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Agreement Between the

LYNDONVILLE CENTRAL SCHOOL  
BOARD OF EDUCATION

and the

LYNDONVILLE TEACHERS' ASSOCIATION

July 1, 2012 – June 30, 2015

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THIS AGREEMENT, made this 17<sup>th</sup> day of June 2012, by and between the Superintendent of the Lyndonville Central School District and the Lyndonville Teachers' Association, hereinafter referred to as the "Association."

WHEREAS, it is the intent and purpose of the parties to set forth herein the basic agreement covering salary, wages, hours and other terms and conditions of employment to be observed by the parties hereto.

WHEREAS, this agreement shall constitute the full and complete commitment between both parties and may be altered, changed, added to, deleted from and modified only through the voluntary written consent of the parties herein.

WHEREAS, this agreement shall supersede any previous terms and conditions of employment which are referred to in this agreement.

WHEREAS, any individual agreement or contract between the Superintendent and individual teachers, heretofore executed, shall be subject to and consistent with the terms of this agreement and any individual arrangement, agreement or contract hereafter executed shall be expressly made subject to and consistent with the terms of this agreement or subsequent agreements executed by the parties. If an individual arrangement, agreement, or contract contains any language inconsistent with this agreement, this agreement shall be controlling during its duration.

WHEREAS, THE Lyndonville Teachers' Association affirms that it does not assert the right to strike against any government, to assist or participate in any strike or to impose an obligation to conduct, assist or participate in such a strike.

"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 providing additional funds therefore, shall not become effective until the appropriate legislative body has given its approval."

NOW, THEREFORE, it is mutually agreed as follows:

## ARTICLE 1

### Section 1.01 Recognition

The Board recognizes the Lyndonville Central School Teachers' Association as the "exclusive" bargaining agent of all regularly employed teachers **and school psychologists**. Excluded from this agreement are school administrators, all substitutes, all teaching assistants, and all other employees of the District.

## ARTICLE 2

### Section 2.01 Dues Check-off and Authorization

Upon the written authorization of a teacher, on a form provided by the Association, the Board will deduct from the salary of said teacher such amount for membership dues as the teacher may specify and will transmit said sum to the

Association on a bi-monthly basis. All dues shall be deducted in equal installments beginning with the second pay period.

Teachers employed by the Lyndonville Central School system after September may submit their authorization at least two (2) weeks prior to any regularly scheduled pay date and said deduction shall be made for the balance of the scheduled deduction period. The District will be saved harmless for employee claims against the Association resulting from the administration of dues deduction.

### ARTICLE 3

#### Section 3.01 Salaries

All teachers shall be paid pursuant to and consistent with the salary schedule reflected in Appendix A.

#### Section 3.02 Salary Notification

Three (3) copies of the salary notification shall be presented to each teacher by June 1, or as soon as practicable. One (1) copy may be retained by the teacher and the others shall be signed and returned to the Central Office personnel file.

#### Section 3.03 Optional Method of Payment

Teachers will be paid in twenty-two (22) pay periods or twenty-six (26) pay periods, as long as the decision is made prior to the first payment in a fiscal school year. When calendar dates are inconsistent with twenty-two (22) pay periods, twenty-one (21) pay periods shall be substituted.

#### Section 3.04 Paydays and Payment of Salary

Teachers will be paid every two (2) weeks on the Thursday of every pay week. If a payday falls on a holiday, payday shall be advanced to the next preceding day on which the Business Office will be open.

The Education Law prohibits payment of salary in advance of performance of work. After the beginning of the school year, a teacher will receive a partial payment on a Thursday after school opens in accordance with a pre-determined schedule established by the District after consultation with the Association. A teacher will receive his or her contract salary divided equally over the remaining pay periods every other Thursday, except the final pay period, in which the teacher shall receive any balance due on his or her annual salary. All payments of salary will be made through direct deposit.

#### Section 3.05 Cafeteria Supervision

Teachers assigned to cafeteria supervision shall receive an annual payment of six hundred dollars (\$600.00) per year based on supervision of two lunch periods. Cafeteria supervision of two (2) lunch periods is equivalent to one (1) supervisory assignment per day.

### Section 3.06 Work Beyond the School Year

A teacher required to furnish his/her service beyond the regular teaching year, September 1 through June 30, except as required by 6.01 will be paid thirty-five dollars (\$35.00) per hour for all such service rendered. The work day shall be seven (7) hours and thirty-five (35) minutes and the maximum daily payment shall be \$262.50 per day.

### Section 3.07 Reimbursement for Advanced Preparation

Graduate credit hours shall be compensated only as part of the salary schedule and the columns indicated thereon and not separately as individual hours.

- A. Newly completed graduate hours shall continue to be reported to the District Business Office by February 1st of each year for hours completed in the Fall semester and by October 1st of each year for hours completed in the Spring and Summer semesters for annual advancement on the salary schedule which shall occur once per year, effective in September of each year.
- B. In-service clock hours for approved professional credit hour payments shall continue to be paid for separately and apart from the salary schedule and shall continue to be reported to the Business Office by October 1st for the Spring and Summer semesters and by February 1st for the Fall semester for one annual adjustment of salary payment in September of each school year.
- C. Teachers, who are mandated by New York State regulations to participate in 175 hours of Professional Development every five (5) years who have Professional Certification and those with Initial Certification who are not yet mandated to participate and report their professional development hours to NYS will be required to participate in the equivalent of fifteen (15) clock hours of professional development training above and beyond the regularly scheduled work days each year at no additional salary increase.
- D. Teachers who successfully complete Professional Development programs over and above the New York State requirements stated in Section 3.07 (C) will receive in-service credit as prescribed by the Superintendent for such courses, providing approval is granted prior to entering the program and those courses are not provided during the regular school day. In-service credit shall be compensated at the rate established in Section 3.07 (B) Fifteen (15) clock hours shall equal one (1) in-service credit hour.
- E. Teachers who have a formal Performance Improvement Plan under Level 3 of the District's Professional Performance Review Plan will be required to participate in the equivalent of 15 clock hours of professional development training above and beyond the regularly scheduled work days each year at no additional salary increase. The provisions of this section shall be in place until the Superintendent deems the teacher's performance improves to the point of being removed from Level 3. (*This may change when a newly agreed upon Annual Professional Performance Review (APPR) is agreed upon.*)
- F. Course work for advanced preparation will be paid at the following rate:

In-Service Credit Hours - \$40.00 per in-service credit hour

- (1) Graduate hours for a teacher working toward a Master's Degree needed for Permanent Certification need no prior approval from the Superintendent of Schools for salary credit.
- (2) Graduate hours beyond the first Master's must receive prior approval from the Superintendent of Schools for salary credit. Additional graduate hour credit beyond the Master's Degree will only be given if:
  - (A) The course leads to an advanced degree for which the teacher is enrolled, or
  - (B) The course, in the opinion of the Superintendent, would offer some immediate direct benefit to the school system

#### Section 3.08 Reimbursement of Tuition for Special Courses

The Board will pay tuition and textbook costs for courses not covered by Section 3.07F, but recommended by the Board of Education or Superintendent of Schools. The use of a school vehicle for transportation will be available or the staff member will be reimbursed transportation costs for distances greater than fifteen (15) miles one way from the closest point for departure of either the school or the staff member's home. The rate of reimbursement will be the annually established mileage rate. Payment will be upon receipt of a grade report or similar correspondence showing successful completion of the program.

#### Section 3.09 Coaching and Extracurricular Activity Compensation

Teachers assigned to coaching and extracurricular activities shall be paid consistent with and pursuant to the schedule reflected in Appendices B & C.

### ARTICLE 4

#### Section 4.01 Class Size

The Board of Education shall continue its present policy for decreasing class size that can be financially assimilated by the district. This policy shall continue to reduce all class sizes to approximately twenty-five (25) students at the earliest possible time.

### ARTICLE 5

#### Section 5.01 School Day

The work day for all teachers shall be seven (7) hours and thirty-five (35) minutes inclusive of a minimum of one-half (1/2) hour of duty-free lunch. A beginning and end time to the day will be established by the school district for each teacher. The school day for any staff or group of staff shall not begin earlier than seven a.m. (7:00 a.m.) and end later than four p.m. (4:00 p.m.), Monday through Friday. The work hours will be consecutive.

This time limitation does not alter the obligation of all teachers to perform professional responsibilities beyond the teacher work day.

### Section 5.02 Teacher Assignments

1. Teachers at the secondary level (7-12) will be assigned as follows:
  - A. For an eight period day teachers in the secondary school (7-12) will be assigned twenty-five (25) teaching periods, shall have five planning periods plus ten (10) periods of additional assignments such as study halls, cafeteria duty, hall duty, ISS, etc. in addition to homeroom or similar morning and afternoon assignments.
  - B. A secondary teacher (7-12) assigned thirty (30) teaching periods, with the exception of science labs, special education, and the librarian will receive an additional compensation of \$2,500 in 2012-13 and \$2,750 in 2013-14 and 2014-15. A teacher assigned thirty (30) teaching periods shall have five planning periods plus five (5) periods of additional assignments such as study halls, cafeteria duty, hall duty, ISS, etc. in addition to homeroom or similar morning and afternoon assignments. No reduction of existing staff may result from the sixth teaching assignments.
  - C. Science teachers and special education teachers who have six (6) classes or a combination of six (6) classes and labs in a single day will be given two (2) prep periods for the day. Science teachers and special education teachers will not be eligible for additional compensation in such a situation.
  - D. The Athletic Director will be given a minimum of one regular prep period for his/her teaching duties along with two free periods for use towards his/her activities and duties as Athletic Director.
  - E. Within each department there will be an equalization of schedules. The District may schedule up to four (4) extra assignments in a department providing that the scheduling was not done for the purpose of eliminating a position.
  - F. A teacher may elect to carry a sixth (6<sup>th</sup>) class, without extra pay, and in lieu of an additional supervision assignment.
- 2) An attempt will be made to equalize assignments for all K-6 teachers.
- 3) Assignments for teachers in grades K-6 shall be as follows:
  - A) Those who follow an 8 period schedule shall fall under the same guidelines as teachers at the secondary program level.
  - B) Teachers shall be provided at least fifty (50) minutes of preparation time each day of which at least thirty (30) minutes will be scheduled consecutively

- C) Opportunities for professional collaboration, student progress monitoring and professional development are goals of the district. Therefore, every attempt will be made to schedule a minimum of two (2) thirty (30) minute team or grade level planning periods each week within the teacher work day. In addition, faculty meetings and department meetings will be focused on professional learning or collaboration.
- 4) Prior to the first day of school (Superintendent's Conference Day) in September, all teachers will be given written notification as to who their supervising administrator is and to which building meetings they must attend for the majority of the time. It is understood that teachers who are split between buildings may need to attend meetings for both buildings. It is also understood that teachers who are split between buildings have the responsibility to get the information shared at the meetings that they do not attend.
  - 5) The District and the LTA agree that the provision of academic support to students in study halls is a duty best accomplished by certified teachers. In the absence of teachers to monitor study halls, the District may use teacher aides. It is agreed that the assignment of aides in such a capacity will only be made when a teacher is not available for reasons including other supervision and/or duties assigned by the district, that the use of such aides shall not be construed as a waiver of the exclusivity of the LTA over the teaching function including the monitoring of study halls. Furthermore, aides may not be assigned to study halls in a manner that would result in the layoff or schedule reduction of any teacher.
  - 6) The District supports school achievement through parent/community communication and partnership. Providing information about the school curriculum, programs and services is enhanced through Open Houses, curriculum nights, Advanced Placement Seminars, etc. All K-12 teachers shall participate in up to three (3) school-sponsored and structured evening parent/community communication, Open House, or curriculum/program information meetings per year of up to 2.5 hours per event. Teachers who required alternatives due to extenuating circumstances will be accommodated.

#### Section 5.03 Preparation Time

Teachers shall have adequate preparation time during the school day without the responsibility of student supervision. The administrator shall seek to provide adequate time of thirty (30) consecutive minutes per day. *Reference 5.02(1A), 5.02(3B)*

#### Section 5.04 Dual Assignment

Teachers who have assignments in multiple buildings as listed below, will have at least ten (10) minutes travel and setup (combined) time between schools.

25 Housel Avenue, Lyndonville, NY 14098  
90 Main Street, Lyndonville, NY 14098

### Section 5.05 Extracurricular Activities

The Association recognizes that there is a need for teachers to participate in extracurricular activities, but they will not be required to do so beyond their regular school hours.

### Section 5.06 Class Schedule

A teacher who is being hired for the following school year shall be presented a tentative class schedule by the fifteenth (15<sup>th</sup>) of June. This schedule shall include all work assignments, extracurricular duties and any other required duties for the following school year. If changes are made in the teacher's schedule, the teacher shall be notified as soon as possible.

### Section 5.07 Lunch Provision

All teachers will be provided with a thirty (30) minute duty-free lunch period unless he or she shall agree in writing to a lesser assignment.

### Section 5.08 Coaching Assignments

Coaches will be notified thirty (30) days prior to the beginning of their sports season if they are to continue in the same capacity. Earlier notification of a tentative nature will be made when possible. Individuals will be notified as soon as possible if a tentative appointment is changed.

## ARTICLE 6

### Section 6.01 School Year

The Lyndonville Teachers' Association shall be given the proposed school calendar at least two (2) weeks prior to its adoption by the Board of Education. The Association may, if it so desires, make recommendations to the Superintendent regarding adjustments or changes to the proposed calendar. The school year shall commence on the Wednesday prior to Labor Day regardless of whether this is prior to September 1<sup>st</sup> or not. The Wednesday and Thursday prior to Labor Day shall be used for Superintendent's Conference Days/Professional Development with at least six hours provided to teachers for preparation of room and other individual needs. Instruction shall commence on the Tuesday after Labor Day. The Wednesday prior to Thanksgiving will not be a work day for Teachers or other ten month employees for 2013-14 and 2014-15. For the 2012-13 school year, the Wednesday prior to Thanksgiving shall be a minimum legal length to receive state aid, which is five and one-half (5 ½) hours.

The last school day preceding the Winter Recess, and Spring Recess shall be a minimum legal length to receive state aid, which is five and one-half (5 ½) hours.

If no snow days or emergency closing days have been used by May 15<sup>th</sup>, the Friday before Memorial Day will be a holiday for teachers.

If the minimum requirements of the school year as established by State regulation to maintain full state aid have been met on the start of Regents exams in June, Administration shall make every effort to shorten student attendance requirements for Grades K-8 during the remainder of the school year. These shortened student attendance days may consist of early dismissal, and/or half-day dismissal for the purpose of parent-teacher conferences or staff conference, data analyses, or professional development.

*The district shall consult with the LTA to create an end of the year schedule that provides time for academic review, finals, proctoring and correction of exams.*

Pre-K-8 Teachers will have the last two days of the school year without students to attend to professional duties given that the district has met the state required minimum days for attendance.

The District calendar shall reflect a curtailed session (Students dismissed after the last lunch) for the purpose of Professional Development for one day each in the months of October, November, January, March, April and May. (These days will be identified at the beginning of the year to provide predictability for parents) These Professional Development sessions shall run for 2.5 hours. The October or November day will be scheduled within close proximity of PreK-6 parent teacher conferences for Pre-K-6 classroom teachers to prepare for conferences.

## ARTICLE 7

### Section 7.01.01 Health Insurance for Teachers Hired Prior to July 1, 2012

The district shall provide coverage through the Orleans-Niagara School Health Plan (ONSHP) Consortium or an equivalent health insurance program.

The District shall make available to eligible employees coverage under the Blue Cross and Blue Shield Point Of Service (POS) Plan 298 offered through ONSHP. The amount of prescription co-payment will be \$5 generic, \$10 preferred brand, and \$25 non-preferred.

The District shall also make available to eligible employees the Traditional Blue Indemnity Plan and the Preferred Provider Organization (PPO) Plan offered through ONSHP. Any unit member wishing to take the Traditional Blue Indemnity Plan or the Preferred Provider Plan will remit the difference between the POS 298 plan and the Traditional Blue Indemnity Plan or the Preferred Provider Plan. This will be done by payroll deduction. Employees hired on or after the date of the signing of this agreement will be limited to the POS 298 or POS 0019 plans.

Effective July 1, 2012 the District shall pay, on behalf of each eligible unit member, a maximum monthly premium contribution not to exceed 91% of the applicable premium (single, family, two-person, or whichever coverage the individual is eligible for) for enrollment in the Point of Service (POS) Plan offered through the Orleans-Niagara School Health Plan (ONSHP) Consortium. An enrolled unit member shall be required to remit to the District the balance of the total premium for the type and category of coverage in which he or she is enrolled, and shall do so by payroll deduction.

Effective July 1, 2013 through June 30, 2015 the District shall pay, on behalf of each eligible unit member, a maximum monthly premium contribution not to exceed **90%** of the applicable premium (single, family, two-person, or whichever coverage the individual is eligible for) for enrollment in the Point of Service (POS) Plan 2 offered through the Orleans-Niagara School Health Plan (ONSHP) Consortium. An enrolled unit member shall be required to remit to the District the balance of the total premium for the type and category of coverage in which he or she is enrolled, and shall do so by payroll deduction.

Section 7.01.02 Health Insurance for Teachers with an employment date effective July 1, 2012 and after

For any new teacher hired after July 1, 2012 the District will make available the Point of Service (POS) Plan 0019 insurance plan only. The district will set up a Health Reimbursement Account (HRA) in the members name and make a one-time contribution to the members HRA in the following manner:

- Single plan \$750
- Two-Person \$1,250
- Family Plan \$1,750

Payments will be made in two equal increments equal to half the contribution amount. One on October 1<sup>st</sup> and the other on January 1<sup>st</sup>. This HRA fund may be used at any time to purchase medical insurance for his or her dependents, as well as for reimbursement of any un-insured medical, dental, optical or other health-related expenses for said dependents, which could legally be reimbursed as per the plan documents of the Health Reimbursement Account (HRA) and as per Federal regulations.

Effective July 1, 2012 the District shall pay, on behalf of each eligible unit member, a maximum monthly premium contribution not to exceed **91%** of the applicable premium (single, family, two-person, or whichever coverage the individual is eligible for) for enrollment in the Point of Service (POS) Plan 2 offered through the Orleans-Niagara School Health Plan (ONSHP) Consortium. An enrolled unit member shall be required to remit to the District the balance of the total premium for the type and category of coverage in which he or she is enrolled, and shall do so by payroll deduction.

Effective July 1, 2013 through June 30, 2015 the District shall pay, on behalf of each eligible unit member, a maximum monthly premium contribution not to exceed **90%** of the applicable premium (single, family, two-person, or whichever coverage the individual is eligible for) for enrollment in the Point of Service (POS) Plan 2 offered through the Orleans-Niagara School Health Plan (ONSHP) Consortium. An enrolled unit member shall be required to remit to the District the balance of the total premium for the type and category of coverage in which he or she is enrolled, and shall do so by payroll deduction.

In addition to the provisions above:

- A) The Lyndonville Teachers' Association will assist the Board of Education to reduce the health insurance costs by examining other health insurance programs.

- B) A husband and wife covered under this agreement will have the option of having two single policies or a two-party policy. Husband and wife with dependents will be eligible for one family plan.
- C) Insurance coverage for part-time teachers will be offered on a prorated basis.
- D) The District reserves the right to change carriers and coverage benefits in the event a different company is able to provide substantially equivalent benefits at an equal or lower cost, provided, however, such change shall not affect LTA members by excluding current providers, increasing co-payments or deductibles or eliminating any benefit regularly used by one or more subscribers to the plan. No change will be made without consultation with the Association
- E) Employees desiring coverage but not presently covered must submit a request for coverage in writing to the Business Office by May 1<sup>st</sup> for coverage during the next school year.
- F) Effective dates of coverage will be subject to the regulations of the health insurance carrier concerning new hires and re-opening dates for employees other than new hires.
- G) The District will make a payment to employees who do not opt to participate in any health insurance coverage with the district as follows.

1 - 10 Teachers	\$1,000
11 + Teachers	\$1,500

In order to be eligible for such payment, prior to October 1, the employee must file with the Business Office a complete waiver form. The payments will be made semi-annually, one-half in March and one-half in June and will be pro-rated for part-time employees and those hired after the beginning of the school year, with the employee receiving 1/12 of the payment for each complete month for which he or she does not have coverage.

Employees may be reinstated in the health insurance program provided by the District at such times and under such conditions as are prescribed by the health benefits provider. Should this occur during a school year, the reimbursement will be adjusted on a pro-rated basis.

- H) A teacher shall not be entitled to enroll in the District's health benefits program if the teacher is otherwise covered by any group health benefits plan, whether as the insured or a dependent of the insured.

No teacher shall be entitled to cover a dependent or spouse by the District's group health plan if said dependent or spouse is otherwise enrolled in another group health benefits plan.

The District has the right to change the third party administrators to manage the health insurance plan as hired through the Orleans-Niagara School Health Plan (ONSHP).

- J) An employee may purchase at his or her own expense, single coverage health insurance for their child who is no longer covered under the family plan, in accordance with the New York State Dependent Health Coverage for Adult Children Law.
- K) If a coverage provider changes or discontinues any coverage or any part of any coverage described in this Section 7.01, the District shall then offer the most comparable form of coverage available, which shall be determined upon consultation with the Association.

#### Section 7.02.01 Health Insurance for Retirees

Staff members hired prior to July 1, 2000, with a minimum of fifteen (15) years of service will be granted, upon retirement, one (1) year of Blue Cross and Blue Shield Point of Service (POS) Plan 298 single coverage health insurance for each twenty (20) days of accumulated unused sick leave. Any block of days less than twenty (20) will be prorated for insurance coverage. Maximum accumulation for this provision will be 400 days. The POS 298 coverage will be the primary insurance until the retiree reaches the Medicare age, at which time the district will purchase Medicare Advantage insurance for the retiree until all earned years are used. The Advantage plan will be Forever Blue PPO 799 as offered by the District.

#### Section 7.02.02 Staff Members Hired On or After July 1, 2000 and Before July 1, 2010

Staff members hired on or after July 1, 2000 and before July 1, 2010 with a minimum of twenty (20) years of service, will be granted, upon retirement, one (1) year of Blue Cross and Blue Shield Point of Service (POS) Plan 298 single coverage of health insurance for each twenty-five (25) days of accumulated unused sick leave. Any block of days less than twenty-five (25) will be prorated for insurance coverage. Maximum accumulation for this provision will be 375 days. If the eligibility age for Medicare goes beyond age 70, the maximum number of days of accumulation will be increased to allow a teacher to accumulate enough days to reach the Medicare age. The POS 298 coverage will be the primary insurance until the retiree reaches the Medicare age, at which time the district will purchase Medicare Advantage insurance for the retiree until all earned years are used. The Advantage plan will be Forever Blue PPO 799 as offered by the District.

#### Section 7.02.03 Staff Members Hired July 2 1, 2010 to June 30,2012

Staff members hired from July 1, 2010 to June 30, 2012 with a minimum of twenty (20) years of service will be granted, upon retirement, contributions toward the premiums for their health insurance in retirement calculated as follows: single person coverage for a period of time calculated in the following manner.

The District shall make premium contributions on behalf of the retiree equal to the Blue Cross and Blue Shield Point of Service (POS) Plan 298 annual single person premium in effect at the time of retirement multiplied by each block of twenty-five (25) days of unused sick leave that the staff member has accumulated at the time of retirement. Any block of days less than twenty five (25) will be prorated for this calculation. Maximum accumulation for this provision will be three hundred (300) days. The POS 298 coverage will be the primary insurance until the retiree reaches the Medicare age, at which time the district will purchase Medicare Advantage insurance for the retiree until all earned years are used. The Advantage plan will be Forever Blue PPO 799 as offered by the District.

For example, if at the time of a staff member's retirement he/she has accumulated two hundred (200) days of unused sick leave and the annual premium in effect for the Blue Cross and Blue Shield Point of Service (POS) Plan 298 single person coverage is five thousand dollars (\$5,000) then the total sum of money to be contributed by the District on behalf of the individual for health insurance in retirement shall be forty thousand dollars (\$40,000).

The District shall make monthly premium payments toward the retired staff member's coverage until the above sum of money is exhausted. The retiree may participate in another plan offered by the consortium as long as they pay the additional charge.

Persons entitled to this coverage and desirous of additional protection or family coverage will be allowed to purchase such a plan by paying the difference in cost. The option to purchase insurance will continue for the surviving spouse upon the death of the retiree. The retiree can continue under the district health insurance plan, at their own cost, after the benefit from their conversion of sick days is used up.

#### 7.02.04 Teachers with an employment date effective July 1, 2012 and after

Any member hired after July 1, 2012 will no longer be eligible for any conversion of their accumulated days converted to years of health insurance upon retirement. The district will set up a Health Reimbursement Account (HRA) in the members name with contributions to be made by the District.

At the completion of each school year, these teachers can received a maximum of \$1000 deposited into an HRA account if they use no sick or personal time in that year. Fifty dollars will be deducted for each full day used.

For computation of section 7.02.04 only, half sick/personal days will be rounded to the lowest number (example: 2.5 days used = 2 X 50 deduction for a total of \$100.00).

This fund may be used at any time to purchase medical insurance for his or her dependents, as well as for reimbursement of any un-insured medical, dental, optical or other health-related expenses for said dependents, which could legally be reimbursed as per the plan documents of the Health Reimbursement Account (HRA) and as per Federal regulations.

## ARTICLE 8

### Section 8.01 Sick Leave

All full-time teachers shall be granted fifteen (15) sick leave days per ten (10) months assignment, which may be accumulated to a maximum of one hundred ninety (190) days. That said fifteen (15) days shall be credited to each teacher the first day of each school year.

Sick leave shall be drawn from the fifteen (15) days of credited sick leave each school year. Absences of more than fifteen (15) days shall be drawn from the teacher's accumulated sick leave. At the conclusion of the school year, accumulated sick leave shall be recalculated for each teacher.

If a teacher is absent for five (5) consecutive school days, or if the district has reason to suspect abuse of sick leave, the district may require the teacher to provide a doctor's statement attesting to the existence of an illness. If the employee fails to provide the requested documentation the district may withhold sick leave until the matter is resolved. Disputes under this section will be resolved using the contractual grievance procedure, however, the right of the district to require such a statement shall not be subject to grievance if the employee has been absent for five (5) consecutive school days. The district retains all rights under Section 913 of New York State Education Law.

The LTA will work with the district to minimize the use of sick days. A teacher who has not used any sick, family illness or employee leave days during the school year will be given a \$250 bonus at year end.

### Section 8.01(a) Sick Leave for Family Illness

Sick Leave may be used for serious illness of members of the immediate family requiring care and attendance of the employee. Use of sick leave for illness in the immediate family shall:

- 1) Be limited to a maximum of fifteen (15) days per school year.
- 2) Be limited to the immediate family which is defined as spouse, children, teacher's parents or any person residing in the household.
- 3) If a teacher is absent due to a family illness for five (5) consecutive days, the teacher must provide a doctor's statement attesting to the existence and nature of the illness and either the seriousness of the condition or the need for the teacher to care for the family member. If the employee fails to provide the requested documentation, the district may withhold sick leave until the basis for the leave has been established.
- 4) In the event of a catastrophic illness involving an immediate family member listed in 8.01 (a) 2, the employee may request use of their accumulated sick

days up to their amount available for retirement purposes. All requests must be in writing to the Superintendent. In the event a teacher needs to request days from the LTA sick bank, they must also take unpaid leave of absence days equal to the number of family illness days used for each catastrophic family illness in addition to the requirements listed in 8.01 (b) g. This leave must also meet the requirements under the FMLA and shall run concurrently with any leave awarded under 8.01 (a).

#### Section 8.01(b) Sick Leave Bank

The District and the Association shall administer a Sick Leave Bank to be used when a unit member has incurred a prolonged illness or injury and whose sick leave accumulation has been exhausted. A committee consisting of two (2) administrators (the Superintendent and the School Business Manager) and two (2) teachers (appointed by the Association) shall review all sick bank requests. The granting of requests shall be contingent upon the approval of at least three (3) of the committee members. After receiving a request for sick bank utilization and all necessary supporting documentation requested by the Sick Bank Committee, the committee shall have ten (10) calendar days to act upon the request. The decision of the committee will be final and binding upon all parties and shall not be subject to the grievance procedure in Article 16. The Sick Bank Committee shall be empowered to establish procedures and reasonable criteria for the purpose of administering the leave benefits of this provision. These procedures and criteria shall be set forth in writing and submitted to the Superintendent of Schools and the Association President for their mutual approval prior to any implementation.

- a) Membership in the Sick Leave Bank is voluntary on the part of the unit member; however, a unit member shall be given only two (2) opportunities to join the bank. These shall occur on the first two (2) Septembers following the initiation of the sick bank or the person's hire. The exact date will be agreed upon by the District and the Association. An individual who withdraws membership will not be permitted to rejoin at any time in the future.
- b) A unit member who elects to join the bank must contribute two (2) days from his/her sick leave accumulation each school year until the maximum is reached as stated in (c).
- c) Contributions will be made to the bank on an annual basis until the maximum reaches four hundred (400) days in the bank plus any new hires' initial contribution.
- d) The number of days granted in any one (1) year shall not exceed the total accumulation in the bank.
- e) A maximum of one hundred eighty (180) days may be drawn by any one (1) unit member from the bank for any incident of illness or reoccurrence of the same. A maximum of sixty (60) days will be granted at any one time, with a review of the situation to take place, if necessary, prior to the granting of additional days for that illness or injury. A member of the Bank shall be required to return to active employment for a period of not less than thirty (30) working days before becoming eligible to utilize sick leave bank benefits again unless the succeeding absence is due to a continuation or reoccurrence of a previously covered illness in

which case the remainder of one's one hundred eighty (180) day allotment may be used.

- f) Member must have used all of their accumulated sick days before drawing from the sick day bank.
- g) The first thirty (30) working days of illness or disability will not be covered by the Bank, but must be covered by the employee's own accumulated sick leave or absence without pay.
- h) All requests for days from the bank must be in writing and addressed to the President of the Lyndonville Teachers' Association with a copy being sent to the Superintendent of Schools.
- i.) Medical reports may be requested by the District and/or the Association.
- j) Upon termination of employment or withdrawal of membership from the Bank, the participating employee will not be permitted to withdraw his/her contributed days.

#### Section 8.01 (c) Failure to Submit Sick Leave Proof

If any employee fails to submit proof when required to do so for any leave under this Section 8.01, the absence shall be considered as time off without pay. If the proof submitted does not justify the employee's absence, such absence shall not be deducted from sick leave and shall be considered time off without pay.

#### Section 8.01 (d) Family Medical Leave Act

Where a teacher's use of sick leave is for reasons that entitle the teacher to a leave of absence under the Family Medical Leave Act (FMLA), the FMLA leave shall run concurrently with the sick leave period.

#### Section 8.02 Notice of Expected Absence

In cases where a teacher eligible to use sick leave under the terms of this Article is able to anticipate the need for such an absence (e.g. surgery, convalescence, or childbirth), sick leave shall be granted only in accordance with the following procedures:

- (a) The teacher will advise the Superintendent in writing, as soon as he/she is aware of the need for the absence, or 90 days in advance of the expected starting day, whichever is shorter, of the expected starting date and length of disability.
- (b) As soon as possible following the notice required by subparagraph (a) of this Section, the teacher shall furnish the Superintendent a written statement from his/her attending physician containing the expected starting date and length of disability.

- (c) Following the start of the leave, if there is any change in the expected duration of the leave, the teacher shall furnish the Superintendent a written statement from his/her attending physician explaining the change.
- (d) Sick leave granted hereunder will only be paid during the time period in which a physician certified in writing that the employee is physically disabled. Prior to his/her return to work, the district may require the teacher to present to the Superintendent confirmation from his/her attending physician that he/she is capable of performing the full duties of his/her position. The right of the district to request such documentation shall not be subject to the grievance and arbitration provision of this contract. Once the employee is able to perform the full duties of his/her position, he/she shall return to work or remain on leave consistent with other provisions of the contract.

#### Section 8.03 Child Rearing Leave

A child rearing leave of absence without pay shall be granted by the Board of Education for a definite period not to exceed two (2) full years. Employees may return to active employment following a child rearing leave at the beginning of a semester.

Application for the child rearing leave should be made to the Superintendent at least eight (8) weeks prior to the anticipated beginning of such a leave and shall specify the expected return date.

No salary increments, sick leave or other benefits will accrue during child rearing leave. Unused days of sick leave will be returned to the employee's credit upon return to active employment. An employee on unpaid child rearing leave may retain health insurance coverage under the District's plan by assuming the full cost of the premium and remitting the same to the District.

Employees on unpaid child rearing leave must notify the District by December 1<sup>st</sup> for the first semester and May 1<sup>st</sup> for the second semester of their intent to return.

#### Section 8.04 Adoption Leave

A teacher may request and will be granted an adoption leave, without pay, for up to one (1) year. Additional time may be requested by the teacher. Adoption leave will not be granted beyond a two (2) year period. An employee on unpaid adoption leave may retain health insurance coverage under the district's plan by assuming the full cost of the premium and remitting same to district.

#### Section 8.05 Educational Leave

Tenure teachers who have served at least seven (7) years in the District may, upon recommendation of the Superintendent and with approval of the Board, be granted leave of absence for purpose of study. Approval of sabbatical leave shall be contingent upon the following conditions:

- (1) No more than one teacher may be absent from the District on such leave at one time.

- (2) No more than one sabbatical leave will be allowed any one teacher in any seven year period.
- (3) A recommended, qualified replacement must be found.
- (4) The applicant must be permanently certified in his/her teacher discipline.
- (5) The course of study shall lead to an advanced degree for which the teacher is enrolled or the course of study, travel, or educational activity would offer some immediate, direct benefit to the District.

Final approval or disapproval of an applicant's request for sabbatical leave shall be made by the Board, and such decision shall not be subject to review.

Teachers who have been granted an educational leave may be paid up to one-half (1/2) of their stated salary for the period they are on leave. The District will pay health insurance benefits prorated at the same level of salary paid while on leave.

A teacher who is granted an educational leave will be expected to return to the Lyndonville Central School District for a period of three (3) years following said leave.

Should he/she fail to return or resign prior to the completion of a three (3) year period, he/she shall refund to the District that portion of their salary and insurance premiums paid during his/her leave as the unexpired portion of the three (3) years shall bear to such period. It shall be appropriate for the Board to determine what adjustments may be made for retirement, social security, or income tax deductions.

#### Section 8.06 Leave of Absence

A teacher may request a one (1) year unpaid leave of absence. If granted, it shall be granted without benefits and with no accumulation of benefits. Teachers may request to remain in the school health benefit plan at their own expense during this leave.

#### Section 8.07 Jury Leave

Teachers who are required to report for jury duty shall be paid their full salary. They shall, however, assign to the Board all fees allotted except those sums received as reimbursement for actual expenses, such as mileage, meals, lodging, and the like.

#### Section 8.08 Witnesses

Teachers who are required to appear as witnesses in criminal delinquency hearings or trials, which involve a teacher's action in the course of his/her duties on behalf of the District, shall suffer no loss of salary due to these activities. The District shall not be liable for salaries from the time of the establishment of guilt for teachers who are accused of a crime and found guilty.

#### Section 8.09 Bereavement Leave

Upon the notification to the Building Principal of a death in the immediate family; that is, current spouse, child, parent (or anyone who has acted in that capacity), brother, sister, mother-in-law, father-in-law, grandparent, grandchild of the employee or their current spouse, or anyone living in the immediate family, a teacher may request a bereavement leave. This leave will be granted with full pay for up to three (3) days per incident. Such leave shall not be deducted from accumulated sick leave or personal leave. The term of the leave may be extended by the Superintendent upon the recommendation of the teacher's immediate supervisor.

#### Section 8.10 Employee Leave

All full time teachers will be granted three (3) days of Employee Leave per year. The request for a day of Employee Leave shall be made in writing and shall be granted without loss of pay. The request for such a leave must be made at least forty-eight (48) hours in advance and shall be granted without undue prejudice. A teacher giving at least 48 hours notice will not be required to give a reason. Employee leave requests of less than 48 hours notice (except in emergency situations) shall be granted at the discretion of the Building Principal. For leave requests falling on a Monday, at least ninety six hours (96) hours notice must be given for the leave to be granted without prejudice.

Employee Leave may be requested for personal business that cannot be conducted at times other than normal business hours, bereavement of non-family members as defined by Section 8.09, and for unusual family or personal circumstances, for example: weddings, college graduations, etc.

All requests for leave for health related purposes shall be considered under the sick leave benefits, Section 8.01.

Employee Leave with pay shall not be granted to extend a scheduled holiday or vacation. Employee Leave with pay may not be granted immediately before or after a scheduled holiday or vacation. However, an exception to the holiday requirement may be approved by the Superintendent of Schools, upon a written request made two (2) weeks in advance, stating the reasons for the request, such as weddings, college graduations, etc.

An employee may request additional employee leave days by placing such a request in writing to the Superintendent and giving the reason for the request. For each additional day granted by the Superintendent, two (2) days of sick leave will be deducted from the employee's accumulated sick leave.

At the conclusion of each school year, unused Employee Leave shall be added to accumulated sick leave.

#### Section 8.11 Career Increment

For those teachers that indicate by April 1<sup>st</sup>, one year in advance, their intention to retire June 30 of the following school year, and whose resignation has been accepted by the Board of Education by January 31<sup>st</sup> of the school year they retire; will be granted a career increment of \$8,000 for the last year of employment prior to retirement.

This amount shall be above any regular salary approved for that school year and be paid as part of the final salary payment or shall be prorated over the remaining paychecks as requested by the staff member after acceptance of the staff member's resignation by the Board of Education. To be entitled to this career increment a teacher

must be eligible to retire WITHOUT PENALTY under the NYS Teachers Retirement System and have fifteen (15) years of continuous tenure experience (to include probationary years) in the Lyndonville Central School District.

#### Section 8.12 Lyndonville Teachers' Association Delegates

The Lyndonville Teachers' Association will be granted up to five (5) leave days per school year to conduct Association business by attending professional meetings and state conferences including the State Retirement Conference. The leave will be granted with the prior approval of the Superintendent.

### ARTICLE 9

#### Section 9.01 Probationary Teachers

All notices regarding tenure appointment will be provided in conformity with Education Law requirements.

### ARTICLE 10

#### Section 10.01 Seniority - Reduction in Force

All layoffs and recalls will be in strict conformity with Education Law requirements.

### ARTICLE 11

#### Section 11.01 Vacancies

In order to assure that new positions and resignations will be general knowledge to all staff members, such information will be posted as soon as they become official. Consideration for employment for such vacancies will first be given to school employees, but the primary concern for the employment of all personnel is to accept the person most qualified for the position.

#### Section 11.02 Hiring of Substitute Teachers

The administration shall endeavor to seek out and hire as substitute teachers those teachers who are certified and qualified before consideration of hiring non-certified and/or non-qualified teachers to fill vacancies left in the existing teaching staff due to the absence of a teacher.

### ARTICLE 12

#### Section 12.01 Teacher Evaluation

Because of the passing of Chapter 103 of the Law of 2010, the law provides for a new evaluation system that is to operate in New York State. The new law requires collective negotiations on several aspects of the new evaluation system and the State Education Department has, in May of 2011, issued certain regulations.

The parties will continue to negotiate on those negotiable aspects of the new evaluation system even if this negotiations process extends beyond the negotiation of all other issues that have been raised and resolved in this current round of collective negotiations.

Teacher evaluation shall be governed consistent with the Lyndonville Central School District Professional Performance Review Plan (PPRP) as adopted by the Board of Education on June 25, 2001. Modifications to the procedures used in the evaluation process will require approval of the President of the L.T.A. Modifications to the criteria used for evaluation will require consultation with the L.T.A.

All evaluations and observations of the work or performance of a teacher shall be conducted openly and with the full previous knowledge of the teacher regardless of whether they are announced or unannounced. Every attempt will be made to hold the initial post-observation conference within fourteen (14) workdays after the observation. The observation process must begin again if the initial post-observation conference is not held within thirty (30) workdays.

The teacher shall be given a copy of the final written evaluation by June 12. The teacher shall acknowledge that he/she has had a copy to review by signing the copy to be filed. The teacher's signature shall in no way indicate an agreement with the contents thereof.

Whenever practicable, the administrator shall schedule and conduct a conference with the teacher no later than June 15 of the school year in which the evaluation occurs. If the meeting does not take place on/or before June 15, the teacher shall have the choice to have a meeting either later in that school year or in the first two (2) weeks of the following school year. The written evaluation will be provided to the teacher at least 72 hours before the scheduled conference date.

If adverse material is to be included in a teacher's file, he/she shall have the opportunity to respond in writing, which shall be included in his/her personnel file.

If adverse comments or criticisms are made, they shall be accompanied by recommendations, whenever possible, made to improve his/her professional performance.

Formal teacher observations and evaluations shall be completed only by a member of the Lyndonville Central School District Administrative Team.

Whenever a teacher's professional performance is reviewed, he/she shall have the right to be accompanied by the L.T.A. Building Representative or other designee of the Association.

#### Section 12.02 Coaches' Evaluations

Coaches will be evaluated on an annual basis at the end of the season as follows:

Varsity Coaches - by the Athletic Director and/or the Administration

J.V. Coaches - by the Varsity Coach, Athletic Director and/or the Administration

Modified Coaches - by the J.V. Coaches, Varsity Coach, Athletic Director and/or the Administration

## ARTICLE 13

### Section 13.01 Teacher's File

All teachers shall have the right, upon request, to review the contents of his/her personnel file, except for confidential references and to make copies thereof at a mutually agreeable time.

No complaint by a parent(s) or guardian of a student, and directed towards a teacher, shall become a matter of record unless it has been promptly called to the teacher's attention.

No material derogatory to the teacher's conduct, service, character, or personality shall be placed in his/her personnel file, unless the teacher has been notified thereof and given the opportunity to review such material. The teacher shall have the right to have included in his/her personnel file his/her answer.

In the event an action is submitted to the Board concerning a teacher, such teacher shall be notified as soon as possible by the Superintendent.

## ARTICLE 14

### Section 14.01 Planning and Development of Curriculum

- A. Supervisors or Building Principals shall indicate the appropriate areas for curriculum revision or development. Any major development of new curriculum should be undertaken by staff members during the summer recess.
- B. Appointments to curriculum revision and/or development committees should be entirely voluntary whenever possible.

Teachers shall be compensated at the rate of twenty dollars (\$25.00) per hour for curriculum development and for work performed outside the regular contracted day (e.g., tutoring, 3-5 program, additional proctoring)

Teachers shall be compensated at the rate of twenty dollars (\$25.00) per hour for teaching enrichment courses.

Teachers working on curriculum development and teaching enrichment courses will be issued individual contracts prior to the start of their assignment.

## ARTICLE 15

### Section 15.01 Academic Freedom

The parties recognize that the maintenance of a climate of intellectual freedom is fundamental to the learning process. Therefore, the Board, the administration and the Association agree to take appropriate action to defend academic freedom whenever it is threatened in the district.

## ARTICLE 16

### Section 16.01 Grievance

This procedure's purpose is to secure, at the lowest possible administrative level, equitable solutions to alleged grievances of teachers through procedures under which they may present grievances free from coercion, interference, restraint, discrimination or reprisal, and by which the Board of Education and its teachers are afforded adequate opportunity to dispose of their differences without the necessity of time consuming and costly proceedings before administrative agencies and/or in the courts.

Throughout all stages the employee must be allowed to have representation.

### Section 16.02 Grievance Procedure

A grievance is a complaint by a teacher of an alleged violation of any of the terms and conditions of this agreement between the Board and the Association.

No alleged violation shall be entertained and shall be deemed waived unless submitted at the first available stage within ten (10) school days after the aggrieved party knew or should have known of the act or condition upon which the alleged grievance is based.

Any teacher having a grievance will discuss it with his/her Building Principal directly, along with their L.T.A. Building Representative or other designee of the Association, with the view of settling the grievance informally. If the grievance is not resolved informally, within five (5) school days, it may be reduced to writing by the L.T.A. Grievance Chairman or other designee of the Association and submitted to the Chief School Officer, who will render his/her decision within ten (10) school days.

If the grievance is not resolved pursuant to paragraph three (3), it will be submitted to the Board of Education at its next regular meeting.

If the grievance is not resolved or settled at the next regular Board Meeting, or within ten (10) school days thereafter, the L.T.A. Executive Committee may request that the grievance be submitted to binding arbitration. Said request will be made within fifteen (15) school days after the Board has rendered its decision.

Once a grievance procedure has been initiated, if either party waived the time limits for submitting the required response, this would indicate that this party does not wish to pursue the grievance any further, and it is agreed that the settlement shall be in favor of the other party.

### Section 16.03 Arbitration

The arbitrator shall be selected by mutual agreement of the parties. If the parties are unable to agree upon an arbitrator, a request for a list of arbitrators shall be made to the American Arbitration Association in writing, by either party, within ten (10) school days.

The parties shall be bound by the rules and procedures of the American Arbitration Association.

The decision of the arbitrator shall be binding and final on the parties.

The cost of the services of the arbitrator, including expenses, if any, shall be shared equally by the parties.

#### ARTICLE 17

##### Section 17.01 Copies of Agreement

Copies of this agreement shall be printed at the mutual expense of the parties. The Association shall be given a sufficient number of copies to distribute to all members of the bargaining unit. The Association shall also be given an additional twenty (20) copies. When a new teacher is hired, he/she shall be given a copy of this agreement by the administration.

#### ARTICLE 18

##### Section 18.01 Conformity to Law

If any provision of this agreement is or shall be at any time contrary to law, such provision shall not be applicable, performed or enforced, except to the extent permitted by law. In the event that any provision of this agreement shall be contrary to law, all other provisions of this agreement shall continue in full force and effect.

ARTICLE 19

This agreement constitutes the entire and complete record of the binding commitments between the District and the Association. From and after the execution date of this Agreement, no other document shall constitute a binding commitment between the parties unless both of the following conditions are satisfied: (a) it is dated on or after the execution date of this Agreement; and (b) it is signed by authorized representatives of the District and the Association.

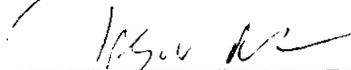
In connection with this new provision, all outstanding side letters, memoranda of agreement, etc. between the parties have been reviewed and considered for re-signing or termination.

THIS AGREEMENT shall become effective from the 1<sup>st</sup> day of July 2012, and continue in full force and effect until June 30, 2015 or until altered by mutual agreement, in writing, by the parties. However, on or before January 15<sup>th</sup> prior to the expiration date, either party may give notice to the other of its intention to negotiate for the succeeding year. The parties shall meet no later than fifteen (15) days after such notice.

IN WITNESS WHEREOF, the parties have set their hands and seals this 1<sup>st</sup> day of July 2012.



Edward Urbanik  
Lyndonville Central School, Board of Education President



Jason Smith  
Lyndonville Central School, Superintendent of Schools



Shane Price  
Lyndonville Teachers' Association President

**Appendix A**  
**Bachelors Degree**  
**Salary Schedule**  
**2012 - 2015**

	2012-13	2013-14	2014-15
	BA	BA	BA
Step			
1	37,341	37,341	37,341
2	38,184	38,184	38,184
3	39,052	39,052	39,052
4	39,954	39,954	39,954
5	40,886	40,886	40,886

	2012-13	2013-14	2014-15
	BA +30	BA +30	BA +30
Step			
1	\$38,841	\$38,841	\$38,841
2	\$39,684	\$39,684	\$39,684
3	\$40,552	\$40,552	\$40,552
4	\$41,454	\$41,454	\$41,454
5	\$42,386	\$42,386	\$42,386

	2012-13	2013-14	2014-15
	BA +45	BA +45	BA +45
Step			
1	\$39,591	\$39,591	\$39,591
2	\$40,434	\$40,434	\$40,434
3	\$41,302	\$41,302	\$41,302
4	\$42,204	\$42,204	\$42,204
5	\$43,136	\$43,136	\$43,136

**Appendix A  
Masters Degree  
Salary Schedule  
2012-2015**

Step	2012-13	2013-14	2014-15
	MA+0	MA+0	MA+0
1	\$40,220	\$40,441	\$40,696
2	\$41,071	\$41,297	\$41,557
3	\$41,947	\$42,178	\$42,444
4	\$42,858	\$43,094	\$43,365
5	\$43,799	\$44,040	\$44,317
6	\$44,786	\$45,019	\$45,019
7	\$45,853	\$46,092	\$46,092
8	\$46,981	\$47,226	\$47,226
9	\$48,109	\$48,360	\$48,360
10	\$49,583	\$49,842	\$49,842
11	\$51,245	\$51,513	\$51,822
12	\$53,126	\$53,405	\$53,725
13	\$55,069	\$55,359	\$55,692
14	\$57,018	\$57,318	\$57,663
15	\$59,020	\$59,332	\$59,689
16	\$61,030	\$61,352	\$61,722
17	\$63,164	\$63,498	\$63,882
18	\$65,298	\$65,644	\$66,041
19	\$67,554	\$67,912	\$68,324
20	\$69,940	\$70,312	\$70,739
21	\$72,448	\$72,833	\$73,276
22	\$75,079	\$75,479	\$75,938
23	\$77,778	\$78,192	\$78,669
24	\$82,743	\$84,743	\$86,743

Step	2012-13	2013-14	2014-15
	MA+15	MA+15	MA+15
1	\$41,720	\$41,949	\$42,213
2	\$42,571	\$42,805	\$43,075
3	\$43,447	\$43,686	\$43,961
4	\$44,358	\$44,602	\$44,883
5	\$45,299	\$45,548	\$45,835
6	\$46,286	\$46,519	\$46,519
7	\$47,353	\$47,592	\$47,592
8	\$48,481	\$48,726	\$48,726
9	\$49,609	\$49,860	\$49,860
10	\$51,083	\$51,342	\$51,342
11	\$52,745	\$53,013	\$53,322
12	\$54,626	\$54,905	\$55,225
13	\$56,569	\$56,859	\$57,192
14	\$58,518	\$58,818	\$59,163
15	\$60,520	\$60,832	\$61,189
16	\$62,530	\$62,852	\$63,222
17	\$64,664	\$64,998	\$65,382
18	\$66,798	\$67,144	\$67,541
19	\$69,054	\$69,412	\$69,824
20	\$71,440	\$71,812	\$72,239
21	\$73,948	\$74,333	\$74,776
22	\$76,579	\$76,979	\$77,438
23	\$79,278	\$79,692	\$80,169
24	\$84,243	\$86,243	\$88,243

Step	2012-13	2013-14	2014-15
	MA+30	MA+30	MA+30
1	\$43,220	\$43,457	\$43,731
2	\$44,071	\$44,313	\$44,592
3	\$44,947	\$45,195	\$45,479
4	\$45,858	\$46,110	\$46,400
5	\$46,799	\$47,057	\$47,353
6	\$47,786	\$48,019	\$48,019
7	\$48,853	\$49,092	\$49,092
8	\$49,981	\$50,226	\$50,226
9	\$51,109	\$51,360	\$51,360
10	\$52,583	\$52,842	\$52,842
11	\$54,245	\$54,513	\$54,822
12	\$56,126	\$56,405	\$56,725
13	\$58,069	\$58,359	\$58,692
14	\$60,018	\$60,318	\$60,663
15	\$62,020	\$62,332	\$62,689
16	\$64,030	\$64,352	\$64,722
17	\$66,164	\$66,498	\$66,882
18	\$68,298	\$68,644	\$69,041
19	\$70,554	\$70,912	\$71,324
20	\$72,940	\$73,312	\$73,739
21	\$75,448	\$75,833	\$76,276
22	\$78,079	\$78,479	\$78,938
23	\$80,778	\$81,192	\$81,669
24	\$85,743	\$87,743	\$89,743

MA+15 means a Masters Degree with 45 hours beyond a Bachelors Degree

MA+30 means a Masters Degree with 60 hours beyond a Bachelors Degree

**Appendix B  
Extracurricular Activities**

Activity	2012-2013	2013-2014	2014-2015
Academic Decathlon (2)	\$ 1,109	\$ 1,109	\$ 1,109
Diversity Club	\$ 683	\$ 683	\$ 683
Elementary Operetta - (2)	\$ 907	\$ 907	\$ 907
Envirothon	\$ 838	\$ 838	\$ 838
Freshman Class	\$ 231	\$ 231	\$ 231
Grades 7 and 8 - Advisors (2)	\$ 231	\$ 231	\$ 231
Jazz Band - Middle School	\$ 1,254	\$ 1,254	\$ 1,254
Junior Class	\$ 1,375	\$ 1,375	\$ 1,375
Marching Band	\$ 1,445	\$ 1,445	\$ 1,445
Middle School Operetta - Assistant (2)	\$ 1,029	\$ 1,029	\$ 1,029
Musical Director	\$ 2,600	\$ 2,600	\$ 2,600
Musical Director - Assistant (2)	\$ 2,069	\$ 2,069	\$ 2,069
National Honor/National Junior Honor Society	\$ 1,254	\$ 1,254	\$ 1,254
School Newspaper	\$ 809	\$ 809	\$ 809
Science Olympiad	\$ 262	\$ 262	\$ 262
Senior Class	\$ 1,514	\$ 1,514	\$ 1,514
Senior Play	\$ 1,254	\$ 1,254	\$ 1,254
Senior Play - Assistant	\$ 1,029	\$ 1,029	\$ 1,029
Sophomore Class	\$ 838	\$ 838	\$ 838
Student Council - High School	\$ 1,994	\$ 1,994	\$ 1,994
Student Council - Middle School	\$ 1,994	\$ 1,994	\$ 1,994
Technology Club	\$ 809	\$ 809	\$ 809
Varsity Club	\$ 971	\$ 971	\$ 971
Yearbook	\$ 3,259	\$ 3,259	\$ 3,259
Yearbook - Assistant	\$ 1,317	\$ 1,317	\$ 1,317

**Note: Any new activity advisor stipend approved by the Board of Education during the term of this agreement will be paid \$250.**

Ticket Takers	\$ 45	\$ 45	\$ 45
Chaperones	\$ 45	\$ 45	\$ 45
Bus Trips	\$ 45	\$ 45	\$ 45

**Note: Chaperones for NYSSMA, All-County Music Festivals and Solo Festivals in excess of six (6) hours will be paid \$90.00.**

Appendix C  
Coaching

Activity	Step 1	Step 2	Step 3	Step 4	Step 5
All Sports Include Boys and Girls					
Fall Varsity Sports	\$ 2,450	\$ 2,511	\$ 2,574	\$ 2,638	\$ 2,704
Fall J.V. Sports	\$ 2,010	\$ 2,060	\$ 2,112	\$ 2,165	\$ 2,219
Winter Varsity Sports	\$ 2,700	\$ 2,768	\$ 2,837	\$ 2,908	\$ 2,980
Winter J.V. Sports	\$ 2,355	\$ 2,414	\$ 2,474	\$ 2,536	\$ 2,600
Spring Varsity Sports	\$ 2,450	\$ 2,511	\$ 2,574	\$ 2,638	\$ 2,704
Spring J.V. Sports	\$ 2,010	\$ 2,060	\$ 2,112	\$ 2,165	\$ 2,219
Modified Sports	\$ 1,200	\$ 1,230	\$ 1,261	\$ 1,292	\$ 1,325
Fall/Spring Cheerleading	\$ 1,335	\$ 1,368	\$ 1,403	\$ 1,438	\$ 1,474
Winter Cheerleading	\$ 1,700	\$ 1,743	\$ 1,786	\$ 1,831	\$ 1,876

- (1) Coaches beyond Step 5 shall have salaries adjusted to reflect 2.5% increase for each year of continuous service.
- (2) Advancement of steps is based upon continuous service.
- (3) The District reserves the right to determine the step at which new coaches and coaches without continuous service may be placed.
- (4) A coach who moves from the J.V. level to the Varsity level in the same sport will be placed on a step at the Varsity level that will be compare to his/her J.V. salary in the year that he or she moves.
- (5) Supervisors and Ticket Takers for sporting events must meet the same CPR & AED training requirements as coaches and will be compensated at a rate of \$45 per event. If the event is stopped or cancelled midway through, the supervisor/ticket taker will be compensated for the actual hours worked.
- (6) The district will offer CPR and AED training one time during the regular teacher day and once after school hours. If taken after school hours, a stipend of \$45 will be paid. Teachers will have a choice as to whether they will receive training during the school day, with coverage by a substitute when necessary, or after school hours for a \$45 stipend.