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AGREEMENT

EVANS-BRANT CENTRAL SCHOOL DISTRICT

LAKE SHORE CENTRAL SCHOOLS

ANGOLA, NEW YORK

AND

LAKE SHORE CENTRAL TEACHERS' ASSOCIATION

CONTRACT TO BE EFFECTIVE

July 1, 2014 through June 30, 2017

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AGREEMENT

EVANS-BRANT CENTRAL SCHOOL DISTRICT LAKE SHORE CENTRAL SCHOOLS ANGOLA, NEW YORK

AND

LAKE SHORE CENTRAL TEACHERS' ASSOCIATION

CONTRACT TO BE EFFECTIVE: July 1, 2014 – June 30, 2017

1. RECOGNITION AGREEMENT

1.1 AGREEMENT

This Agreement made and entered into as of the ___ day of May, 2014, by and between the Superintendent of the Lake Shore Central School District, hereinafter referred to as the "District", and the Lake Shore Central Teachers' Association, hereinafter referred to as the "Association".

1.2 PHILOSOPHY

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

1.3 RECOGNITION

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

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

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

1.4 PRINCIPLES

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

1.5 AREAS FOR DISCUSSION

- 1.5.1 This recognition constitutes an Agreement between the District and the Association to reach mutual understandings regarding matters related to terms and conditions of employment. The District and the Association recognize that the District is the legally constituted one responsible for the determination of policies covering all aspects of the Lake Shore public school system. The District 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 District cannot reduce its legal responsibility.
- The District cannot negotiate its legal responsibility.
- The District cannot delegate its legal responsibility.
- 1.5.2 This Agreement is a complete record of all commitments made by the parties as a result of the negotiations which preceded this Agreement. During the life of this Agreement, the District may make unilateral changes in the terms and conditions of employment of members except changes which would violate an express provision of this Agreement; provided, however, that the Association shall not be prohibited from negotiating with the District on the impact of any such change provided that it makes a request to do so within ten (10) calendar days of being informed of the change. In order for a commitment outside of this Agreement to be binding upon the parties, it must be in writing and signed by both the Superintendent and the President of the Association on the date of or a date after the execution of this Agreement.

2. PROCEDURES FOR CONDUCTING NEGOTIATIONS

2.1 NEGOTIATING TEAMS

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

2.2 OPENING NEGOTIATIONS

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

2.3 NEGOTIATION PROCEDURES

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

2.4 EXCHANGE OF INFORMATION

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

2.5 CONSULTANTS

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

2.6 REACHING AGREEMENT

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

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

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

2.7 PUBLIC STATEMENT

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

3. ABSENCES AND LEAVES

3.1 SICK LEAVE

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

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

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

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

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

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

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

3.1.7 SICK BANK OPERATION

- 3.1.7.1 The Board of Education agrees that the Association has the right to establish and operate a Sick Bank.
- 3.1.7.2 The District will transfer sick leave days from the accumulated total of an individual with 25 days or more who authorizes such a transfer for the purpose of joining the Sick Bank. For the purpose of retaining membership, the District will transfer personal illness, family illness and/or bereavement days from any individual with a sick leave accumulation of 15 days or more. Days transferred to the Bank shall belong to the Bank and may not be reclaimed by the individual member. The record of leave days needed for Bank membership or continuation shall be calculated effective as of July 1 of any given school year.
- 3.1.7.3 The Association shall assume the entire responsibility of internal administration of the Sick Bank with all applications for needed days to be received from Bank members by the Association. The Board agrees to cooperate with the Association in payroll matters in dealing with distribution of Sick Bank days to the persons authorized by the Association to receive said days.
- 3.1.7.4 A detailed listing of members of the Bank and the use made of the days collected from members of the Bank will be submitted to the Superintendent by the Association. This report to be in the form acceptable to and approved by the Superintendent. Necessary administrative information that may be required to make the plan workable shall be provided when requested by the Superintendent.
- 3.1.7.5 The maximum grant of sick days will be 165 days for each disability.

3.1.8 SICK LEAVE/RETIREMENT

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

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

3.2 PERSONAL LEAVE

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

3.3 JURY DUTY

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

3.4 EMERGENCY CANCELLATION

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

3.5 CHILD-CARE LEAVE

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

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

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

3.6 LEAVE OF ABSENCE

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

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

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

3.7 ADOPTION

3.7.1 An employee is entitled to use accumulated benefit days when he or she must be absent from work for purposes related to his or her adoption/fostering of a child. Written proof of the adoption or fostering process must be submitted to the District. Examples of adoption/fostering-related purposes include:

- Appointments with adoption agencies, social workers, and attorneys;
- Court Proceedings;
- Required travel;
- Any periods of time the employee is *ordered* or *required* by the adoption agency or by the court to take time off from work to care for the adopted/foster child;
- Any other activities necessary to allow the adoption/fostering to proceed; and
- Care of the child once placement in the home begins

In addition, members may apply for a Leave of Absence (including an unpaid leave of absence following the use of all accumulated benefit days) in accordance with Section 3.5 and 3.6.

4. GENERAL TEACHING CONDITIONS

4.1 FACULTY ROOMS

- 4.1.1 In all school buildings of the District at least one room will be provided and furnished by the District for the use of the membership.
- 4.1.2 The membership of each building will have the privilege of obtaining, at their own expense, the following items for use in the faculty room – [A] Coffee Urn [B] Radio [C] TV.
- 4.1.3 The Board will provide a section of refrigerator space in the cafeteria for those members who bring a lunch which needs refrigeration.

4.2 PARKING FACILITIES

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

4.3 OUTSIDE ORGANIZATIONS

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

4.4 ANNUITY PROGRAM

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

4.5 IRS SECTION 125 PLAN

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

5. TEACHING ASSIGNMENTS, CLASS LOAD, AND HOURS

5.1 MEMBER HOURS

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

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

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

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

5.1.5 The Building Principal may, at his/her discretion, request each member to sign in on a sheet provided in the building office each time a member reports to work in said building.

5.1.6 Notwithstanding the provisions of paragraphs 5.1.1, 5.1.2 and 5.1.3, the District may assign members to schedules which begin before or after the regular member workday in a building, and end a corresponding amount of time before or after the member workday in the building, so long as the workday for the member(s) under such schedule(s) is no longer than the workday for other members in the same building. No individual member's schedule may vary by more than one (1) hour (or one block if the building is on a block schedule) outside the regular member workday in the member's building. In the event that the District determines to make such an assignment or assignments, the District will identify the members within the building who are appropriate to the assignment(s) and solicit volunteers from among them; if the District receives no volunteers, or an insufficient number of volunteers, then the least senior member(s) from the identified group within the building shall be so assigned.

5.1.7 Members may be required to attend one Open House meeting per year. Members assigned to two or more buildings may be required to attend a second Open House. Dates and hours shall be mutually agreed upon between the Association and the District.

5.1.8 Members who are hourly employees will be required to use the electronic time keeping system each day in lieu of submitting time sheets to principals for payroll.

5.2 LUNCH PERIOD

5.2.1 When daily total hours of a member's duty exceed five (5) hours, duties must be assigned so as to provide a period of at least thirty (30) minutes in length which shall be free from assigned duties and which shall be scheduled, so far as practical, during the hours normally allotted to pupils' lunch periods

5.2.2 When a member's lunch or planning period is invaded by transportation between buildings, they would have permission to leave that much earlier at the end of the school day.

5.3 MEMBER ASSIGNMENTS

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

5.3.2 Assignments during the student day at the middle school and high school will not normally exceed five (5) teaching assignments and one non-teaching assignment, except in unusual circumstances. If a member is assigned a sixth teaching assignment in lieu of one non-teaching assignment, the Principal will discuss his/her reason(s) for the assignment with the member. Members may freely choose, if available, a sixth teaching assignment in lieu of one non-teaching assignment.

5.3.2.1 If the middle school and/or high school uses block scheduling, one of two schedules shall be used: (a) during each four (4) day cycle a member will have ten (10) teaching blocks, four (4) student advisement sessions of approximately 30 minutes each and one block of a non-teaching assignment; or (b) during each two (2) day cycle a member will have five (5) teaching blocks and one block of a non-teaching assignment. In both schedules a member shall have at least one block of planning time each day.

5.3.2.2 "Non-teaching assignments" may include supervisory assignments (such as study halls), student advisement, home base, and integrated instruction/group time in the sixth grade. "Student advisement" is a non-teaching assignment similar to the format used for the sixth assignment under the regular schedule at the high school

during the 2000-2001 and 2001-2002 school years. "Home base" is a middle school assignment similar to student advisement at the high school.

- 5.3.3 Members will receive ample notification of the nature of their assignment for the following year, including not only building and grade level, but also middle and senior high school courses and/or ability levels. This is to be done by the middle of August.
- 5.3.4 No member shall be required to accept a student teacher.
- 5.3.5 Physical Education teachers hired after July 1, 1987 will be required to coach a minimum of one interscholastic athletic team during seventeen (17) of their first twenty (20) school years of employment with the District.
- 5.3.6 Members required to travel between buildings will be allowed reasonable time within their schedule for travel with consideration being given to distance, weather and time of day. If a teacher is required to travel more than once a day, they shall not be assigned a duty nor non-teaching assignment, such as study hall.

5.4 CLASS LOAD

- 5.4.1 In keeping with the Board's continuing policy of providing the best for all children of the District, class size of member assignments will be maintained at a level consistent with sound and current educational practices.
- 5.4.2 The transfer of students to balance class size in and between elementary buildings will be completed by Wednesday of the third week of July, and the class sizes will be made available to the Association as of the next workday. The splitting of families and the distribution of their children to separate buildings to maintain class size will not be required under this provision. Opening day class sizes will be made available to the Association prior to the first day of classes.

5.5 FACULTY MEETINGS

- 5.5.1 Members will be required to attend regular and reasonably scheduled faculty meetings called by supervisory personnel, such meetings pertaining to department, level, area, building, or district. Faculty meetings may run one-half ($\frac{1}{2}$) hour beyond the normal member dismissal time if the agenda requires it and if the meeting begins within ten (10) minutes of the normal student dismissal time.
- 5.5.2 Elementary members may be required to attend a maximum of four (4) grade level meetings per school year. These meetings shall be no more than one hour in length (including the portion during the member's regular workday).

5.6 WORK YEAR

- 5.6.1 The member work year shall not exceed 188 work days. The District may schedule up to four consecutive work/conference days during the week immediately prior to Labor Day, if student attendance is not required. Members last workday for the school year will be the last Regents rating day in June.

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

6. EVALUATION, DISMISSAL AND PROTECTION

6.1 EVALUATION

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

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

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

6.1.2 GENERAL TERMS

- 6.1.2.1 All monitoring, evaluation, or observation of the work performance of a member will be conducted openly.
 - 6.1.2.2 Persons appointed during the school year shall be observed and evaluation forms completed at a ratio equal to their time of employment compared to a full year of employment.
 - 6.1.2.3 Members with multi-building assignments shall be evaluated in a manner consistent with all provisions of this Agreement. The principals or supervisors shall share equally in the evaluation.
 - 6.1.2.4 All evaluations will be conducted in a professional manner by Administrators and Supervisors closely associated with the member being evaluated as well as the Assistant Superintendent and Superintendent of Schools and any professional personnel with educational and/or subject matter background when called for by a teacher improvement plan pursuant to the Professional Performance Review Plan (or equivalent if Professional Performance Review Plan is replaced or modified).
- 6.1.3 Areas to be evaluated shall include, but not be limited to:

Instructional Responsibilities
Personal Qualities, and
Professional Responsibilities

6.1.4 FREQUENCY OF EVALUATIONS AND OBSERVATIONS OF NON-TENURED APPOINTEES

- 6.1.4.1 There shall be a minimum of three (3) evaluations per year, one each semester plus one summary or year-end evaluation.
- ## 6.1.5 REVIEW OF EVALUATIONS AND OBSERVATIONS

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

6.1.6 REPORTING EVALUATIONS

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

6.2 DISMISSAL

6.2.1 NOTIFICATION OF REAPPOINTMENT OR TENURING OF PROBATIONARY APPOINTEES

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

6.3 PERSONNEL FOLDERS

6.3.1 A Member will have access to his/her personnel folder upon request. He/she may make copies of material within the folder but may not remove the folder from the area in which it is kept.

6.3.2 All evaluations shall be signed by the member. The member's signature shall indicate that the evaluator completed the evaluation on the date stated and that the member was shown the evaluation prior to it becoming part of the member's personnel folder. Should a member refuse to sign an evaluation, the evaluator shall notify the Association in writing of said refusal, and the evaluation shall become part of the member's personnel folder. Return receipt of refusal letter shall be given by the Association.

6.4 DEFENSE OF MEMBERS

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

6.4.2 The District shall save harmless and protect members from financial loss arising out of any claim, demand, suit, or judgment by reason of alleged negligence or other act resulting in accidental bodily injury to any person on or off school property, while in the discharge of his/her duties within the scope of employment.

6.4.3 The District will arrange with an Insurance Company to maintain the aforesaid defense.

6.4.4 However, the District shall not be subject to the duties and obligations above provided, unless such member shall, within ten (10) days from the time he/she is served with any Summons, Complaint, Process, Demand, Notice or Pleading, deliver the original or a copy of same to the District.

7. TRANSFERS, PROMOTIONS, FILLING OF VACANCIES

7.1 FILLING VACANCIES

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

7.2 TRANSFERS WITHIN THE DISTRICT

- 7.2.1 As used in this section, a "transfer" is (a) a change in the grade level and/or building of an elementary (K-6) member's assignment or (b) a change in the building of a secondary (7-12) member's assignment.
- 7.2.2 Any member or other certified personnel desiring a transfer to a position in the same tenure area within the District will make the request in writing to the Superintendent before signing the Salary Notice for the next school year. Said notice to designate building assignment.
- 7.2.3 Subject to the provisions of 7.2.5, members applying for a transfer shall be considered on the basis of qualifications and seniority in the District; if qualifications are equal, then seniority shall prevail. Written notice of approval, or denial, of the transfer request will be submitted to the applicant. In the event of denial of the request, the reasons will be stated in this written notice.
- 7.2.4 Except for transfers made under 7.2.5, when an involuntary transfer occurs in a subject certification area (English, Technology Education, Mathematics, etc.), the staff member with the least District seniority will be transferred.

7.2.5 The Superintendent may transfer up to three (3) members within a school year where (a) the transfer is made in accordance with the procedures of a Teacher Improvement Plan developed pursuant to the District's Professional Performance Review Plan, (b) the requirement for which the Teacher Improvement Plan was communicated to the member no later than June 10 of the school year before the Plan went into effect, (c) the Teacher Improvement Plan includes a reference to a possible transfer and (d) the member has been observed at least three times during the school year before the transfer is made. The Superintendent shall consider transferring such a member to a vacant position, and such a transfer may be made before or after the members are notified of the position pursuant to 7.1.1 and before or after it is made available for voluntary transfer under 7.2.2 and 7.2.3. If the Superintendent determines that a member shall be displaced to effect a transfer, he/she will notify the Association President, and, upon request, meet with the Association President to review the reason(s) for that determination. The Superintendent shall then seek volunteers among those members holding positions which the Superintendent determines are appropriate for the transfer. If no such teacher volunteers to be displaced, the Superintendent shall designate the member to be displaced, provided that such designation shall not be final until the member has been given an opportunity to discuss it with the Superintendent. A member who is displaced to effect such a transfer shall be deemed to have the greatest seniority of all members applying for a transfer under paragraph 7.2.3, provided that such super-seniority shall terminate once it is used or five (5) years from the effective date of the involuntary transfer, whichever occurs first. No member shall be involuntarily displaced more than once in his/her career in order to effect a transfer under this provision.

8. PROVISIONS FOR INSTRUCTIONAL IMPROVEMENT

8.1 CURRICULUM PROJECTS

- 8.1.1 A member or members may submit applications for curriculum study and revision projects.
- 8.1.2 Applications shall identify specific intents and goals on the project, the curriculum area under study, the member or members to be involved, the length of time required for the project and any other information which may be required to evaluate the necessity and value of the project.
- 8.1.3 Such application shall be submitted through Department Chairpersons and Elementary Core Curriculum Leaders and/or Building Principals to the Assistant Superintendent for Instruction who shall forward the application with recommendations to the Superintendent.
- 8.1.4 The District shall hold final authority to approve or disapprove such projects.
- 8.1.5 Written results of such projects shall be submitted to the District for a decision as to approval or disapproval.
- 8.1.6 Members involved in approved curriculum projects shall be compensated at the rate of \$27.44 (2014-16) and \$27.85 (2016-17) per hour.

8.2 IN-SERVICE COURSES

- 8.2.1 When worthwhile programs or definite District needs for new member knowledge arise, the Association, Administrative Staff, or the Board of Education may bring forth the need.
- 8.2.2 A determination shall be made by the Association and the District as to how best this new knowledge or information could be presented to the staff members concerned with the new project or undertaking.
- 8.2.3 The District has the final right to disapprove the offering of any new in-service course.
- 8.2.4 Members successfully completing District-approved in-service courses will be paid a one-time lump sum amount, based on \$20.49 (2014-16) and \$20.80 (2016-17) per clock hour in accordance with approved/required in-service course.

9. PROVISIONS FOR AUXILIARY SERVICES

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

9.1.1 ESTABLISHMENT AND APPOINTMENT

- 9.1.1.1 The District shall determine the number, if any, duties and responsibilities of the positions of the Department Chair and Team Leader (including the scope of the departments or teams they are responsible for).
- 9.1.1.2 Appointments to the position of Department Chair and Team Leader will be made for a two year period.
- 9.1.1.3 In April of each odd year, the members of each department or team for which an appointment of a Department Chair and/or Team Leader is intended to be made will hold an advisory election for the Department Chair or Team Leader for the following term. The results of the election shall be forwarded to the Board of Education prior to their determination on an appointment for the following term.
- 9.1.1.4 In April of each odd year, the District will post the four (4) Elementary Core Curriculum Leader positions for English Language Arts, Mathematics, Science and Social Studies.

9.1.2 COMPENSATION

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

9.1.3 TEACHING RESPONSIBILITIES

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

9.1.4 TEACHERS ON SPECIAL ASSIGNMENT

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

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

The teacher will continue to accrue seniority while a TOSA and as such he/she must spend a minimum of forty percent (40%) of his/her time teaching students in a classroom setting. In the event the teacher does not meet the aforementioned 40% minimum classroom teaching time, he/she will not accrue additional seniority in the designated tenure area while on special assignment.

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

9.2 SCHOOL COUNSELORS

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

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

9.3 PSYCHOLOGIST

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

9.4 TEACHING ASSISTANTS

9.4.1 The Teaching Assistant salary shall be \$25.50 (7/1/14-1/31/15) per hour. Beginning 2/1/2015, a step schedule will be implemented for all Teaching Assistants. Current Teaching Assistants with less than 10 years of service shall be placed on Step 2 or 3, based on years of service. Current Teaching Assistants beginning year 10 (or more) of service shall be placed on Step 4. Step movement will occur on 2/1/16 for year 2, and 7/1/16 for year 3. Any new Teaching Assistants hired on or after 7/1/14 shall be placed on Step 1 of the step schedule.

2/1/15-6/30/17:

Step 1	Years 1-2	\$24.00/hour
Step 2	Years 3-6	\$26.00/hour
Step 3	Years 7-9	\$26.75/hour
Step 4	Years 10+	\$28.00/hour

9.4.2 Teachers laid off from a teaching position in the District and subsequently hired as a Teaching Assistant shall be paid \$25.50 per hour as above. Any such teacher hired after 2/1/15 as a Teaching Assistant shall be placed at Step 1 of the salary schedule.

9.4.3 The pay rate for Teaching Assistants working in the District's summer school programs shall be as follows:

2014-15	\$25.50
2015-16	\$26.25
2016-17	\$26.64

10. ASSOCIATION RIGHTS

10.1 PAYROLL DEDUCTIONS

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

10.2 USE OF FACILITIES

10.2.1 LSCTA will have the privilege of using the District's inter-school mail system for official business in furtherance of its representation of LSCTA members (subject to applicable legal limitations). A copy of any general mailing to be placed in the building mailboxes will be provided to the building administrator. Individual members are not allowed to use building mailboxes, e-mail, internet access or District equipment for promotion of third party interests, political activities, personal business or any other purpose not in furtherance of their professional responsibilities.

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

10.3 ASSOCIATION MEETINGS

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

10.4 PERFORMANCE OF ASSOCIATION RESPONSIBILITIES

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

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

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

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

10.5 DATA AVAILABLE FOR THE ASSOCIATION

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

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

11. GRIEVANCE PROCEDURE

11.1 DECLARATION OF PURPOSE

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

11.2 DEFINITIONS

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

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

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

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

11.3 GENERAL PROVISIONS

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

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

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

- 11.3.4 In the event that the Board of Education has a grievance, the Board shall present its written grievance to the President of the Association. Within ten (10) work days after receipt of grievance, the Association shall deliver to the Superintendent a detailed written statement of its position with respect to the grievance.
- 11.3.5 The costs for the services of an arbitrator, including expenses, if any, will be borne equally by both parties.
- 11.3.6 The inequitable application or misinterpretation of policies not specifically covered by the Contract should be verbally taken to the immediate Supervisor. If a satisfactory resolution is not attained at that level, a member may forward this in writing to the Superintendent for an opinion. This opinion may be referred, in writing, to the Board of Education for interpretation, if so desired.

11.4 METHOD OF PROCEDURE

11.4.1 FIRST PROCEDURAL STAGE

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

11.4.2 SECOND PROCEDURAL STAGE

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

11.4.3 THIRD PROCEDURAL STAGE

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

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

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

12. SALARY AND FRINGE BENEFITS

12.1 GENERAL PROVISIONS

12.1.1 Individual members will return their signed Salary Notice.

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

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

12.1.4 The District will require the direct deposit of all pay checks for all members, to the banking institution(s) of the member's choice.

12.2 MEDICAL INSURANCE

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

- (a) Traditional Blue 901, including the following riders: \$100 Individual, \$200 Family for deductible major medical plan, Blue Cross Prescription Drug Rider (\$10 co-pay), dependent coverage to age 26. Blue Cross Rider No. 22 (ambulatory care), Blue Cross Rider No. 9 (ambulance), Blue Cross Rider No. 45 (elective cosmetic service), Rider No. 47

(waiver of waiting period), Blue Cross Rider No. 48 (out of area coverage).

(b) Traditional Blue POS 204 Plus.

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

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

12.2.3 Members participating in health benefits coverage shall contribute annually:

Plan	2014-15 & 2015-16	2016-17
Traditional Blue POS 204 – Family	\$750.00	\$840.00
Traditional Blue POS 204 – Individual	\$300.00	\$300.00
Traditional Blue 901 – Family	\$4,500.00	\$5,500.00
Traditional Blue 901 - Individual	\$3,000.00	\$3,000.00

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

12.2.5 If a health benefits provider discontinues any of the above forms of coverage, the District shall provide the most nearly equivalent coverage then available from the provider.

12.2.6 The District may change the carrier for health insurance so long as the plan provides coverage equal to or better than the coverage set forth in paragraph 12.2.1, above.

12.2.6.1 If the District works together with another district(s) and/or BOCES to reduce the current health insurance premiums, for example a “Trust”, the LSCTA is entitled to 35% of the entire saving received by the District for the first initial year of the savings. This dollar amount will be divided equally among health insurance participants.

12.2.7 The District agrees that the Association has the right to establish and operate a dental self-insurance program. So long as the Association continues to operate such program, on September 1 of each year the District will replenish the Supplemental Benefit Fund to provide a maximum fund of the following amounts (increases) for the stated school years: 2014-15 \$198,395 (0%), 2015-16 \$198,395 (0%) 2016-17 \$201,371 (1.5%) for each year of this Agreement for the purpose of reimbursing qualified individuals for expenses incurred for dental care. The Association will be the sole determiner of qualifying individuals to be covered, qualifying requirements for membership in the group, qualifying dental procedures for coverage, degree of reimbursement for any individual or procedure, and/or any other administrative decision or action of the dental group.

The Association will distribute funds to qualifying group members. The District will cooperate with the Association in reconciling the balance monthly. Neither party will seek to change the amount of the fund as set forth above for any of the school years for which this Agreement is in effect.

12.2.8 Any member who provides the District with proof of alternative health insurance coverage and who elects not to receive and does not receive coverage under the District's health benefits program for a complete plan year will be paid annually \$3,500 Family and \$1,500 Single. Payment will be made during the last week of June each year. If the law or regulations on the tax implications of payments under this paragraph change so that the "buy-back" payments impose a tax liability on those not taking the "buy-back" payments, this provision shall be terminated immediately.

12.2.8.1 If a member hired before January 18, 2002 has a spouse working for the District or eligible for health benefits as a retiree of the District, and if the member elects to receive the "buy-back" payment of 12.2.8 for any plan year, the member and the member's spouse thereafter jointly shall be entitled to only one family health benefits plan or two single plans under the applicable contract(s).

12.2.8.2 If a member hired after January 18, 2002 has a spouse working for the District or eligible for health benefits as a retiree of the District, the two of them jointly shall be entitled to only one family health benefits plan or two single plans under the applicable contract(s), and the member shall not be eligible for the "buy-back" payment of 12.2.8.

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

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

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

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

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

12.3 SALARY

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

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

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

- (a) Initial/Provisional certified members enrolling in graduate level courses leading toward professional/permanent certification, or professional/permanent certification and a Master's Degree, need not apply to the Superintendent for prior approval of the courses. All courses will be acceptable for salary schedule movement, including those administrative/supervision courses required by the Higher Education Institution for the course of study leading to the professional/permanent certification and Master's Degree in the member's tenure/certification area.
- (b) Professional/Permanent certified members will be approved for graduate level courses with education call letters, psychology, computer programming and use, subject areas related to the current curriculum area they are teaching, or courses in a member's advanced degree program, up to a maximum of 30 hours beyond the member's graduate hours for the Master's degree. For any additional hours falling in the above-listed categories, a member must receive approval for the course. Requests for approval will be reviewed and acted on by the graduate hours committee, which shall consist of three members appointed by the Superintendent of Schools and three members appointed by the Association President. The committee shall act to approve or reject a request by a majority vote of its full membership; if the committee is divided three-three on whether to grant approval for a course, the question of approval shall be referred to the Superintendent of Schools. The decision of the Superintendent shall be set forth in writing and sent to the member and the Association President. If the Superintendent of Schools denies approval for the course, he shall explain the rationale for his/her decision in writing and the decision is final.
- (c) Requests for approval to enroll in a graduate level course other than those specifically addressed in Sections (a) and (b) will be evaluated based upon the value of the course in the educational program of the Lake Shore Central Schools.

- (d) Effective July 1, 2009, requests for approval of graduate courses in educational administration/supervision must be submitted to the Superintendent for approval.

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

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

12.3.3 FISCAL SETTLEMENT

SALARY SCHEDULE

2014-15 Year:

All members whose pay is based on the salary schedule will remain at their current (2013-14) Step through January 31, 2015. As of February 1, 2015 all members not on the highest step of the salary schedule will receive their step increment for the remaining portion of the 2014-15 year (1/2 year increment).

2015-16 Year:

All members whose pay is based on the salary schedule will remain at their current (2014-15) Step through January 31, 2016. As of February 1, 2016 all members not on the highest step of the salary schedule will receive their step increment for the remaining portion of the 2015-16 year (1/2 year increment).

See attached Salary Schedules, pages 31-34.

12.3.4 COACHING AND CO-CURRICULAR SALARIES (pages 35-36)

- (a) The schedule on pages 35-36 shall apply for the sports listed when and only as the activity is specifically approved by the Board of Education.

12.3.5 CHAPERONE & OTHER SALARIES (page 37)

- 12.3.6 For any approved instructional program/presentation, the pay will be \$38.79 (2014-16) and \$39.37 (2016-17) per hour. Positions will be first offered to members of the Association.

- 12.3.7 A member earning National Board Certification shall be entitled to an annual stipend of \$582 (2014-15) and \$591 (2015-17) for each school year after the Certification is earned.

- 12.3.8 Beginning July 1, 2010, any member who has 25 or more years of service in the District will receive an annual longevity stipend of \$1,000. Members will receive the stipend as a separate payment along with the last payroll of the school year. For years 2014-15 and 2015-16, any member who has 27 or more years in the District will receive an additional \$250 (\$1,250 total longevity stipend).

12.3.9 MENTORING OF NEW TEACHERS

- (a) The Association agrees that its members may apply to Lake Shore to serve as mentors in the "Mentoring of New Teachers" Plan and, if selected as a member of the pool of eligible mentors developed pursuant to said Plan, may serve as mentors under the terms and conditions of said Plan. It is understood that this does not apply to Teaching Assistants.
- (b) Members who successfully complete a full school year as a mentor under the aforesaid Plan, will be paid a stipend of \$1,122 (2014-15) and \$1,139 (2015-17). Payment will be made in the final pay period of each school year.

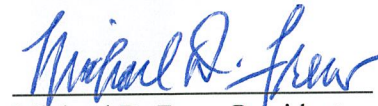
13. IMPLEMENTATION AND AGREEMENT

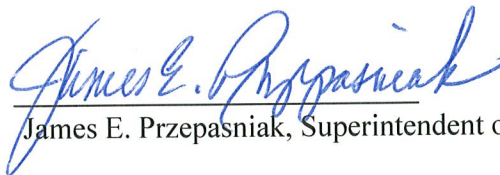
- 13.1 This Agreement shall become effective upon approval by a majority of the Association members and a majority of the Board of Education members. It may be amended by mutual consent of both parties with written evidence of said consent being presented by each party to the other.

BOARD OF EDUCATION


Jennifer Michalec, President

LSC TEACHERS' ASSOCIATION


Michael D. Frew, President


James E. Przepasniak, Superintendent of Schools

RATIFIED BY LAKE SHORE CENTRAL TEACHERS' ASSOCIATION
April 26, 2014

APPROVED BY BOARD OF EDUCATION
May 27, 2014

BA Schedule 2014-16

STEP	BA 0	BA 6	BA 12	BA 18	BA 24	BA 30	BA 36	BA 42	BA 48	BA 54	BA 60	BA 66
1	\$39,000	\$39,600	\$40,200	\$40,800	\$41,400	\$42,000	\$42,600	\$43,200	\$43,800	\$44,400	\$45,000	\$45,600
2	\$39,500	\$40,100	\$40,700	\$41,300	\$41,900	\$42,500	\$43,100	\$43,700	\$44,300	\$44,900	\$45,500	\$46,100
3	\$39,750	\$40,350	\$40,950	\$41,550	\$42,150	\$42,750	\$43,350	\$43,950	\$44,550	\$45,150	\$45,750	\$46,350
4	\$41,000	\$41,600	\$42,200	\$42,800	\$43,400	\$44,000	\$44,600	\$45,200	\$45,800	\$46,400	\$47,000	\$47,600
5	\$41,250	\$41,850	\$42,450	\$43,050	\$43,650	\$44,250	\$44,850	\$45,450	\$46,050	\$46,650	\$47,250	\$47,850
6	\$41,500	\$42,100	\$42,700	\$43,300	\$43,900	\$44,500	\$45,100	\$45,700	\$46,300	\$46,900	\$47,500	\$48,100
7	\$42,000	\$42,600	\$43,200	\$43,800	\$44,400	\$45,000	\$45,600	\$46,200	\$46,800	\$47,400	\$48,000	\$48,600
8	\$43,500	\$44,100	\$44,700	\$45,300	\$45,900	\$46,500	\$47,100	\$47,700	\$48,300	\$48,900	\$49,500	\$50,100
9	\$46,000	\$46,600	\$47,200	\$47,800	\$48,400	\$49,000	\$49,600	\$50,200	\$50,800	\$51,400	\$52,000	\$52,600
10	\$48,000	\$48,600	\$49,200	\$49,800	\$50,400	\$51,000	\$51,600	\$52,200	\$52,800	\$53,400	\$54,000	\$54,600
11	\$50,000	\$50,600	\$51,200	\$51,800	\$52,400	\$53,000	\$53,600	\$54,200	\$54,800	\$55,400	\$56,000	\$56,600
12	\$53,000	\$53,600	\$54,200	\$54,800	\$55,400	\$56,000	\$56,600	\$57,200	\$57,800	\$58,400	\$59,000	\$59,600
13	\$56,000	\$56,600	\$57,200	\$57,800	\$58,400	\$59,000	\$59,600	\$60,200	\$60,800	\$61,400	\$62,000	\$62,600
14	\$59,000	\$59,600	\$60,200	\$60,800	\$61,400	\$62,000	\$62,600	\$63,200	\$63,800	\$64,400	\$65,000	\$65,600
15	\$61,000	\$61,600	\$62,200	\$62,800	\$63,400	\$64,000	\$64,600	\$65,200	\$65,800	\$66,400	\$67,000	\$67,600
16	\$66,000	\$66,600	\$67,200	\$67,800	\$68,400	\$69,000	\$69,600	\$70,200	\$70,800	\$71,400	\$72,000	\$72,600
17	\$68,000	\$68,600	\$69,200	\$69,800	\$70,400	\$71,000	\$71,600	\$72,200	\$72,800	\$73,400	\$74,000	\$74,600
18	\$70,000	\$70,600	\$71,200	\$71,800	\$72,400	\$73,000	\$73,600	\$74,200	\$74,800	\$75,400	\$76,000	\$76,600
19	\$72,000	\$72,600	\$73,200	\$73,800	\$74,400	\$75,000	\$75,600	\$76,200	\$76,800	\$77,400	\$78,000	\$78,600
20	\$74,000	\$74,600	\$75,200	\$75,800	\$76,400	\$77,000	\$77,600	\$78,200	\$78,800	\$79,400	\$80,000	\$80,600
21	\$75,000	\$75,600	\$76,200	\$76,800	\$77,400	\$78,000	\$78,600	\$79,200	\$79,800	\$80,400	\$81,000	\$81,600
22	\$76,000	\$76,600	\$77,200	\$77,800	\$78,400	\$79,000	\$79,600	\$80,200	\$80,800	\$81,400	\$82,000	\$82,600
23	\$77,000	\$77,600	\$78,200	\$78,800	\$79,400	\$80,000	\$80,600	\$81,200	\$81,800	\$82,400	\$83,000	\$83,600
24	\$78,000	\$78,600	\$79,200	\$79,800	\$80,400	\$81,000	\$81,600	\$82,200	\$82,800	\$83,400	\$84,000	\$84,600
25	\$79,000	\$79,600	\$80,200	\$80,800	\$81,400	\$82,000	\$82,600	\$83,200	\$83,800	\$84,400	\$85,000	\$85,600
26	\$80,000	\$80,600	\$81,200	\$81,800	\$82,400	\$83,000	\$83,600	\$84,200	\$84,800	\$85,400	\$86,000	\$86,600
27	\$81,000	\$81,600	\$82,200	\$82,800	\$83,400	\$84,000	\$84,600	\$85,200	\$85,800	\$86,400	\$87,000	\$87,600

BA Schedule 2016-17

STEP	BA 0	BA 6	BA 12	BA 18	BA 24	BA 30	BA 36	BA 42	BA 48	BA 54	BA 60	BA 66
1	\$40,000	\$40,600	\$41,200	\$41,800	\$42,400	\$43,000	\$43,600	\$44,200	\$44,800	\$45,400	\$46,000	\$46,600
2	\$40,500	\$41,100	\$41,700	\$42,300	\$42,900	\$43,500	\$44,100	\$44,700	\$45,300	\$45,900	\$46,500	\$47,100
3	\$41,000	\$41,600	\$42,200	\$42,800	\$43,400	\$44,000	\$44,600	\$45,200	\$45,800	\$46,400	\$47,000	\$47,600
4	\$41,500	\$42,100	\$42,700	\$43,300	\$43,900	\$44,500	\$45,100	\$45,700	\$46,300	\$46,900	\$47,500	\$48,100
5	\$42,000	\$42,600	\$43,200	\$43,800	\$44,400	\$45,000	\$45,600	\$46,200	\$46,800	\$47,400	\$48,000	\$48,600
6	\$42,500	\$43,100	\$43,700	\$44,300	\$44,900	\$45,500	\$46,100	\$46,700	\$47,300	\$47,900	\$48,500	\$49,100
7	\$43,000	\$43,600	\$44,200	\$44,800	\$45,400	\$46,000	\$46,600	\$47,200	\$47,800	\$48,400	\$49,000	\$49,600
8	\$44,000	\$44,600	\$45,200	\$45,800	\$46,400	\$47,000	\$47,600	\$48,200	\$48,800	\$49,400	\$50,000	\$50,600
9	\$46,000	\$46,600	\$47,200	\$47,800	\$48,400	\$49,000	\$49,600	\$50,200	\$50,800	\$51,400	\$52,000	\$52,600
10	\$48,000	\$48,600	\$49,200	\$49,800	\$50,400	\$51,000	\$51,600	\$52,200	\$52,800	\$53,400	\$54,000	\$54,600
11	\$50,000	\$50,600	\$51,200	\$51,800	\$52,400	\$53,000	\$53,600	\$54,200	\$54,800	\$55,400	\$56,000	\$56,600
12	\$53,000	\$53,600	\$54,200	\$54,800	\$55,400	\$56,000	\$56,600	\$57,200	\$57,800	\$58,400	\$59,000	\$59,600
13	\$56,000	\$56,600	\$57,200	\$57,800	\$58,400	\$59,000	\$59,600	\$60,200	\$60,800	\$61,400	\$62,000	\$62,600
14	\$59,000	\$59,600	\$60,200	\$60,800	\$61,400	\$62,000	\$62,600	\$63,200	\$63,800	\$64,400	\$65,000	\$65,600
15	\$61,000	\$61,600	\$62,200	\$62,800	\$63,400	\$64,000	\$64,600	\$65,200	\$65,800	\$66,400	\$67,000	\$67,600
16	\$66,000	\$66,600	\$67,200	\$67,800	\$68,400	\$69,000	\$69,600	\$70,200	\$70,800	\$71,400	\$72,000	\$72,600
17	\$68,000	\$68,600	\$69,200	\$69,800	\$70,400	\$71,000	\$71,600	\$72,200	\$72,800	\$73,400	\$74,000	\$74,600
18	\$70,000	\$70,600	\$71,200	\$71,800	\$72,400	\$73,000	\$73,600	\$74,200	\$74,800	\$75,400	\$76,000	\$76,600
19	\$72,000	\$72,600	\$73,200	\$73,800	\$74,400	\$75,000	\$75,600	\$76,200	\$76,800	\$77,400	\$78,000	\$78,600
20	\$74,000	\$74,600	\$75,200	\$75,800	\$76,400	\$77,000	\$77,600	\$78,200	\$78,800	\$79,400	\$80,000	\$80,600
21	\$76,000	\$76,600	\$77,200	\$77,800	\$78,400	\$79,000	\$79,600	\$80,200	\$80,800	\$81,400	\$82,000	\$82,600
22	\$77,000	\$77,600	\$78,200	\$78,800	\$79,400	\$80,000	\$80,600	\$81,200	\$81,800	\$82,400	\$83,000	\$83,600
23	\$79,000	\$79,600	\$80,200	\$80,800	\$81,400	\$82,000	\$82,600	\$83,200	\$83,800	\$84,400	\$85,000	\$85,600
24	\$80,000	\$80,600	\$81,200	\$81,800	\$82,400	\$83,000	\$83,600	\$84,200	\$84,800	\$85,400	\$86,000	\$86,600
25	\$82,500	\$83,100	\$83,700	\$84,300	\$84,900	\$85,500	\$86,100	\$86,700	\$87,300	\$87,900	\$88,500	\$89,100

MA Schedule 2014-16

STEP	MA 0	MA 6	MA 12	MA 18	MA 24	MA 30	MA 36	MA 42	MA 48	MA 54	MA 60	Doctor
1	\$44,000	\$44,600	\$45,200	\$45,800	\$46,400	\$47,000	\$47,600	\$48,200	\$48,800	\$49,400	\$50,000	\$50,600
2	\$44,500	\$45,100	\$45,700	\$46,300	\$46,900	\$47,500	\$48,100	\$48,700	\$49,300	\$49,900	\$50,500	\$51,100
3	\$44,750	\$45,350	\$45,950	\$46,550	\$47,150	\$47,750	\$48,350	\$48,950	\$49,550	\$50,150	\$50,750	\$51,350
4	\$45,000	\$45,600	\$46,200	\$46,800	\$47,400	\$48,000	\$48,600	\$49,200	\$49,800	\$50,400	\$51,000	\$51,600
5	\$45,250	\$45,850	\$46,450	\$47,050	\$47,650	\$48,250	\$48,850	\$49,450	\$50,050	\$50,650	\$51,250	\$51,850
6	\$45,500	\$46,100	\$46,700	\$47,300	\$47,900	\$48,500	\$49,100	\$49,700	\$50,300	\$50,900	\$51,500	\$52,100
7	\$47,100	\$47,700	\$48,300	\$48,900	\$49,500	\$50,100	\$50,700	\$51,300	\$51,900	\$52,500	\$53,100	\$53,700
8	\$50,000	\$50,600	\$51,200	\$51,800	\$52,400	\$53,000	\$53,600	\$54,200	\$54,800	\$55,400	\$56,000	\$56,600
9	\$52,500	\$53,100	\$53,700	\$54,300	\$54,900	\$55,500	\$56,100	\$56,700	\$57,300	\$57,900	\$58,500	\$59,100
10	\$53,250	\$53,850	\$54,450	\$55,050	\$55,650	\$56,250	\$56,850	\$57,450	\$58,050	\$58,650	\$59,250	\$59,850
11	\$54,025	\$54,625	\$55,225	\$55,825	\$56,425	\$57,025	\$57,625	\$58,225	\$58,825	\$59,425	\$60,025	\$60,625
12	\$56,510	\$57,110	\$57,710	\$58,310	\$58,910	\$59,510	\$60,110	\$60,710	\$61,310	\$61,910	\$62,510	\$63,110
13	\$58,640	\$59,240	\$59,840	\$60,440	\$61,040	\$61,640	\$62,240	\$62,840	\$63,440	\$64,040	\$64,640	\$65,240
14	\$60,965	\$61,565	\$62,165	\$62,765	\$63,365	\$63,965	\$64,565	\$65,165	\$65,765	\$66,365	\$66,965	\$67,565
15	\$63,290	\$63,890	\$64,490	\$65,090	\$65,690	\$66,290	\$66,890	\$67,490	\$68,090	\$68,690	\$69,290	\$69,890
16	\$66,105	\$66,705	\$67,305	\$67,905	\$68,505	\$69,105	\$69,705	\$70,305	\$70,905	\$71,505	\$72,105	\$72,705
17	\$68,851	\$69,451	\$70,051	\$70,651	\$71,251	\$71,851	\$72,451	\$73,051	\$73,651	\$74,251	\$74,851	\$75,451
18	\$71,350	\$71,950	\$72,550	\$73,150	\$73,750	\$74,350	\$74,950	\$75,550	\$76,150	\$76,750	\$77,350	\$77,950
19	\$74,000	\$74,600	\$75,200	\$75,800	\$76,400	\$77,000	\$77,600	\$78,200	\$78,800	\$79,400	\$80,000	\$80,600
20	\$76,700	\$77,300	\$77,900	\$78,500	\$79,100	\$79,700	\$80,300	\$80,900	\$81,500	\$82,100	\$82,700	\$83,300
21	\$79,800	\$80,400	\$81,000	\$81,600	\$82,200	\$82,800	\$83,400	\$84,000	\$84,600	\$85,200	\$85,800	\$86,400
22	\$82,300	\$82,900	\$83,500	\$84,100	\$84,700	\$85,300	\$85,900	\$86,500	\$87,100	\$87,700	\$88,300	\$88,900
23	\$84,700	\$85,300	\$85,900	\$86,500	\$87,100	\$87,700	\$88,300	\$88,900	\$89,500	\$90,100	\$90,700	\$91,300
24	\$86,500	\$87,100	\$87,700	\$88,300	\$88,900	\$89,500	\$90,100	\$90,700	\$91,300	\$91,900	\$92,500	\$93,100
25	\$87,000	\$87,600	\$88,200	\$88,800	\$89,400	\$90,000	\$90,600	\$91,200	\$91,800	\$92,400	\$93,000	\$93,600
26	\$88,000	\$88,600	\$89,200	\$89,800	\$90,400	\$91,000	\$91,600	\$92,200	\$92,800	\$93,400	\$94,000	\$94,600
27	\$88,224	\$88,824	\$89,424	\$90,024	\$90,624	\$91,224	\$91,824	\$92,424	\$93,024	\$93,624	\$94,224	\$94,824

MA Schedule 2016-17

STEP	MA 0	MA 6	MA 12	MA 18	MA 24	MA 30	MA 36	MA 42	MA 48	MA 54	MA 60	Doctor
1	\$45,000	\$45,600	\$46,200	\$46,800	\$47,400	\$48,000	\$48,600	\$49,200	\$49,800	\$50,400	\$51,000	\$51,600
2	\$45,500	\$46,100	\$46,700	\$47,300	\$47,900	\$48,500	\$49,100	\$49,700	\$50,300	\$50,900	\$51,500	\$52,100
3	\$45,750	\$46,350	\$46,950	\$47,550	\$48,150	\$48,750	\$49,350	\$49,950	\$50,550	\$51,150	\$51,750	\$52,350
4	\$46,000	\$46,600	\$47,200	\$47,800	\$48,400	\$49,000	\$49,600	\$50,200	\$50,800	\$51,400	\$52,000	\$52,600
5	\$46,250	\$46,850	\$47,450	\$48,050	\$48,650	\$49,250	\$49,850	\$50,450	\$51,050	\$51,650	\$52,250	\$52,850
6	\$46,500	\$47,100	\$47,700	\$48,300	\$48,900	\$49,500	\$50,100	\$50,700	\$51,300	\$51,900	\$52,500	\$53,100
7	\$48,000	\$48,600	\$49,200	\$49,800	\$50,400	\$51,000	\$51,600	\$52,200	\$52,800	\$53,400	\$54,000	\$54,600
8	\$50,000	\$50,600	\$51,200	\$51,800	\$52,400	\$53,000	\$53,600	\$54,200	\$54,800	\$55,400	\$56,000	\$56,600
9	\$52,500	\$53,100	\$53,700	\$54,300	\$54,900	\$55,500	\$56,100	\$56,700	\$57,300	\$57,900	\$58,500	\$59,100
10	\$54,000	\$54,600	\$55,200	\$55,800	\$56,400	\$57,000	\$57,600	\$58,200	\$58,800	\$59,400	\$60,000	\$60,600
11	\$55,000	\$55,600	\$56,200	\$56,800	\$57,400	\$58,000	\$58,600	\$59,200	\$59,800	\$60,400	\$61,000	\$61,600
12	\$57,500	\$58,100	\$58,700	\$59,300	\$59,900	\$60,500	\$61,100	\$61,700	\$62,300	\$62,900	\$63,500	\$64,100
13	\$59,500	\$60,100	\$60,700	\$61,300	\$61,900	\$62,500	\$63,100	\$63,700	\$64,300	\$64,900	\$65,500	\$66,100
14	\$61,900	\$62,500	\$63,100	\$63,700	\$64,300	\$64,900	\$65,500	\$66,100	\$66,700	\$67,300	\$67,900	\$68,500
15	\$63,290	\$63,890	\$64,490	\$65,090	\$65,690	\$66,290	\$66,890	\$67,490	\$68,090	\$68,690	\$69,290	\$69,890
16	\$66,105	\$66,705	\$67,305	\$67,905	\$68,505	\$69,105	\$69,705	\$70,305	\$70,905	\$71,505	\$72,105	\$72,705
17	\$68,852	\$69,452	\$70,052	\$70,652	\$71,252	\$71,852	\$72,452	\$73,052	\$73,652	\$74,252	\$74,852	\$75,452
18	\$71,350	\$71,950	\$72,550	\$73,150	\$73,750	\$74,350	\$74,950	\$75,550	\$76,150	\$76,750	\$77,350	\$77,950
19	\$74,000	\$74,600	\$75,200	\$75,800	\$76,400	\$77,000	\$77,600	\$78,200	\$78,800	\$79,400	\$80,000	\$80,600
20	\$76,700	\$77,300	\$77,900	\$78,500	\$79,100	\$79,700	\$80,300	\$80,900	\$81,500	\$82,100	\$82,700	\$83,300
21	\$80,000	\$80,600	\$81,200	\$81,800	\$82,400	\$83,000	\$83,600	\$84,200	\$84,800	\$85,400	\$86,000	\$86,600
22	\$82,500	\$83,100	\$83,700	\$84,300	\$84,900	\$85,500	\$86,100	\$86,700	\$87,300	\$87,900	\$88,500	\$89,100
23	\$85,500	\$86,100	\$86,700	\$87,300	\$87,900	\$88,500	\$89,100	\$89,700	\$90,300	\$90,900	\$91,500	\$92,100
24	\$88,000	\$88,600	\$89,200	\$89,800	\$90,400	\$91,000	\$91,600	\$92,200	\$92,800	\$93,400	\$94,000	\$94,600
25	\$90,263	\$90,863	\$91,463	\$92,063	\$92,663	\$93,263	\$93,863	\$94,463	\$95,063	\$95,663	\$96,263	\$96,863

LSCTA Coaching Salaries		2015-2016	
FALL	2014-2015	2016-2017	
Varsity Football	5946	6035	
Varsity Football Assistant(2)	4517	4585	
J.V. Football	4011	4071	
J.V. Football Ass't	3720	3776	
Modified Football	3273	3322	
Modified Football Ass't	2788	2830	
Cross Country	4525	4593	
Cross Country Assistant	3273	3322	
Boys Varsity Soccer	4525	4593	
Boys J.V. Soccer	3273	3322	
Boys Mod. Soccer	2859	2902	
Girls Varsity Soccer	4525	4593	
Girls J.V. Soccer	3273	3322	
Girls Modified Soccer	2859	2902	
Girls Varsity Swimming	4525	4593	
Girls Varsity Swimming Ass't	3273	3322	
Girls Varsity Tennis	4525	4593	
Girls Varsity Tennis Assistant	3273	3322	
Boys Varsity Volleyball	4525	4593	
Boys J.V. Volleyball	3273	3322	
Boys Modified Volleyball	2859	2902	
Girls Varsity Volleyball	4525	4593	
Girls J.V. Volleyball	3273	3322	
Girls Modified Volleyball	2859	2902	
Golf (B/G)	4525	4593	
Cheerleading (Varsity)	1598	1622	
Cheerleading Ass't Advisor	1269	1288	
Cheerleading (J.V.)	1269	1288	
WINTER			
Boys Varsity Basketball	5946	6035	
Boys J.V. Basketball	4517	4585	
Boys Modified Basketball	3273	3322	
Girls Varsity Basketball	5946	6035	
Girls J.V. Basketball	4517	4585	
Girls Modified Basketball	3273	3322	
Boys Varsity Swimming	5946	6035	
Boys Varsity Swimming Ass't	3659	3714	
Modified Swimming	3294	3343	
Modified Swimming Ass't	2467	2504	
Varsity Wrestling	5946	6035	
J.V. Wrestling	4517	4585	
Modified Wrestling	3273	3322	
Indoor Track	5946	6035	
Indoor Track Ass't	3659	3714	
Cheerleading (Varsity)	1598	1622	
Cheerleading Ass't Advisor	1269	1288	
Cheerleading (J.V.)	1269	1288	
SPRING			
Varsity Baseball	4525	4593	
J.V. Baseball	3208	3256	
Modified Baseball	2859	2902	
Girls Varsity Softball	4525	4593	
Girls J.V. Softball	3208	3256	
Girls Modified Softball	2859	2902	
Boys Varsity Tennis	4525	4593	
Boys Varsity Tennis Assistant	3208	3256	
Boys Varsity Track	4525	4593	
Boys Varsity Track Ass't	3208	3256	
Girls Varsity Track	4525	4593	
Girls Varsity Track Ass't	3208	3256	
Modified Track	2859	2902	
Boys Varsity Lacrosse	4525	4593	
Boys J. V. Lacrosse	3208	3256	
Boys Modified Lacrosse	2859	2902	
Girls Varsity Lacrosse	4525	4593	
Girls J. V. Lacrosse	3208	3256	
Girls Modified Lacrosse	2859	2902	
ALL YEAR			
Faculty Equipment Manager	3552	3605	
Trainer (per season)	5255	5334	

LSCTA Co-Curricular Stipends	2015-2016	
	2014-2015	2015-2017
SENIOR HIGH SCHOOL		
ACE Club	631	640
Art Club	873	886
Class Advisors - Grades 9/10/11	1206	1224
Donate Life Club	631	640
Drama Club	1538	1561
Future Business Leaders of America	873	886
GSA	631	640
Honor Society	1206	1224
HOOP	1206	1224
Literary Club	631	640
Jazz Band	2151	2183
LSC Athletic Association	873	886
Language Club	631	640
Master Minds	631	640
Model UN	1206	1224
Musical Art Director	1538	1561
Musical Band Director	1538	1561
Musical Choreographer	1538	1561
Musical Director	1538	1561
Musical Producer	1538	1561
Musical Vocal Director	1538	1561
Newspaper - "Green and White"	1743	1769
Outdoor Adventure Club	631	640
Senior Class Advisor	3448	3500
Senior High Pep Band	2151	2183
Student Government	1743	1769
Technology Club	631	640
Yearbook - "Shorelines"	5778	5865
MIDDLE SCHOOL		
Art Club	631	640
Big Brother/Big Sister	873	886
Class Advisors - Grades 6/7/8	1206	1224
CS+V Club	1206	1224
Drama Club	1206	1224
Dynamic Strings	631	640
Future Cities Club	631	640
Home Economics Club	873	886
Honor Society	873	886
Musical Art Director	1206	1224
Musical Choreographer	1206	1224
Musical Band Director	631	640
Musical Director	1538	1561
Musical Producer	873	886
Musical Vocal Director	873	886
Jazz Band	1206	1224
Newspaper - "The Wave"	1206	1224
SAFE Club	873	886
Student Government	1206	1224
Yearbook - "Lake Shore Harbor"	3448	3500
DISTRICT		
Special Olympics	873	886
New Clubs- First Year	410	416
New Clubs- Second Year	631	640
CHEERLEADING (Fall) (Winter)		
Varsity Cheerleading	1598	1622
Varsity Cheerleading Ass't	1269	1288
J.V. Cheerleading	1269	1288

LSCTA Other Contractual/Hourly Rates

		2015-2016
ADDITIONAL CONTRACTUAL RATES	2014-2015	2016-2017
National Certification (12.3.7)	\$582.00	\$591.00
Longevity (12.3.8) *	\$1,000.00	\$1,000.00
Mentor (12.3.9)	\$1,122.00	\$1,139.00
ADDITIONAL HOURLY RATES	2014-2015	2016-17
Instructional/Presentation/Summer School (12.3.6)	\$38.79	\$39.37
Curriculum Work (8.1.6)	\$27.44	\$27.85
In-service/Training (8.2.4)	\$20.49	\$20.80

* 12.3.8 – For Years 2014-15 and 2015-16 any member who has 27 or more years in the District will receive an additional \$250 (\$1,250 total longevity stipend).

LSCTA Chaperone & Other Rates

	2014-2015	
CHAPERONES AND OTHERS: FLAT RATES	2015-2016	2016-2017
Home Events - Basic Rate	\$46.34	\$47.04
Night Football	\$55.48	\$56.31
Varsity Basketball	\$55.48	\$56.31
Varsity Wrestling	\$55.48	\$56.31
Away Events - Basic Rate	\$62.39	\$63.33
Basketball	\$69.48	\$70.52
Wrestling	\$69.48	\$70.52
Timer/Scorer for Football, Wrestling	\$55.73	\$56.57
Timer for Basketball	\$69.80	\$70.85
Announcer for Football	\$55.73	\$56.57
Photographer for Football	\$46.57	\$47.27
Ticket Seller/Chaperone for		
Football and Basketball	\$69.80	\$70.85
Intramural Rate	\$29.70	\$30.15
Timer	\$31.17	\$31.64