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**AGREEMENT
BETWEEN
THE SUPERINTENDENT
OF
PAVILION CENTRAL
SCHOOL DISTRICT
AND
THE PAVILION
FACULTY
ASSOCIATION**

2013~2017

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**The PAVILION CENTRAL SCHOOL DISTRICT and THE PAVILION
FACULTY ASSOCIATION hereby agree to the following terms and
conditions for the period July 1, 2013, through June 30, 2017.**

AGREEMENT, made this 11th day of December, 2013, by and between the SUPERINTENDENT,
PAVILION CENTRAL SCHOOL DISTRICT, NEW YORK and the
PAVILION FACULTY ASSOCIATION

I. RECOGNITION

The Pavilion Central School District, hereinafter "the District," recognizes the Pavilion Faculty Association, hereinafter, "the Association", as the exclusive representative of all regularly employed (at least half-time or more) professionals, which includes the following:

teachers, guidance counselors, librarians and teaching assistants,
but excluding the:

Superintendent, Principals, School Social Workers, Business Official, Pupil Personnel Director,
Director of Curriculum and Instruction and the Psychologist, employed by the Pavilion School
District.

All paid benefits, such as health care costs, are to be prorated (i.e. 3/4 teacher will be eligible for 3/4 paid health care benefit and must pay the remaining 1/4 share should he/she opt for the benefit) for part-time teachers hired after July 1, 1996. Paid benefits are applicable only to part-time unit teachers who are at or greater than 1/2 of a regular full-time teacher. Part-time teachers are not eligible for tenure, coverage under Article XXII, or for inclusion under any existing or proposed contractual retirement option.

The teaching assistants' health care and other benefits will be prorated (i.e., 3/4 teaching assistant will be eligible for 3/4 health care benefit and must pay the remaining share should he/she opt for the benefit). Paid benefits are applicable to part-time teaching assistants who are at or greater than 1/2 of a regular full-time teaching assistant. Benefits for teaching assistants are listed in this agreement.

The Association recognizes the Board of Education as the elected representative of the people of the Pavilion School District and as the employer of the professional personnel employed in the Pavilion School District.

Attainment of objectives of the educational program of the District requires mutual understanding and cooperation between the Board and the professional teaching personnel. Free and open exchange of view is desirable and necessary, with all parties participating in deliberations leading to the determination of matters of mutual concern.

Teaching is a profession requiring specialized qualifications, and the success of the educational program in the District depends upon the maximum utilization of the abilities of unit members who are satisfied with the conditions under which their services are rendered.

Unit members have the right to join, or not to join, any organizations for their professional or economic improvement, and membership in any organization shall not be required as a condition of employment.

This recognition constitutes an agreement between the Superintendent and the Association to reach mutual understanding regarding matters related to terms and conditions of employment. The Superintendent and the Association recognize that the Board is the legally constituted body responsible for the determination of policies covering all aspects of the Pavilion public school system.

The Board recognizes that it must operate in accordance with all statutory provisions of the state, and such other rules and regulations as are promulgated by the Commissioner of Education in accordance with such statutes. The Board cannot reduce, negotiate, or delegate its legal responsibilities.

Upon request of either party for a meeting to open negotiations, a mutually acceptable meeting date shall be set not more than fifteen (15) days following such request. In any given school year, such request shall be made on or before February 10 of the year in which the agreement expires or any succeeding year if no successor agreement was negotiated. All issues proposed for discussion shall be submitted in writing by the Association and the Superintendent or his delegated representatives at the first meeting. The second meeting and all necessary subsequent meetings shall be called at times mutually agreed to by the parties.

Designated representatives of the Superintendent shall meet at such mutually agreed upon places and times with

representatives of the Association for the purpose of effecting a free exchange of facts, opinions, proposals and counter-proposals in an effort to reach mutual understanding and agreement. Both parties agree to conduct such negotiations in good faith and to deal openly and fairly with each other on all matters. It is understood that the representatives of each party have the necessary authority to make tentative agreements subject to final ratification by the Association and approval by the Superintendent. Meetings shall be held outside of the regular school day.

II. TEACHER ASSIGNMENTS

- A. Teachers shall be notified by the Principal of their assignments for the coming school year, including the schools to which they will be assigned, the grades and/or the subjects that they will teach and their class schedules as soon as practical and under normal circumstances by July 1st. Teachers shall receive official confirmation by July 15th. Assignments shall be made at the discretion of the administration and within the areas of teacher competency, teacher certification or major or minor field of study, except temporarily and/or for good cause. In the event of a need to change course assignment, the teacher shall be so notified and given the opportunity for consultation prior to the change.
- B. An unassigned preparation period shall be construed to include the use of this period for purposes other than preparation when deemed necessary in the judgment of the principal provided that it is not a unit member's only unassigned preparation period on that day.
- C. Unit members shall be notified no later than the date one week prior to the opening of each school year with a statement defining the unit members' official work day including the time the unit members' duties shall begin and the time the daily tour of duty shall end.
- D. Teachers' scheduled work day shall not exceed seven and one-quarter (7 ¼) hours. The starting and ending times will be determined by the Superintendent of Schools.
- E. On Fridays and on the day before a holiday, unit members will be free to leave after the last bus has left the loading areas, providing that no emergency conditions exist at the close of the instructional day.
- F. Teachers' service shall be required beyond regular hours in the case of weather emergencies, transportation difficulties, at such times as the safety of pupils shall be involved or in unusual or extreme circumstances.
- G. The District shall give every elementary unit member at least a forty (40) minute preparation period per day unless a specific unit member and the administration agree on a different schedule. Split-building members shall not be required to work more than the total number of hours in the official school day.
- H. Unit members in the secondary school shall have one academic period per day for preparation time.
- I. Lunch Period
 - 1. Unit members shall have a duty free lunch period at least as long as the lunch period of the students they regularly teach.
 - 2. Unit members may leave their respective buildings for reasonable and legitimate purposes following notification at the office of the Principal and there shall be no interruption of teaching services.
- J. After School Activities
 - 1. Teachers may be required to participate in extra-curricular activities outside of the regular school day only if such activity is listed in Article XVII.
 - 2. Preference shall be given to qualified volunteers. If there are no volunteers for an extra-curricular assignment, the Superintendent may, after consultation with the PFA President, assign a person he/she deems qualified to the position at the rate set forth in Article XVII.

3. Teachers will also be required to attend regularly scheduled open houses and parent/teacher conferences. Permission to be excused from such events would be at the discretion of the building administrator. Changes in the present parent/teacher conference schedule will be developed through a mutual planning process by the Superintendent and the PFA President. All other extensions of the school day will be subject to the professional needs of the unit members and voluntary.
4. Unit members shall not be required to attend more than two scheduled faculty meetings per month, unless excused by the building principal or unless for an activity for which they are being compensated (e.g., Driver's Ed, ASAC). Faculty meetings shall begin within at least ten (10) minutes of student dismissal time and shall last no longer than (1) hour.

K. Transfers

1. Unit members who desire a change in assignment may request a transfer by submitting a written request to the Superintendent.
2. Involuntary reassignments will be made only after the affected staff member has been given the opportunity to consult with the appropriate administrative personnel about alternatives to the involuntary reassignment.

III. APPOINTMENT TO VACANCIES

- A. All professional vacancies shall be posted in every school, setting forth the job description, educational qualifications, and minimum starting salary. Such postings shall be made in all of the faculty rooms and general offices in the district for a period of at least ten days prior to the position being filled, except for coaching vacancies that occur within 14 days of the commencement of practice of that sport. The President of the Association shall be e-mailed a copy of all postings which occur during the summer months, at the time the position is posted.
- B. Unit members applying for such vacancies shall submit their applications in writing to the Superintendent or his designee within the time limit specified in the notice.
- C. Upon recommendation of the Superintendent vacancies shall be filled on the basis of the selection of the best qualified individual as determined by the Board of Education.
- D. In the event two or more candidates have equal qualifications for a given position, preference shall be given to the senior member of the existing faculty for appointment of such vacancy.
- E. The selection of Department Heads is at the sole discretion of the Superintendent. However, the Superintendent shall minimally consider the following:
 1. The qualifications of the candidates who submitted a formal application to the Principal.
 2. The recommendation(s) of the Principal(s).
 3. The recommendations of the Faculty.

The recommendations from the faculty shall be solicited through a confidential memo/form from the Superintendent to the faculty of the appropriate department(s), which lists the candidates who have applied for Department Head(s) positions. The faculty may then rank the candidates, by order of preference, giving comments where necessary, and return such form to the Superintendent. Such memo/form shall only be utilized when there is more than one (1) candidate for a Department Head position.

- F. The District and the Association shall work together to formulate a written job description which lists the duties and responsibilities of the Department Head's position(s).

IV. CAFETERIA SUPERVISION

- A. During the elementary lunch periods, all supervision of the cafeteria will be performed by the cafeteria aides.

- B. During the secondary lunch periods, all supervision of the cafeteria shall be performed by a unit member who volunteers for the duty or cafeteria aides.
- C. If such supervision is performed by a unit member who volunteers for such duty, the duty in cases of said unit member's absence shall be performed by his substitute.

V. DUES DEDUCTION

- A. The School District will deduct dues from the salaries of the unit member who authorize the District to deduct as well as the agency fee provided by law, and transmit said monies to the Pavilion Faculty Association. Written authorization shall be made using the Payroll Deduction Authorization Form in Appendix A.
- B. The Association shall certify to the Board in writing the current rate of membership dues by the opening day of school in September.
- C. Deductions referred to in Paragraph A above shall be made in twenty (20) equal installments beginning with the second payroll in September.
- D. Amounts deducted in accordance with the terms of this Article shall remain the same with the exception of two (2) open change periods within a fiscal year (during either the month of August or the month of December). August changes will be effective with the second September payroll and December changes will be effective with the second January payroll. The amounts deducted will be available to the Association Treasurer on the date of each monthly warrant disbursement date.
- E. The Superintendent shall notify the Association monthly of any changes in the list of those unit members who have voluntarily authorized dues deductions.

VI. GRIEVANCE PROCEDURES

A. Definitions

- 1. A grievance is any alleged violation of this agreement or any dispute with respect to its meaning or application.
- 2. A unit member is any individual within the collective bargaining unit covered by this agreement.
- 3. An aggrieved party or grievant may be a unit member, a group of unit members, or the Association.
- 4. A working day is to be considered one where the District Offices are open and District business is normally transacted regardless of whether or not classes are in session. This excludes all legal holidays, Saturdays, and Sundays. This definition of working day applies only to this Article.

B. Submission of Grievances

- 1. Before submission of a written grievance, the aggrieved party must attempt to resolve it informally with the building principal or his immediate supervisor.
- 2. Each grievance shall be submitted in writing on a form approved by the Board. The approved form shall identify the grievant, the provision of this agreement involved in the grievance, the time and place and, if known, the identity of the person responsible for causing such events or conditions and a general statement of the grievance and redress sought by the grievant.
- 3. A grievance shall be considered waived unless the aggrieved party files his grievance with the building principal within eighteen (18) working days after the events precipitating the grievance were known or should have been known.
- 4. A group of unit members within the same building may submit a grievance which affects each unit member individually or the group as a whole to the building principal.

5. The Association may submit a grievance directly to the Superintendent except where it would be limited to affect one building of the District. In such an instance, the grievance shall be submitted to the building principal.
6. The Superintendent shall present grievances to the President of the Association.

C. Procedure

1. The building principal shall respond in writing within ten (10) working days to each written grievance filed. Once an answer has been provided, and if that answer is not acceptable or if no answer is received within ten (10) working days after submission of the grievance, the grievant shall have ten (10) working days in which to proceed to the next step in the procedure. The grievance shall be considered waived unless the aggrieved files within that ten-day period.
2. The Superintendent, or his designated representative, shall upon approval confer with the aggrieved party. The Superintendent shall render to the above-mentioned parties a written disposition of the grievance within ten (10) working days after receipt of the appeal. Once an answer has been provided, and if that answer is not acceptable or if no answer is received within ten (10) working days after submission of the grievance, the grievant shall have ten (10) working days in which to proceed to the next step in the procedure. The grievance shall be considered waived unless the aggrieved files within that ten-day period.
3. Within ten (10) working days after receiving a grievance from the Superintendent, the Association shall deliver to the Superintendent a detailed statement of its position with respect to the grievance.
4. In the event the grievant and/or the Association is not satisfied with the disposition of the grievance by the Superintendent or the Association, whichever is applicable, the grievant shall, within fifteen (15) working days after receiving the decision, refer the grievance to arbitration by requesting that the AAA appoint an arbitrator in accordance with its accepted rules of procedure.

D. Arbitration

1. The selected arbitrator will hear the matter promptly and will issue his decision not later than thirty (30) calendar days from the date of the close of the hearing. The arbitrator's decision will be in writing and will set forth his findings of fact, reasons and conclusions of law on only that issue submitted.
2. The arbitrator shall have no power to alter, modify, add to or subtract from the provisions of this agreement.
3. The decision of the arbitrator shall be final and binding upon all parties.
4. The cost of the services of the arbitrator will be borne equally by the Board of Education and the Association.

VII. HEALTH INSURANCE

- A. Any unit member covered by this agreement may apply for health insurance coverage under the rules and procedures established by the Carrier and this Agreement. The District will supply enrollment forms at the time of employment. The effective date of such coverage shall be September 1, or as soon thereafter as carrier rules permit.
- B. In order that the insurance carrier may be notified, an enrollee shall report to the Superintendent's office any change in marital status, death in the immediate family and/or change in dependents or dependents' status.

C. Term of Coverage

1. Any covered unit member whose service with the District has not been terminated will continue to receive coverage until he/she withdraws from the program.
2. Any change in a unit member's employment status with the District may result in Health Insurance coverage options as required by law in the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA).

D. Provider

1. The District shall continue to provide health insurance coverage through the Genesee Area Health Care Plan Group #4402 (with prescription drug and dependent rider). The District will contribute 85% and participating unit members 15% of the total cost of the premiums.

Starting July 1, 2011, Teaching Assistants are eligible for a GAHP PPO single policy at the 15% - 85% share.

New Teachers hired after July 1, 2011 shall be eligible for the GAHP PPO-D2 family or single policy at the 15% - 85% share.

New Teaching Assistants hired after July 1, 2011 shall be eligible for the GAHP PPO-D2 single policy at the 15% - 85% share.

Unit members may elect to pay the difference to select the GAHP PPO policy option.

2. The District agrees to make available to all members of the Association, the options of an Employee Benefit Plan (Cafeteria Plan) as defined by Section 125 of the Internal Revenue Service Code. The plan will be administered by a third party administrator selected by the District, with input from the Association. The District shall pay any start-up costs of the plan. The cost of administering the plan shall be split equally between the Association members and the District.
3. A unit member who is eligible to participate in the District's health insurance plan and provides proof of alternate coverage may opt out of the District health insurance plan and receive a payment for each year the unit member opts out of such health insurance, provided the unit member notifies the District of this election, in writing, during the enrollment period.

Such opt-out payments shall be issued to the unit member in a separate check, during the last pay period in June of the year following the opt-out. Part-time unit members (.5 FTE or greater) who opt out shall receive a pro-rata amount.

The opt-out payment amount for teachers shall be:

2013-2017	\$1,300.00
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The opt-out payment amount for teaching assistants shall be:

2013-2017	\$650.00
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4. In those cases where a unit member or the unit member's spouse attains the age of sixty-five (65), the one attaining sixty-five (65) shall be covered by Genesee Area Health Care and Medicare A and B and the other shall be covered by the single group policy.
5. In those cases where a unit member and the unit member's spouse attain the age of sixty-five (65), the unit member and the unit member's spouse shall be covered by Genesee Area Health Care and Medicare A and B.

E. Retirement Benefit for all Unit Members Hired after 7/1/97

1. Retirement is defined as being separated from employment with the Pavilion Central School District for the purpose of retiring from service, ten (10) minimum years of service in the Pavilion Central School District, and after qualifying for benefits from the New York State Teacher's Retirement System.
2. Any teacher who retires under the terms of section one shall receive the amount of two hundred twenty-five dollars (\$225) times the number of his or her accumulated unused leave days, up to a maximum of 200 days, to be used towards monthly insurance premiums after retirement.
3. Any teaching assistant who retires under the terms of section one shall receive the following cash payment amount: \$50. times the number of his/her accumulated unused sick days up to a maximum of fifty (50) days. The cash payment under this section shall be made in one lump sum on the last day of employment of the teaching assistant.
4. Any teacher retiree who exhausts their benefit provided in #2, may continue his/her coverage within the District offered Healthcare plan to the extent allowed by the plan provider by compensating the District an amount of money equal to the total premium cost to the District for such coverage on a monthly basis.
5. Any teacher retiree who is not eligible for this benefit as described in #1 and #2, may elect to participate in the District offered Healthcare plan to the extent allowed by the plan provider by compensating the District an amount of money equal to the total premium cost to the District for such coverage on a monthly basis.

F. Retirement Benefit for Employees Hired before 7/1/97

1. Retirement is defined for the purpose of this contract as being separated from employment with the Pavilion Central School District for the purpose of retiring from service, ten (10) years minimum service in the Pavilion Central School District, and eligible for benefits from the New York State Teachers' Retirement System.
2. Any teacher who retires under the terms of section one shall be covered continually under the terms of this Article by applying an amount of money determined by multiplying 1/200 of the final annual salary of the retiring teacher by the number of his/her accumulated sick days, up to a maximum of 200 days, towards the monthly insurance premiums after retirement. Coverage of the teacher retiree by the District will continue until that money has been totally expended or at the death of the teacher retiree.
3. Any teaching assistant who retires under the terms of section one shall receive a cash payment determined by multiplying 1/200 of the final annual salary of the retiring assistant by the number of his/her accumulated unused leave days up to a maximum of fifty (50) days. The cash payment under this section shall be made in one lump sum on the last day of employment of the teaching assistant.
4. Any covered teacher who retires under any plan of the New York State Teachers' Retirement System who uses up the coverage provided in Section 2 of this Paragraph may continue coverage under the terms of this Article by compensating the District an amount equal to the premium cost to the District for such coverage on a monthly basis.

VIII. LEAVES OF ABSENCE

A. Annual Paid Leave

1. All full-time teachers regularly employed by the District shall be entitled to sixteen (16) days of leave per year accumulative to a total of two hundred fifty (250) days. Leave time may be used for personal or family illness, bereavement, or emergency reasons.

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2. All full-time teaching assistants regularly employed by the District shall be entitled to fourteen (14) days of leave per year accumulative to a total of fifty (50) days.
3. The unit member will not be required to give reasons for personal days but is expected to provide written notification to the building principal at least five (5) days in advance, if possible. In the event of a personal emergency, no advance notice is required. No personal business days shall be permitted on the days immediately preceding or following days of school recess, unless prior written approval is given by the Superintendent because of dire or unusual circumstances, the Superintendent's determination is to be final. Such days may not be used, in whole or part, for purposes such as vacations or personal recreation.
4. Absence from school due to weather conditions when classes are being conducted is acceptable as a paid emergency day only when roads are officially closed between the unit member's residence and the school. Absence from school due to weather conditions otherwise will be treated as unpaid leave.
5. The duration of any unpaid leave of absence including any mutually agreed upon extension thereof shall not be credited for advancement purposes of compensation, accrual of leave, nor toward completion of the probationary period. Any unit member who performs less than half a year's service (less than 90 days) is not eligible for advancement as described in the subsequent year.

B. Childrearing Leave

A unit member (female or male) to whom a child is born or adopts a child shall be eligible for maternity leave without pay for up to two (2) years. This leave is in addition to any sick leave pursuant to Article VIII, Paragraph A to which the unit member is entitled due to medical disability resulting from pregnancy. Written requests to extend or abridge a leave granted to an individual unit member shall be considered on a case by case basis.

C. Sabbatical Leave

Tenured 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 purposes of study upon the following conditions:

1. Applicants must file with the Superintendent a statement of the definite purpose for which such leave of absence is desired. This statement must include the institution at which the individual is to study and the courses to be pursued. Such courses must meet with the approval of the Board.
2. Applicants must file with the Board a written agreement to remain in service of the District for three (3) years after the expiration of such leave or to refund to the District such portion of the salary paid during the leave of absence as the unexpired portion of three (3) years shall bear to such period.
3. Such leave shall not be granted for less than one (1) full semester nor more than one (1) full year. Teachers taking such leave shall not be eligible for such leave again until seven (7) years have expired after return.
4. A teacher on sabbatical leave will receive one-half of his then current salary for the full year or full pay for one-half year.
5. At any time not more than two (2) teachers regularly employed shall be on leave of absence. In case the number of applications shall exceed two (2), selection shall be made in accordance with the following principles:
 - a. Length of service, preference being given to those longest in service.
 - b. Nature of service, provision being made that the benefits of such leave of absence shall be distributed as fairly as possible among all grades, high school and elementary, and supervisory personnel.

6. Regular annual salary increments shall be given for time of leave, the same as for regular service in the schools.
7. Applications for such leave of absence for any school year shall be acted on by the Board of Education at its first regular meeting in March of the year preceding the sabbatical leave.

D. Jury Duty

Any unit member who is summoned to serve on jury duty shall be granted necessary leave on order of the court with the School District paying the difference between jury pay and the unit member's daily salary. This absence shall not be deducted from any leave time. If a unit member completes a day's service on jury duty by 11:30 AM., that unit member shall report back to school for the remainder of the day, and such time shall be used for the teacher's preparation. Teaching Assistants shall report to the office for assignment by the building principal.

E. Absence Due to Injury

Cases of absence due to injuries incurred in the actual performance of school duties covered by Workers' Compensation are subject to certification by a duly qualified physician as to the duration of disability. The District shall continue to pay the unit member his/her regularly scheduled pay and benefits for the period involved and the salary allowance paid to the unit member involved under Workers' Compensation shall be assigned to the District. Such time loss from the unit member's work shall not be deducted from his/her accumulated sick leave except for the seven (7) day waiting period. If a unit member is physically assaulted during the course of his/her employment, the seven (7) day waiting period shall be waived and payment shall commence from the first day of the injury. The District shall reimburse the unit member for any personal property damaged in the assault, e.g. clothing, eye glasses, contacts, watches, jewelry and other personal effects, up to a maximum of \$300 per incident.

F. Unpaid Leave

A unit member may submit a request to the Superintendent for up to two (2) unpaid leave days per school year. If approval is not granted by the Superintendent, the unit member may request Board of Education review. Any unpaid leave request of three (3) or more days requires Board of Education approval. Such leave shall not be unreasonably denied provide the following conditions are met:

1. The unit member will, except in emergency, make request for such leave at least twenty-one (21) days in advance.
2. A competent substitute can be secured.

G. Association Leave

1. Elected delegates and alternates will be granted two (2) days each of paid leave annually for the purpose of attending the New York State United Teachers Representative Assembly.
2. Elected delegates to the New York State Teachers' Retirement System will be granted two (2) days each of paid leave annually for the purpose of attending the annual meeting of the System.
3. The Association representative on the New York State United Teachers Committee of 100 will be granted up to two (2) days paid leave annually for the purpose of attending the Albany meetings of that committee, provided that the Association shall be responsible for the cost of the substitute.
4. The District agrees that it will attempt to give the President of the Association one (1) unassigned period per week for the purpose of attending to Association business.
5. Elected members of the PFA executive board will be allowed to attend monthly board meetings. Members will be responsible for finding any necessary coverage. Professional duties shall supersede attendance at these meetings.

H. Sick Leave Bank

1. A Sick Leave Bank is established for teachers and to be used only when a participating teacher is incapacitated by a long-term personal injury or illness.
2. Only regular probationary or tenured teachers shall be eligible to participate in the Sick Leave Bank. Such eligible teachers shall have one (1) opportunity to enroll in the Sick Leave Bank program. Any eligible teacher who wishes to NOT participate must submit a written statement to that effect to the PFA President with a copy to the Superintendent of Schools. Such decision is binding for the duration of the teacher's employment at Pavilion Central and must be made within thirty (30) days of the teacher's initial start date of employment. Information regarding this choice shall be prepared by the District and attached to the teacher's appointment letter.
3. A member of the Sick Leave Bank may withdraw from membership in the Bank during the first thirty (30) days of the start of any school year by submitting their withdrawal request, in writing, to the President of the PFA with a copy to the Superintendent of Schools. Such request, once submitted, is irrevocable and the teacher may not rejoin the Bank.
4. The Sick Leave Bank shall be established by deducting one (1) annual paid leave day from each participating teacher and placing such days in a pool which shall be available to members of the Sick Leave Bank who have exhausted their annual and/or accumulated leave days allowance. Whenever the pool of days is depleted to ten (10) days, the District shall again deduct one (1) paid leave day from each participating teacher and deposit such days into the pool. Members who are half time will be permitted to participate in the sick leave bank on a pro-rata basis. Those half time members will be assessed ½ day upon hiring and ½ day whenever the pool of days is depleted to ten days. Half-time members who utilize the sick bank will utilize it in half day increments.
5. The PFA shall have the full responsibility for forming, convening, and naming members to the Sick Leave Bank Committee.
6. Any participating member of the Sick Leave Bank may apply to the Sick Leave Bank Committee and request paid leave days from the Bank after such member's accumulated paid leave days are totally depleted. However, the first thirty (30) consecutive school days of personal illness or injury will not be covered by the Bank, but must be covered by the member's own accumulated leave days or absence without pay.
7. Any member of the Sick Leave Bank may be granted and may utilize no more than one hundred (100) Sick Leave Bank days over a period of two (2) school years for the same illness or injury, unless the PFA President and the Superintendent of Schools agree, in writing, that "special conditions" exist that warrant waiver of this limit.
8. All requests for assistance from the Sick Leave Bank must be in writing, addressed to the President of the PFA, copied to the Superintendent of Schools, and be accompanied by a Physician's statement regarding the period of disability and/or the next scheduled date of examination. Such request must explicitly state the number of days requested from the Bank, the nature of the illness or injury, and the dates of requested assistance coverage, excepting if the request is being made for "special conditions" as referenced in #7.
9. Upon receiving a request, the President of the PFA shall be responsible for convening a meeting of the Sick Leave Bank Committee. The President of the PFA shall convey the results of the Sick Leave Bank Committee's decisions to the Superintendent of Schools within three (3) school days after the committee has met. The Committee may request from the applying member medical statements and other reasonable evidence and/or documentation in support of the request. Decisions of the Committee, which are by majority rule, are final, subject to a review by the Superintendent of Schools for compliance with applicable laws and legal standards. Decisions made under the Sick Leave Bank are not subject to the Grievance and Arbitration provisions of this agreement.

10. Should the PFA, by majority vote of its members, decide to discontinue the Sick Leave Bank, all accumulated days within the Bank shall be carried until the Bank is depleted or for one (1) more school year, whichever comes first.

I. Unit members granted long-term unpaid leave are to notify the District at least sixty (60) days prior to the expiration of such leave of their intent to return.

IX. SUPPLIES AND MATERIALS

- A. Whenever possible, a teacher shall be consulted before any equipment or supplies he/she has ordered cannot be purchased in accordance with the teacher's requisitions. The purpose of the consultation shall be to establish priorities when materials acquisitions must be cut.
- B. If a teacher's assignment is changed or his/her class load is increased after the date of filing requisitions, said teacher shall be allowed to file a supplemental requisition to be treated in the same manner as if it had been filed prior to the original deadline.
- C. Final approved requisitions will be available to the teacher by July 15 following the school year in which they are submitted provided that a budget has been approved by the voters.

X. TEACHER CALENDAR

- A. The work year for unit members shall be set by the Board of Education, with a maximum of 185 attendance days. The Superintendent of Schools shall meet with the Pavilion Faculty Association President to consult on the calendar prior to its submission to the Board.
- B. In addition to the above, unit members shall also attend a yearly staff 'work day' that shall be scheduled on the day immediately preceding the first day of school attendance for students.
- C. The scheduled school calendar shall run within the months of September 1 through June 30.
- D. Newly hired unit members may be required to attend up to two (2) additional days of orientation, which may be scheduled before the start of the regular work year. Attending unit members will not be compensated for the first orientation day. If attendance at a second orientation day is required by the District, then attending unit members shall receive 1/200th of their salary for this second day.
- E. In the event that at least two (2) "emergency closing days" have not been utilized by the Friday preceding Memorial Day, then such Friday shall be added as a 'vacation' day for all unit members. In the event that more than three (3) "emergency closing days" have not been utilized by the Friday preceding Memorial Day then the Thursday preceding Memorial Day shall also be added as a "vacation" day for all unit members.
- F. In each successive contract year, the District shall make every effort to maintain the 'traditional' vacation periods established as practice.

XI. PROFESSIONAL PRACTICES

- A. Consistent with New York State and Federal Law, any medical information relating to the physical health of a student in the Pavilion Central School District, and on file with the School District, shall be available to the student's teacher or teachers in the nurse's office. This information shall be provided with full attention to matters of confidentiality, especially as related to the presence of HIV.
- B. If possible, a substitute teacher shall be called whenever a regular teacher of a special class in the elementary school has to be absent. Special class shall be defined as an elementary school class in art, music, physical education or library.
- C. In those instances where students are known to have physical, emotional, or psychological problems, the teachers shall be informed of the problem, the manner in which to approach the problem, the symptoms to

watch for, and the manner in which to treat the child in case of emergency. Available information shall be given to the teacher prior to the child's entry to the class and shall be kept current by giving the teacher additional information with consideration given to limits imposed by the law of confidentiality.

XII. STUDENT DISCIPLINE AND UNIT MEMBER PROTECTION

The Board of Education shall save harmless and protect all unit members from financial loss arising out of any claim, demand, suit or judgment by reason of alleged negligence or other act resulting in accidental bodily injury to any person, or accidental damage to the property of any person within or without the school buildings in the District, provided such unit member, at the time of the accident or injury, was acting in the discharge of his/her duties within the scope of his/her employment and/or under the direction of the Board of Education. The Board of Education shall not be subject to the duty imposed by this section, unless such unit member shall, within ten (10) days of the time he/she is served with any summons, complaint, process, notice, demand or pleading, deliver the original or copy of same to the District clerk.

XIII. UNIT MEMBER EVALUATION

Unit members' evaluations shall be conducted in accordance with the District's Annual Professional Performance Review Plan. No changes to this Plan may be made with respect to items that are mandatory subjects of bargaining without the mutual agreement of the District and the PFA.

- A. Any material that might be used in an evaluative manner that is to be placed in the unit member's personnel file shall be promptly called to the unit member's attention in writing. The unit member shall acknowledge that he/she has seen such material by signing the file copy thereof. Such signature shall not constitute any agreement with the subject matter, but shall merely attest to the fact that the unit member has seen it.
- B. A unit member may have included in his/her personnel file his/her response to any materials placed therein.
- C. Each unit member shall have the right, upon reasonable request, to review the contents of his/her personnel file with the exception of confidential pre-employment information contained therein. A representative of the Association may, at the unit member's request, accompany that unit member in such review. All such reviews shall take place in the presence of the superintendent or his/her designee within two business days of the request during the unit member's work day.
- D. If any reprimand, warning or other disciplinary action is to be reduced to writing and put in a unit member's personnel file, that unit member, if he/she so desires, shall have the right to discuss the matter with his/her building principal. A representative of the Association may, at the unit member's request, accompany that unit member in such discussion.

XIV. CREDIT UNION DEDUCTIONS

- A. The District will deduct from the paycheck of each unit member an amount authorized by said unit member and transmit the monies to the unit member's credit union. This amount, once authorized within a school year, may be changed only in the month of January; however, it may be discontinued at any time during the school year.
- B. The District will deduct from the paycheck of each unit member voluntarily authorized deductions for the NYSUT Benefit Trust and/or VOTE-COPE. Each unit member must submit a written authorization to the District by October 1 of a given school year. Authorizations may be changed only on October 1 of any given school year for VOTE-COPE. The District shall transmit the monies to the Association and the Association agrees to hold the District harmless as the result of any and all deductions made under this provision.

XV. SALARY SCHEDULE

A. Salaries for individual unit members shall be as outlined in Appendix B. Appendix B is not a step schedule. It reflects base salaries for unit members if employed in the respective school year outlined in the contract.

B. The minimum new hire salary for a full-time teacher shall be:

	Bachelor Degree	Master Degree
2013-2014	\$36,000.00	\$36,000.00
2014-2015	\$36,000.00	\$36,000.00
2015-2016	\$36,000.00	\$37,525.00
2016-2017	\$36,000.00	\$37,525.00

The minimum new hire base salary for a full-time teaching assistant shall be:

2013-2014	\$13,500.00
2014-2015	\$13,500.00
2015-2016	\$13,500.00
2016-2017	\$13,500.00

The minimum new hire base salary for a full time guidance counselor shall be:

2013-2014	\$40,575.00
2014-2015	\$40,575.00
2015-2016	\$40,575.00
2016-2017	\$40,575.00

C. A successor Agreement, when reached, shall be retroactive in salary to July 1 of the school year following the end of this current Agreement.

D. Teachers shall be reimbursed by the District for any tuition costs for graduate courses taken after their hire date at the current SUNY graduate rate, up to a maximum of thirty-six (36) graduate hours. To be eligible for reimbursement, all courses taken must meet the following conditions:

1. Be part of a certified program leading to a Master's Degree or be within the teacher's area of certification; and
2. The teacher must have received a passing grade of at least a "B" or its equivalent in the course and submitted a grade slip or transcript.

Teaching assistants may be reimbursed for up to 18 credit hours at the SUNY rate for the college attended. The teaching assistant must present a transcript for these courses after completion to receive payment of this stipend.

E. Any teacher having attained a Master's Degree or the thirty-six (36) graduate hours pursuant to Section D. above, shall be reimbursed by the District for any tuition costs for courses taken, at the current SUNY graduate rate, at the discretion of the Superintendent of Schools. To be eligible for such compensation, new graduate hours must also meet the following conditions:

1. Be part of a certified program leading to a Master's Degree or be within the member's area of certification; and
2. The member must have received a passing grade of at least a "B" or its equivalent in the course and submitted a grade slip or transcript.

F. Guidance Counselors shall work an additional fifteen (15) days above and beyond the regular school year. Additional days worked beyond the fifteen (15) must be approved in advance by the Superintendent of Schools and shall be compensated at the rate of 1/200th of the Guidance Counselor's annual salary.

Guidance Counselors hired prior to 7/1/1996 shall receive a yearly stipend equal to the dollar value of .2 of the "step" held on the 1996-1997 salary schedule. The stipend for Guidance Counselors hired after 7/1/1996 and prior to 7/1/2013 shall be \$3,700 per year.

- G. Those unit members who are assigned duties that require daily travel between the buildings will be granted a fifty dollar (\$50.00) stipend in lieu of mileage annually for the duration of this contract.

XVI. SCHEDULE OF PAYCHECKS

- A. Unit members shall be paid every other Thursday, beginning with the second Thursday following the opening of school. Each unit member shall choose one of the following pay schedules: twenty-one (21) equal pay periods through the school year, or twenty-six (26) equal pay periods, the last five (5) of which shall be paid on the last pay day of the school year.
- B. In the event of a paycheck falling due on a non-school day, it shall be made available on the last official school day preceding this date. In the event of two (2) paychecks falling due during a holiday recess, or, as a result of this provision, two (2) paychecks fall due on the same day, the second check shall be payable on the first regular school day following recess.

XVII. ADDITIONAL SALARIES

A.	Athletic/Coaching Salaries	<u>2013-2017</u>
	Varsity:	
	Cross-Country, Soccer, Volleyball	\$4,500.00
	Junior Varsity:	
	Soccer, Volleyball	\$3,525.00
	Modified:	
	Soccer, Volleyball	\$1,950.00
	Varsity:	
	Basketball, Wrestling	\$4,950.00
	Junior Varsity:	
	Basketball, Wrestling	\$3,840.00
	Modified:	
	Basketball, Wrestling	\$1,950.00
	Varsity:	
	Baseball, Golf, Softball, Tennis, Track	\$4,500.00
	Junior Varsity:	
	Baseball, Softball, Tennis, Track	\$3,525.00
	Modified:	
	Baseball, Softball, Tennis, Track	\$1,950.00
	Varsity:	
	Cheerleading	\$4,550.00
	Junior Varsity:	
	Cheerleading	\$3,430.00

1. The above salaries are the base “starting” salary for a coach with no previous experience within the particular sport. Each coach shall receive an additional yearly increment for each year of experience in his/her coaching position at the Pavilion Central School, up to a maximum of eleven (11) years, for all positions except modified sports which shall be to a maximum of seven (7) years. The increment amount shall be as follows:

Increment years 1 through 5	\$85
Increment years 6 through 11	\$90

Coaches who move from the Junior Varsity to the Varsity position within the same sport shall receive no less than the amount they received the preceding year plus one (1) increment.

2. All coaches, who by their own choice, do not re-apply for a position which they have held previously, may re-apply at some future time, but will be granted increments to be determined by The Board of Education.
3. Coaches shall be paid one half (1/2) of their salary at the season mid-point and the remaining one-half (1/2) at the end of the regular season.
4. A Varsity coach whose team wins a Section V title shall receive a bonus payment of two hundred dollars (\$200).

A Varsity coach whose team competes in a Regional or New York State title contest shall receive a bonus payment of two hundred dollars (\$200).

A Varsity coach of a sport that includes individual competitions (i.e., wrestling, golf, track, cross-country) shall receive a bonus payment of one hundred dollars (\$100) if an individual athlete and not the team, competes in a New York State title competition.

A unit member who coaches two (2) or more sports shall receive an additional payment of two hundred dollars (\$200) at the end of the “Spring” sports season.

Athletic Director shall receive the following stipend yearly:

2013-2017	\$6,000.00
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The AD will receive an additional yearly increment for each year of experience in the position of AD at PCS, up to a maximum of eleven (11) years. The increment amount shall be as follows:

Increment years 1 through 5	\$170
Increment years 6 through 11	\$180

B. Extra Curricular Salaries

	<u>2013-2017</u>
Senior Class Advisor	\$1,690.00
Junior Class Advisor	\$1,060.00
Sophomore Class Advisor	\$600.00
Freshman Class Advisor	\$600.00
A.F.S.	\$1,620.00
Academic Challenge Bowl	\$330.00
Activity Period Coordinator	\$330.00
Art Club	\$415.00
Art Club Director - Grades 4-5	\$415.00
Auditorium A-V Club	\$630.00

2013-2017

Auditorium A-V Director	\$1,620.00
Close-Up Advisor	\$550.00
Color Guard	\$1,010.00
Drama Club - Grades 4-5	\$500.00
Driver Ed (after school/hr)	\$27.80
Girls Service League	\$825.00
High School Play	\$1,215.00
Jr. National Honor Society	\$825.00
Marching Band Director (20 additional days)	\$6,350.00
Math Team	\$510.00
Mentoring Coordinator	\$1,650.00
Mentors - 1st Year	\$975.00
Mentors - 2nd Year	\$660.00
Mentors - 3rd Year	\$345.00
Mentors - Teaching Assistant - 1 Year	\$300.00
Middle School Play	\$1,215.00
Mock Trial Advisor	\$660.00
Music Club Director - Grades 4-5	\$500.00
Musical - Choreography	\$630.00
Musical - Director	\$2,475.00
Musical - Instrumental	\$1,590.00
Musical - Lights & Sounds	\$885.00
Musical - Program Assistant	\$630.00
Musical - Rehearsal Accompanist	\$630.00
Musical - Sets & Props	\$700.00
Musical - Vocal Director	1,590.00
National Honor Society	\$825.00
Page Turners	\$510.00
Pep Band @ Performance	\$56.00
Press Club	\$1,620.00
S.A.D.D.	\$1,010.00
Scholastic Bowl	\$825.00
Science club director - grades 4-5	\$415.00
Ski Club (2)	\$850.00
Spanish Club	\$415.00
Student Council	\$1,825.00
Yearbook Advisor	\$2,015.00

1. All extra activities for compensation are to meet a minimum of one (1) hour (as an average) per month outside of regular school hours.

2. The Marching Band director will be an eleven (11) month position for a music faculty member involving both instrumental instruction as well as Marching Band practice and performances. The work schedule shall consist of twenty (20) equivalent school work days.
3. The Pep Band Director shall receive the indicated stipend for each performance. The scheduling of such performances shall be approved by the District Administration.

C. Special Services

1. Unit members who serve as Cafeteria Monitors shall receive \$13.90 per hour for the duration of this contract.
2. Unit members who chaperone Athletic Events shall receive \$16.00 per hour.

After chaperoning five (5) Athletic Events in the same sport season, teachers shall receive a \$1.00 per hour increase in the above rates for any Athletic chaperoning for the remainder of that sport season.

3. Department Heads and Team Leaders shall receive \$1,670.

Department Head positions are:

Elementary English/Language Arts	Secondary English/Language Arts
Elementary Math	Secondary Math
Elementary Science	Secondary Science
Elementary Social Studies	Secondary Social Studies
Fine Arts (K-12)	Secondary Special Education
Physical Education (K-12)	Secondary Foreign Language
Health Coordinator	

4. Teachers who perform assigned curriculum writing, test correction, and/or tutoring shall be compensated at the rate of \$28.00 per hour in 2013-2014, \$30.00 per hour in 2014-2015 and \$32.00 per hour in years 2015-2016 and 2016-2017 of this Agreement.
 5. Unit members who are hired as ‘teachers’ during a District sponsored “Summer School” program shall be compensated at a rate of \$30.00 per hour in 2013-2014, \$32.00 per hour in 2014-2015 and \$35.00 per hour in 2015-2016 and 2016-2017 of this Agreement.
- D. If, during the life of this contract, a new activity is added to the Pavilion Central Program, compensation shall be at a rate agreed upon between the District and the PFA, upon approval of the Board of Education. Negotiations for successor agreements shall then consider a rate of compensation in the event the activity is to continue. However, this activity will not be involuntarily assigned to any other teacher until the terms and conditions have been negotiated by the Association.
- E. All positions identified explicitly or implicitly in this section will be considered on a year-to-year basis by the Board of Education in terms of value to the District, needs of the students, and financial means. The Board reserves the right to establish, continue, or eliminate these activities as described.

XVIII. TUITION FREE ATTENDANCE

Unit members who are not residents of the Pavilion Central School District may make application to the Board of Education to have their school age child(ren) attend the Pavilion Central Schools. If their child(ren) is accepted as a non-resident student(s), the child(ren) shall be allowed to attend school on a tuition free basis for the duration of their allowed attendance.

XIX. MENTORING:

The Pavilion Central School District will offer a Mentoring Program for unit members who are “new” to our school district. the program shall operate as outlined in the “Teacher Mentor Program” document. No changes

shall be made to the process incorporated within this document without the mutual agreement of the District and the PFA. The PFA and the District must agree to add a second Mentoring Coordinator at the current rate of compensation, when the scope and work duties reach a level where such an addition is deemed necessary. This will require a program needs review with the Mentoring Coordinator. The Mentor Coordinator(s) will meet with the Superintendent at the beginning of the school year to mutually agree on the release time necessary to conduct required observations.

XX. PUBLIC EMPLOYEES FAIR EMPLOYMENT LAW

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.

XXI. PERIOD OF AGREEMENT

This negotiated agreement shall become effective July 1, 2013, and shall remain in full force and effect until June 30, 2017, with the parties agreeing that all negotiable items have been discussed during the negotiations leading to this agreement and that therefore the parties agree that negotiations will not be re-opened on any item whether contained herein or not during the life of this agreement. This agreement may not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

The M.O.A. development from these proposals will be part of the teachers' contract and will fold into the next contract.

XXII. FAIR DISMISSAL PROCEDURE

- A. In the event the Superintendent intends to recommend to the Board the dismissal for cause of a unit member or intends to recommend that a probationary unit member not be granted tenure, he will give notice of his intention by April 1 to a unit member who was appointed in September and no later than ten (10) weeks before the anniversary of a unit members' appointment with respect to a unit member appointed mid year. These notice dates shall not be applicable during the first year of employment by the district.
- B. A unit member who has received such a notice of intention from the Superintendent may request the specific reason in writing within (5) working days of the receipt of such notice. The Superintendent shall provide such reasons within five (5) working days after the receipt of such a request.
- C. Any unit member notified of the intent to dismiss for cause under this Article has the right, at his/her request, to a hearing before the Board of Education prior to any final action by such Board with respect to the recommendation for dismissal. A unit member shall be given at least thirty (30) days notice of dismissal.
- D. Any decision by the Board, in consideration of this Article, shall not be subject to review under the grievance procedure, except as hereafter noted. This section shall not, however, preclude the filing of a grievance limited to the question of whether contract procedures were correctly and timely filed.

IN WITNESS WHEREOF, the parties have caused this agreement to be executed by their duly authorized representatives on this 11th day of December, 2013.

PAVILION FACULTY
ASSOCIATION

SUPERINTENDENT, PAVILION
CENTRAL SCHOOL DISTRICT

Karen Kingsley 12-11-13
Karen Kingsley Date

Kenneth J. Ellison 12-11-13
Kenneth J. Ellison Date

**PAVILION CENTRAL SCHOOL DISTRICT
PAVILION FACULTY ASSOCIATION CONTRACT
APPENDIX A**

PAYROLL DEDUCTION AUTHORIZATION

Social Security Number: _____

Last Name	First	Middle
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District Name

Association

To the Board of Education:

I hereby authorize you, according to the arrangements agreed upon with the above Association, to deduct from my salary and transmit to said Association, dues as certified by said Association. I hereby waive all right and claim to said monies so deducted and transmitted in accordance with this authorization and relieve the Board of Education and all its officers from any liability therefore. I revoke any and all instruments heretofore made by me for such purposes. This authority shall remain in full force and effect for all purposes while I am employed in this school system, or until revoked by me in writing during the month of August or December.

Member Signature: _____ Date: _____

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Pavilion Central School District
Pavilion Faculty Association Contract
Appendix B

<u>Identifier</u>	<u>2013-2014</u> <u>Base Contract</u>	<u>2014-2015</u> <u>Base Contract</u>	<u>2015-2016</u> <u>Base Contract</u>	<u>2016-2017</u> <u>Base Contract</u>
131701	43,625.00	45,150.00	46,675.00	48,200.00
131702	45,150.00	46,675.00	48,200.00	49,725.00
131703	42,100.00	43,625.00	45,150.00	46,675.00
131704	45,150.00	46,675.00	48,200.00	49,725.00
131705	42,100.00	43,625.00	45,150.00	46,675.00
131706	39,050.00	40,575.00	42,100.00	43,625.00
131707	45,150.00	46,675.00	48,200.00	49,725.00
131708	36,000.00	37,525.00	39,050.00	40,575.00
131709	40,575.00	42,100.00	43,625.00	45,150.00
131710	43,625.00	45,150.00	46,675.00	48,200.00
131711	43,625.00	45,150.00	46,675.00	48,200.00
131712	36,000.00	37,525.00	39,050.00	40,575.00
131713	40,575.00	42,100.00	43,625.00	45,150.00
131714	45,150.00	46,675.00	48,200.00	49,725.00
131715	40,575.00	42,100.00	43,625.00	45,150.00
131716	45,150.00	46,675.00	48,200.00	49,725.00
131717	20,287.50	21,050.00	21,812.50	22,575.00
131718	37,525.00	39,050.00	40,575.00	42,100.00
131719	39,050.00	40,575.00	42,100.00	43,625.00
131720	40,575.00	42,100.00	43,625.00	45,150.00
131721	40,575.00	42,100.00	43,625.00	45,150.00
131722	36,000.00	37,525.00	39,050.00	40,575.00
131723	42,100.00	43,625.00	45,150.00	46,675.00
131724	40,575.00	42,100.00	43,625.00	45,150.00
131725	40,575.00	42,100.00	43,625.00	45,150.00
131726	36,000.00	37,525.00	39,050.00	40,575.00
131727	46,675.00	48,200.00	49,725.00	51,250.00
131728	37,525.00	39,050.00	40,575.00	42,100.00
131729	40,575.00	42,100.00	43,625.00	45,150.00
131730	18,762.50	19,525.00	20,287.50	21,050.00
131731	40,575.00	42,100.00	43,625.00	45,150.00
131732	75,422.00	77,308.00	79,240.00	81,221.00
131733	49,725.00	51,250.00	52,775.00	54,300.00
131734	65,036.00	66,662.00	68,329.00	70,037.00
131735	46,675.00	48,200.00	49,725.00	51,250.00
131736	61,925.00	63,450.00	65,036.00	66,662.00
131737	49,725.00	51,250.00	52,775.00	54,300.00
131738	25,500.00	26,250.00	27,000.00	27,750.00
131739	16,500.00	17,250.00	18,000.00	18,750.00
131740	75,422.00	77,308.00	79,240.00	81,221.00
131741	65,036.00	66,662.00	68,329.00	70,037.00
131742	55,825.00	57,350.00	58,875.00	60,400.00
131743	77,308.00	79,240.00	81,221.00	83,252.00
131744	75,422.00	77,308.00	79,240.00	81,221.00
131745	63,450.00	65,036.00	66,662.00	68,329.00
131746	49,725.00	51,250.00	52,775.00	54,300.00
131747	57,350.00	58,875.00	60,400.00	61,925.00
131748	16,500.00	17,250.00	18,000.00	18,750.00
131749	51,250.00	52,775.00	54,300.00	55,825.00
131750	16,500.00	17,250.00	18,000.00	18,750.00
131751	75,422.00	77,308.00	79,240.00	81,221.00
131752	49,725.00	51,250.00	52,775.00	54,300.00
131753	49,725.00	51,250.00	52,775.00	54,300.00
131754	75,422.00	77,308.00	79,240.00	81,221.00
131755	65,036.00	66,662.00	68,329.00	70,037.00
131756	83,252.00	84,917.00	86,615.00	88,347.00

Pavilion Central School District
Pavilion Faculty Association Contract
Appendix B

<u>Identifier</u>	<u>2013-2014</u> <u>Base Contract</u>	<u>2014-2015</u> <u>Base Contract</u>	<u>2015-2016</u> <u>Base Contract</u>	<u>2016-2017</u> <u>Base Contract</u>
131757	68,329.00	70,037.00	71,788.00	73,583.00
131758	79,240.00	81,221.00	83,252.00	84,917.00
131759	75,422.00	77,308.00	79,240.00	81,221.00
131760	77,308.00	79,240.00	81,221.00	83,252.00
131761	51,250.00	52,775.00	54,300.00	55,825.00
131762	17,250.00	18,000.00	18,750.00	19,500.00
131763	75,422.00	77,308.00	79,240.00	81,221.00
131764	52,775.00	54,300.00	55,825.00	57,350.00
131765	46,675.00	48,200.00	49,725.00	51,250.00
131766	75,422.00	77,308.00	79,240.00	81,221.00
131767	54,300.00	55,825.00	57,350.00	58,875.00
131768	46,675.00	48,200.00	49,725.00	51,250.00
131769	65,036.00	66,662.00	68,329.00	70,037.00
131770	71,788.00	73,583.00	75,422.00	77,308.00
131771	66,662.00	68,329.00	70,037.00	71,788.00
131772	83,252.00	84,917.00	86,615.00	88,347.00
131773	49,725.00	51,250.00	52,775.00	54,300.00
131774	17,250.00	18,000.00	18,750.00	19,500.00
131775	55,825.00	57,350.00	58,875.00	60,400.00
131776	46,675.00	48,200.00	49,725.00	51,250.00
131777	61,925.00	63,450.00	65,036.00	66,662.00
131778	49,725.00	51,250.00	52,775.00	54,300.00
131779	58,875.00	60,400.00	61,925.00	63,450.00
131780	49,725.00	51,250.00	52,775.00	54,300.00
131781	46,675.00	48,200.00	49,725.00	51,250.00
131782	55,825.00	57,350.00	58,875.00	60,400.00
131783	82,818.00	84,474.00	86,163.00	87,886.00
131784	46,675.00	48,200.00	49,725.00	51,250.00
131785	63,450.00	65,036.00	66,662.00	68,329.00
131786	55,825.00	57,350.00	58,875.00	60,400.00
131787	51,250.00	52,775.00	54,300.00	55,825.00
131788	83,252.00	84,917.00	86,615.00	88,347.00
131789	68,329.00	70,037.00	71,788.00	73,583.00
131790	58,875.00	60,400.00	61,925.00	63,450.00
New Hires				
Teacher hired before 2/1/2014	36,000.00	37,525.00	39,050.00	40,575.00
Teacher hired after 1/31/2014 before 2/1/2015	36,000.00	36,000.00	37,525.00	39,050.00
Teacher hired after 1/31/15 before 2/1/2016	-	36,000.00	36,000.00	37,525.00
Teacher hired after 1/31/16			36,000.00	36,000.00
Teaching Assistant hired before 2/1/2014	13,500.00	14,250.00	15,000.00	15,750.00
Teaching Assistant hired after 1/31/2014 before 2/1/2015	13,500.00	13,500.00	14,250.00	15,000.00
Teaching Assistant hired after 1/31/15 before 2/1/2016		13,500.00	13,500.00	14,250.00
Teaching Assistant after 1/31/16			13,500.00	13,500.00

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