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TA | 6475

TEACHER CONTRACT AGREEMENT

7/1 6/30
2004-2007

BETWEEN

WEST GENESEE

CENTRAL SCHOOL DISTRICT

AND

WEST GENESEE

TEACHERS' ASSOCIATION

CAMILLUS, NY

RECEIVED

NOV 22 2006

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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PREAMBLE

In order to effectuate the provisions of Chapter 392 of the laws of 1967 (the Public Employees' Fair Employment Act), to encourage and increase effective and harmonious working relationships between the West Genesee Board of Education and its professional employees represented by the West Genesee Teachers' Association so that the cause of public education may best be served in West Genesee School District, Supervisory District No. 1 of Camillus, New York, This Agreement is made and entered into on this first day of July, 2004.

It is agreed by and between the parties that any provision of this Agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

ARTICLE I IMPLEMENTATION OF AGREEMENT

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regulation of the Board or Superintendent of Schools which is in conflict with a provision of this Agreement shall be superseded and replaced by this Agreement.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

ARTICLE I IMPLEMENTATION OF AGREEMENT

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

ARTICLE II GRIEVANCE

A. Definition of Grievance

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

B. Time Limits

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

2. Appeal

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

3. Decision

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

4. Change of Time Limit

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

5. Appeals and Decisions

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

ARTICLE II GRIEVANCE

C. Procedure

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

1. Step 1. Informal Stage

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

2. Step 2. Formal Stage

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

3. Step 3. Appeal Stage

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

ARTICLE II GRIEVANCE

4. Step 4. Arbitration Stage

(a) Advisory Arbitration

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

(b) Binding Arbitration

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

(c) Decision and Expenses

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

(d) Powers of the Arbitrator

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

ARTICLE III ASSOCIATION RIGHTS

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

ARTICLE III ASSOCIATION RIGHTS

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

ARTICLE IV TEACHER RIGHTS

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

ARTICLE IV TEACHER RIGHTS

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

F. Exit or Terminal Interview

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

G. Damage or Destruction of Property

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

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

ARTICLE V SALARIES AND OTHER COMPENSATION

- A. When employing new staff, the Superintendent may place the staff member on any step in the salary schedule. The following factors may be considered:
 1. Degree and/or advanced study status documented by an official transcript sent from the college to the Superintendent's office.
 2. Credit may be granted for previous teaching experience in either public or private schools. A year of credit may be allowed only once for a partial year of continuous service of at least ninety (90) days. Experience may be credited as follows:
 - a) Year for year credit for the first six (6) years;
 - b) One (1) year credit for each two (2) years experience for the next six (6).
- B. In order to clarify points of the salary schedule, it is necessary to define degrees of graduate study:
 1. A Bachelor's degree is defined as a Baccalaureate degree earned at an accredited college or university (i.e., Middle States, Southern States, etc. and those accredited agencies listed in Lovejoy's College Guide or Barron's Profiles of American Colleges).
 2. Less than a Bachelor's degree means that an accredited course of study leading to a Baccalaureate degree has not been completed.
 3. A Master's degree is a Master's degree earned in an accredited college or university.
 4. A Certificate of Advanced Study is defined as follows: A CAS shall be defined as a Certificate of Advanced Study earned at an accredited college or institution.
 - a) The completion of thirty (30) hours of graduate course work in a planned program provided that an accredited institution issues a statement that the work so completed is equivalent to a CAS and the Superintendent accepts the credits and courses offered.
 5. A doctorate is defined as a Doctor's degree earned at an accredited institution.
- C. Staff members newly hired to the system shall be considered as effectively employed and entitled to salary and benefits after attendance at the first regularly scheduled meeting or exercise of the current school year calendar.
- D. Teachers already members of the staff shall be considered as effectively employed and entitled to salary adjustments or movements on the salary schedule as follows:
 1. Ten (10) Month Staff - on the first (1st) day of physical attendance at a scheduled exercise listed in the current school year calendar on or after September 1.

ARTICLE V SALARIES AND OTHER COMPENSATION

2. Eleven (11) Month Staff - on the first (1st) day of physical attendance in school on or following July 1 or as scheduled by the principal. This is subject to the provisions in Article XI.

E. Teachers on unpaid leave of absence shall return to the step on the Salary Schedule at which the teacher left unless the teacher has worked ninety (90) or more days in the school year in which the leave was taken. In such a case said teacher will advance one step on the Salary Schedule (Appendix A). The ninety (90) days will be determined by using the official calendar which identifies all teacher attendance days.

F. Compensation for attending workshops which are not scheduled in the school calendar shall be based on the following:

1. The program range shall be from four (4) hours per day to six and one half (6 1/2) hours per day.
2. Compensation for authorized non-instructional time beyond the school day (for example, workshop attendance) shall be paid at the rate of twenty-two dollars (\$22.00) per hour in 2004-05; twenty-two dollars and fifty cents (\$22.50) per hour in 2005-06; and twenty-three dollars and fifty cents (\$23.50) per hour in 2006-07.

G. The summer school salary schedule shall be as follows:

1. **FIRST STEP**

2004-05 \$1420 (per 90 minute class or part thereof)

2005-06 \$1480 (per 90 minute class or part thereof)

2006-07 \$1535 (per 90 minute class or part thereof)

SECOND STEP

2004-05 \$1485 (per 90 minute class or part thereof)

2005-06 \$1545 (per 90 minute class or part thereof)

2006-07 \$1605 (per 90 minute class or part thereof)

THIRD STEP

2004-05 \$1550 (per 90 minute class or part thereof)

2005-06 \$1615 (per 90 minute class or part thereof)

2006-07 \$1680 (per 90 minute class or part thereof)

2. **Qualification for step:**

- a) First step - less than three (3) years summer school experience or less than five (5) years teaching experience.

ARTICLE V SALARIES AND OTHER COMPENSATION

- b) Second step - four (4) to six (6) years summer school experience or five (5) years or more teaching experience.
 - c) Third step - either requirement in step two plus permanent certification.
3. This schedule is based on a session of thirty-five (35) days. The length of time for instructors teaching two (2) classes shall be 3.5 hours. Payment for additional instructional time other than summer school classroom instruction scheduled will be as per H. 3. below. In the case of Drivers Education, teachers will be compensated for out of class driving time by the salary schedule in G. 1. above or as per H. 3. below, whichever is higher.
- H. 1. The employer agrees to establish a policy for extra pay for extra duty. This shall apply to duties as specifically set forth in this Agreement and in item K. The Superintendent of Schools may exceed this scale if additional personnel is needed or expertise must be purchased to fulfill the program. Such additions will be forwarded in writing to the President of WGTA. For each year of experience in an activity, the advisor's base shall be advanced one (1) step on the B.A. column.

Salaries shall be based on the first (1st) sixteen (16) steps in year 2004-05 and first (1st) seventeen (17) steps in 2005-06 and 2006-07 per Appendix A.

| | |
|---|-------|
| Senior High Student Council Advisor | 7.0% |
| Senior High Asst. Student Council Advisor | 4.5% |
| Senior Class Advisor | 8.0% |
| Asst. Senior Class Advisor | 5.0% |
| Junior Class Advisor | 6.0% |
| Sophomore Class Advisor | 5.0% |
| Freshman Class Advisor | 5.0% |
| Official Student Newspaper Advisor | 6.6% |
| Yearbook - Genesean Advisor | 13.5% |
| Assistant Yearbook Advisor | 4.0% |
| Senior High Honor Society Advisor | 7.0% |
| SADD Advisor | 3.0% |
| Senior High Math League Advisor | 4.0% |
| Outdoor Camping Advisor (6 weekends) | 5.0% |
| Academic Decathlon | 3.0% |
| ECOS | 3.0% |
| Key Club | 3.0% |
| Mock Trial | 3.0% |
| Model UN | 3.0% |
| Latin League | 4.0% |
| Latin Club | 1.75% |
| Spanish Club | 1.75% |
| French Club | 1.75% |
| High School Ski Club Advisor | 2.0% |

ARTICLE V SALARIES AND OTHER COMPENSATION

| | |
|--|-------|
| Senior High Drama Production | |
| Director | 6.0% |
| Producer | 3.0% |
| Senior High Musical | |
| Musical Director | 6.0% |
| Musical Producer | 3.0% |
| Drama Director | 5.0% |
| Technical Director | 4.0% |
| Lighting Director | 2.0% |
| Choreography Director | 3.0% |
| Costumer | 2.0% |
| District Staff Accompanist | 5.0% |
| High School Jazz Lab Director | 3.0% |
| High School String Quartet Director | 3.0% |
| Accolade Advisor | 5.0% |
| Accolade Art Director | 1.5% |
| Director of Sound and Recording | 5.0% |
| Marching Band | |
| Marching Band Director | 12.0% |
| Marching Band Assistant Director | 10.0% |
| Music Arranger | 11.0% |
| Drill Arranger | 11.0% |
| Drill Coordinator | 8.0% |
| Music Instructor | 7.0% |
| Drill Instructor | 6.0% |
| Winter Guard | |
| Winter Guard Director (High School) | 5.0% |
| Winter Guard Coordinator (Middle School) | 4.0% |
| Winter Guard Instructor | 3.0% |
| Winter Guard Drill Arranger | 4.0% |
| Middle School Student Council Advisor | 4.0% |
| Middle School Yearbook Advisor | 6.0% |
| Middle School Musical | |
| Music Director | 5.0% |
| Producer | 3.0% |
| Drama Director | 4.0% |
| Middle School Jazz Lab Director | 2.5% |
| Middle School Nice Kid Award Coordinator | 1.5% |
| Middle School Math League Advisor | 4.0% |
| Middle School Science Fair Advisor | 3.0% |
| Middle School Technology Club Advisor | 3.5% |
| Middle School Ski Club Advisor | 1.0% |
| Elementary Colonial Days Coordinator | 3.0% |

ARTICLE V SALARIES AND OTHER COMPENSATION

2. Any additional proposals for extra-curricular activities not listed in H (1) must be approved by the District. Written proposals must be submitted to the District by April 1 for activities beginning in the next school year. Each bargaining unit member will be compensated at an individual rate to be negotiated between the WGTA and the District. The negotiated compensation shall be considered part of the approval process.
 3. Payment for authorized instructional activity beyond the normal workday (for example, tutoring and workshop leader) not specifically addressed in any other part of this Agreement, shall be at a rate of twenty-seven dollars (\$27) per hour in 2004-05; twenty-eight dollars (\$28) per hour in 2005-06; and twenty-nine dollars and fifty cents (\$29.50) per hour in 2006-07.
- I.
1. Staff members, other than advisors or teachers normally responsible for specific activities, shall be paid thirty-two dollars (\$32) per event in 2004-05; and thirty-three dollars and fifty cents (\$33.50) per event in 2005-2006; and thirty-five dollars (\$35) per event in 2006-07 for authorized duty assignments (for example, bus trip chaperone, sporting events, dance supervisor). All teachers in grades K-12 shall be assigned one (1) duty assignment at no extra pay. Open House is not to be counted as a duty.
 2. Any teacher in the District may apply to any building for extra pay assignments. Selection will be made at the discretion of the building principal.
- J. Payment for supervisory responsibilities shall be established as follows:
1. High School Building Chairpeople (Grades 9-12), High School Subject Area Coordinators (9-12) and Middle School Subject Area Coordinators (Grades 6-8) will be compensated at an annual rate that is dependent upon the number of full and part-time teachers in their department. Included within this number will be the chairperson. The number of Physical Education teachers plus the number of coaches for Grades 6, 7 and 8th Grade athletic teams will determine payment for the Building Coordinator for P.E./Athletics at the Middle Schools. The rate of pay will be as follows:
 - a. For departments with five (5) or fewer teachers:

| | |
|---------|--------|
| 2004-05 | \$1295 |
| 2005-06 | \$1345 |
| 2006-07 | \$1400 |
 - b. For departments of more than five (5) but less than ten (10) teachers:

| | |
|---------|--------|
| 2004-05 | \$1630 |
| 2005-06 | \$1695 |
| 2006-07 | \$1760 |
 - c. For departments with ten (10) or more teachers:

| | |
|---------|--------|
| 2004-05 | \$1950 |
| 2005-06 | \$2025 |
| 2006-07 | \$2110 |

ARTICLE V SALARIES AND OTHER COMPENSATION

2. Elementary grade level chairpersons will be appointed to one year terms for the duration of this contract. The rate of pay shall be \$285 in 2004-05, \$295 in 2005-06, and \$305 in 2006-07.

K. Determination of Salary Schedule:

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

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

4. Those holding a Doctoral degree will be compensated an additional two thousand dollars (\$2,000) above the CAS degree (or above their current salary, whichever is greater) if related to the learned discipline to which he/she is assigned. This compensation becomes effective only when the teacher becomes tenured.
5. Those holding National Board Certification will be compensated an additional two thousand dollars (\$2,000).
6. Compensation for each block of six (6) hours shall be as shown on the schedule.
7. Counselors will receive an additional 1/200 of their salary for each day worked in excess of the actual teacher work year to a maximum of twenty (20) days. Thirteen (13) days will be distributed during the summer vacation.

L. Coaching Salaries

1. The criteria for grouping the various sports for salary compensation shall be:
 - a) Length of season
 - b) Number of students
 - c) Crowd spectator reaction pressure
2. Coaches' salaries shall be based on the first (1st) twenty (20) steps in year 2004-05 and the first (1st) twenty-one (21) steps in 2005-06 and 2006-07 as per Appendix A. A coach's salary shall be determined by the actual column by which his teaching salary is computed except that if the column is to the right of the BA+30 column then the coach's salary will be computed on the BA+30 column.

ARTICLE V SALARIES AND OTHER COMPENSATION

3. Senior High Sports

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

Senior High Assistant Coaches, - Head Coach X .75.

4. Modified Sports

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

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

5. Intramurals

The salary per hour for all intramurals will be twenty-two dollars (\$22.00) per hour in 2004-05; twenty-two dollars and fifty cents (\$22.50) per hour in 2005-06; and twenty-three dollars and fifty cents (\$23.50) per hour in 2006-07. The following program sessions and limitations are listed below:

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

Fall: Two (2) people per session.

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

Spring: Two (2) people per session.

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

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

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

ARTICLE V SALARIES AND OTHER COMPENSATION

6. The following pay dates are to be automatic rather than have it necessary for coaches to sign claim sheets:
 - a) All fall sports to be paid fifty percent (50%) on the last pay date in October and fifty percent (50%) on the second pay date in November.
 - b) Full season winter sports to be paid fifty percent (50%) on the second pay date in December and fifty percent (50%) on the first pay date in March.
 - 1) Winter I sports will be paid one hundred percent (100%) on the second pay date in December.
 - 2) Winter II sports will be paid one hundred percent (100%) on the first pay date in March.
 - c) All spring sports to be paid fifty percent (50%) on the first pay date in May and fifty percent (50%) on the second pay date in May.
 - d) The above payments will be made by separate checks apart from normal salary checks.

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

ARTICLE V SALARIES AND OTHER COMPENSATION

M. Insurance.

1. The employer shall provide Blue Cross/Blue Shield Regionwide Option II medical policy with prescription card (CO-PAYS: \$3/Brand, \$1/Generic, \$0/Mail Order) and dependent to age twenty-five (25) on the professional staff. The employer will also provide a comparable HMO plan (UNIVERA, Health Guard Blue). The District's contribution for the HMO premiums will not exceed the premium for BC/BS Regionwide Option II Medical Policy with prescription card and dependent to age twenty-five.
2. The spouse or dependent(s) of a bargaining unit member or retiree who dies will be allowed to continue in the District's group health plan at their own expense for as long as the spouse or dependent(s) so desire and for the dependent(s) as long as the dependent(s) qualify as dependent(s) under the contract. The benefit above applies to a spouse and dependent(s) who were covered under a district health plan at the time of the bargaining unit member's or retiree's death.

N. The employer shall assume the following responsibilities for health and major medical insurance, dental insurance and eye care insurance. Any reference to benefits is subject to the provisions and limitations of the master policy issued by the insurance company and are on file in the Office of the Superintendent.

1. To provide automatic claim service insofar as possible.
2. The insurance plan and HMO's (UNIVERA, Health Guard Blue) will be contributory as outlined in the following tables:

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

| Coverage | School District Contribution | Teacher Contribution |
|-----------|---------------------------------|----------------------|
| Single | 100% | 0% |
| Dependent | 75% | 25% |

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

| Coverage | School District Contribution | Teacher Contribution |
|-----------|---------------------------------|----------------------|
| Single | 70% | 30% |
| Dependent | 45% | 55% |

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

ARTICLE V SALARIES AND OTHER COMPENSATION

O. Other Insurance

1. Dental Insurance

The District will contribute one hundred seventy-five (\$175) dollars per year for each bargaining unit member who works full time and who participates in the Blue Shield Schedule A Dental Plan with supplemental, orthodontics, periodontics and prosthetics riders. The District will also contribute one hundred seventy-five (\$175) dollars per year for dependent coverage for the above unit members' family.

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

2. Eye Care Insurance

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

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

P. Salary for the School Years 2004-2007

Teachers shall receive a salary adjustment of 4% for each year including step movement as per the Salary Schedules in Appendix A.

Q. Longevities

1. Teachers with twenty (20) years of teaching service in the West Genesee District are entitled to a longevity increment in the school year 2004-05 of four hundred seventy (\$470) dollars for those holding a Baccalaureate degree and five hundred twenty (\$520) dollars for those holding a Master's degree.

Teachers with twenty (20) years of teaching service in the West Genesee District are entitled to a longevity increment in the school year 2005-06 of four hundred ninety (\$490) dollars for those holding a Baccalaureate degree and five hundred forty (\$540) dollars for those holding a Master's degree.

Teachers with twenty (20) years of teaching service in the West Genesee District are entitled to a longevity increment in the school year 2006-07 of five hundred ten (\$510) dollars for those holding a Baccalaureate degree and five hundred sixty (\$560) dollars for those holding a Master's degree.

2. Teachers with twenty-five (25) years of teaching service in the West Genesee District are entitled to an additional longevity increment in the school year 2004-05 of four hundred seventy (\$470) dollars for those holding a Baccalaureate degree and five hundred twenty (\$520) dollars for those holding a Master's degree.

ARTICLE V SALARIES AND OTHER COMPENSATION

Teachers with twenty-five (25) years of teaching service in the West Genesee District are entitled to an additional longevity increment in the school year 2005-06 of four hundred ninety (\$490) dollars for those holding a Baccalaureate degree and five hundred forty (\$540) dollars for those holding a Master's degree.

Teachers with twenty-five (25) years of teaching service in the West Genesee District are entitled to an additional longevity increment in the school year 2006-07 of five hundred ten (\$510) dollars for those holding a Baccalaureate degree and five hundred sixty (\$560) dollars for those holding a Master's degree.

3. Teachers with thirty (30) years of teaching service in the West Genesee District are entitled to an additional longevity increment in the school year 2004-05 of four hundred seventy (\$470) dollars for those holding a Baccalaureate degree and five hundred twenty (\$520) dollars for those holding a Master's degree.

Teachers with thirty (30) years of teaching service in the West Genesee District are entitled to an additional longevity increment in the school year 2005-06 of four hundred ninety (\$490) dollars for those holding a Baccalaureate degree and five hundred forty (\$540) dollars for those holding a Master's degree.

Teachers with thirty (30) years of teaching service in the West Genesee District are entitled to an additional longevity increment in the school year 2006-07 of five hundred ten (\$510) dollars for those holding a Baccalaureate degree and five hundred sixty (\$560) dollars for those holding a Master's degree.

R. Payroll Deductions

1. Employees shall be permitted to use a payroll deduction program for each of the following:
 - a) Direct deposit to designated bank(s)/credit union(s) shall be determined by the employee. Deposits shall be made directly to designated institution(s).
 - b) United Fund - Employee may empower the District to withhold a specified amount from each pay for a stated number of pay periods so as to satisfy United Fund pledge by the end of the current fiscal year.
 - c) Premiums for District sponsored insurance program for employees or dependents.
 - d) Payroll deduction for Tax Sheltered Annuity:
 - 1) Any employee of the West Genesee Central system is eligible to participate in the plan.
 - 2) An annuity may be purchased from any company approved by the District.
 - 3) All procedures shall be in accordance with the law regulating such investments.
 - 4) The School District accepts no responsibility for advising employees for the continuance of permissive legislation.
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ARTICLE V SALARIES AND OTHER COMPENSATION

- 5) The plan represents an adjustment of salary for tax purposes, not a payroll savings device.
 - 6) Participants must be advised by company representatives that they are responsible for contributions to retirement based on full contract salary. Adjustment is made for tax purposes only.
 - 7) Authorization of modification of salary must be received by the District treasurer on the form furnished by the District (TSA-2).
 - 8) Payments to companies will be made. Participants must make salary adjustment in advance to be included in six (6) month period immediately following payment.
 - 9) Employees may join system at any time by authorizing lump sum modification or prorated over regular six (6) month period.
 - 10) There can be no constructive receipt of funds by employee. Hence, contribution can be made only by salary adjustment and never by direct payment from employee.
- e) WESTAR Federal Credit Union - Amount to be paid to Credit Union shall be designated by member. Amount shall continue to be deducted from pay until authorization is changed by the Credit Union official.
 - f) Five (5%) percent take-home-pay option - If a teacher desires to maintain his personal contribution of five (5%) percent or eight (8%) percent of the State Retirement Fund, said amount shall be deducted from pay.
 - g) NYSUT Benefit Trust - The district shall deduct and remit payments to the NYSUT Benefit Trust upon submission of a signed form from a bargaining unit member. Said forms may be submitted and/or revoked every September and/or January.

No bargaining unit member may elect a benefit offered through the trust that competes with a benefit offered by the district.
 - h) WGTA Scholarship Fund - A bargaining unit member may authorize and the district will then deduct a specified amount and forward same to the WGTA for the express purpose of providing college scholarships to West Genesee students.
 - i) Section 125. The District shall provide a full Section 125 Plan in accordance with IRS regulations with the cost of the third party administration to be paid by the employee.
 - j) VOTE/COPE - A bargaining unit member may authorize the District to deduct a specific contribution to VOTE/COPE.

ARTICLE V SALARIES AND OTHER COMPENSATION

- j) Such other payroll deductions as are authorized after agreement between the WGTA and the Superintendent.

S. Health Insurance/Retirement Award

1. A teacher who actually retires pursuant to the provisions of the New York State Teacher Retirement System, and who serves written notice of such intended retirement as well as effective date of retirement on the District at least three (3) months prior to the date of retirement, shall receive upon retirement a one (1) time only bonus of one (1) month of paid health coverage (not to exceed the premium cost for the BC/BS*) prorated for every ten (10) accumulated but unused sick days up to a maximum of two hundred forty (240) unused sick days. In extenuating circumstances the notification requirement may be appealed to the Board of Education.
2. A teacher who has completed ten (10) years of service with the District and who retires from the District pursuant to the New York State Teachers' Retirement System, shall be entitled to the same health insurance plan in effect following the last open enrollment period preceding his/her effective date of retirement. The District will pay the cost of the health insurance upon retirement, not to exceed the premium for the BC/BS* plan, for five (5) years in addition to the award earned in Section 1 above. In the event that the retiree or the spouse of the retiree is covered by a District health plan (see Article V.M.) upon retirement and is eligible for Medicare at the time of retirement or becomes eligible subsequently, said individual will be given the option of remaining in a District health plan (see Article V.M.) or selecting a District Medicare Supplemental Insurance Plan.

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

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

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

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

ARTICLE V SALARIES AND OTHER COMPENSATION

3. In addition to the retirement benefits (listed in Section S.1 and S.2 above, any teacher aged fifty-five (55) or older, who has completed ten (10) years of service with the District and who actually retires pursuant to the provisions of the New York State Teachers' Retirement System and who serves written notice of such intended retirement as well as the effective date of retirement on the District at least three (3) months prior to the date of retirement, shall be entitled to a retirement award equal to twenty percent (20%) of his/her final year's salary in a one-time cash payment. The effective date of retirement must be at the end of the January semester or June semester in the years 2005 and 2007. All retirement awards shall be distributed in the form of an employer contribution to an approved 403(b) Plan, as specified in Appendix I.
 4. In the situation where the retiree predeceases his/her covered dependents, these retirement benefits will continue for the retiree's covered dependents for the remainder of this extension.
 5. During the course of their retirement, retirees will have the opportunity in August of each year to change district insurance plans (BC/BS, HMO, Medicare Supplemental Insurance). Enrollment in a different insurance plan will become effective October 1st.
- T. The employer further agrees to pay mileage compensation at the IRS rate. Mileage will be paid only to those persons who, in the Superintendent's judgment, are required to use their cars in the course of assigned duties.

ARTICLE VI CONDITIONS OF EMPLOYMENT

A. Teaching Conditions

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

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

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

1. Workday - Secondary and Elementary

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

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

2. Length of School Year.

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

Emergency closing days will be subtracted from instruction days as shown below:

| | |
|----------------------------------|--|
| No emergency closings | One day will be added to the Easter recess and one day will be added to the Memorial Day recess. |
| One emergency closing | One day will be added to the Easter recess and one day will be added to the Memorial Day recess. |
| Two emergency closings | One day will be added to the Easter recess. |
| More than two emergency closings | No days will be subtracted from instruction days. |

ARTICLE VI CONDITIONS OF EMPLOYMENT

Student contact on the next to the last day of school will end no later than noon elementary teachers. Student contact time for elementary teachers on the last day of school shall be for no longer than one (1) hour insofar as possible.

B. Class Size

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

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

C. Physical Facilities for Teachers

1. Insofar as possible, each classroom shall have storage place where teachers may store instructional supplies and materials.
2. Each school in the District shall include the following facilities:
 - a) A teachers' workroom shall contain equipment to aid in the preparation of instructional materials. The equipment shall include, but not be limited to, copying facilities and a typewriter. Supplies will be furnished by the school office at the discretion of the principal.
 - b) A room or rooms shall be appropriately furnished for use as a teachers' lounge and dining area. Coffee-making facilities, if desired by the faculty members, shall also be provided at no expense to the School District.

ARTICLE VI CONDITIONS OF EMPLOYMENT

- c) Provisions will be made in all new construction for each school to have adequate restroom and lavatory facilities exclusively for teacher use.
- d) Provisions for adequate faculty parking facilities shall be made at all new buildings. This provision shall also apply in all modernization programs when site expansion is undertaken.
- e) There shall be clean, well-lighted restrooms.
- f) There shall be a system whereby teachers can effectively and expeditiously communicate with the main office in the event of an emergency. Such facilities will be manned full time while school is in session.
- g) If requested, a vending machine for beverages will be provided for the teachers' lounge, if practicable. The addition of water and/or waste lines will be provided only at the discretion of the Board of Education.
- h) A telephone will be provided in each school with a certain degree of privacy for parental conferences or professional business.

D. Rotation of Supervisory Duties

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

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

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

E. School Calendar

- 1. The tentative school calendar shall be forwarded to the president of the WGTA as soon as possible in the early spring.

ARTICLE VI CONDITIONS OF EMPLOYMENT

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

F. Miscellaneous

1. Elementary classroom teachers shall not be required to remain in the classroom while a special teacher is instructing except for a few minutes at the beginning and at the end of a lesson.
2. Each teacher, insofar as possible, should have space which can be used for storage of records and equipment, and for student consultation.
3. As far as possible, each school in the District shall make provision for the duplicating of teaching materials such as tests, review sheets and other lesson materials by the clerical staff of the building.
4. Teachers shall not be required to perform duties related to handling and storing of books, supplies and equipment except that which is incidental to the teacher's own classroom.
5. Secondary school teachers shall not teach more than five (5) teaching periods per day plus no more than two (2) supervisory periods, and insofar as possible shall not be required to make more than three (3) teaching preparations per day. A preparation shall be defined as work required to teach a single subject on a given level within a track. These teachers shall have one (1) preparation period each day, during which the teacher shall not be assigned to any other duties but shall devote the period to instructional preparation and/or other professional work.
6. All full-time elementary teachers shall, insofar as possible, be provided within their workday a minimum of forty (40) minutes per day preparation time or two hundred (200) minutes per week spread over the days of the week. During this time the teacher shall not be assigned to any other duties, but shall devote this time to instructional preparation or other school connected professional work.
7. All teachers shall receive a duty-free uninterrupted lunch period of thirty (30) minutes per day.

ARTICLE VI CONDITIONS OF EMPLOYMENT

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

The Building Chairpeople shall:

1. Meet with staff to select the very best supplemental teaching materials and recommend these materials to the principal for approval.
2. Cooperate with textbook selection committee within his/her subject area.
3. Maintain an inventory of texts and materials for the department in the building being served.
4. Give particular attention to new members in the department during their probationary period in the building.
5. Regularly visit classrooms in an effort to establish a sympathetic, constructive relationship with each teacher. Emphasis should be on assurance and guidance to improve learning. Evaluation of teachers and their effectiveness will be the responsibility of the principal with the assistance of the building chairperson.
6. Hold staff meetings to consider staff ideas and improve services to students.
7. Help substitute teachers effectively start the day.
8. Be available for advice and council to teachers in the department.
9. Make recommendations concerning supplies and materials to the principal and prepare budget requisition papers.
10. Submit a regular report of visitations at regular intervals to the principal. Written observation reports by the Department Chairpersons shall not be used in a later arbitration proceeding. This shall not prevent a Department Chairperson from testifying in such a proceeding with regard to a teacher's performance.
11. Assess the quality of lesson plans and give necessary assistance to ensure good quality and accuracy.
12. Ensure intra-departmental coordination and articulation through cooperation.
13. Coordinate departmental work with other departments in the building.
14. Help the principal establish department goals including the revision and the development of curriculum.
15. Department Chairpersons will not be given homeroom assignments unless deemed appropriate by the District for operating reasons. The Central Administration will consider (final determination within the discretion of the District) legitimate Association requests for increased departmental supervisory time for Department Chairpersons where appropriate.
16. Departmental Chairpersons may be assigned up to four (4) teaching periods, but no supervisory duties beyond their departmental supervisory time.

ARTICLE VI CONDITIONS OF EMPLOYMENT

H. High School Subject Area Coordinator (Grades 9-12) and Middle School Subject Area Coordinator (Grades 6-8) - Duties and Responsibilities

1. Maintain an inventory of texts and materials and monitor their distribution and use.
2. Collect and organize budget information concerning supplies, materials and texts and prepare budget requisition papers.
3. Cooperate with textbook selection committees within his/her subject area and assist in selection of supplemental teaching materials.
4. Coordinate scheduling for departmental in-service workshop days.
5. Serve as a resource to the principal in department communications and curriculum coordination.

SCHEDULE

5 - Instructional Periods

- 1 - Team Meeting or Supervision
- 1 - Planning and Conference
- 1 - Department Coordination

I. Elementary Grade Level Chairpersons (Grades K-5) - Duties and Responsibilities

1. Maintain an inventory of texts and materials and monitor their distribution and use.
2. Collect and organize budget information concerning supplies, materials and texts and prepare budget requisition papers.
3. Function as liaison between the principal and the teachers at the grade level, calling grade level meetings as necessary to carry out this function.

J. High School Building Chairpersons (Grades 9-12), High School Subject Area Coordinators (Grades 9-12), and Middle School Subject Area Coordinators (Grades 6-8) - Appointment and Reappointment.

1. High School Building Chairpeople and Middle School Subject Area Coordinators will be appointed by the Board of Education to two (2) year terms.
2. Renewal or non-renewal of an appointment is at the discretion of the Board but will be consistent with the criteria spelled out in Article VI, Section G and H. A non-renewed High School Building Chairperson or Middle School Subject Area Coordinator may appeal the non-renewal to the Board. This is not subject to arbitration.
3. High School Building Chairpeople and Middle School Subject Area Coordinators will only be discharged during their term for just and adequate cause.

ARTICLE VI CONDITIONS OF EMPLOYMENT

4. Incumbents will be deemed to be serving a two (2) year term when this contract is ratified.

K. Middle School Building Coordinator For P.E./Athletics

1. Review and explain procedures to physical education substitute teacher(s) for that day's activities and schedule of classes.
2. Coordinate the phys-ed program, class schedules and teachers for school year with principal and assistant principal.
3. Coordinate 7/8 sport teams, boys and girls, and any intramural programs developed at the middle school buildings.
4. Check and evaluate conditions of athletic fields by 1 p.m. on game days.
5. Help recruit qualified coaches at the middle school for boys and girls 7/8 grade sport teams.
6. Review district policy with 7/8 grade sport coaches as listed in coaches' packet.
7. Work with athletic director in scheduling and coordinating the 7/8 sport programs at the middle schools.
8. Make regular checks of dates, times and contest officials for 7/8 sport contests.
9. Inventory of all physical education and athletic equipment to be done at the start and end of each school year/sport season.

ARTICLE VII CURRICULUM DEVELOPMENT

DEVELOPMENT AND IMPLEMENTATION OF CURRICULUM AND RELATED EDUCATIONAL PROGRAMS

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

ARTICLE VIII TEACHER ASSIGNMENTS, PROMOTIONS AND TRANSFERS

A. Definitions.

Seniority

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

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

Transfers

1. Transfers shall be defined as follows:

- a) A transfer will be defined as a change in teaching assignment from one building to another.
- b) In the first (1st) through fifth (5th) elementary grades, (first (1st) through fourth (4th), while under the K-5 alignment for elementary schools), a transfer will also be defined as a change in teaching assignment that is greater than one (1) grade level in each direction.
- c) In the kindergarten and in the sixth (6th) grade, (kindergarten and fifth (5th), while under the K-5 alignment at the elementary schools), a transfer will also be defined as a change in teaching assignment that is greater than two (2) grade levels.

2. Teachers may also request a voluntary transfer.

Change in Assignment

The term "change in assignment" shall include change from grade level to grade level (except as defined in transfer above) or subject to subject. The movement of elementary special area teachers who have been traditionally assigned to more than one school shall be considered a change in assignment. All changes in assignment are at the discretion of the District.

ARTICLE VIII TEACHER ASSIGNMENTS, PROMOTIONS AND TRANSFERS

B. Changes in Teacher Assignments/Transfers.

1. Except for emergencies, changes in program for the coming school year involving grades and subjects to be taught, and any special assignments to be given will be available in writing at the office of the school to which the teacher is officially attached by the last day of the school year. The District shall notify teachers by certified U.S. mail when changes are made during the summer as to a teacher's building, grade or subject assignment.
2. In order to assure that pupils are taught by teachers working within their areas of competence, teachers shall be assigned in accordance with the regulations of the New York State Education Department to subjects and/or grades or other classes.
3. Teachers desiring a change in assignment or a voluntary transfer should make this fact known simultaneously to the Superintendent of Schools and the Principal of the school in which this teacher is currently serving. The Superintendent will notify the WGTA President of such requests. Said requests for change of assignments or voluntary transfers should be made in writing and should state reasons for wishing to make the change. Such letters may be submitted at any time; however, when a change is desired at the beginning of the school year, the letter should be submitted at the beginning of the preceding January or when a vacancy is posted. The Superintendent of Schools should acknowledge the request in writing within thirty (30) days.
4. In the event that a change in assignment or transfer is to be made, the following procedure will be used:
 - a) The District will determine the number of positions involved.
 - b) The District will identify to the best of its ability what the open positions are.
 - c) The District will post all involved positions. The posting will identify the school, grade level, and possible course(s) to be taught. When this process is used for positions becoming open for the start of the new school year, there will be two (2) postings. The first posting will occur between April 20 and April 30, the second posting will occur between May 10 and May 20, during which time applications will be submitted.
 - d) Volunteers will be sought and in no case will the District fill a position until ten (10) days after the posting.

C. Involuntary Transfer of Teachers.

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

ARTICLE VIII TEACHER ASSIGNMENTS, PROMOTIONS AND TRANSFERS

D. Other Stipulations.

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

E. Publishing Vacancies Within the District.

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

ARTICLE VIII TEACHER ASSIGNMENTS, PROMOTIONS AND TRANSFERS

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

F. Summer School.

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

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

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

ARTICLE VIII TEACHER ASSIGNMENTS, PROMOTIONS AND TRANSFERS

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

G. Extended School Day

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

ARTICLE IX LIAISON COMMITTEES

A. Teacher-Superintendent Liaison Committee

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

B. Teacher-Building Principal Liaison Committee

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

ARTICLE X TEACHER AIDES

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

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

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

Aides required per Article VI, B. 1 (a) shall be in addition to the above schedule.

ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE

A. Jury Duty

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

B. Leave Allowable for Attendance at Court

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

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

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

D. Pregnancy Disability

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

ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE

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

E. Child Rearing

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

ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE

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

F. Visitation Day for Teachers

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

G. Leave for Personal Business and Religious Observance

1. A written application (presented at least twenty-four (24) hours in advance) for personal leave not to exceed three (3) days per year, will be honored as stipulated in the following explanation. The three (3) personal days are divided into categories:

- a) One (1) day may be used without reason, subject to these principles:
 - 1) Not for recreation
 - 2) Prior notice - twenty four (24) hours
 - 3) Subject to the manning requirements of the District.
- b) Days may be used with the teacher checking the specific reason from this list. These days cannot be used for recreational purposes.

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

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

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

Personal Business

Job Interview

College Visitation

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

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

Special religious holiday

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

ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE

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

H. Leave Allowable for Military Service

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

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

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

J. Sick Leave

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

ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE

K. Leave for Sickness or Death in Family

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

L. Leave for Death of Relatives

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

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

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

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

N. Leave of Absence

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

ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE

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

O. Sabbatical Leave

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

ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE**b) Eligibility**

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

c) Term and Salary

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

d) Special Conditions

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

ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE**e) Selection**

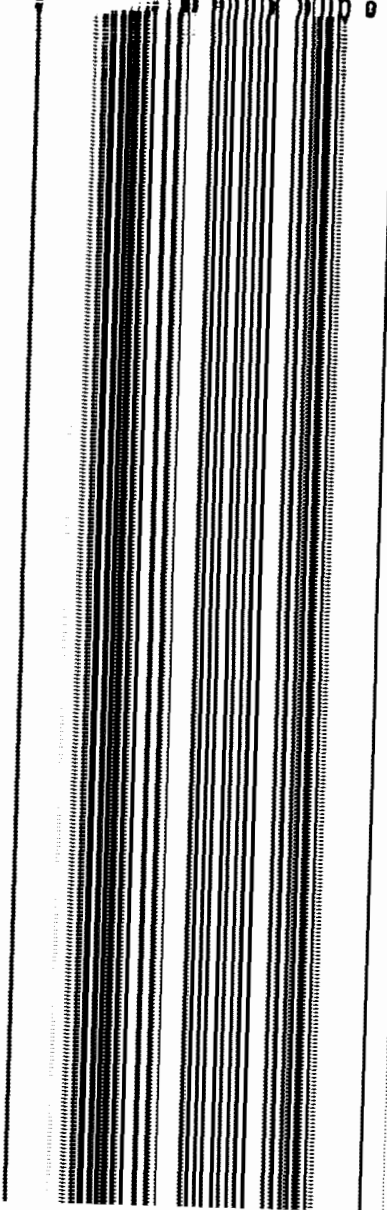
- 1) All applications for a leave will be reviewed by a committee of five (5) persons, one (1) of whom must be in an administrative or supervisory position, four (4) of whom shall be teachers in the District. At least one (1) teacher shall be from the elementary schools, and at least one (1) shall be from the secondary schools.
- 2) The choice of teacher representatives shall be the responsibility of the West Genesee Teachers' Association. The administrative representative shall be chosen by the administrative staff.
- 3) The committee will review abstracts of application, without candidates' names attached, and shall indicate whether the application meets all requirements for approval. A rank order of acceptability shall be established for those applications which are regarded as suitable.

A report of the findings of the committee shall be forwarded to the
It shall be his duty to act on the application and

ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE

Procedure:

1. Such requests will be sent to the President of the Association in writing and include the following information:
 - a) Nature of the illness
 - b) Physician's recommendation
 - c) Estimate of the number of additional sick leave days needed.
2. If the cabinet of the Association deems the request justifiable, they may appeal to the membership for a donation of sick leave days. Such donations will be made in the form of promissory pledge by each contributing member of a specified number of sick leave days, in each individual case. The Board shall appoint an association member as "banker" for the case.

3. The Association will present its findings to the representative, along with a

to the S

ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE

e) Selection

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

P. Sick Leave for Prolonged Illness

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

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

ARTICLE XI TEMPORARY AND EXTENDED LEAVES OF ABSENCE

Procedure:

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

ARTICLE XII STUDENT ACTIVITIES AND DISCIPLINE

A. The Board and the WGTA recognize that cooperative planning and action between the student body and the faculty and administration is necessary for the development of a healthy environment and a happy student body.

B. Student Discipline

1. Each teacher shall be responsible for the discipline of his classroom. Assistance or advice may be given by the principal, supervisor, director, or department chairman.

2. Referral to Principal

a) The WGTA and the Board agree that a teacher may order removed from the classroom or other areas of supervision and referred to the principal any pupil whose conduct is detrimental to the learning process in class or whose conduct is contrary to the accepted standards of good behavior on school property.

b) As soon as practicable but not later than the end of the school day, the teacher initiating removal shall present to the principal written report of the incident on the appropriate form.

c) Principal shall make the decision as to disposal of the case. The teacher shall be notified of the disposal of the case, and may consult with the principal regarding the matter.

d) A continuous record of discipline cases shall be maintained by the principal's office for the use of the school staff.

ARTICLE XIII STUDENT TEACHERS

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

ARTICLE XIV TEACHER EVALUATION

The Board and the WGTA agree to an evaluation policy for the members of the professional staff based upon the following considerations.

A. Standard Evaluation

1. The purpose of teacher evaluation is to obtain the improvement of instruction so as to enhance the learning situation for the student.
2. The procedures and criteria of evaluation can be used as a basis for the release of an unqualified teacher or the promotion of a highly effective teacher.
3. Teachers in the senior high school shall be evaluated by a team consisting of the principal or assistant principals, or other qualified persons, and the building chairman.
4. Teachers in the middle school shall be evaluated by a team consisting of the principal or other qualified persons.
5. Teachers in the elementary schools shall be evaluated by the principal, elementary supervisor, or other qualified persons.
6. Full period classroom visitations are recommended. All teachers shall be visited not less than twice in one year for the purpose of evaluation. These visitations can be made by any member of the team, but it is suggested that both visits be made by the same team member. The total number of visits, however, should be based on the needs of the teacher.
7. All teachers new to the District will be met by the building principal or another official evaluator for the purpose of explaining the manner in which observations will be made, the objectives of visits, the criteria used for evaluation, and other information useful to the teacher.
8. All visits for evaluation should be followed by a conference. Either the supervisor or the teacher may request the conference which should be held within five (5) school days of the time of the visit.
9. After the final visit for evaluation purposes each year, the principal or his designee shall discuss the final rating with the teacher no later than June 10. The principal or his designee who has rated the teacher, together with the teacher, shall sign the forms and they shall be placed in the teacher's file.
10. The preceding considerations and procedures are not designated to limit the scope of evaluation. They should provide a minimum standard, and their implementation should above all be consistent with the overall purpose of evaluation. In the event a teacher is rated unsatisfactory (Rating 1) or must improve (Rating 2) on his/her summary evaluation form, the evaluation shall indicate the general nature of the weakness and recommendations as to improvement.
11. A joint committee shall be established of administration and WGTA to consider participation of teachers in evaluation processes.
12. Forms are included in appendix.

ARTICLE XIV TEACHER EVALUATION

13. Physical Education, music and art teachers at the elementary school level shall be evaluated based on observations of the teacher working at both the primary (K-3) and intermediate (4-6), (or 4-5 while under the K-5 alignment) level, provided such teacher normally teaches at both primary and intermediate levels.

B. Goal Setting may occur in place of the standard evaluation.

1. Goal Setting is optional for all members of the WGTA. Any member choosing not to participate will continue under the standard evaluation system according to Article XIV.A. above.
2. Goals are to be mutually agreed upon. The principal/supervisor cannot require the member to set a goal, nor can the member set a goal that the principal/supervisor does not agree to.
3. The number of goals must be mutually agreed upon.
4. If the member chooses to participate in goal setting, the following would apply:
 - a. Teachers electing to goal set will notify their supervisor by October 1st.
 - b. Teachers electing goal setting as their method of evaluation will be considered to be in a multi-year evaluation plan per the District's Annual Professional Performance Review Plan. Each year a teacher participates in goal setting, the teacher and administrator will mutually agree to specific criteria on the Teacher Evaluation Card to be assessed. During a multi-year plan, which may extend up to four years, each criteria on the card must be evaluated. The criteria to be assessed during a specific year will be identified and dated on the Teacher Evaluation Card. The Teacher Evaluation Card will be updated annually until all criteria on the card have been assessed.
 - c. In the event that the supervisor has concerns regarding the teacher's performance:
 - i. he/she will notify the teacher in writing of his/her concerns as they arise, but no later than June 10th each year.
 - ii. if the teacher was involved in goal setting during the year in which concerns arose, the teacher will receive a teacher evaluation card which identifies the administrator's concerns.

ARTICLE XIV TEACHER EVALUATION

- d. If the teacher elects goal setting and the administrator has notified the teacher of his/her concerns regarding the teacher's performance, both the teacher and the administrator will make a good faith effort to develop goals and select performance criteria that addresses the needs of the teacher and concerns of the administrator.
 - e. If the teacher and the administrator fail to agree on goal setting objectives and performance criteria, the Principal will provide in writing the reasons for denying goal setting to the teacher and the President of the WGTA. The teacher will then be placed in the traditional system for that school year.
5. If the member selects goal setting but finds that arriving at mutual agreement is not possible (or likely), the member may opt back into the standard evaluation system. Both sides agree to make every effort to reach agreement in the process, and the member agrees not to opt out at a date too late to allow for the standard evaluation system to be effective (i.e., there must be ample time for formal observations, etc. to occur).
 6. Goals should be reasonable and flexible. If the goals are either too easily met or too difficult to meet, the member and the principal/supervisor should be able to mutually agree to revise the goal or the timetable or both.
 7. Checkpoints should be designed to allow for adequate progress towards the goal. These checkpoints should contain mutually agreed upon suggestions for improving progress or modifying the goal. At the time set for the final evaluation of the goal, there should be a mutually agreed upon evaluation.
 8. There is no requirement for formal observations for tenured teachers (as per Article XIV.A.) beyond those mutually agreed to as a result of the mutual goal setting/ criteria assessment conference. It is understood that the mutually set goals and criteria may require fewer or more formal observations than the contract calls for. The intent is not to prevent the principal/supervisor from making informal observations of the member, nor from formal observations, should the need arise.
 9. Probationary teachers who elect to participate in goal setting are also subject to the standard evaluation procedure, as per Article XIV.A.
- C. Binding arbitration under this article shall be limited to questions of procedure. Advisory arbitration will apply to disputes over the accuracy or substance of teacher evaluations or any action taken pursuant thereto.
 - D. A joint committee shall be established of Administration and WGTA appointees to review the teacher evaluation process and forms. Any proposed updates, recommendations and/or revisions must be approved by the WGTA Cabinet and the District before being implemented. If not approved, the present contract language and forms remain as is.

ARTICLE XV TEACHER ETHICS AND DISCIPLINE

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

ARTICLE XVI MISCELLANEOUS PROVISIONS

A. Orientation Program

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

B. In-service Training

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

C. Insurance

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

D. Textbook Selection

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

ARTICLE XVI MISCELLANEOUS PROVISIONS

E. Health Examinations

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

F. Class Coverage

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

G. Release Time for PSEN and IEP Conferences

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

H. Substitute Folders

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

I. Work Schedules for Special Areas

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

ARTICLE XVII DISCIPLINARY ACTION

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

ARTICLE XVIII INSTRUCTIONAL UNIT DEFINED: DURATION OF AGREEMENT

- A. The instructional unit shall be defined as: teachers, nurses, psychologists and social workers, except Superintendent, Assistant Superintendents, Principals, Assistant Principals, Elementary Supervisor, full-time Coordinators or Directors.
- B. This Agreement shall become effective July 1, 2004 through June 30, 2007, and shall continue in full force and effect from year to year until amended in accordance with paragraph (C) below.
- C. In the event either party wishes to amend this Agreement, written notice may be given not later than February 1, 2007. Negotiations concerning such proposed amendments shall commence not prior to the following March 1. Amendments resulting from such negotiations shall take effect beginning that following July 1. Any provisions not reopened by either party shall be automatically renewed as provided. Nothing contained in this paragraph shall be construed to preclude the introduction of new matters for negotiation unless mutually agreed upon.
- D. In the event that legislation is enacted to change any conditions of this Agreement, the provisions of that legislation shall become part of this Agreement.
- E. This Agreement contains the entire Agreement between the parties on the subject matters set forth herein, and shall not be modified or amended except by mutual agreement of both parties as per Article I.L.

By: Michael J. Cox
President
West Genesee Teachers' Association

By: Anthony C. Ambrosi
Superintendent of Schools
West Genesee Central Schools

**Teacher Salary Schedule - Bachelor Degrees
For the 2004-05 Fiscal Year**

\$770.00 PER SIX HOUR BLOCK BEYOND BA+60, MA+54 OR CAS+12

| Step | BA | BA + 6 | BA + 12 | BA + 18 | BA + 24 | BA + 30 | BA + 36 | BA + 42 | BA + 48 | BA + 54 | BA + 60 |
|------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1 | 39,905 | 40,545 | 41,189 | 41,827 | 42,468 | 43,104 | 43,747 | 44,387 | 45,023 | 45,666 | 46,306 |
| 2 | 40,293 | 40,939 | 41,589 | 42,233 | 42,880 | 43,523 | 44,172 | 44,818 | 45,460 | 46,109 | 46,755 |
| 3 | 40,684 | 41,336 | 41,992 | 42,643 | 43,296 | 43,946 | 44,600 | 45,252 | 45,902 | 46,558 | 47,209 |
| 4 | 41,079 | 41,737 | 42,400 | 43,057 | 43,716 | 44,373 | 45,034 | 45,692 | 46,348 | 47,009 | 47,667 |
| 5 | 41,477 | 42,142 | 42,812 | 43,476 | 44,141 | 44,803 | 45,472 | 46,135 | 46,798 | 47,466 | 48,131 |
| 6 | 41,882 | 42,553 | 43,228 | 43,897 | 44,570 | 45,239 | 45,914 | 46,585 | 47,253 | 47,928 | 48,598 |
| 7 | 42,290 | 42,967 | 43,647 | 44,327 | 45,005 | 45,680 | 46,360 | 47,037 | 47,712 | 48,394 | 49,071 |
| 8 | 42,701 | 43,384 | 44,072 | 44,757 | 45,441 | 46,124 | 46,812 | 47,495 | 48,177 | 48,865 | 49,548 |
| 9 | 43,115 | 43,807 | 44,500 | 45,190 | 45,883 | 46,571 | 47,266 | 47,958 | 48,645 | 49,340 | 50,030 |
| 10 | 43,535 | 44,232 | 44,931 | 45,630 | 46,328 | 47,024 | 47,726 | 48,423 | 49,116 | 49,818 | 50,515 |
| 11 | 43,957 | 44,662 | 45,368 | 46,070 | 46,776 | 47,480 | 48,189 | 48,892 | 49,596 | 50,302 | 51,007 |
| 12 | 44,544 | 45,250 | 45,956 | 46,660 | 47,366 | 48,070 | 48,777 | 49,480 | 50,182 | 50,890 | 51,594 |
| 13 | 45,156 | 45,860 | 46,567 | 47,271 | 47,975 | 48,679 | 49,389 | 50,092 | 50,795 | 51,501 | 52,207 |
| 14 | 45,790 | 46,506 | 47,222 | 47,937 | 48,649 | 49,366 | 50,082 | 50,796 | 51,507 | 52,228 | 52,942 |
| 15 | 46,439 | 47,163 | 47,888 | 48,611 | 49,338 | 50,064 | 50,787 | 51,512 | 52,237 | 52,961 | 53,689 |
| 16 | 47,089 | 47,826 | 48,562 | 49,293 | 50,029 | 50,764 | 51,500 | 52,234 | 52,967 | 53,708 | 54,440 |
| 17 | 48,085 | 48,836 | 49,589 | 50,338 | 51,089 | 51,841 | 52,589 | 53,343 | 54,090 | 54,839 | 55,594 |
| 18 | 48,993 | 49,756 | 50,520 | 51,289 | 52,052 | 52,816 | 53,581 | 54,346 | 55,111 | 55,876 | 56,642 |
| 19 | 49,102 | 49,871 | 50,636 | 51,403 | 52,166 | 52,936 | 53,700 | 54,468 | 55,235 | 56,001 | 56,767 |
| 20 | 49,219 | 49,991 | 50,760 | 51,527 | 52,292 | 53,064 | 53,831 | 54,601 | 55,370 | 56,136 | 56,906 |
| 21 | 49,340 | 50,112 | 50,882 | 51,652 | 52,420 | 53,194 | 53,960 | 54,732 | 55,504 | 56,272 | 57,043 |
| 22 | 49,459 | 50,234 | 51,006 | 51,776 | 52,546 | 53,322 | 54,092 | 54,865 | 55,637 | 56,410 | 57,181 |
| 23 | 49,577 | 50,355 | 51,128 | 51,901 | 52,673 | 53,451 | 54,221 | 54,997 | 55,771 | 56,545 | 57,320 |
| 24 | 49,696 | 50,476 | 51,251 | 52,026 | 52,799 | 53,580 | 54,352 | 55,129 | 55,906 | 56,681 | 57,457 |
| 25 | 49,817 | 50,596 | 51,375 | 52,150 | 52,926 | 53,708 | 54,482 | 55,262 | 56,038 | 56,817 | 57,595 |
| 26 | 49,935 | 50,717 | 51,498 | 52,275 | 53,052 | 53,837 | 54,614 | 55,394 | 56,174 | 56,952 | 57,732 |
| 27 | 50,050 | 50,834 | 51,615 | 52,396 | 53,173 | 53,959 | 54,738 | 55,521 | 56,301 | 57,085 | 57,866 |
| 28 | 51,893 | 52,674 | 53,454 | 54,234 | 55,012 | 55,791 | 56,572 | 57,350 | 58,131 | 58,909 | 59,690 |
| 29 | 53,660 | 54,436 | 55,214 | 55,994 | 56,767 | 57,545 | 58,326 | 59,101 | 59,879 | 60,656 | 61,436 |
| 30 | 55,502 | 56,275 | 57,053 | 57,826 | 58,604 | 59,380 | 60,159 | 60,933 | 61,705 | 62,483 | 63,258 |
| 31 | 57,309 | 58,082 | 58,861 | 59,632 | 60,405 | 61,181 | 61,954 | 62,728 | 63,502 | 64,277 | 65,049 |
| 32 | 59,234 | 60,006 | 60,778 | 61,551 | 62,321 | 63,094 | 63,865 | 64,639 | 65,412 | 66,184 | 66,954 |
| 33 | 61,505 | 62,276 | 63,049 | 63,821 | 64,588 | 65,364 | 66,136 | 66,908 | 67,680 | 68,455 | 69,226 |
| 34 | 63,733 | 64,506 | 65,281 | 66,052 | 66,825 | 67,594 | 68,365 | 69,138 | 69,912 | 70,686 | 71,456 |
| 35 | 65,958 | 66,730 | 67,504 | 68,277 | 69,049 | 69,817 | 70,590 | 71,363 | 72,138 | 72,908 | 73,680 |
| 36 | 68,457 | 69,227 | 69,996 | 70,770 | 71,541 | 72,318 | 73,088 | 73,860 | 74,630 | 75,403 | 76,177 |
| 37 | 70,505 | 71,272 | 72,042 | 72,811 | 73,577 | 74,346 | 75,114 | 75,883 | 76,650 | 77,418 | 78,186 |
| 38 | 72,928 | 73,698 | 74,465 | 75,236 | 76,003 | 76,772 | 77,540 | 78,304 | 79,077 | 79,845 | 80,612 |
| 39 | 75,210 | 75,975 | 76,744 | 77,509 | 78,277 | 79,044 | 79,812 | 80,574 | 81,339 | 82,108 | 82,877 |
| 40 | 77,647 | 78,414 | 79,178 | 79,950 | 80,712 | 81,479 | 82,245 | 83,012 | 83,780 | 84,547 | 85,314 |
| 41 | 79,838 | 80,603 | 81,371 | 82,137 | 82,903 | 83,671 | 84,437 | 85,202 | 85,967 | 86,736 | 87,502 |
| 42 | 82,146 | 82,916 | 83,679 | 84,447 | 85,214 | 85,982 | 86,745 | 87,512 | 88,281 | 89,047 | 89,815 |
| 43 | 85,373 | 86,135 | 86,903 | 87,670 | 88,440 | 89,202 | 89,970 | 90,738 | 91,501 | 92,269 | 93,036 |
| 44 | 0 | 0 | 0 | 0 | 0 | 91,534 | 92,303 | 93,072 | 93,843 | 94,610 | 95,378 |
| 45 | | | | | | | | | | | |

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

**Teacher Salary Schedule - Master Degrees
For the 2004-05 Fiscal Year**

\$770.00 PER SIX HOUR BLOCK BEYOND BA+60, MA+54 OR CAS+12

| Step | MA | MA + 6 | MA + 12 | MA + 18 | MA + 24 | MA + 30 | MA + 36 | MA + 42 | MA + 48 | MA + 54 | MA + 60 | CAS |
|------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1 | 43,612 | 44,255 | 44,898 | 45,535 | 46,171 | 46,814 | 47,454 | 48,092 | 48,734 | 49,373 | 50,011 | 47,359 |
| 2 | 44,036 | 44,685 | 45,332 | 45,977 | 46,619 | 47,268 | 47,915 | 48,559 | 49,208 | 49,852 | 50,496 | 47,819 |
| 3 | 44,463 | 45,119 | 45,771 | 46,424 | 47,071 | 47,727 | 48,380 | 49,030 | 49,685 | 50,336 | 50,987 | 48,284 |
| 4 | 44,895 | 45,557 | 46,217 | 46,874 | 47,529 | 48,190 | 48,850 | 49,508 | 50,168 | 50,825 | 51,482 | 48,753 |
| 5 | 45,330 | 45,999 | 46,665 | 47,328 | 47,991 | 48,657 | 49,323 | 49,988 | 50,654 | 51,319 | 51,980 | 49,225 |
| 6 | 45,774 | 46,446 | 47,119 | 47,788 | 48,458 | 49,131 | 49,804 | 50,473 | 51,148 | 51,819 | 52,487 | 49,707 |
| 7 | 46,217 | 46,899 | 47,578 | 48,255 | 48,930 | 49,609 | 50,287 | 50,964 | 51,646 | 52,323 | 52,998 | 50,189 |
| 8 | 46,670 | 47,353 | 48,041 | 48,724 | 49,405 | 50,093 | 50,777 | 51,460 | 52,148 | 52,832 | 53,514 | 50,678 |
| 9 | 47,122 | 47,813 | 48,507 | 49,195 | 49,887 | 50,579 | 51,270 | 51,962 | 52,652 | 53,345 | 54,034 | 51,170 |
| 10 | 47,581 | 48,278 | 48,978 | 49,672 | 50,370 | 51,070 | 51,767 | 52,465 | 53,165 | 53,863 | 54,557 | 51,667 |
| 11 | 48,042 | 48,747 | 49,453 | 50,157 | 50,860 | 51,568 | 52,271 | 52,976 | 53,680 | 54,385 | 55,087 | 52,167 |
| 12 | 48,630 | 49,333 | 50,039 | 50,744 | 51,448 | 52,153 | 52,858 | 53,562 | 54,269 | 54,973 | 55,675 | 52,755 |
| 13 | 49,241 | 49,946 | 50,651 | 51,355 | 52,059 | 52,764 | 53,468 | 54,174 | 54,879 | 55,585 | 56,288 | 53,369 |
| 14 | 49,934 | 50,650 | 51,364 | 52,080 | 52,791 | 53,509 | 54,222 | 54,935 | 55,654 | 56,366 | 57,080 | 54,116 |
| 15 | 50,636 | 51,360 | 52,085 | 52,811 | 53,535 | 54,259 | 54,987 | 55,710 | 56,436 | 57,160 | 57,887 | 54,883 |
| 16 | 51,350 | 52,082 | 52,816 | 53,556 | 54,287 | 55,024 | 55,755 | 56,496 | 57,228 | 57,964 | 58,699 | 55,647 |
| 17 | 52,437 | 53,188 | 53,938 | 54,685 | 55,435 | 56,185 | 56,939 | 57,687 | 58,439 | 59,193 | 59,938 | 56,829 |
| 18 | 53,423 | 54,188 | 54,953 | 55,718 | 56,480 | 57,248 | 58,013 | 58,777 | 59,541 | 60,304 | 61,072 | 57,900 |
| 19 | 53,542 | 54,308 | 55,075 | 55,841 | 56,609 | 57,375 | 58,144 | 58,908 | 59,675 | 60,440 | 61,208 | 58,031 |
| 20 | 53,673 | 54,440 | 55,209 | 55,975 | 56,746 | 57,515 | 58,284 | 59,051 | 59,820 | 60,586 | 61,356 | 58,172 |
| 21 | 53,803 | 54,573 | 55,343 | 56,112 | 56,884 | 57,652 | 58,426 | 59,195 | 59,964 | 60,734 | 61,505 | 58,314 |
| 22 | 53,932 | 54,703 | 55,477 | 56,246 | 57,022 | 57,793 | 58,568 | 59,336 | 60,109 | 60,880 | 61,652 | 58,455 |
| 23 | 54,060 | 54,836 | 55,610 | 56,383 | 57,158 | 57,931 | 58,707 | 59,481 | 60,254 | 61,027 | 61,802 | 58,595 |
| 24 | 54,191 | 54,968 | 55,744 | 56,518 | 57,295 | 58,073 | 58,848 | 59,623 | 60,400 | 61,173 | 61,950 | 58,736 |
| 25 | 54,322 | 55,099 | 55,877 | 56,654 | 57,433 | 58,211 | 58,990 | 59,766 | 60,545 | 61,322 | 62,098 | 58,875 |
| 26 | 54,452 | 55,231 | 56,011 | 56,789 | 57,569 | 58,349 | 59,131 | 59,908 | 60,688 | 61,467 | 62,246 | 59,018 |
| 27 | 54,577 | 55,358 | 56,139 | 56,919 | 57,702 | 58,484 | 59,265 | 60,045 | 60,830 | 61,606 | 62,390 | 59,153 |
| 28 | 56,413 | 57,190 | 57,974 | 58,752 | 59,533 | 60,311 | 61,091 | 61,870 | 62,648 | 63,430 | 64,205 | 60,951 |
| 29 | 58,233 | 59,008 | 59,785 | 60,565 | 61,343 | 62,119 | 62,897 | 63,677 | 64,453 | 65,231 | 66,007 | 62,736 |
| 30 | 60,330 | 61,104 | 61,879 | 62,656 | 63,433 | 64,208 | 64,984 | 65,761 | 66,539 | 67,312 | 68,086 | 64,518 |
| 31 | 62,435 | 63,210 | 63,983 | 64,759 | 65,534 | 66,303 | 67,078 | 67,852 | 68,625 | 69,400 | 70,174 | 68,229 |
| 32 | 64,723 | 65,495 | 66,267 | 67,038 | 67,810 | 68,582 | 69,353 | 70,126 | 70,899 | 71,674 | 72,444 | 71,284 |
| 33 | 67,277 | 68,048 | 68,821 | 69,595 | 70,367 | 71,138 | 71,910 | 72,681 | 73,451 | 74,228 | 74,999 | 74,499 |
| 34 | 69,851 | 70,625 | 71,397 | 72,171 | 72,942 | 73,713 | 74,485 | 75,256 | 76,030 | 76,801 | 77,575 | 77,720 |
| 35 | 72,436 | 73,208 | 73,980 | 74,754 | 75,526 | 76,298 | 77,069 | 77,842 | 78,609 | 79,384 | 80,157 | 80,560 |
| 36 | 74,975 | 75,744 | 76,520 | 77,291 | 78,061 | 78,836 | 79,606 | 80,378 | 81,151 | 81,925 | 82,696 | 83,471 |
| 37 | 77,198 | 77,969 | 78,735 | 79,502 | 80,272 | 81,039 | 81,807 | 82,575 | 83,348 | 84,115 | 84,881 | 85,613 |
| 38 | 79,742 | 80,510 | 81,278 | 82,047 | 82,817 | 83,584 | 84,352 | 85,121 | 85,888 | 86,656 | 87,426 | 88,201 |
| 39 | 82,065 | 82,833 | 83,602 | 84,367 | 85,130 | 85,899 | 86,666 | 87,431 | 88,197 | 88,966 | 89,734 | 90,544 |
| 40 | 84,629 | 85,395 | 86,162 | 86,927 | 87,698 | 88,459 | 89,228 | 89,994 | 90,761 | 91,528 | 92,293 | 93,086 |
| 41 | 87,210 | 87,976 | 88,743 | 89,508 | 90,276 | 91,043 | 91,809 | 92,577 | 93,342 | 94,108 | 94,875 | 95,626 |
| 42 | 89,688 | 90,457 | 91,223 | 91,990 | 92,756 | 93,524 | 94,288 | 95,054 | 95,820 | 96,588 | 97,354 | 98,351 |
| 43 | 92,267 | 93,035 | 93,803 | 94,565 | 95,334 | 96,100 | 96,864 | 97,634 | 98,401 | 99,166 | 99,929 | 100,335 |
| 44 | 95,211 | 95,981 | 96,746 | 97,512 | 98,278 | 99,048 | 99,814 | 100,587 | 101,354 | 102,123 | 102,891 | 103,099 |
| 45 | 0 | 0 | 0 | 0 | 0 | 101,651 | 102,417 | 103,187 | 103,954 | 104,726 | 105,491 | 105,865 |

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

2004-2005 COACHES SALARY SCHEDULE

| Step | BA | BA + 6 | BA + 12 | BA + 18 | BA + 24 | BA + 30 |
|------|--------|--------|---------|---------|---------|---------|
| 1 | 39,905 | 40,545 | 41,189 | 41,827 | 42,468 | 43,104 |
| 2 | 40,293 | 40,939 | 41,589 | 42,233 | 42,880 | 43,523 |
| 3 | 40,684 | 41,336 | 41,992 | 42,643 | 43,296 | 43,946 |
| 4 | 41,079 | 41,737 | 42,400 | 43,057 | 43,716 | 44,373 |
| 5 | 41,477 | 42,142 | 42,812 | 43,476 | 44,141 | 44,803 |
| 6 | 41,882 | 42,553 | 43,228 | 43,897 | 44,570 | 45,239 |
| 7 | 42,290 | 42,967 | 43,647 | 44,327 | 45,005 | 45,680 |
| 8 | 42,701 | 43,384 | 44,072 | 44,757 | 45,441 | 46,124 |
| 9 | 43,115 | 43,807 | 44,500 | 45,190 | 45,883 | 46,571 |
| 10 | 43,535 | 44,232 | 44,931 | 45,630 | 46,328 | 47,024 |
| 11 | 43,957 | 44,662 | 45,368 | 46,070 | 46,776 | 47,480 |
| 12 | 44,544 | 45,250 | 45,956 | 46,660 | 47,366 | 48,070 |
| 13 | 45,156 | 45,860 | 46,567 | 47,271 | 47,975 | 48,679 |
| 14 | 45,790 | 46,506 | 47,222 | 47,937 | 48,649 | 49,366 |
| 15 | 46,439 | 47,163 | 47,888 | 48,611 | 49,338 | 50,064 |
| 16 | 47,089 | 47,826 | 48,562 | 49,293 | 50,029 | 50,764 |
| 17 | 48,085 | 48,836 | 49,589 | 50,338 | 51,089 | 51,841 |
| 18 | 48,993 | 49,756 | 50,520 | 51,289 | 52,052 | 52,816 |
| 19 | 49,102 | 49,871 | 50,636 | 51,403 | 52,166 | 52,936 |
| 20 | 49,219 | 49,991 | 50,760 | 51,527 | 52,292 | 53,064 |

2004-2005 CO-CURRICULAR SALARY SCHEDULE

| Step | BA |
|------|--------|
| 1 | 39,905 |
| 2 | 40,293 |
| 3 | 40,684 |
| 4 | 41,079 |
| 5 | 41,477 |
| 6 | 41,882 |
| 7 | 42,290 |
| 8 | 42,701 |
| 9 | 43,115 |
| 10 | 43,535 |
| 11 | 43,957 |
| 12 | 44,544 |
| 13 | 45,156 |
| 14 | 45,790 |
| 15 | 46,439 |
| 16 | 47,089 |

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

**Teacher Salary Schedule - Bachelor Degrees
For the 2005-06 Fiscal Year**

\$801.00 PER SIX HOUR BLOCK BEYOND BA+60, MA+54 OR CAS+12

| Step | BA | BA + 6 | BA + 12 | BA + 18 | BA + 24 | BA + 30 | BA + 36 | BA + 42 | BA + 48 | BA + 54 | BA + 60 |
|------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1 | 41,102 | 41,761 | 42,425 | 43,082 | 43,742 | 44,397 | 45,059 | 45,719 | 46,374 | 47,036 | 47,695 |
| 2 | 41,501 | 42,167 | 42,837 | 43,500 | 44,167 | 44,828 | 45,497 | 46,162 | 46,824 | 47,493 | 48,158 |
| 3 | 41,905 | 42,577 | 43,253 | 43,922 | 44,595 | 45,264 | 45,939 | 46,611 | 47,278 | 47,953 | 48,625 |
| 4 | 42,311 | 42,989 | 43,672 | 44,349 | 45,028 | 45,704 | 46,384 | 47,062 | 47,738 | 48,420 | 49,097 |
| 5 | 42,722 | 43,406 | 44,096 | 44,779 | 45,465 | 46,148 | 46,835 | 47,520 | 48,202 | 48,889 | 49,574 |
| 6 | 43,136 | 43,828 | 44,524 | 45,215 | 45,907 | 46,595 | 47,291 | 47,980 | 48,670 | 49,365 | 50,056 |
| 7 | 43,557 | 44,255 | 44,957 | 45,653 | 46,353 | 47,049 | 47,751 | 48,448 | 49,143 | 49,845 | 50,542 |
| 8 | 43,982 | 44,686 | 45,393 | 46,100 | 46,805 | 47,507 | 48,214 | 48,918 | 49,620 | 50,330 | 51,034 |
| 9 | 44,409 | 45,119 | 45,835 | 46,547 | 47,259 | 47,969 | 48,684 | 49,395 | 50,104 | 50,820 | 51,530 |
| 10 | 44,840 | 45,559 | 46,280 | 46,998 | 47,718 | 48,434 | 49,157 | 49,876 | 50,591 | 51,314 | 52,031 |
| 11 | 45,276 | 46,001 | 46,728 | 47,455 | 48,181 | 48,905 | 49,635 | 50,360 | 51,081 | 51,811 | 52,536 |
| 12 | 45,715 | 46,448 | 47,183 | 47,913 | 48,647 | 49,379 | 50,117 | 50,848 | 51,580 | 52,314 | 53,047 |
| 13 | 46,326 | 47,060 | 47,794 | 48,526 | 49,261 | 49,993 | 50,728 | 51,459 | 52,189 | 52,926 | 53,658 |
| 14 | 46,962 | 47,694 | 48,430 | 49,162 | 49,894 | 50,626 | 51,365 | 52,096 | 52,827 | 53,561 | 54,295 |
| 15 | 47,622 | 48,366 | 49,111 | 49,854 | 50,595 | 51,341 | 52,085 | 52,828 | 53,567 | 54,317 | 55,060 |
| 16 | 48,297 | 49,050 | 49,804 | 50,555 | 51,312 | 52,067 | 52,818 | 53,572 | 54,326 | 55,079 | 55,837 |
| 17 | 48,973 | 49,739 | 50,504 | 51,265 | 52,030 | 52,795 | 53,560 | 54,323 | 55,086 | 55,854 | 56,618 |
| 18 | 50,008 | 50,789 | 51,573 | 52,352 | 53,133 | 53,915 | 54,693 | 55,477 | 56,254 | 57,033 | 57,818 |
| 19 | 50,953 | 51,746 | 52,541 | 53,341 | 54,134 | 54,929 | 55,724 | 56,520 | 57,315 | 58,111 | 58,908 |
| 20 | 51,066 | 51,866 | 52,661 | 53,459 | 54,253 | 55,053 | 55,848 | 56,647 | 57,444 | 58,241 | 59,038 |
| 21 | 51,188 | 51,991 | 52,790 | 53,588 | 54,384 | 55,187 | 55,984 | 56,785 | 57,585 | 58,381 | 59,182 |
| 22 | 51,314 | 52,116 | 52,917 | 53,718 | 54,517 | 55,322 | 56,118 | 56,921 | 57,724 | 58,523 | 59,325 |
| 23 | 51,437 | 52,243 | 53,046 | 53,847 | 54,648 | 55,455 | 56,256 | 57,060 | 57,862 | 58,666 | 59,468 |
| 24 | 51,560 | 52,369 | 53,173 | 53,977 | 54,780 | 55,589 | 56,390 | 57,197 | 58,002 | 58,807 | 59,613 |
| 25 | 51,684 | 52,495 | 53,301 | 54,107 | 54,911 | 55,723 | 56,526 | 57,334 | 58,142 | 58,948 | 59,755 |
| 26 | 51,810 | 52,620 | 53,430 | 54,236 | 55,043 | 55,856 | 56,661 | 57,472 | 58,280 | 59,090 | 59,899 |
| 27 | 51,932 | 52,746 | 53,558 | 54,366 | 55,174 | 55,990 | 56,799 | 57,610 | 58,421 | 59,230 | 60,041 |
| 28 | 52,052 | 52,867 | 53,680 | 54,492 | 55,300 | 56,117 | 56,928 | 57,742 | 58,553 | 59,368 | 60,181 |
| 29 | 53,969 | 54,781 | 55,592 | 56,403 | 57,212 | 58,023 | 58,835 | 59,644 | 60,456 | 61,265 | 62,078 |
| 30 | 55,806 | 56,613 | 57,423 | 58,234 | 59,038 | 59,847 | 60,659 | 61,465 | 62,274 | 63,082 | 63,893 |
| 31 | 57,722 | 58,526 | 59,335 | 60,139 | 60,948 | 61,755 | 62,565 | 63,370 | 64,173 | 64,982 | 65,788 |
| 32 | 59,601 | 60,405 | 61,215 | 62,017 | 62,821 | 63,628 | 64,432 | 65,237 | 66,042 | 66,848 | 67,651 |
| 33 | 61,603 | 62,406 | 63,209 | 64,013 | 64,814 | 65,618 | 66,420 | 67,225 | 68,028 | 68,831 | 69,632 |
| 34 | 63,965 | 64,767 | 65,571 | 66,374 | 67,172 | 67,979 | 68,781 | 69,584 | 70,387 | 71,193 | 71,995 |
| 35 | 66,282 | 67,086 | 67,892 | 68,694 | 69,498 | 70,298 | 71,100 | 71,904 | 72,708 | 73,513 | 74,314 |
| 36 | 68,596 | 69,399 | 70,204 | 71,008 | 71,811 | 72,610 | 73,414 | 74,218 | 75,024 | 75,824 | 76,627 |
| 37 | 71,195 | 71,996 | 72,796 | 73,601 | 74,403 | 75,209 | 76,012 | 76,814 | 77,615 | 78,419 | 79,224 |
| 38 | 73,325 | 74,123 | 74,924 | 75,723 | 76,520 | 77,320 | 78,119 | 78,918 | 79,716 | 80,515 | 81,313 |
| 39 | 75,845 | 76,646 | 77,444 | 78,245 | 79,043 | 79,843 | 80,642 | 81,436 | 82,240 | 83,039 | 83,836 |
| 40 | 78,218 | 79,014 | 79,814 | 80,609 | 81,408 | 82,206 | 83,004 | 83,797 | 84,593 | 85,392 | 86,192 |
| 41 | 80,753 | 81,551 | 82,345 | 83,148 | 83,940 | 84,738 | 85,535 | 86,332 | 87,131 | 87,929 | 88,727 |
| 42 | 83,032 | 83,827 | 84,626 | 85,422 | 86,219 | 87,018 | 87,814 | 88,610 | 89,408 | 90,205 | 91,002 |
| 43 | 85,432 | 86,233 | 87,026 | 87,825 | 88,623 | 89,421 | 90,215 | 91,012 | 91,812 | 92,609 | 93,404 |
| 44 | 88,788 | 89,580 | 90,379 | 91,177 | 91,978 | 92,770 | 93,569 | 94,368 | 95,161 | 95,960 | 96,757 |
| 45 | 0 | 0 | 0 | 0 | 0 | 95,195 | 95,995 | 96,795 | 97,597 | 98,394 | 99,193 |
| 46 | | | | | | | | | | | |

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

**Teacher Salary Schedule - Master Degrees
For the 2005-06 Fiscal Year**

\$801.00 PER SIX HOUR BLOCK BEYOND BA+60, MA+54 OR CAS+12

| Step | MA | MA + 6 | MA + 12 | MA + 18 | MA + 24 | MA + 30 | MA + 36 | MA + 42 | MA + 48 | MA + 54 | MA + 60 | CAS |
|------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1 | 44,920 | 45,583 | 46,243 | 46,901 | 47,556 | 48,218 | 48,878 | 49,535 | 50,196 | 50,854 | 51,511 | 48,780 |
| 2 | 45,356 | 46,025 | 46,692 | 47,356 | 48,018 | 48,687 | 49,352 | 50,016 | 50,683 | 51,348 | 52,011 | 49,253 |
| 3 | 45,797 | 46,472 | 47,145 | 47,816 | 48,484 | 49,159 | 49,832 | 50,501 | 51,176 | 51,846 | 52,516 | 49,732 |
| 4 | 46,242 | 46,924 | 47,602 | 48,281 | 48,954 | 49,636 | 50,315 | 50,991 | 51,672 | 52,349 | 53,026 | 50,215 |
| 5 | 46,691 | 47,379 | 48,066 | 48,749 | 49,430 | 50,118 | 50,804 | 51,486 | 52,175 | 52,858 | 53,541 | 50,703 |
| 6 | 47,143 | 47,839 | 48,532 | 49,221 | 49,911 | 50,603 | 51,296 | 51,988 | 52,680 | 53,372 | 54,059 | 51,194 |
| 7 | 47,605 | 48,304 | 49,004 | 49,700 | 50,398 | 51,096 | 51,796 | 52,492 | 53,194 | 53,892 | 54,588 | 51,695 |
| 8 | 48,066 | 48,775 | 49,481 | 50,185 | 50,887 | 51,593 | 52,298 | 53,003 | 53,712 | 54,416 | 55,118 | 52,197 |
| 9 | 48,537 | 49,247 | 49,963 | 50,673 | 51,381 | 52,097 | 52,808 | 53,518 | 54,234 | 54,945 | 55,655 | 52,705 |
| 10 | 49,007 | 49,726 | 50,447 | 51,163 | 51,882 | 52,602 | 53,321 | 54,040 | 54,758 | 55,479 | 56,195 | 53,217 |
| 11 | 49,484 | 50,209 | 50,937 | 51,659 | 52,385 | 53,113 | 53,838 | 54,564 | 55,292 | 56,018 | 56,739 | 53,734 |
| 12 | 49,964 | 50,697 | 51,431 | 52,163 | 52,894 | 53,629 | 54,362 | 55,095 | 55,827 | 56,560 | 57,290 | 54,254 |
| 13 | 50,575 | 51,306 | 52,041 | 52,774 | 53,506 | 54,239 | 54,972 | 55,704 | 56,440 | 57,172 | 57,902 | 54,865 |
| 14 | 51,211 | 51,944 | 52,677 | 53,409 | 54,141 | 54,875 | 55,607 | 56,341 | 57,074 | 57,808 | 58,540 | 55,504 |
| 15 | 51,931 | 52,676 | 53,419 | 54,163 | 54,903 | 55,649 | 56,391 | 57,132 | 57,880 | 58,621 | 59,363 | 56,281 |
| 16 | 52,661 | 53,414 | 54,168 | 54,923 | 55,676 | 56,429 | 57,186 | 57,938 | 58,693 | 59,446 | 60,202 | 57,078 |
| 17 | 53,404 | 54,165 | 54,929 | 55,698 | 56,458 | 57,225 | 57,985 | 58,756 | 59,517 | 60,283 | 61,047 | 57,873 |
| 18 | 54,534 | 55,316 | 56,096 | 56,872 | 57,652 | 58,432 | 59,217 | 59,994 | 60,777 | 61,561 | 62,336 | 59,102 |
| 19 | 55,560 | 56,356 | 57,151 | 57,947 | 58,739 | 59,538 | 60,334 | 61,128 | 61,923 | 62,716 | 63,515 | 60,216 |
| 20 | 55,684 | 56,480 | 57,278 | 58,075 | 58,873 | 59,670 | 60,470 | 61,264 | 62,062 | 62,858 | 63,656 | 60,352 |
| 21 | 55,820 | 56,618 | 57,417 | 58,214 | 59,016 | 59,816 | 60,615 | 61,413 | 62,213 | 63,009 | 63,810 | 60,499 |
| 22 | 55,955 | 56,756 | 57,557 | 58,356 | 59,159 | 59,958 | 60,763 | 61,563 | 62,363 | 63,163 | 63,965 | 60,647 |
| 23 | 56,089 | 56,891 | 57,696 | 58,496 | 59,303 | 60,105 | 60,911 | 61,709 | 62,513 | 63,315 | 64,118 | 60,793 |
| 24 | 56,222 | 57,029 | 57,834 | 58,638 | 59,444 | 60,248 | 61,055 | 61,860 | 62,664 | 63,468 | 64,274 | 60,939 |
| 25 | 56,359 | 57,167 | 57,974 | 58,779 | 59,587 | 60,396 | 61,202 | 62,008 | 62,816 | 63,620 | 64,428 | 61,085 |
| 26 | 56,495 | 57,303 | 58,112 | 58,920 | 59,730 | 60,539 | 61,350 | 62,157 | 62,967 | 63,775 | 64,582 | 61,230 |
| 27 | 56,630 | 57,440 | 58,251 | 59,061 | 59,872 | 60,683 | 61,496 | 62,304 | 63,116 | 63,926 | 64,736 | 61,379 |
| 28 | 56,760 | 57,572 | 58,385 | 59,196 | 60,010 | 60,823 | 61,636 | 62,447 | 63,263 | 64,070 | 64,886 | 61,519 |
| 29 | 58,670 | 59,478 | 60,293 | 61,102 | 61,914 | 62,723 | 63,535 | 64,345 | 65,154 | 65,967 | 66,773 | 63,389 |
| 30 | 60,562 | 61,368 | 62,176 | 62,988 | 63,797 | 64,604 | 65,413 | 66,224 | 67,031 | 67,840 | 68,647 | 65,245 |
| 31 | 62,743 | 63,548 | 64,354 | 65,162 | 65,970 | 66,776 | 67,583 | 68,391 | 69,440 | 70,004 | 70,809 | 67,099 |
| 32 | 64,932 | 65,738 | 66,542 | 67,349 | 68,155 | 68,955 | 69,761 | 70,566 | 71,370 | 72,176 | 72,981 | 70,958 |
| 33 | 67,312 | 68,115 | 68,918 | 69,720 | 70,522 | 71,325 | 72,127 | 72,931 | 73,735 | 74,541 | 75,342 | 74,135 |
| 34 | 69,968 | 70,770 | 71,574 | 72,379 | 73,182 | 73,984 | 74,786 | 75,588 | 76,389 | 77,197 | 77,999 | 77,479 |
| 35 | 72,645 | 73,450 | 74,253 | 75,058 | 75,860 | 76,662 | 77,464 | 78,266 | 79,071 | 79,873 | 80,678 | 80,829 |
| 36 | 75,333 | 76,136 | 76,939 | 77,744 | 78,547 | 79,350 | 80,152 | 80,956 | 81,753 | 82,559 | 83,363 | 83,782 |
| 37 | 77,974 | 78,774 | 79,581 | 80,383 | 81,183 | 81,989 | 82,790 | 83,593 | 84,397 | 85,202 | 86,004 | 86,810 |
| 38 | 80,286 | 81,088 | 81,884 | 82,682 | 83,483 | 84,281 | 85,079 | 85,878 | 86,682 | 87,480 | 88,278 | 89,038 |
| 39 | 82,932 | 83,730 | 84,529 | 85,329 | 86,130 | 86,927 | 87,726 | 88,526 | 89,324 | 90,122 | 90,923 | 91,729 |
| 40 | 85,348 | 86,146 | 86,946 | 87,742 | 88,535 | 89,335 | 90,133 | 90,928 | 91,725 | 92,525 | 93,323 | 94,166 |
| 41 | 88,014 | 88,811 | 89,608 | 90,404 | 91,206 | 91,997 | 92,797 | 93,594 | 94,391 | 95,189 | 95,985 | 96,809 |
| 42 | 90,698 | 91,495 | 92,293 | 93,088 | 93,887 | 94,685 | 95,481 | 96,280 | 97,076 | 97,872 | 98,670 | 99,451 |
| 43 | 93,276 | 94,075 | 94,872 | 95,670 | 96,466 | 97,265 | 98,060 | 98,856 | 99,653 | 100,452 | 101,248 | 102,285 |
| 44 | 95,958 | 96,756 | 97,555 | 98,348 | 99,147 | 99,944 | 100,739 | 101,539 | 102,337 | 103,133 | 103,926 | 104,348 |
| 45 | 99,019 | 99,820 | 100,616 | 101,412 | 102,209 | 103,010 | 103,807 | 104,610 | 105,408 | 106,208 | 107,007 | 107,223 |
| 46 | 0 | 0 | 0 | 0 | 0 | 105,717 | 106,514 | 107,314 | 108,112 | 108,915 | 109,711 | 110,100 |

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

2005-2006 COACHES SALARY SCHEDULE

| Step | BA | BA + 6 | BA + 12 | BA + 18 | BA + 24 | BA + 30 |
|------|--------|--------|---------|---------|---------|---------|
| 1 | 41,102 | 41,761 | 42,425 | 43,082 | 43,742 | 44,397 |
| 2 | 41,501 | 42,167 | 42,837 | 43,500 | 44,167 | 44,828 |
| 3 | 41,905 | 42,577 | 43,253 | 43,922 | 44,595 | 45,264 |
| 4 | 42,311 | 42,989 | 43,672 | 44,349 | 45,028 | 45,704 |
| 5 | 42,722 | 43,406 | 44,096 | 44,779 | 45,465 | 46,148 |
| 6 | 43,136 | 43,828 | 44,524 | 45,215 | 45,907 | 46,595 |
| 7 | 43,557 | 44,255 | 44,957 | 45,653 | 46,353 | 47,049 |
| 8 | 43,982 | 44,686 | 45,393 | 46,100 | 46,805 | 47,507 |
| 9 | 44,409 | 45,119 | 45,835 | 46,547 | 47,259 | 47,969 |
| 10 | 44,840 | 45,559 | 46,280 | 46,998 | 47,718 | 48,434 |
| 11 | 45,276 | 46,001 | 46,728 | 47,455 | 48,181 | 48,905 |
| 12 | 45,715 | 46,448 | 47,183 | 47,913 | 48,647 | 49,379 |
| 13 | 46,326 | 47,060 | 47,794 | 48,526 | 49,261 | 49,993 |
| 14 | 46,962 | 47,694 | 48,430 | 49,162 | 49,894 | 50,626 |
| 15 | 47,622 | 48,366 | 49,111 | 49,854 | 50,595 | 51,341 |
| 16 | 48,297 | 49,050 | 49,804 | 50,555 | 51,312 | 52,067 |
| 17 | 48,973 | 49,739 | 50,504 | 51,265 | 52,030 | 52,795 |
| 18 | 50,008 | 50,789 | 51,573 | 52,352 | 53,133 | 53,915 |
| 19 | 50,953 | 51,746 | 52,541 | 53,341 | 54,134 | 54,929 |
| 20 | 51,066 | 51,866 | 52,661 | 53,459 | 54,253 | 55,053 |
| 21 | 51,188 | 51,991 | 52,790 | 53,588 | 54,384 | 55,187 |

2005-2006 CO-CURRICULAR SALARY SCHEDULE

| Step | BA |
|------|--------|
| 1 | 41,102 |
| 2 | 41,501 |
| 3 | 41,905 |
| 4 | 42,311 |
| 5 | 42,722 |
| 6 | 43,136 |
| 7 | 43,557 |
| 8 | 43,982 |
| 9 | 44,409 |
| 10 | 44,840 |
| 11 | 45,276 |
| 12 | 45,715 |
| 13 | 46,326 |
| 14 | 46,962 |
| 15 | 47,622 |
| 16 | 48,297 |
| 17 | 48,973 |

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

Teacher Salary Schedule - Bachelor Degrees

For the 2006-07 Fiscal Year

\$833.00 PER SIX HOUR BLOCK BEYOND BA+60, MA+54 OR CAS+12

| Step | BA | BA + 6 | BA + 12 | BA + 18 | BA + 24 | BA + 30 | BA + 36 | BA + 42 | BA + 48 | BA + 54 | BA + 60 |
|------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1 | 42,335 | 43,014 | 43,697 | 44,374 | 45,054 | 45,729 | 46,411 | 47,090 | 47,765 | 48,447 | 49,126 |
| 2 | 42,746 | 43,432 | 44,122 | 44,805 | 45,492 | 46,173 | 46,862 | 47,547 | 48,229 | 48,917 | 49,603 |
| 3 | 43,161 | 43,854 | 44,550 | 45,240 | 45,934 | 46,621 | 47,317 | 48,008 | 48,697 | 49,393 | 50,084 |
| 4 | 43,581 | 44,280 | 44,983 | 45,679 | 46,379 | 47,075 | 47,777 | 48,475 | 49,169 | 49,871 | 50,570 |
| 5 | 44,003 | 44,709 | 45,419 | 46,123 | 46,829 | 47,532 | 48,239 | 48,944 | 49,648 | 50,357 | 51,061 |
| 6 | 44,431 | 45,142 | 45,860 | 46,570 | 47,284 | 47,994 | 48,708 | 49,421 | 50,130 | 50,845 | 51,557 |
| 7 | 44,861 | 45,581 | 46,305 | 47,024 | 47,743 | 48,459 | 49,183 | 49,899 | 50,617 | 51,340 | 52,058 |
| 8 | 45,299 | 46,025 | 46,755 | 47,479 | 48,207 | 48,931 | 49,661 | 50,386 | 51,109 | 51,839 | 52,564 |
| 9 | 45,741 | 46,473 | 47,209 | 47,944 | 48,677 | 49,407 | 50,143 | 50,875 | 51,605 | 52,343 | 53,075 |
| 10 | 46,185 | 46,924 | 47,668 | 48,409 | 49,149 | 49,888 | 50,631 | 51,371 | 52,108 | 52,853 | 53,591 |
| 11 | 46,634 | 47,381 | 48,131 | 48,878 | 49,627 | 50,371 | 51,123 | 51,871 | 52,615 | 53,367 | 54,112 |
| 12 | 47,087 | 47,841 | 48,597 | 49,353 | 50,108 | 50,861 | 51,620 | 52,374 | 53,124 | 53,883 | 54,637 |
| 13 | 47,544 | 48,306 | 49,070 | 49,830 | 50,593 | 51,354 | 52,122 | 52,882 | 53,643 | 54,407 | 55,169 |
| 14 | 48,179 | 48,942 | 49,706 | 50,467 | 51,231 | 51,993 | 52,757 | 53,517 | 54,277 | 55,043 | 55,804 |
| 15 | 48,840 | 49,602 | 50,367 | 51,128 | 51,890 | 52,651 | 53,420 | 54,180 | 54,940 | 55,703 | 56,467 |
| 16 | 49,527 | 50,301 | 51,075 | 51,848 | 52,619 | 53,395 | 54,168 | 54,941 | 55,710 | 56,480 | 57,262 |
| 17 | 50,229 | 51,012 | 51,796 | 52,577 | 53,364 | 54,150 | 54,931 | 55,715 | 56,499 | 57,282 | 58,070 |
| 18 | 50,932 | 51,729 | 52,524 | 53,316 | 54,111 | 54,907 | 55,702 | 56,496 | 57,289 | 58,088 | 58,883 |
| 19 | 52,008 | 52,821 | 53,636 | 54,448 | 55,258 | 56,072 | 56,881 | 57,696 | 58,504 | 59,314 | 60,131 |
| 20 | 52,991 | 53,816 | 54,643 | 55,475 | 56,299 | 57,126 | 57,953 | 58,781 | 59,608 | 60,435 | 61,264 |
| 21 | 53,109 | 53,941 | 54,787 | 55,597 | 56,423 | 57,255 | 58,082 | 58,913 | 59,742 | 60,571 | 61,400 |
| 22 | 53,236 | 54,071 | 54,902 | 55,732 | 56,559 | 57,394 | 58,223 | 59,056 | 59,888 | 60,716 | 61,549 |
| 23 | 53,367 | 54,201 | 55,034 | 55,867 | 56,698 | 57,535 | 58,363 | 59,198 | 60,033 | 60,864 | 61,698 |
| 24 | 53,494 | 54,333 | 55,168 | 56,001 | 56,834 | 57,673 | 58,506 | 59,342 | 60,178 | 61,013 | 61,847 |
| 25 | 53,622 | 54,464 | 55,300 | 56,136 | 56,971 | 57,813 | 58,646 | 59,485 | 60,322 | 61,159 | 61,998 |
| 26 | 53,751 | 54,595 | 55,433 | 56,271 | 57,107 | 57,952 | 58,787 | 59,627 | 60,468 | 61,306 | 62,145 |
| 27 | 53,882 | 54,725 | 55,567 | 56,405 | 57,245 | 58,090 | 58,927 | 59,771 | 60,611 | 61,454 | 62,295 |
| 28 | 54,009 | 54,856 | 55,700 | 56,541 | 57,381 | 58,230 | 59,071 | 59,914 | 60,758 | 61,599 | 62,443 |
| 29 | 54,134 | 54,982 | 55,827 | 56,672 | 57,512 | 58,362 | 59,205 | 60,052 | 60,895 | 61,743 | 62,588 |
| 30 | 56,128 | 56,972 | 57,816 | 58,659 | 59,500 | 60,344 | 61,188 | 62,030 | 62,874 | 63,716 | 64,561 |
| 31 | 58,038 | 58,878 | 59,720 | 60,563 | 61,400 | 62,241 | 63,085 | 63,924 | 64,765 | 65,605 | 66,449 |
| 32 | 60,031 | 60,867 | 61,708 | 62,545 | 63,386 | 64,225 | 65,068 | 65,905 | 66,740 | 67,581 | 68,420 |
| 33 | 61,985 | 62,821 | 63,664 | 64,498 | 65,334 | 66,173 | 67,009 | 67,846 | 68,684 | 69,522 | 70,357 |
| 34 | 64,067 | 64,902 | 65,737 | 66,574 | 67,407 | 68,243 | 69,077 | 69,914 | 70,749 | 71,584 | 72,417 |
| 35 | 66,524 | 67,358 | 68,194 | 69,029 | 69,859 | 70,696 | 71,532 | 72,367 | 73,202 | 74,041 | 74,875 |
| 36 | 68,933 | 69,769 | 70,608 | 71,442 | 72,278 | 73,110 | 73,944 | 74,780 | 75,616 | 76,454 | 77,287 |
| 37 | 71,340 | 72,175 | 73,012 | 73,848 | 74,683 | 75,514 | 76,351 | 77,187 | 78,025 | 78,857 | 79,692 |
| 38 | 74,043 | 74,878 | 75,708 | 76,545 | 77,379 | 78,217 | 79,052 | 79,887 | 80,720 | 81,556 | 82,393 |
| 39 | 76,258 | 77,088 | 77,921 | 78,752 | 79,581 | 80,413 | 81,244 | 82,075 | 82,905 | 83,736 | 84,568 |
| 40 | 78,879 | 79,712 | 80,542 | 81,375 | 82,205 | 83,037 | 83,868 | 84,693 | 85,530 | 86,361 | 87,189 |
| 41 | 81,347 | 82,175 | 83,007 | 83,833 | 84,664 | 85,494 | 86,324 | 87,149 | 87,977 | 88,808 | 89,640 |
| 42 | 83,983 | 84,813 | 85,639 | 86,474 | 87,298 | 88,128 | 88,956 | 89,785 | 90,616 | 91,446 | 92,276 |
| 43 | 86,353 | 87,180 | 88,011 | 88,839 | 89,668 | 90,499 | 91,327 | 92,154 | 92,982 | 93,813 | 94,642 |
| 44 | 88,849 | 89,682 | 90,507 | 91,338 | 92,168 | 92,996 | 93,824 | 94,652 | 95,484 | 96,313 | 97,154 |
| 45 | 92,340 | 93,163 | 93,994 | 94,824 | 95,657 | 96,481 | 97,312 | 98,143 | 98,967 | 99,798 | 100,627 |
| 46 | 0 | 0 | 0 | 0 | 0 | 99,003 | 99,835 | 100,667 | 101,501 | 102,330 | 103,161 |
| 47 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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

Teacher Salary Schedule - Master Degrees

For the 2006-07 Fiscal Year

\$633.00 PER SIX HOUR BLOCK BEYOND BA+60, MA+54 OR CAS+12

| Step | MA | MA + 6 | MA + 12 | MA + 18 | MA + 24 | MA + 30 | MA + 36 | MA + 42 | MA + 48 | MA + 54 | MA + 60 | CAS |
|------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1 | 46,268 | 46,950 | 47,630 | 48,308 | 48,983 | 49,665 | 50,344 | 51,021 | 51,702 | 52,380 | 53,057 | 50,243 |
| 2 | 46,717 | 47,406 | 48,093 | 48,777 | 49,458 | 50,147 | 50,833 | 51,518 | 52,204 | 52,888 | 53,572 | 50,731 |
| 3 | 47,170 | 47,866 | 48,560 | 49,250 | 49,939 | 50,634 | 51,326 | 52,017 | 52,710 | 53,402 | 54,091 | 51,223 |
| 4 | 47,629 | 48,331 | 49,031 | 49,729 | 50,423 | 51,125 | 51,825 | 52,521 | 53,223 | 53,920 | 54,617 | 51,721 |
| 5 | 48,082 | 48,801 | 49,506 | 50,212 | 50,912 | 51,621 | 52,328 | 53,031 | 53,739 | 54,443 | 55,147 | 52,224 |
| 6 | 48,559 | 49,274 | 49,989 | 50,699 | 51,407 | 52,123 | 52,836 | 53,545 | 54,262 | 54,972 | 55,683 | 52,731 |
| 7 | 49,029 | 49,753 | 50,473 | 51,190 | 51,907 | 52,627 | 53,348 | 54,068 | 54,787 | 55,507 | 56,221 | 53,242 |
| 8 | 49,509 | 50,236 | 50,964 | 51,688 | 52,412 | 53,140 | 53,868 | 54,592 | 55,322 | 56,048 | 56,768 | 53,763 |
| 9 | 49,989 | 50,726 | 51,460 | 52,182 | 52,922 | 53,657 | 54,390 | 55,123 | 55,860 | 56,593 | 57,323 | 54,285 |
| 10 | 50,478 | 51,217 | 51,962 | 52,700 | 53,436 | 54,181 | 54,920 | 55,659 | 56,403 | 57,143 | 57,881 | 54,813 |
| 11 | 50,967 | 51,715 | 52,465 | 53,210 | 53,957 | 54,706 | 55,454 | 56,202 | 56,948 | 57,698 | 58,443 | 55,346 |
| 12 | 51,463 | 52,217 | 52,974 | 53,725 | 54,480 | 55,238 | 55,992 | 56,747 | 57,504 | 58,259 | 59,009 | 55,883 |
| 13 | 51,963 | 52,725 | 53,488 | 54,250 | 55,010 | 55,774 | 56,536 | 57,299 | 58,060 | 58,822 | 59,582 | 56,424 |
| 14 | 52,598 | 53,358 | 54,123 | 54,885 | 55,648 | 56,409 | 57,171 | 57,932 | 58,698 | 59,459 | 60,218 | 57,060 |
| 15 | 53,259 | 54,022 | 54,784 | 55,545 | 56,307 | 57,070 | 57,831 | 58,595 | 59,357 | 60,120 | 60,882 | 57,724 |
| 16 | 54,008 | 54,783 | 55,556 | 56,330 | 57,099 | 57,875 | 58,647 | 59,417 | 60,195 | 60,966 | 61,738 | 58,532 |
| 17 | 54,767 | 55,551 | 56,335 | 57,120 | 57,903 | 58,686 | 59,473 | 60,258 | 61,041 | 61,824 | 62,610 | 59,361 |
| 18 | 55,540 | 56,332 | 57,126 | 57,926 | 58,716 | 59,514 | 60,304 | 61,106 | 61,898 | 62,694 | 63,489 | 60,188 |
| 19 | 56,715 | 57,529 | 58,340 | 59,147 | 59,958 | 60,769 | 61,586 | 62,394 | 63,208 | 64,023 | 64,829 | 61,466 |
| 20 | 57,782 | 58,610 | 59,437 | 60,265 | 61,088 | 61,920 | 62,747 | 63,573 | 64,400 | 65,225 | 66,056 | 62,625 |
| 21 | 57,911 | 58,739 | 59,569 | 60,398 | 61,228 | 62,057 | 62,889 | 63,715 | 64,544 | 65,372 | 66,202 | 62,766 |
| 22 | 58,053 | 58,883 | 59,714 | 60,543 | 61,377 | 62,209 | 63,040 | 63,870 | 64,702 | 65,529 | 66,362 | 63,919 |
| 23 | 58,193 | 59,026 | 59,859 | 60,690 | 61,525 | 62,356 | 63,194 | 64,028 | 64,858 | 65,690 | 66,524 | 63,073 |
| 24 | 58,333 | 59,167 | 60,004 | 60,836 | 61,675 | 62,509 | 63,347 | 64,177 | 65,014 | 65,848 | 66,683 | 63,225 |
| 25 | 58,471 | 59,310 | 60,147 | 60,984 | 61,822 | 62,658 | 63,497 | 64,334 | 65,171 | 66,007 | 66,845 | 63,377 |
| 26 | 58,613 | 59,454 | 60,293 | 61,130 | 61,970 | 62,812 | 63,650 | 64,488 | 65,329 | 66,165 | 67,005 | 63,528 |
| 27 | 58,755 | 59,595 | 60,436 | 61,277 | 62,119 | 62,961 | 63,804 | 64,643 | 65,486 | 66,326 | 67,165 | 63,679 |
| 28 | 58,895 | 59,738 | 60,581 | 61,423 | 62,267 | 63,110 | 63,956 | 64,796 | 65,641 | 66,483 | 67,325 | 63,834 |
| 29 | 59,030 | 59,875 | 60,720 | 61,564 | 62,410 | 63,256 | 64,101 | 64,945 | 65,794 | 66,633 | 67,481 | 63,980 |
| 30 | 61,017 | 61,857 | 62,705 | 63,546 | 64,391 | 65,232 | 66,078 | 66,919 | 67,760 | 68,606 | 69,444 | 65,925 |
| 31 | 62,984 | 63,823 | 64,663 | 65,508 | 66,349 | 67,188 | 68,030 | 68,873 | 69,712 | 70,554 | 71,393 | 67,855 |
| 32 | 65,253 | 66,090 | 66,928 | 67,768 | 68,609 | 69,447 | 70,286 | 71,127 | 72,218 | 72,804 | 73,641 | 69,783 |
| 33 | 67,529 | 68,368 | 69,204 | 70,043 | 70,881 | 71,713 | 72,551 | 73,389 | 74,225 | 75,063 | 75,900 | 73,796 |
| 34 | 70,004 | 70,840 | 71,675 | 72,509 | 73,343 | 74,178 | 75,012 | 75,848 | 76,684 | 77,523 | 78,358 | 77,100 |
| 35 | 72,767 | 73,601 | 74,437 | 75,274 | 76,109 | 76,943 | 77,777 | 78,612 | 79,445 | 80,285 | 81,119 | 80,578 |
| 36 | 75,551 | 76,388 | 77,223 | 78,060 | 78,894 | 79,728 | 80,563 | 81,397 | 82,234 | 83,068 | 83,905 | 84,062 |
| 37 | 78,346 | 79,181 | 80,017 | 80,854 | 81,689 | 82,524 | 83,358 | 84,194 | 85,023 | 85,861 | 86,698 | 87,133 |
| 38 | 81,083 | 81,925 | 82,764 | 83,598 | 84,430 | 85,269 | 86,102 | 86,937 | 87,773 | 88,610 | 89,444 | 90,282 |
| 39 | 83,497 | 84,332 | 85,159 | 85,989 | 86,822 | 87,652 | 88,482 | 89,313 | 90,149 | 90,979 | 91,807 | 92,600 |
| 40 | 86,249 | 87,079 | 87,910 | 88,742 | 89,575 | 90,404 | 91,235 | 92,067 | 92,897 | 93,727 | 94,560 | 95,398 |
| 41 | 88,762 | 89,592 | 90,424 | 91,252 | 92,078 | 92,908 | 93,738 | 94,565 | 95,394 | 96,226 | 97,056 | 97,933 |
| 42 | 91,535 | 92,363 | 93,192 | 94,020 | 94,854 | 95,677 | 96,508 | 97,338 | 98,167 | 98,997 | 99,824 | 100,681 |
| 43 | 94,326 | 95,155 | 95,985 | 96,812 | 97,642 | 98,472 | 99,300 | 100,131 | 100,958 | 101,787 | 102,617 | 103,429 |
| 44 | 97,007 | 97,838 | 98,667 | 99,497 | 100,325 | 101,158 | 101,982 | 102,810 | 103,639 | 104,470 | 105,298 | 106,378 |
| 45 | 99,796 | 100,626 | 101,457 | 102,282 | 103,113 | 103,942 | 104,769 | 105,601 | 106,430 | 107,258 | 108,083 | 108,522 |
| 46 | 102,980 | 103,813 | 104,641 | 105,468 | 106,297 | 107,130 | 107,959 | 108,794 | 109,624 | 110,456 | 111,287 | 111,512 |
| 47 | 0 | 0 | 0 | 0 | 0 | 109,946 | 110,775 | 111,607 | 112,436 | 113,272 | 114,099 | 114,504 |

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

2006-2007 COACHES SALARY SCHEDULE

| Step | BA | BA + 6 | BA + 12 | BA + 18 | BA + 24 | BA + 30 |
|------|--------|--------|---------|---------|---------|---------|
| 1 | 42,335 | 43,014 | 43,697 | 44,374 | 45,054 | 45,729 |
| 2 | 42,746 | 43,432 | 44,122 | 44,805 | 45,492 | 46,173 |
| 3 | 43,161 | 43,854 | 44,550 | 45,240 | 45,934 | 46,621 |
| 4 | 43,581 | 44,280 | 44,983 | 45,679 | 46,379 | 47,075 |
| 5 | 44,003 | 44,709 | 45,419 | 46,123 | 46,829 | 47,532 |
| 6 | 44,431 | 45,142 | 45,860 | 46,570 | 47,284 | 47,994 |
| 7 | 44,861 | 45,581 | 46,305 | 47,024 | 47,743 | 48,459 |
| 8 | 45,299 | 46,025 | 46,755 | 47,479 | 48,207 | 48,931 |
| 9 | 45,741 | 46,473 | 47,209 | 47,944 | 48,677 | 49,407 |
| 10 | 46,185 | 46,924 | 47,668 | 48,409 | 49,149 | 49,888 |
| 11 | 46,634 | 47,381 | 48,131 | 48,878 | 49,627 | 50,371 |
| 12 | 47,087 | 47,841 | 48,597 | 49,353 | 50,108 | 50,861 |
| 13 | 47,544 | 48,306 | 49,070 | 49,830 | 50,593 | 51,354 |
| 14 | 48,179 | 48,942 | 49,706 | 50,467 | 51,231 | 51,993 |
| 15 | 48,840 | 49,602 | 50,367 | 51,128 | 51,890 | 52,651 |
| 16 | 49,527 | 50,301 | 51,075 | 51,848 | 52,619 | 53,395 |
| 17 | 50,229 | 51,012 | 51,796 | 52,577 | 53,364 | 54,150 |
| 18 | 50,932 | 51,729 | 52,524 | 53,316 | 54,111 | 54,907 |
| 19 | 52,008 | 52,821 | 53,636 | 54,446 | 55,258 | 56,072 |
| 20 | 52,991 | 53,816 | 54,643 | 55,475 | 56,299 | 57,126 |
| 21 | 53,109 | 53,941 | 54,767 | 55,597 | 56,423 | 57,255 |

2006-2007 CO-CURRICULAR SALARY SCHEDULE

| Step | BA |
|------|--------|
| 1 | 42,335 |
| 2 | 42,746 |
| 3 | 43,161 |
| 4 | 43,581 |
| 5 | 44,003 |
| 6 | 44,431 |
| 7 | 44,861 |
| 8 | 45,299 |
| 9 | 45,741 |
| 10 | 46,185 |
| 11 | 46,634 |
| 12 | 47,087 |
| 13 | 47,544 |
| 14 | 48,179 |
| 15 | 48,840 |
| 16 | 49,527 |
| 17 | 50,229 |

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

WEST GENESEE CENTRAL SCHOOLS - TEACHER EVALUATION CARD
(Including Psychologists and Social Workers)

| | | |
|---------------|---------------------|------------------------------|
| Name | School: | Date: |
| Subject/Grade | Certification Area: | Yrs. in District: Prior Exp: |

| | |
|-----------------------------|--|
| Ratings: | 3 - Average |
| 5 - Outstanding - Excellent | 2 - Must Improve |
| 4 - Good - Effective | 1 - Not acceptable - Unsatisfactory - Inadequate |

| | Ratings | | Ratings |
|--|----------------------|---|----------------------|
| A. Knowledge of subject matter - intensive and extensive command of the field | <input type="text"/> | G. Relationship with staff - cooperative, communicative, tactful, helpful and courteous | <input type="text"/> |
| B. Planning and preparation of work - short and long range goals (either written or established through a conference) clear in aims, adaptable, relevant, updated, realistically detailed plans for a substitute | <input type="text"/> | H. Relationship with parents - cooperative, communicative, tactful, helpful and courteous | <input type="text"/> |
| C. Teacher-pupil rapport - mutual respect, understanding, fair, patient, tolerant | <input type="text"/> | I. Communication - asks thought-provoking questions, logical procedures, adequate summaries, interesting presentation | <input type="text"/> |
| D. Meeting special needs and abilities - works with individual and small groups as appropriate, gives attention to special problems | <input type="text"/> | J. Pupil participation - encourages all pupils to respond and express ideas. Pupils appear prepared. | <input type="text"/> |
| E. Classroom management - maintains group control and discipline, mutual respect, encourages responsibility, establishes a learning atmosphere, attention to attendance of pupils | <input type="text"/> | K. Reliability - routines - punctuality (performs all required duties on time) | <input type="text"/> |
| F. Makes a good teaching effort - enthusiasm for teaching | <input type="text"/> | L. Appraisal of student achievement - uses appropriate measuring and evaluation devices for evaluating student progress and achievement | <input type="text"/> |
| | | M. Professional growth - continued study, committee work, receptive to suggestions and new ideas, professional relationships | <input type="text"/> |

Personal grooming and appearance -
appropriate professional attire - neat - clean

☐ Acceptable

☐ Unacceptable

SIGNIFICANT CLASSROOM VISITS

| Subject observed | Date | Time | Observer's signature |
|------------------|------|------|----------------------|
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

Evaluator's comments:

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

TEACHER'S SIGNATURE: _____

Date: _____

EVALUATOR'S SIGNATURE: _____

Date: _____

**WEST GENESEE CENTRAL SCHOOLS
SCHOOL LIBRARY MEDIA SPECIALIST FINAL EVALUATION**

Name _____ School _____ Date _____

School Year _____ Prior Experience _____ Experience at West Genesee _____

PREFACE - The primary purpose of this evaluation form is to serve as a written summary on the effective performance and total responsibilities of the school library-media specialist. It should be used after observations, written summaries, and conferences with the librarian have taken place. The items contained in this form represent characteristics which should accomplish these purposes. The degree to which they are performed will be noted in the appropriate space if they apply in the evaluation, and will be used in preparing recommendations to the Superintendent of Schools for reappointment and tenure appointment. Items 1 - 7 relate to performance, items 8 - 10 relate to professional commitment.

Ratings:

5 - Outstanding - Excellent

4 - Good - Competent - Effective

3 - Average

2 - Must improve - Probation

1 - Not Acceptable - Unsatisfactory - Inadequate

1. Selection and evaluation of materials - applies suitable criteria for selection; involves faculty and students in selection and evaluation; maintains up-to-date materials in all curriculum areas (within budgetary limitations).

☐

2. Knowledge of curriculum areas - works with teachers, teams, grade levels, etc. on curriculum; offers suggestions of available resources and works toward the goal of utilizing the best media for each learning activity for each child.

☐

3. Administration of library-media center - establishes a learning atmosphere; maintains a library that is purposeful, busy, orderly, and inviting; implements established policies; prepares budgets; supervises library staff.

☐

4. Pupil rapport - shows a genuine concern for and desire to work with children and young adults; establishes a pleasant, mutually supportive relationship with students.

☐

5. Meeting needs and abilities - works with individuals and small groups as appropriate; gives attention to special problems; teaches study skills; teaches students how to use materials and equipment critically and independently.

☐

6. Communication with faculty and administration - works cooperatively and effectively with media center staff, teachers and other building personnel, developing a mutually supportive relationship.

| | |
|------|--------------------------|
| Fac. | <input type="checkbox"/> |
| Adm. | <input type="checkbox"/> |

7. Control of materials and equipment - establishes and carries out library procedures which result in adequate control of materials and equipment while allowing optimum use.

☐

8. Professional growth - shows interest in continued study, committee work, workshops, professional associations; is receptive to suggestions and new ideas.

☐

9. Initiative, drive, ambition - assumes a leadership role; is committed to the implementation of the library media program as an integral part of the total instructional program of the school.

☐

10. Reliability, punctuality, responsibility - performs required duties on time, is helpful, tactful and courteous.

☐

SIGNIFICANT LIBRARY VISITS

| Activity observed | Date | Time | Observer's signature |
|-------------------|------|------|----------------------|
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

Comments:

LIBRARIAN'S SIGNATURE _____

Date _____

EVALUATOR'S SIGNATURE _____

Date _____

WEST GENESEE CENTRAL SCHOOLS - COUNSELOR EVALUATION CARD

Name _____ School _____ Date _____

Years in District _____ Prior Experience _____

Ratings:

5 - Outstanding - Excellent
4 - Good - Effective

3 - Average
2 - Must Improve
1 - Not Acceptable - Unsatisfactory - Inadequate

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

Personal grooming and appearance - appropriate professional attire - neat, clean

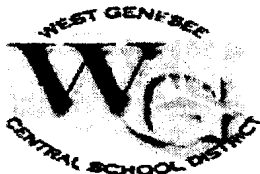
☐ Acceptable
☐ Unacceptable

Evaluator's Comments:

Counselor's Comments:

Counselor's Signature _____
Date _____

Evaluator's Signature _____
Date _____



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

| | |
|------------------|--------------------|
| Name: | Location: |
| Position: | Supervisor: |

Supervisory Rating

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

Performance Rating

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

Supervisory Comments:

Acknowledgment of special strengths or commendable behavior:

Personal guidance or constructive suggestions to help this person improve any problem areas and/or unacceptable performance:

Supervisor/Principal Signature: _____ **Date:** _____

Employee Comments: _____

Employee Signature: _____ **Date:** _____

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

COACHES EVALUATION FORM

SPORT _____

HEAD COACH _____

COACH _____

DATE _____

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

EVALUATORS COMMENTS:

COACHES COMMENTS:

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

COACH'S SIGNATURE _____

DATE _____

EVALUATOR'S SIGNATURE _____

DATE _____

Varsity Coaches Goal Setting

Year _____

School _____

Sport _____

Level - V/JV/9th/7-8th

Coach _____

Number of Participants _____

Record: League _____

Overall _____

Lge. Place _____

Season Assessment _____

(Be specific on the following):

Did You Meet Your Program Goals? _____

How Can You Improve Your Program? _____

How Can You Improve Your Coaching Effectiveness? _____

What Programs Goals Can You Identify For Next Year? _____

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

PLEASE ATTACH THE FOLLOWING:

Post-Season Checklist _____

Assessment of Ass't Coach (where appropriate) _____

Coach's Signature

Date

Evaluator's Signature

Date

WEST GENESEE SCHOOL DISTRICT
GOAL SETTING CONFERENCE REPORT FORM

EMPLOYEE LOCATION _____

INITIAL CONFERENCE DATE SUPERVISOR(S) _____

EMPLOYEE STATUS _____ PROBATIONARY _____ PERMANENT _____ TENURED _____

REVIEW OF JOB DESCRIPTION/PERFORMANCE CRITERIA/PAST PERFORMANCE
AND PERSONAL AND PROFESSIONAL GOALS

GOAL STATEMENT NUMBER _____

GOAL _____

a. METHOD OF MEASURING PROGRESS/COMPLETION

b. SCHEDULE OF PERIODIC UPDATES _____, _____, _____

c. UPDATE _____

SUPERVISOR'S COMMENTS

EMPLOYEE'S SELF-ASSESSMENT

d. UPDATE _____

SUPERVISOR'S COMMENTS

EMPLOYEE'S SELF-ASSESSMENT

e. UPDATE

SUPERVISOR'S COMMENTS

EMPLOYEE'S SELF-ASSESSMENT

GOAL UPDATE/OBSERVATION

DATE

TIME

SUPERVISOR/OBSERVER

SUPERVISOR'S COMMENTS

EMPLOYEE'S COMMENTS

APPENDIX C GRIEVANCE FORM

GRIEVANCE NUMBER

WEST GENESEE TEACHERS ASSOCIATION

GRIEVANT:

SCHOOL:

DATE:

STATEMENT OF COMPLAINT OF GRIEVANT:

SECTION OF CONTRACT ALLEGED TO BE VIOLATED:

STATEMENT OF FACTS:

REMEDY SOUGHT:

Grievant's Signature

Association Representative's Signature

APPENDIX D PREFERRED ELIGIBLE LIST

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

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

Primary grades are considered to be grades K-3.

Intermediate grades are considered to be grades 4-6.

Secondary grades are considered to be grades 7-12.

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

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

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

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

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

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

APPENDIX D PREFERRED ELIGIBLE LIST

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

APPENDIX E NURSES' CONDITIONS OF EMPLOYMENT

NEGOTIATED AGREEMENT AS IT RELATES TO REGISTERED NURSES 2004-2007

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

Section 1.

1. The following parts of the 2004-2007 contract between the District and WGTA apply to R.N.'s:
 - Preamble
 - Article I
 - Article II (binding arbitration applies only to the specified articles listed under this Section 1).
 - Article III
 - Article IV
 - Article V Sections C, D(1), E, M, N, O, R, T
 - Article VI Section A, F (2, 7)
 - Article XI All parts except Section O
 - Article XVI Sections A, B, C, G, H, E
 - Article XVIII
 - Appendix C
2. All sections of the contract not specifically listed above do not apply.
3. In all parts of the contract that do apply to R.N.'s the word "teacher" in any of its various forms will be understood to include R.N.'s.
4. In addition to the above, the parties agreed to the following language for R.N.'s:

JOB SECURITY

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

APPENDIX E NURSES' CONDITIONS OF EMPLOYMENT

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

RETIREMENT**Health Insurance/Retirement Award**

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

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

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

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

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

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

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

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

APPENDIX E NURSES' CONDITIONS OF EMPLOYMENT

SALARY AND OTHER COMPENSATION

1. Payment for extra duty shall be at sixteen dollars and fifty cents (\$16.50) per hour in the school year 2004-05; seventeen dollars and fifty cents (\$17.50) per hour in the school year 2005-06; and eighteen dollars (\$18.00) per hour in the school year 2006-07. The work will be voluntary unless an acceptable substitute cannot be found in which case the District will assign the work.
2. The school nurse in the high school will receive five hundred twenty (\$520) dollars supplement.
3. All secondary health offices will have full-time clerical help. Stonehedge will have seventy-five (75%) percent clerical help.
4. Fifty (50%) percent full-time equivalent nurse shall rotate, as needed, throughout the District for the duration of the contract.
5. The starting salary for nurses will be :
 - a) Starting Salary

| | |
|-----------------|----------|
| 2004-2005 | \$24,720 |
| 2005-2006 | \$25,460 |
| 2006-2007 | \$26,225 |
 - b) Salary Increase

Each returning bargaining unit member will have his/her salary increased by 4% in 2004-2007.
6. School nurses who possess a Bachelors Degree shall receive a yearly stipend of three hundred sixty-five (\$365) dollars.
7. Longevities
 - a) Nurses with ten (10) years of service in the West Genesee School District in the school year 2004-05 are entitled to a one hundred thirty dollar (\$130) longevity increment.

Nurses with ten (10) years of service in the West Genesee School District in the school year 2005-06 are entitled to a one hundred thirty-five dollar (\$135) longevity increment.

Nurses with ten (10) years of service in the West Genesee School District in the school year 2006-07 are entitled to a one hundred forty dollar (\$140) longevity increment.
 - b) Nurses with fifteen (15) years of service in the West Genesee School District in the school year 2004-05 are entitled to an additional one hundred fifty-five dollar (\$155) longevity increment.

APPENDIX E**NURSES' CONDITIONS OF EMPLOYMENT****SALARY AND OTHER COMPENSATION**

Nurses with fifteen (15) years of service in the West Genesee School District in the school year 2005-06 are entitled to an additional one hundred sixty dollar (\$160) longevity increment.

Nurses with fifteen (15) years of service in the West Genesee School District in the school year 2006-07 are entitled to an additional one hundred sixty-five dollar (\$165) longevity increment.

- c) Nurses with twenty (20) years of service in the West Genesee School District in the school year 2004-05 are entitled to an additional one hundred eighty dollar (\$180) longevity increment.

Nurses with twenty (20) years of service in the West Genesee School District in the school year 2005-06 are entitled to an additional one hundred eighty-five dollar (\$185) longevity increment.

Nurses with twenty (20) years of service in the West Genesee School District in the school year 2006-07 are entitled to an additional one hundred ninety dollar (\$190) longevity increment.

- d) Nurses with twenty-five (25) years of service in the West Genesee School District in the school year 2004-05 are entitled to an additional two hundred ten dollar (\$210) longevity increment.

Nurses with twenty-five (25) years of service in the West Genesee School District in the school year 2005-06 are entitled to an additional two hundred twenty dollar (\$220) longevity increment.

Nurses with twenty-five (25) years of service in the West Genesee School District in the school year 2006-07 are entitled to an additional two hundred thirty dollar (\$230) longevity increment.

WORKERS' COMPENSATION

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

APPENDIX E NURSES' CONDITIONS OF EMPLOYMENT

AFTER SCHOOL MEETINGS

Registered nurses may be required:

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

APPENDIX F CHILDREN OF WEST GENESEE TEACHERS

Children of West Genesee Teachers Desiring to Attend West Genesee Schools

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

1. The West Genesee teacher must pay an annual tuition determined by the state "formula."
2. Once a child transfers into West Genesee (s)he will be allowed to stay until graduation.

APPENDIX G EXTRA PAY FOR ART AND MUSIC TEACHERS**Extra Pay for Art and Music Teachers**

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

APPENDIX H INSURANCE AGREEMENT

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

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

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

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

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

APPENDIX I EMPLOYER NON-ELECTIVE CONTRIBUTION FOR RETIREES

THIS AGREEMENT is entered into as of the 30th day of April, 2004, by and between the West Genesee Central School District ("Employer") and the West Genesee Teachers' Association (the "Association"). This Agreement does hereby amend the terms of the collective bargaining agreement ("CBA") that governs the employment relationship between the Employer and the Association, as follows:

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

1. The District agrees to make a Non-elective Employer Contribution for those members of the bargaining unit represented by the Association who are eligible for and receive the retirement award or incentive described in Article V, Section S.3 of the 2004-2007 collective bargaining agreement, or by the memorandum of agreement between the District and the Association dated April 30, 2004 regarding a retirement incentive to be offered to eligible employees retiring during June 2004.
2. The amount of the Employer's Non-elective contribution shall be determined by Article V, Section S.3 of the CBA, or by the memorandum of agreement regarding the June 2004 retirement incentive, whichever is applicable. The Employer shall deposit the contribution within 30 days of the unit members retirement date.
3. No Cash Option. No employee may receive cash in lieu of or as an alternative to any of the Employer's Non-elective Contribution(s) described herein.
4. Contribution Limitations. In any applicable year, the maximum Employer Contribution shall not cause an employee's 403(b) account to exceed the applicable contribution limit under Section 415(c)(1) of the Code, as adjusted for cost-of-living increases. For Employer Non-elective Contributions made post-employment to a former employee's 403(b) account, the Contribution Limit shall be based on the employee's compensation as determined under Section 403(b)(3) of the Code and, in any event, no Employer Non-elective Contribution shall be made on behalf of such former employee after the fifth taxable year following the taxable year in which that employee terminated employment.

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

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

APPENDIX I EMPLOYER NON-ELECTIVE CONTRIBUTION FOR RETIREES

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

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

APPENDIX I EMPLOYER NON-ELECTIVE CONTRIBUTION FOR RETIREES

10. If any penalty or other assessment is charged against the Employer as a result of an improper contribution to any Section 403(b) account or any improper withholding or non-withholding, which is due to incorrect information or instructions from the employee, the employee shall hold the Employer harmless for such penalty or other assessment.
11. No Representation or Warranties. In agreeing to adopt (and/or modify) the 403(b) program noted in this MOA, the District makes no representations or warranties concerning the accuracy of any interpretation of law or applicable regulations advanced to the District or described by the Association, its agents, representatives, or other parties.
12. Sunset Clause. The parties expressly agree that, notwithstanding Section 209-a.1(e) of the Civil Service Law (the "Triborough Amendment"), this MOA shall expire on June 30, 2007, unless extended or modified by mutual written agreement between the parties. However, provided that the covered employees have severed their employment with the Employer effective no later than June 30, 2007, the Employer contributions may be made after that date, as provided in this MOA and the collective bargaining agreement.

West Genesee Central School District

West Genesee Teachers' Association

By: *Richard C. Sullivan*

By: *Michael J. Cook*

Dated: *8/20/04*

Dated: *8/20/04*

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