62,026	62,950	63,870	64,787	65,713	66,630
19	57,981	58,909	59,842	60,771	61,702	62,627	63,562	64,492	65,417	66,352	67,278
20	58,544	59,481	60,421	61,361	62,300	63,236	64,180	65,117	66,050	66,993	67,931
21	59,112	60,060	61,009	61,954	62,903	63,849	64,804	65,749	66,695	67,645	68,592
22	59,902	60,850	61,800	62,746	63,696	64,644	65,593	66,538	67,483	68,436	69,382
23	60,723	61,671	62,622	63,568	64,516	65,462	66,418	67,363	68,308	69,256	70,206
24	61,578	62,540	63,502	64,463	65,422	66,387	67,348	68,309	69,265	70,235	71,195
25	62,450	63,424	64,399	65,370	66,348	67,325	68,296	69,271	70,246	71,219	72,199
26	63,324	64,315	65,304	66,289	67,277	68,267	69,255	70,242	71,228	72,222	73,210
27	64,662	65,673	66,686	67,693	68,703	69,715	70,721	71,734	72,739	73,746	74,762
28	65,884	66,910	67,938	68,973	69,997	71,026	72,054	73,083	74,111	75,140	76,170
29	66,031	67,066	68,093	69,125	70,151	71,186	72,214	73,247	74,278	75,309	76,339
30	66,189	67,227	68,260	69,292	70,321	71,359	72,389	73,425	74,460	75,489	76,525
31	66,352	67,389	68,425	69,460	70,493	71,534	72,564	73,602	74,640	75,673	76,710
32	66,510	67,553	68,591	69,627	70,662	71,706	72,741	73,781	74,818	75,858	76,895
33	66,669	67,716	68,755	69,795	70,833	71,880	72,915	73,959	74,999	76,040	77,083
34	66,829	67,879	68,921	69,962	71,002	72,053	73,091	74,135	75,181	76,223	77,266
35	66,992	68,040	69,087	70,129	71,173	72,224	73,265	74,314	75,358	76,407	77,452
36	67,150	68,203	69,253	70,298	71,343	72,398	73,444	74,492	75,541	76,587	77,636
37	67,306	68,360	69,410	70,461	71,505	72,562	73,610	74,663	75,712	76,766	77,817
38	69,785	70,834	71,883	72,932	73,977	75,027	76,076	77,123	78,172	79,219	80,270
39	72,159	73,204	74,251	75,299	76,339	77,385	78,434	79,478	80,523	81,568	82,617
40	74,637	75,677	76,722	77,763	78,809	79,852	80,900	81,941	82,979	84,024	85,068
41	77,067	78,106	79,154	80,191	81,231	82,274	83,313	84,354	85,396	86,438	87,476
42	79,655	80,694	81,732	82,772	83,808	84,847	85,884	86,925	87,963	89,001	90,037
43	82,710	83,747	84,787	85,825	86,857	87,900	88,937	89,975	91,013	92,056	93,093
44	85,705	86,745	87,788	88,825	89,864	90,899	91,936	92,975	94,014	95,056	96,092
45	88,698	89,736	90,777	91,816	92,854	93,888	94,928	95,968	97,010	98,044	99,082
46	92,059	93,094	94,129	95,169	96,206	97,248	98,286	99,325	100,360	101,400	102,440
47	94,813	95,845	96,880	97,913	98,944	99,979	101,012	102,045	103,077	104,110	105,142
48	98,071	99,107	100,139	101,175	102,207	103,241	104,274	105,300	106,341	107,374	108,403
49	101,140	102,169	103,204	104,231	105,264	106,296	107,328	108,354	109,383	110,416	111,451
50	104,417	105,449	106,476	107,514	108,539	109,571	110,600	111,631	112,664	113,696	114,728
51	107,364	108,392	109,425	110,455	111,485	112,519	113,548	114,576	115,606	116,639	117,670
52	110,467	111,503	112,529	113,562	114,594	115,626	116,653	117,682	118,717	119,747	120,780
53	114,808	115,831	116,864	117,896	118,932	119,956	120,989	122,023	123,047	124,080	125,111
54	0	0	0	0	0	123,092	124,126	125,161	126,198	127,228	128,261
55	0	0	0	0	0	0	0	0	0	0	#VALUE!
56	0	0	0	0	0	0	0	0	0	0	0
57	0	0	0	0	0	0	0	0	0	0	0

STEP= Years of credited service plus one year (for the present year)

**Teacher Salary Schedule - Master Degrees  
For the 2014-15 Fiscal Year**

\$955 PER SIX HOUR BLOCK BEYOND BA+60, MA+54 OR CAS+12

Step	MA	MA + 6	MA + 12	MA + 18	MA + 24	MA + 30	MA + 36	MA + 42	MA + 48	MA + 54	MA + 60	CAS
1	51,387	52,144	52,899	53,652	54,402	55,150	55,914	56,666	57,422	58,175	58,927	55,802
2	52,800	53,578	54,354	55,128	55,898	56,677	57,451	58,224	59,001	59,775	60,547	57,336
3	54,120	54,918	55,713	56,506	57,296	58,093	58,888	59,680	60,476	61,269	62,061	58,770
4	55,338	56,153	56,967	57,778	58,585	59,401	60,213	61,022	61,837	62,648	63,457	60,092
5	55,338	56,153	56,967	57,778	58,585	59,401	60,213	61,022	61,837	62,648	63,457	60,092
6	55,886	56,709	57,531	58,350	59,165	59,989	60,809	61,627	62,449	63,268	64,086	60,687
7	56,427	57,259	58,088	58,915	59,738	60,570	61,398	62,224	63,054	63,881	64,707	61,275
8	56,974	57,814	58,651	59,486	60,317	61,157	61,993	62,827	63,665	64,500	65,334	61,869
9	57,526	58,374	59,219	60,062	60,901	61,749	62,593	63,435	64,282	65,125	65,966	62,468
10	58,084	58,941	59,795	60,645	61,492	62,348	63,201	64,051	64,906	65,756	66,607	63,075
11	58,647	59,512	60,375	61,233	62,090	62,954	63,814	64,673	65,535	66,395	67,252	63,686
12	59,218	60,091	60,961	61,829	62,692	63,564	64,435	65,300	66,173	67,039	67,906	64,305
13	59,793	60,675	61,551	62,429	63,300	64,181	65,060	65,934	66,814	67,690	68,565	64,931
14	60,374	61,263	62,152	63,035	63,915	64,805	65,692	66,573	67,465	68,347	69,231	65,561
15	60,958	61,859	62,754	63,645	64,537	65,432	66,328	67,223	68,117	69,013	69,900	66,197
16	61,555	62,459	63,364	64,264	65,165	66,070	66,975	67,875	68,783	69,685	70,582	66,844
17	62,152	63,068	63,981	64,891	65,799	66,712	67,624	68,535	69,451	70,363	71,270	67,493
18	62,760	63,679	64,605	65,523	66,438	67,364	68,283	69,202	70,127	71,047	71,964	68,150
19	63,368	64,298	65,230	66,157	67,085	68,017	68,947	69,877	70,804	71,737	72,663	68,812
20	63,985	64,922	65,863	66,797	67,736	68,678	69,616	70,554	71,496	72,434	73,367	69,480
21	64,606	65,554	66,502	67,450	68,395	69,345	70,292	71,241	72,187	73,134	74,079	70,153
22	65,396	66,341	67,292	68,239	69,185	70,134	71,081	72,028	72,980	73,926	74,870	70,943
23	66,218	67,166	68,114	69,060	70,007	70,956	71,902	72,852	73,799	74,748	75,695	71,769
24	67,149	68,112	69,074	70,036	70,992	71,957	72,917	73,874	74,841	75,800	76,760	72,774
25	68,093	69,067	70,042	71,018	71,992	72,965	73,944	74,917	75,893	76,867	77,844	73,804
26	69,054	70,038	71,026	72,020	73,002	73,995	74,977	75,974	76,959	77,948	78,937	74,833
27	70,515	71,527	72,535	73,538	74,547	75,555	76,571	77,575	78,587	79,601	80,603	76,422
28	71,841	72,871	73,899	74,928	75,953	76,986	78,014	79,041	80,069	81,095	82,128	77,863
29	72,002	73,031	74,063	75,094	76,126	77,156	78,191	79,218	80,248	81,278	82,310	78,038
30	72,178	73,210	74,243	75,274	76,311	77,345	78,378	79,410	80,445	81,473	82,509	78,228
31	72,352	73,388	74,424	75,457	76,495	77,528	78,570	79,604	80,639	81,673	82,710	78,420
32	72,526	73,563	74,604	75,638	76,681	77,718	78,760	79,792	80,833	81,870	82,908	78,609
33	72,698	73,741	74,782	75,822	76,864	77,904	78,947	79,987	81,028	82,067	83,109	78,797
34	72,874	73,920	74,963	76,004	77,048	78,095	79,137	80,179	81,224	82,264	83,308	78,985
35	73,051	74,095	75,141	76,187	77,233	78,280	79,328	80,372	81,420	82,464	83,507	79,173
36	73,225	74,273	75,321	76,368	77,417	78,466	79,517	80,562	81,612	82,659	83,706	79,366
37	73,393	74,443	75,494	76,543	77,595	78,647	79,698	80,747	81,803	82,846	83,900	79,547
38	75,863	76,908	77,962	79,008	80,058	81,104	82,153	83,201	84,247	85,299	86,341	81,965
39	78,309	79,352	80,396	81,447	82,493	83,536	84,583	85,631	86,674	87,721	88,764	84,365
40	81,130	82,171	83,212	84,257	85,303	86,344	87,388	88,433	89,790	90,518	91,559	86,762
41	83,960	85,003	86,042	87,085	88,127	89,162	90,204	91,246	92,285	93,327	94,368	91,752
42	87,037	88,076	89,115	90,151	91,188	92,227	93,263	94,303	95,342	96,385	97,421	95,859
43	90,472	91,509	92,549	93,589	94,627	95,664	96,701	97,739	98,775	99,819	100,856	100,184
44	93,934	94,974	96,012	97,053	98,090	99,127	100,165	101,202	102,243	103,280	104,320	104,515
45	97,409	98,447	99,486	100,527	101,565	102,603	103,640	104,680	105,710	106,752	107,793	108,334
46	100,824	101,858	102,902	103,939	104,973	106,016	107,052	108,090	109,129	110,170	111,207	112,249
47	103,813	104,851	105,879	106,911	107,947	108,979	110,011	111,044	112,083	113,115	114,145	115,131
48	107,235	108,267	109,300	110,334	111,370	112,401	113,434	114,468	115,500	116,532	117,568	118,610
49	110,359	111,391	112,425	113,455	114,479	115,514	116,546	117,574	118,605	119,639	120,671	121,761
50	113,807	114,836	115,867	116,896	117,933	118,957	119,991	121,022	122,052	123,084	124,113	125,178
51	117,277	118,308	119,339	120,368	121,400	122,432	123,461	124,494	125,524	126,553	127,585	128,595
52	120,610	121,643	122,674	123,706	124,735	125,769	126,796	127,825	128,856	129,889	130,918	132,259
53	124,078	125,110	126,143	127,169	128,202	129,233	130,261	131,295	132,326	133,355	134,381	134,927
54	128,036	129,072	130,102	131,130	132,161	133,196	134,227	135,265	136,297	137,331	138,365	138,644
55	0	0	0	0	0	136,697	137,728	138,763	139,793	140,833	141,861	142,364
56	0	0	0	0	0	0	0	0	0	0	0	0
57	0	0	0	0	0	0	0	0	0	0	0	0

STEP= Years of credited service plus one year (for the present year)

2014-2015 COACHES SALARY SCHEDULE - Frozen

Step	BA	BA + 6	BA + 12	BA + 18	BA + 24	BA + 30
1	47,019	47,773	48,531	49,283	50,038	50,788
2	47,019	47,773	48,531	49,283	50,038	50,788
3	47,019	47,773	48,531	49,283	50,038	50,788
4	47,019	47,773	48,531	49,283	50,038	50,788
5	47,019	47,773	48,531	49,283	50,038	50,788
6	47,484	48,246	49,012	49,771	50,534	51,291
7	47,944	48,713	49,487	50,253	51,024	51,788
8	48,409	49,185	49,966	50,740	51,518	52,290
9	48,878	49,662	50,450	51,232	52,017	52,796
10	49,352	50,144	50,941	51,729	52,523	53,309
11	49,831	50,632	51,435	52,232	53,033	53,826
12	50,316	51,123	51,935	52,739	53,547	54,350
13	50,804	51,619	52,438	53,251	54,066	54,878
14	51,298	52,119	52,948	53,767	54,592	55,411
15	51,794	52,625	53,461	54,291	55,122	55,948
16	52,300	53,138	53,981	54,817	55,657	56,493
17	52,810	53,655	54,505	55,354	56,200	57,043
18	53,323	54,176	55,035	55,890	56,745	57,598
19	53,841	54,704	55,570	56,432	57,297	58,156
20	54,364	55,235	56,108	56,980	57,852	58,721
21	54,892	55,772	56,654	57,531	58,412	59,291
22	55,625	56,506	57,388	58,267	59,149	60,028
23	56,388	57,268	58,151	59,030	59,909	60,788
24	57,181	58,075	58,968	59,861	60,751	61,647
25	57,992	58,896	59,801	60,703	61,611	62,519
26	58,803	59,724	60,641	61,556	62,474	63,393
27	60,046	60,984	61,925	62,860	63,798	64,738

2014-2015 CO-CURRICULAR SALARY SCHEDULE - Frozen

Step	BA
1	47,019
2	47,019
3	47,019
4	47,019
5	47,019
6	47,484
7	47,944
8	48,409
9	48,878
10	49,352
11	49,831
12	50,316
13	50,804
14	51,298
15	51,794
16	52,300
17	52,810
18	53,323
19	53,841
20	54,364
21	54,892
22	55,625

STEP= Years of credited service plus one year (for the present year)

**Teacher Salary Schedule - Bachelor Degrees  
For the 2015-16 Fiscal Year**

\$955 PER SIX HOUR BLOCK BEYOND BA+60, MA+54 OR CAS+12

Step	BA	BA + 6	BA + 12	BA + 18	BA + 24	BA + 30	BA + 36	BA + 42	BA + 48	BA + 54	BA + 60
1	47,019	47,773	48,531	49,283	50,038	50,788	51,546	52,300	53,049	53,807	54,561
2	48,430	49,206	49,987	50,761	51,539	52,312	53,092	53,869	54,640	55,421	56,198
3	49,761	50,559	51,362	52,157	52,956	53,750	54,552	55,350	56,143	56,945	57,743
4	51,005	51,823	52,646	53,461	54,280	55,094	55,916	56,734	57,547	58,369	59,187
5	52,153	52,989	53,830	54,664	55,502	56,334	57,174	58,011	58,841	59,682	60,519
6	52,153	52,989	53,831	54,665	55,502	56,334	57,174	58,010	58,842	59,682	60,519
7	52,669	53,514	54,364	55,206	56,052	56,892	57,740	58,585	59,425	60,273	61,118
8	53,179	54,032	54,890	55,741	56,595	57,443	58,299	59,152	60,000	60,857	61,710
9	53,695	54,556	55,422	56,281	57,143	57,999	58,864	59,726	60,582	61,447	62,308
10	54,215	55,084	55,959	56,826	57,697	58,561	59,435	60,304	61,168	62,042	62,911
11	54,741	55,620	56,503	57,378	58,258	59,130	60,012	60,889	61,763	62,644	63,522
12	55,273	56,160	57,051	57,935	58,824	59,703	60,595	61,480	62,362	63,253	64,138
13	55,810	56,706	57,606	58,497	59,394	60,285	61,184	62,078	62,966	63,865	64,761
14	56,351	57,255	58,164	59,066	59,970	60,870	61,775	62,678	63,580	64,488	65,389
15	56,899	57,809	58,729	59,638	60,553	61,462	62,376	63,289	64,197	65,113	66,025
16	57,450	58,372	59,299	60,220	61,140	62,057	62,984	63,901	64,821	65,747	66,666
17	58,010	58,940	59,875	60,802	61,735	62,662	63,597	64,525	65,451	66,386	67,314
18	58,577	59,514	60,456	61,398	62,336	63,271	64,214	65,151	66,086	67,031	67,969
19	59,145	60,091	61,044	61,993	62,941	63,887	64,839	65,786	66,730	67,684	68,629
20	59,720	60,677	61,637	62,594	63,553	64,506	65,469	66,427	67,379	68,342	69,297
21	60,300	61,266	62,234	63,202	64,169	65,133	66,105	67,071	68,031	69,003	69,969
22	60,885	61,861	62,840	63,813	64,790	65,765	66,748	67,721	68,696	69,674	70,650
23	61,479	62,466	63,454	64,442	65,430	66,418	67,406	68,394	69,382	70,370	71,358
24	62,073	63,071	64,070	65,069	66,068	67,067	68,066	69,065	70,064	71,063	72,062
25	62,673	63,681	64,690	65,699	66,708	67,717	68,726	69,735	70,744	71,753	72,762
26	63,278	64,297	65,316	66,335	67,354	68,373	69,392	70,411	71,430	72,449	73,468
27	63,888	64,917	65,946	66,975	68,004	69,033	70,062	71,091	72,120	73,149	74,178
28	64,503	65,542	66,581	67,620	68,659	69,698	70,737	71,776	72,815	73,854	74,893
29	65,123	66,172	67,221	68,270	69,319	70,368	71,417	72,466	73,515	74,564	75,613
30	65,748	66,807	67,866	68,925	69,984	71,043	72,102	73,161	74,220	75,279	76,338
31	66,378	67,447	68,516	69,585	70,654	71,723	72,792	73,861	74,930	76,000	77,069
32	67,013	68,092	69,171	70,250	71,329	72,408	73,487	74,566	75,645	76,724	77,803
33	67,653	68,742	69,831	70,920	72,009	73,098	74,187	75,276	76,365	77,454	78,543
34	68,308	69,407	70,506	71,605	72,704	73,803	74,902	76,001	77,100	78,199	79,298
35	68,968	70,077	71,186	72,295	73,404	74,513	75,622	76,731	77,840	78,949	80,058
36	69,633	70,752	71,871	72,990	74,109	75,228	76,347	77,466	78,585	79,704	80,823
37	70,303	71,432	72,561	73,690	74,819	75,948	77,077	78,206	79,335	80,464	81,593
38	70,978	72,117	73,256	74,395	75,534	76,673	77,812	78,951	80,090	81,229	82,368
39	71,658	72,807	73,956	75,105	76,254	77,403	78,552	79,701	80,850	82,000	83,149
40	72,343	73,502	74,661	75,820	76,979	78,138	79,297	80,456	81,615	82,774	83,933
41	73,033	74,202	75,371	76,540	77,709	78,878	80,047	81,216	82,385	83,554	84,723
42	73,728	74,907	76,086	77,265	78,444	79,623	80,802	81,981	83,160	84,339	85,518
43	74,428	75,617	76,806	77,995	79,184	80,373	81,562	82,751	83,940	85,129	86,318
44	75,133	76,332	77,531	78,730	79,929	81,128	82,327	83,526	84,725	85,924	87,123
45	75,843	77,052	78,261	79,470	80,679	81,888	83,097	84,306	85,515	86,724	87,933
46	76,558	77,777	78,996	80,215	81,434	82,653	83,872	85,091	86,310	87,529	88,748
47	77,278	78,507	79,736	80,965	82,194	83,423	84,652	85,881	87,110	88,339	89,568
48	78,003	79,242	80,481	81,720	82,959	84,198	85,437	86,676	87,915	89,154	90,393
49	78,733	79,982	81,231	82,480	83,729	84,978	86,227	87,476	88,725	89,974	91,223
50	79,468	80,727	81,986	83,245	84,504	85,763	87,022	88,281	89,540	90,799	92,058
51	80,208	81,477	82,746	84,015	85,284	86,553	87,822	89,091	90,360	91,629	92,898
52	80,953	82,232	83,511	84,790	86,069	87,348	88,627	89,906	91,185	92,464	93,743
53	81,703	83,002	84,301	85,600	86,900	88,200	89,500	90,800	92,100	93,400	94,700
54	82,458	83,767	85,076	86,385	87,694	89,003	90,312	91,621	92,930	94,239	95,548
55	83,218	84,537	85,856	87,175	88,494	89,813	91,132	92,451	93,770	95,089	96,408
56	84,003	85,332	86,661	87,990	89,319	90,648	91,977	93,306	94,635	95,964	97,293
57	84,793	86,132	87,471	88,810	90,149	91,488	92,827	94,166	95,505	96,844	98,183
58	85,588	86,937	88,286	89,635	90,984	92,333	93,682	95,031	96,380	97,729	99,078
59	86,388	87,747	89,106	90,465	91,824	93,183	94,542	95,901	97,260	98,619	100,000
60	87,193	88,562	89,931	91,300	92,669	94,038	95,407	96,776	98,145	99,514	100,900
61	88,003	89,382	90,761	92,140	93,519	94,898	96,277	97,656	99,035	100,414	101,800
62	88,818	90,207	91,596	92,985	94,374	95,763	97,152	98,541	99,930	101,319	102,700
63	89,638	91,037	92,436	93,835	95,234	96,633	98,032	99,431	100,830	102,229	103,600
64	90,463	91,872	93,281	94,690	96,099	97,508	98,917	100,326	101,735	103,144	104,500
65	91,293	92,712	94,131	95,550	96,969	98,388	99,807	101,226	102,645	104,064	105,400
66	92,128	93,557	94,986	96,415	97,844	99,273	100,702	102,131	103,560	104,989	106,400
67	92,968	94,407	95,846	97,285	98,724	100,163	101,602	103,041	104,480	105,919	107,300
68	93,813	95,262	96,711	98,160	99,609	101,058	102,507	103,956	105,405	106,854	108,300
69	94,663	96,122	97,581	99,040	100,499	101,958	103,417	104,876	106,335	107,794	109,300
70	95,518	96,987	98,456	99,925	101,394	102,863	104,332	105,801	107,270	108,739	110,300
71	96,378	97,857	99,336	100,815	102,294	103,773	105,252	106,731	108,210	109,689	111,300
72	97,243	98,732	100,221	101,710	103,199	104,688	106,177	107,666	109,155	110,644	112,300
73	98,113	99,612	101,111	102,610	104,109	105,608	107,107	108,606	110,105	111,604	113,300
74	98,988	100,497	101,996	103,495	104,994	106,493	107,992	109,491	110,990	112,489	114,300
75	99,868	101,387	102,906	104,425	105,944	107,463	108,982	110,501	112,020	113,539	115,300
76	100,753	102,282	103,811	105,340	106,869	108,398	109,927	111,456	112,985	114,514	116,300
77	101,643	103,182	104,721	106,259	107,798	109,337	110,876	112,415	113,954	115,493	117,300
78	102,538	104,087	105,636	107,185	108,734	110,283	111,832	113,381	114,930	116,479	118,300
79	103,438	104,997	106,546	108,095	109,644	111,193	112,742	114,291	115,840	117,389	119,300
80	104,343	105,902	107,461	109,020	110,579	112,128	113,677	115,226	116,775	118,324	120,300
81	105,253	106,822	108,391	110,000	111,609	113,218	114,827	116,436	118,045	119,654	121,300
82	106,168	107,747	109,326	110,909	112,488	114,067	115,646	117,225	118,804	120,383	122,300
83	107,088	108,677	110,266	111,855	113,444	115,023	116,582	118,141	119,700	121,262	123,300
84	108,013	109,612	111,211	112,810	114,409	116,018	117,577	119,136	120,695	122,264	124,300
85	108,943	110,552	112,161	113,760	115,368	116,927	118,486	120,045	121,604	123,163	125,300
86	109,878	111,497	113,106	114,709	116,317	117,876	119,435	121,004	122,563	124,122	126,300
87	110,818	112,446	114,055	115,658	117,266	118,825	120,384	121,943	123,502	125,061	127,300
88	111,763	113,405	115,014	116,603	118,192	119,751	121,310	122,869	124,420	126,020	128,300
89	112,713	114,374	115,983	117,552	119,141	120,690	122,259	123,818	125,377	127,000	129,300

**Teacher Salary Schedule - Master Degrees**  
For the 2015-16 Fiscal Year

\$955 PER SIX HOUR BLOCK BEYOND BA+60, MA+54 OR CAS+12

Step	MA	MA + 6	MA + 12	MA + 18	MA + 24	MA + 30	MA + 36	MA + 42	MA + 48	MA + 54	MA + 60	CAS
1	51,387	52,144	52,899	53,652	54,402	55,160	55,914	56,666	57,422	58,175	58,927	55,802
2	52,928	53,709	54,486	55,262	56,034	56,814	57,591	58,366	59,145	59,920	60,695	57,476
3	54,384	55,186	55,985	56,782	57,575	58,377	59,175	59,971	60,771	61,568	62,364	59,056
4	55,744	56,565	57,384	58,201	59,015	59,836	60,654	61,470	62,290	63,107	63,923	60,533
5	56,998	57,838	58,676	59,511	60,342	61,183	62,019	62,853	63,692	64,527	65,361	61,895
6	56,998	57,838	58,676	59,511	60,342	61,183	62,019	62,853	63,692	64,527	65,361	61,895
7	57,562	58,411	59,257	60,100	60,940	61,788	62,633	63,475	64,323	65,166	66,008	62,507
8	58,120	58,977	59,831	60,682	61,530	62,387	63,240	64,090	64,946	65,797	66,648	63,113
9	58,683	59,548	60,411	61,270	62,127	62,992	63,853	64,711	65,575	66,435	67,294	63,725
10	59,251	60,125	60,996	61,864	62,728	63,602	64,471	65,338	66,210	67,079	67,945	64,342
11	59,826	60,709	61,589	62,464	63,337	64,219	65,097	65,972	66,853	67,729	68,605	64,967
12	60,407	61,298	62,187	63,070	63,953	64,843	65,729	66,614	67,501	68,387	69,270	65,597
13	60,994	61,893	62,790	63,684	64,572	65,471	66,368	67,259	68,158	69,051	69,943	66,235
14	61,587	62,495	63,398	64,302	65,199	66,107	67,012	67,912	68,819	69,720	70,622	66,879
15	62,185	63,101	64,017	64,926	65,832	66,749	67,662	68,570	69,489	70,398	71,308	67,528
16	62,787	63,714	64,636	65,555	66,473	67,395	68,318	69,240	70,161	71,083	71,997	68,182
17	63,402	64,333	65,265	66,192	67,119	68,052	68,984	69,911	70,846	71,776	72,699	68,850
18	64,017	64,960	65,900	66,838	67,773	68,714	69,653	70,591	71,535	72,474	73,409	69,518
19	64,643	65,589	66,543	67,488	68,431	69,385	70,331	71,278	72,230	73,178	74,123	70,194
20	65,269	66,227	67,187	68,141	69,098	70,057	71,015	71,973	72,928	73,889	74,843	70,877
21	65,904	66,870	67,839	68,801	69,768	70,739	71,704	72,671	73,640	74,607	75,568	71,564
22	66,544	67,520	68,497	69,473	70,447	71,425	72,401	73,378	74,352	75,328	76,301	72,257
23	67,358	68,331	69,311	70,286	71,261	72,238	73,214	74,188	75,169	76,144	77,116	73,072
24	68,204	69,181	70,157	71,132	72,107	73,085	74,059	75,038	76,013	76,990	77,966	73,922
25	69,163	70,156	71,146	72,137	73,122	74,115	75,104	76,090	77,087	78,074	79,062	74,957
26	70,135	71,139	72,143	73,149	74,151	75,154	76,162	77,165	78,170	79,173	80,179	76,018
27	71,125	72,139	73,156	74,181	75,192	76,214	77,226	78,253	79,267	80,287	81,305	77,078
28	72,630	73,672	74,711	75,744	76,783	77,822	78,868	79,903	80,945	81,989	83,021	78,714
29	73,996	75,057	76,116	77,176	78,231	79,296	80,355	81,412	82,471	83,528	84,592	80,198
30	74,162	75,222	76,285	77,346	78,409	79,471	80,536	81,594	82,656	83,716	84,779	80,379
31	74,343	75,406	76,471	77,532	78,600	79,666	80,730	81,793	82,858	83,917	84,984	80,575
32	74,523	75,589	76,656	77,720	78,790	79,854	80,927	81,993	83,058	84,123	85,192	80,772
33	74,702	75,770	76,842	77,907	78,982	80,050	81,123	82,186	83,258	84,326	85,395	80,967
34	74,879	75,953	77,025	78,097	79,170	80,241	81,315	82,387	83,459	84,529	85,603	81,161
35	75,061	76,138	77,212	78,284	79,360	80,438	81,511	82,584	83,661	84,732	85,807	81,355
36	75,242	76,318	77,395	78,472	79,550	80,629	81,708	82,783	83,862	84,938	86,012	81,548
37	75,422	76,501	77,581	78,659	79,740	80,819	81,903	82,979	84,061	85,139	86,217	81,747
38	75,595	76,677	77,759	78,840	79,923	81,006	82,089	83,169	84,257	85,331	86,417	81,934
39	78,139	79,215	80,301	81,378	82,460	83,537	84,618	85,697	86,774	87,858	88,931	84,424
40	80,656	81,733	82,808	83,890	84,967	86,042	87,120	88,200	89,274	90,352	91,427	86,896
41	83,564	84,636	85,709	86,785	87,862	88,935	90,009	91,086	92,163	93,234	94,306	89,365
42	86,479	87,553	88,624	89,698	90,771	91,837	92,910	93,983	95,054	96,127	97,199	94,504
43	89,648	90,719	91,788	92,856	93,924	94,993	96,061	97,132	98,203	99,277	100,344	98,735
44	93,186	94,254	95,325	96,397	97,466	98,534	99,602	100,672	101,738	102,814	103,882	103,189
45	96,752	97,823	98,893	99,965	101,033	102,101	103,170	104,238	105,310	106,378	107,450	107,651
46	100,331	101,400	102,471	103,543	104,612	105,681	106,749	107,820	108,882	109,955	111,027	111,584
47	103,849	104,914	105,989	107,057	108,122	109,197	110,263	111,333	112,403	113,475	114,543	115,616
48	106,927	107,997	109,056	110,119	111,185	112,248	113,311	114,375	115,446	116,509	117,569	118,585
49	110,452	111,515	112,579	113,644	114,711	115,773	116,837	117,902	118,965	120,028	121,095	122,168
50	113,670	114,733	115,798	116,858	117,914	118,979	120,042	121,101	122,163	123,228	124,291	125,414
51	117,221	118,281	119,343	120,403	121,471	122,525	123,591	124,652	125,714	126,777	127,836	128,933
52	120,795	121,857	122,920	123,979	125,042	126,105	127,165	128,229	129,289	130,350	131,413	132,453
53	124,228	125,293	126,354	127,417	128,478	129,542	130,599	131,660	132,721	133,786	134,846	136,226
54	127,800	128,863	129,927	130,984	132,048	133,109	134,169	135,234	136,296	137,356	138,412	138,975
55	131,878	132,944	134,005	135,064	136,125	137,192	138,254	139,323	140,386	141,451	142,516	142,804
56	0	0	0	0	0	140,798	141,860	142,925	143,987	145,058	146,117	146,635
57	0	0	0	0	0	0	0	0	0	0	0	0
58	0	0	0	0	0	0	0	0	0	0	0	0

STEP= Years of credited service plus one year (for the present year)

2015-2016 COACHES SALARY SCHEDULE - Frozen

Step	BA	BA + 6	BA + 12	BA + 18	BA + 24	BA + 30
1	47,019	47,773	48,531	49,283	50,038	50,788
2	47,019	47,773	48,531	49,283	50,038	50,788
3	47,019	47,773	48,531	49,283	50,038	50,788
4	47,019	47,773	48,531	49,283	50,038	50,788
5	47,019	47,773	48,531	49,283	50,038	50,788
6	47,019	47,773	48,531	49,283	50,038	50,788
7	47,484	48,246	49,012	49,771	50,534	51,291
8	47,944	48,713	49,487	50,253	51,024	51,788
9	48,409	49,185	49,966	50,740	51,518	52,290
10	48,878	49,662	50,450	51,232	52,017	52,796
11	49,352	50,144	50,941	51,729	52,523	53,309
12	49,831	50,632	51,435	52,232	53,033	53,826
13	50,316	51,123	51,935	52,739	53,547	54,350
14	50,804	51,619	52,438	53,251	54,066	54,878
15	51,298	52,119	52,948	53,767	54,592	55,411
16	51,794	52,625	53,461	54,291	55,122	55,948
17	52,300	53,138	53,981	54,817	55,657	56,493
18	52,810	53,655	54,505	55,354	56,200	57,043
19	53,323	54,176	55,035	55,890	56,745	57,598
20	53,841	54,704	55,570	56,432	57,297	58,156
21	54,364	55,235	56,108	56,980	57,852	58,721
22	54,892	55,772	56,654	57,531	58,412	59,291
23	55,625	56,506	57,388	58,267	59,149	60,028
24	56,388	57,268	58,151	59,030	59,909	60,788
25	57,181	58,075	58,968	59,861	60,751	61,647
26	57,992	58,896	59,801	60,703	61,611	62,519
27	58,803	59,724	60,641	61,556	62,474	63,393
28	60,046	60,984	61,925	62,860	63,798	64,738

2015-2016 CO-CURRICULAR SALARY SCHEDULE - Frozen

Step	BA
1	47,019
2	47,019
3	47,019
4	47,019
5	47,019
6	47,019
7	47,484
8	47,944
9	48,409
10	48,878
11	49,352
12	49,831
13	50,316
14	50,804
15	51,298
16	51,794
17	52,300
18	52,810
19	53,323
20	53,841
21	54,364
22	54,892
23	55,625

STEP= Years of credited service plus one year (for the present year)

**West Genesee Central Schools - Teacher Evaluation Card**  
**(Psychologists, Social Workers, etc., Non- Chapter 103 of the laws of 2010)**

Name: \_\_\_\_\_ School: \_\_\_\_\_ Date: \_\_\_\_\_  
 Subject/Grade: \_\_\_\_\_ Certification Area: \_\_\_\_\_ Years in District: \_\_\_\_\_ Prior Experience: \_\_\_\_\_

<b>Ratings: 5 – Outstanding – Excellent</b> 4 – Good – Effective	<b>3 – Average</b> 2 – Must Improve	<b>1 – Not acceptable – Unsatisfactory - Inadequate</b>
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	Ratings		Ratings
A. Knowledge of subject matter – intensive and extensive command of the field.		G. Relationship with staff – cooperative, communicative, tactful, helpful and courteous.	
B. Planning and preparation of work – short and long range goals (either written or established through a conference) clear in aims, adaptable, relevant, updated, realistically detailed plans for a substitute.		H. Relationship with parents – cooperative, communicative, tactful, helpful and courteous.	
		I. Communication – asks thought provoking questions, logical procedures, adequate summaries, interesting presentation.	
C. Teacher-pupil rapport – mutual respect, understanding, fair, patient, tolerant		J. Pupil participation – encourages all pupils to respond and express ideas. Pupils appear prepared.	
D. Meeting special needs and abilities – works with individual and small groups as appropriate, gives attention to special problems.		K. Reliability – routines – punctuality (performs all required duties on time).	
E. Classroom management – maintains group control and discipline, mutual respect, encourages responsibility, establishes a learning atmosphere, attention to attendance of pupils.		L. Appraisal of student achievement – uses appropriate measuring and evaluation devices for evaluating student progress and achievement.	
F. Makes a good teaching effort – enthusiasm for teaching.		M. Professional growth – continued study committee work, receptive to suggestions and new ideas, professional relationships.	

Personal grooming and appearance appropriate professional attire, neat – clean:       Acceptable:       Unacceptable:

Subject	Date	Time	Observer

**Evaluator's Comments:**

**Teacher's Comments:** (If desired, please make comments on separate sheet)

Teacher's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Evaluator's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## West Genesee Central Schools - Counselor Evaluation Card

**Name:** \_\_\_\_\_ **School:** \_\_\_\_\_ **Date:** \_\_\_\_\_  
**Subject/Grade:** \_\_\_\_\_ **Certification Area:** \_\_\_\_\_ **Years in District:** \_\_\_\_\_ **Prior Experience:** \_\_\_\_\_

<b>Ratings: 5 – Outstanding – Excellent</b> 4 – Good – Effective	<b>3 – Average</b> 2 – Must Improve	<b>1 – Not acceptable – Unsatisfactory - Inadequate</b>
---	--	---

Ratings

Ratings

A. Sensitivity to students – shows flexibility to different situations; seeks various ways to work with students		H. Relationship with staff - cooperative, tactful, helpful and courteous, follows through on referrals	
B. Sensitivity to situations – adjusts personal schedule when possible and necessary; handles each situation in a unique way		I. Relationship with parents – makes and returns calls, follows through on parental requests, cooperative and courteous to parents, holds parent conferences when necessary, takes the initiative in encouraging communication	
C. Ability to communicate and relate to students – interacts well with students; maintains professional standards		J. Respects confidentiality where appropriate and employs ethical standards in the counseling procedures	
D. Functions effectively in situations dealing with the needs of special children		K. Demonstrates an understanding of the basic principles of physical and moral growth and development	
E. Ability to communicate with administrator(s) – follows through on requests; offers suggestions for possible school improvements; brings problem situations to attention of appropriate administrator; works with the administrator in resolving problems		L. Demonstrates the ability to help students, staff, parents and others interpret and accumulate pertinent information	
F. Ability to accept and respect the values and views of others		M. Demonstrates the ability to effectively select, administer, interpret, and analyze tests	

G. Demonstrates:     Objectivity     Reliability     Enthusiasm for job     Openness for growth and learning

Personal grooming and appearance appropriate professional attire, neat – clean:     Acceptable:     Unacceptable:

Subject	Date	Time	Observer

**Evaluator's Comments:**

**Teacher's Comments:** (If desired, please make comments on separate sheet)

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Teacher's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Evaluator's Signature: \_\_\_\_\_

Date: \_\_\_\_\_



**WEST GENESEE CENTRAL SCHOOL DISTRICT  
NON-INSTRUCTIONAL PERSONNEL  
EMPLOYEE PERFORMANCE EVALUATION  
(Including Nurses)**

<b>Name:</b>	<b>Location:</b>
<b>Position:</b>	<b>Supervisor:</b>

**Supervisory Rating**

*Place an "X" in one of the three boxes for each area A-G*

**Performance Rating**

<b>Performance Factors</b>	<b>Exceeds Expectations</b>	<b>Meets Standards</b>	<b>Unacceptable Needs Improvement</b>	<b>Remarks (Optional)</b>
<b>A. Job Knowledge &amp; Skills</b> The application on the job of experience, knowledge, technical ability and skills necessary to fulfill job description and District expectations				
<b>B. Thoroughness &amp; Dependability</b> The degree to which specific duties are completed				
<b>C. Attitude/Cooperation</b> To discharge duties in a positive way. The ability to successfully work and communicate with others				
<b>D. Initiative</b> Originates new ideas or methods enhancing performance				
<b>E. Attendance</b> The pattern of attendance during rating period reflecting punctuality and absenteeism				
<b>F. Safety</b> Follows established rules and regulations to minimize risks				
<b>G. Overall Rating</b> The employee's performance relative to District expectations				

**Supervisory Comments:**

Acknowledgment of special strengths or commendable behavior:
Personal guidance or constructive suggestions to help this person improve any problem areas and/or unacceptable performance:

**Supervisor/Principal Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Employee Comments:** \_\_\_\_\_

**Employee Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

*Employee Review of the Evaluation: I have reviewed this evaluation and discussed the contents with my supervisor. My signature means that I have been advised of my performance and does not necessarily imply that I agree or disagree with this evaluation or the contents.*

## COACHES EVALUATION FORM

SPORT \_\_\_\_\_ HEAD COACH \_\_\_\_\_

COACH \_\_\_\_\_ DATE \_\_\_\_\_

	EFFECTIVE	NEEDS IMPROVEMENT	UNSATISFACTORY
1. Care of Equipment	_____	_____	_____
2. Knowledge of Sport	_____	_____	_____
3. Teaching ability	_____	_____	_____
4. Ability to motivate	_____	_____	_____
5. Rapport between coach & players	_____	_____	_____
6. Intensity of interest in coaching	_____	_____	_____
7. Supervision of players in locker-room and other areas	_____	_____	_____
8. Rapport between coach and coaching staff	_____	_____	_____
9. Accepts duties given by head coach	_____	_____	_____
10. Turns in paper work on time	_____	_____	_____
11. Dresses appropriately for activity	_____	_____	_____
12. Maintains control & discipline of athletes	_____	_____	_____
13. Maintains control & discipline of self	_____	_____	_____

### EVALUATORS COMMENTS:

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### COACHES COMMENTS:

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Please sign and return to the Athletic Director's office within one week from the above date

COACH'S SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

VARSITY COACH'S SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

### Varsity Coaches Goal Setting

Year \_\_\_\_\_ School \_\_\_\_\_

Sport \_\_\_\_\_ Level – V/JV/9<sup>th</sup>/7-8<sup>th</sup> Coach \_\_\_\_\_

Number of Participants \_\_\_\_\_

Record: League \_\_\_\_\_ Overall \_\_\_\_\_ League.Place \_\_\_\_\_

Season Assessment \_\_\_\_\_

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(Be specific on the following)

Did You Meet Your Program Goals? \_\_\_\_\_

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How Can You Improve Your Program? \_\_\_\_\_

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How Can You Improve Your Coaching Effectiveness? \_\_\_\_\_

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What Program Goals Can You Identify For Next Year? \_\_\_\_\_

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What Personal Goals or Job Targets Can You Identify For Next Year? \_\_\_\_\_

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**PLEASE ATTACH THE FOLLOWING:**

Post-Season Checklist \_\_\_\_\_

Assessment of Ass't coach (where appropriate) \_\_\_\_\_

\_\_\_\_\_  
Coach's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Evaluator's Signature

\_\_\_\_\_  
Date

**APPENDIX C      GRIEVANCE FORM**

GRIEVANCE NUMBER

WEST GENESEE TEACHERS ASSOCIATION

GRIEVANT:

SCHOOL:

DATE:

STATEMENT OF COMPLAINT OF GRIEVANT:

SECTION OF CONTRACT ALLEGED TO BE VIOLATED:

STATEMENT OF FACTS:

REMEDY SOUGHT:

\_\_\_\_\_  
*Grievant's Signature*

\_\_\_\_\_  
*Association Representative's Signature*

**APPENDIX D          PREFERRED ELIGIBLE LIST**

The understanding between the West Genesee Teachers Association and the West Genesee Central School District, regarding the Preferred Eligible List, shall be as follows:

One semester is defined as being twenty (20) weeks in length.

Primary grades are considered to be grades K-3.

Intermediate grades are considered to be grades 4-6.

Secondary grades are considered to be grades 7-12.

The length of all vacancies are determined by the dates on the written request for leave.

The teacher's last assignment prior to placement on the Preferred Eligible List shall determine whether a teacher is considered a primary, intermediate, or secondary teacher.

Teaching vacancies of at least one (1) semester in length, for the next school year, known by the District prior to August 1 will be treated as follows:

1. Vacancies will be filled from the Preferred Eligible List, in order.
2. These teachers will be hired to "permanent" positions even though there may not be a permanent position available after considering the number of people on leave.
3. Any teachers hired under these circumstances will retain any seniority and sick leave accrued in the past and accrue additional seniority and sick leave.
4. If a teacher refuses a permanent full-time job offer, at this time, his/her name will be removed from the Preferred Eligible List.

Teaching vacancies that occur after August 1, during the school year or are less than one (1) semester in duration will be handled as follows:

1. If any permanent positions are vacant, after taking into account the number of people on leave, the positions will be filled from the Preferred Eligible List, in order.
2. People on the Preferred Eligible List will be considered for all regular substitute openings. In the case of vacancies with a length less than one (1) semester, the Superintendent has the freedom to fill the vacancy with the person he feels is best for the job. This person may or may not be on the Preferred Eligible List.

**APPENDIX D            PREFERRED ELIGIBLE LIST**

3. All substitutes hired for vacancies known to be eleven (11) to twenty (20) school days long will be paid 1/200 of the IBA salary step for each day worked from eleven (11) to twenty (20) days, on the recommendation of the principal.
4. Substitutes for vacancies known to be longer than twenty (20) school days, but shorter than one (1) semester will be put on a regular substitute contract, paid on their appropriate salary step and be eligible for health insurance. They may also accrue and use sick leave, but not seniority.
5. Vacancies in the primary grades, for one (1) semester or longer, will be filled by primary teachers from the Preferred Eligible List, in order.
6. Vacancies in the intermediate grades, for one (1) semester or longer, will be filled by intermediate teachers from the Preferred Eligible List, in order.
7. Vacancies in the secondary grades, for one (1) semester or longer, will be filled from the appropriate Preferred Eligible List, in order, according to certification.
8. Substitutes hired from the Preferred Eligible List, under Item 5, 6 or 7 will have access to any sick leave they had accrued prior to being excessed.
9. Substitutes hired from the Preferred Eligible List, under, 5, 6 or 7 will accrue seniority.

## APPENDIX E NURSES' CONDITIONS OF EMPLOYMENT

### NEGOTIATED AGREEMENT AS IT RELATES TO REGISTERED NURSES 2012-2016

The West Genesee Central School District and the West Genesee Teachers' Association (R.N.'s) agree:

#### Section 1.

1. The following parts of the 2012-2016 contract between the District and WGTA apply to R.N.'s:
  - Preamble
  - Article I
  - Article II (binding arbitration applies only to the specified articles listed under this Section 1).
  - Article III
  - Article IV
  - Article V Sections C, D(1), E, M, N, O, R, T
  - Article VI Section A, F (2, 7)
  - Article XI All parts except Section O
  - Article XVI Sections A, B, C, G, H, E
  - Article XVIII
  - Appendix C
2. All sections of the contract not specifically listed above do not apply.
3. In all parts of the contract that do apply to R.N.'s the word "teacher" in any of its various forms will be understood to include R.N.'s.
4. In addition to the above, the parties agreed to the following language for R.N.'s:

#### JOB SECURITY

- A) Disciplinary action for R.N.'s shall be limited to written warning, suspension and/or discharge. In all such cases the District will specify the reason(s), in writing, for its action and such action shall be subject to the grievance procedure and the hearing specified below. The District agrees that it will not discipline or discharge an employee except for good reason such as, but not limited to, insubordination (refusal of a direct work order), drinking of alcoholic beverages while on duty, or use of controlled substance, deliberate abuse of property and/or endangering the health and safety of students or employees. In the event the District decides to discharge or suspend an employee, except for the specific reasons cited above, it will not do so unless it holds an administrative hearing within a week of the occurrence giving rise to the discipline and the employee shall be paid until such hearing is held. The Association may grieve any such action. If the hearing decision is not satisfactory to the Association, then the case may be processed as a grievance for a final decision. The employee shall remain suspended without pay until a decision on the action rendered in the final step of the grievance process. Should the final decision be less than the lost wages of the employee (s)he will be paid the difference until reinstatement.

**APPENDIX E      NURSES' CONDITIONS OF EMPLOYMENT**

- B) All reductions in force will be by seniority with the least senior being reduced in hours or laid off first.
- C) Seniority
1. Seniority shall be defined as the length of continuous employment since date of last hire. It will accrue proportionately where appropriate.
  2. Seniority will not accrue during an unpaid leave.
  3. In case two (2) or more employees have equal seniority there will be a public drawing of names to see who will have most seniority.
  4. The seniority list will be updated and posted in each work site every June and will be official for the intervening period.
- D) Vacant positions will be posted and present members of the bargaining unit will be given preference for any such position before any outside applicant is considered.
- E) Before making any involuntary transfer the District will meet with any potential transferees so that the individual's preferences can be taken into consideration before any final decision is made by the District.

**RETIREMENT****Health Insurance/Retirement Award**

1. A nurse who actually retires pursuant to the provisions of the New York State Employee Retirement System, and who serves written notice of such intended retirement as well as effective date of retirement on the District at least three (3) months prior to the date of retirement, shall receive upon retirement a one (1) time only bonus of one (1) month of paid health coverage (not to exceed the premium cost for the BC/BS\*) prorated for every ten (10) accumulated but unused sick days up to a maximum of two hundred forty (240) unused sick days. In extenuating circumstances the notification requirement may be appealed to the Board of Education.

**APPENDIX E                      NURSES' CONDITIONS OF EMPLOYMENT****RETIREMENT**

2. A nurse who has completed ten (10) years of service with the District and who retires from the District pursuant to the New York State Employees' Retirement System, shall be entitled to the same health insurance plan in effect following the last open enrollment period preceding his/her effective date of retirement. The District will pay the cost of the health insurance upon retirement, not to exceed the premium for the BC/BS\* plan, for two (2) years in addition to the award earned in Section 1 above. In the event that the retiree or the spouse of the retiree is covered by a District health plan (see Article V.M.) upon retirement and is eligible for Medicare at the time of retirement or becomes eligible subsequently, said individual will be given the option of remaining in a District health plan (see Article V.M.) or selecting a District Medicare Supplemental Insurance Plan.

The election of options will be made by the employee and will be the same for the employee and spouse. Election must be made:

- a) at the time of retirement if the retiree or spouse is Medicare eligible, or
- b) at the time the retiree or spouse becomes eligible.

In the event the retiree or spouse becomes eligible for Medicare during the period of District-paid insurance and selects a District Medicare Supplemental Insurance Plan, the premiums of said plan will be at the District's expense. In addition, the District will reimburse individual(s) for the balance of the District-paid period the cost of their Medicare Part B to the extent that the combined cost of the Supplemental Plan or Non-BC/BS\* Regular Plan and Medicare Part B do not exceed the cost of the Regular BC/BS\* premium (individual or family coverage) afforded the bargaining unit member prior to becoming Medicare eligible. All applications for Medicare Part B reimbursement must be made upon submission of the appropriate form (currently SSA-1099) no later than April 1st of each year. Reimbursement will be paid within 30 days upon receipt of the application by the District.

\*BC/BS Classic Blue Regionwide Medical Policy with prescription card; includes dependent to age twenty-five, if family coverage.

3. In the situation where the retiree predeceases his/her covered dependents, these retirement benefits will continue for the retiree's covered dependents for the remainder of this extension.
4. During the course of their retirement, retirees will have the opportunity in August of each year to change district insurance plans (BC/BS, HMO, Medicare Supplemental Insurance). Enrollment in a different insurance plan will become effective October 1<sup>st</sup>.

**APPENDIX E                      NURSES' CONDITIONS OF EMPLOYMENT**

**SALARY AND OTHER COMPENSATION**

1. Payment for extra duty shall be at twenty-five dollars (\$25.00) per hour in the school year 2012-13; twenty-five dollars (\$25.00) per hour in the school year 2013-14; twenty-five dollars (\$25.00) per hour in the school year 2014-15; and twenty-five dollars (\$25.00) per hour in the school year 2015-16. The work will be voluntary unless an acceptable substitute cannot be found in which case the District will assign the work.
2. The school nurse in the high school will receive a seven hundred fifty (\$750) dollars supplement.
3. All secondary health offices will have full-time clerical help. Stonehedge will have seventy-five (75%) percent clerical help.
4. Fifty (50%) percent full-time equivalent nurse shall rotate, as needed, throughout the District for the duration of the contract.
5. The starting salary for nurses will be :
  - a) Starting Salary
    - 2012-2016 .....\$29,000
  - b) Salary Increase
    - Each returning bargaining unit member will have his/her salary increased as follows:
    - 2012-2013 .....2.25%
    - 2013-2014 .....2.50%
    - 2014-2015 .....2.75%
    - 2015-2016 .....3.00%
6. School nurses who possess a Bachelors Degree shall receive a yearly stipend of five hundred (\$500) dollars.

7. Longevities:

<u>Completed Years of Service</u> <u>Within the District</u>	<u>Begins In</u> <u>Year</u>	<u>2012-13</u>	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>
10	11	\$275	\$290	\$300	\$310
15	16	\$275 additional	\$290 additional	\$300 additional	\$310 additional
20	21	\$275 additional	\$290 additional	\$300 additional	\$310 additional
25	26	\$275 additional	\$290 additional	\$300 additional	\$310 additional

**APPENDIX E                    NURSES' CONDITIONS OF EMPLOYMENT****WORKERS' COMPENSATION**

Whenever a nurse is absent from school as a result of personal injury caused in the course of his/her employment (s)he will be paid his/her full salary (to the extent of accumulated sick leave) for a period of such absence. Sick days will be used to the extent that they are not compensated by Workers' Compensation.

**AFTER SCHOOL MEETINGS**

Registered nurses may be required:

1. to remain after the end of the regular workday without compensation for official staff meetings as deemed appropriate by the building administrator provided said meetings do not exceed ten (10) per year.
2. to attend, without additional compensation, one (1) Open House per year.

**APPENDIX F CHILDREN OF WEST GENESEE TEACHERS**

Children of West Genesee Teachers Desiring to Attend West Genesee Schools

Children of West Genesee Teachers may transfer into the District subject to the following provisions:

1. The West Genesee teacher must pay an annual tuition rate equal to 50% of the NYS Formula Tuition Rate.
2. Once a child transfers into West Genesee (s)he will be allowed to stay until graduation.

**APPENDIX G      EXTRA PAY FOR ART AND MUSIC TEACHERS**

Extra Pay for Art and Music Teachers

- a) A committee shall be formed which is composed of three (3) people appointed by the Superintendent and three (3) people appointed by the WGTA.
- b) This committee will make recommendations on future extra work assignments and payments for art and music teachers to the Superintendent.
- c) Upon receipt of the recommendation, the Superintendent will either accept the recommendations or send the committee his reasons for rejection, in writing.

## **APPENDIX H        INSURANCE AGREEMENT**

Whereas, this contract between West Genesee Central School District (District) and the West Genesee Teachers' Association (Association) provides for the procurement of the Blue Cross/Blue Shield Classic Blue Regionwide medical policy with the prescription card (with oral contraceptives) and dependent to age 25 coverage and

Whereas, the Onondaga-Cortland-Madison BOCES (O.C.M. BOCES) currently has a cooperative health insurance consortium for its component districts through Blue Cross/Blue Shield at policy rates more advantageous than contracting with Blue Cross/Blue Shield directly and

Whereas, the District is a component of the O.C.M. BOCES and therefore eligible to participate in such health consortium.

It is therefore deemed by the Board of Education to be in the best interests of the District to participate in the consortium and abide by its rules and regulations subject to the following conditions:

1. In the event the consortium changes coverage to a carrier other than provided in the collective bargaining agreement, negotiations will commence between the District and the Association to determine if the District is to remain with or withdraw from the consortium.
2. At a minimum, an annual meeting will be held between the District and the Association to review the district's participation in said consortium including any additional assessment to the district. Unless modified by mutual agreement any additional assessment cannot be passed on until a review of said assessment has been made by the District and the Association. Any additional assessment to be collected will be assessed in the same employer/employee percentage allocation as stipulated in the contract for the period involved. The same applies for any refund directly received by the District.

## APPENDIX I      EMPLOYER NON-ELECTIVE CONTRIBUTION FOR RETIREES

THIS AGREEMENT is entered into as of the 3rd day of March, 2010, by and between the West Genesee Central School District ("Employer") and the West Genesee Teachers' Association (the "Association"). This Agreement does hereby amend the terms of the collective bargaining agreement ("CBA") that governs the employment relationship between the Employer and the Association, as follows:

Effective June 1, 2004, the Employer and the Association agree to the following:

1. The District agrees to make a Non-elective Employer Contribution for those members of the bargaining unit represented by the Association who are eligible for and receive the retirement award or incentive described in Article V, Section S.3 of the 2010-2012 collective bargaining agreement, or by the memorandum of agreement between the District and the Association dated April 30, 2004 regarding a retirement incentive to be offered to eligible employees retiring during June 2004.
2. The amount of the Employer's Non-elective contribution shall be determined by Article V, Section S.3 of the CBA, or by the memorandum of agreement regarding the June 2004 retirement incentive, whichever is applicable. The Employer shall deposit the contribution within 30 days of the unit members retirement date.
3. No Cash Option. No employee may receive cash in lieu of or as an alternative to any of the Employer's Non-elective Contribution(s) described herein.
4. Contribution Limitations. In any applicable year, the maximum Employer Contribution shall not cause an employee's 403(b) account to exceed the applicable contribution limit under Section 415(c)(1) of the Code, as adjusted for cost-of-living increases. For Employer Non-elective Contributions made post-employment to a former employee's 403(b) account, the Contribution Limit shall be based on the employee's compensation as determined under Section 403(b)(3) of the Code and, in any event, no Employer Non-elective Contribution shall be made on behalf of such former employee after the fifth taxable year following the taxable year in which that employee terminated employment.

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

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

**APPENDIX I EMPLOYER NON-ELECTIVE CONTRIBUTION FOR RETIREES**

Revenue Code is fully met through payment of the Employer's Non-elective Contribution; and

- B. For all members in the New York State Teachers' Retirement System ("TRS") with a membership date on or after June 17, 1971, and for all members in the New York State Employees' Retirement System regardless of their membership date, the Employer shall first make an Employer Non-elective Contribution up to the Contribution Limit of the Internal Revenue Code.
5. 403(b) Accounts. Employer contributions shall be deposited into the 403(b) account selected by each recipient employee, from the 2004 list of District approved 403(b) providers. Additional carriers may be added providing that five or more participants are enrolled in said account. Agents from the 403(b) provider will be allowed reasonable access to the School District's facilities in order to assist the employees and District's representatives in following applicable 403(b) legal requirements. Upon the request of the District, the agents will assist the District's representatives in calculating the annual maximum allowable 403(b) contribution under the Internal Revenue Code, based upon salary and payroll information provided by the District and the employees.
  6. Tier 1 Adjustments. For Tier 1 members with membership dates prior to June 17, 1971, Employer Non-elective Contributions hereunder will be reported as non-regular compensation to the New York State Teachers' Retirement System.
  7. This MOA shall be subject to IRS regulations and rulings. Should any portion be declared contrary to law, then such portion shall not be deemed valid and subsisting, but all other portions shall continue in full force and effect. As to those portions declared contrary to law, the Association and Employer shall promptly meet and alter those portions in order to provide the same or similar benefit(s), which conform, as closely as possible, to the original intent of the parties.
  8. This MOA shall further be subject to the approval of the 403(b) Provider, which shall review the MOA solely as a matter of form and as the provider of investment products designed to meet the requirements of Section 403(b) of the Internal Revenue Code. The 403(b) provider must agree to enter into a "hold harmless" agreement with the Employer, agreeing to defend and indemnify the District for potential liability in the event that the plan and contributions made thereunder are determined not to comply with the Internal Revenue Code (except for noncompliance which results from incorrect information provided by the Employer or the employee).
  9. Both the Employer and Employee are responsible for providing accurate information to the 403(b) Provider. This information includes both Elective and Employer Non-Elective Contributions and the amount of the participant's Includible Compensation.

**APPENDIX I      EMPLOYER NON-ELECTIVE CONTRIBUTION FOR RETIREES**

10. If any penalty or other assessment is charged against the Employer as a result of an improper contribution to any Section 403(b) account or any improper withholding or non-withholding, which is due to incorrect information or instructions from the employee, the employee shall hold the Employer harmless for such penalty or other assessment.
11. No Representation or Warranties. In agreeing to adopt (and/or modify) the 403(b) program noted in this MOA, the District makes no representations or warranties concerning the accuracy of any interpretation of law or applicable regulations advanced to the District or described by the Association, its agents, representatives, or other parties.
12. Sunset Clause. The parties expressly agree that, notwithstanding Section 209-a.1(e) of the Civil Service Law (the "Triborough Amendment"), this MOA shall expire on June 30, 2012, unless extended or modified by mutual written agreement between the parties. However, provided that the covered employees have severed their employment with the Employer effective no later than June 30, 2012, the Employer contributions may be made after that date, as provided in this MOA and the collective bargaining agreement.

**APPENDIX J            MEMORANDUM OF AGREEMENT FOR TEACHER  
MENTORING PROGRAM**

Participation in the mentoring program will be voluntary.

Applicants to the mentoring program shall be tenured staff members with a demonstrated knowledge of the same subject area as the mentee, in so far as possible.

Mentors will be selected from a pool of applicants. The pool of applicants will be established by the mutual agreement of the building principal or designee and a representative designated by the WGTA. The mentor pairing will be assigned by the building principal or designee from the established pool.

The mentor will be paid an annual stipend of one thousand dollars (\$1,000). The stipends will be paid in two equal checks, on in the first pay period in December and the second in the last pay period in June.

The process by which mentoring is implemented shall be mutually agreeable to the District and the WGTA and shall be reviewed on an annual basis.

The mentor and mentee will meet over the course of the school year and the Mentoring Process will include direct conversations and classroom visitations.

Training in the Mentoring Process will be available to mentors and mentees during the new teacher orientation at the contract workshop rate.

All information that arises from the Mentoring Process shall remain confidential and shall not be used for evaluative purposes.

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