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#### Contract Database Metadata Elements

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Uniondale Ufsd And Uniondale  
Teachers Assn

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**AGREEMENT**

**Between**

**UNIONDALE UNION FREE SCHOOL DISTRICT**

**and**

**UNIONDALE TEACHERS ASSOCIATION**

**July 1, 2000 through June 30, 2004**

**RECEIVED**

**MAY 23 2001**

**NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD**

544

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**PREAMBLE**

AGREEMENT made this <sup>14</sup>7<sup>th</sup> day of April 2001 by and between the UNIONDALE TEACHERS ASSOCIATION (hereinafter referred to as the "Association"; "UTA" or "Union") and the UNIONDALE UNION FREE SCHOOL DISTRICT (hereinafter referred to as the "District").

**WITNESSETH**

WHEREAS, the Association has been recognized by the District for the purpose of collective bargaining and the settlement of grievances for all certified teachers of the District excluding, however, those personnel excluded by the terms of Article I hereof; and

WHEREAS, negotiations have been conducted between the parties pursuant to the Public Employees Fair Employment Act; and

WHEREAS, all references herein to the Board shall refer to the Board of Education of the District; and

WHEREAS, unless otherwise specified, references herein to Teachers shall refer to those staff members represented by the Association; and

WHEREAS, all references herein to the Administration shall refer to the supervisory personnel and/or certified personnel excluded from the Association hereunder.

NOW, THEREFORE, in consideration of the terms and conditions hereinafter set forth, it is mutually agreed as follows:

**ARTICLE I. RECOGNITION**

The Association shall be, subject to the provisions of the Public Employees Fair Employment Act, the collective bargaining agent for the unit hereinafter described. The Association exclusively shall represent all certified teachers of the District, whether provisionally or permanently certified, including attendance teachers, nurse teachers, guidance counselors, school psychologists, coordinators, school social workers, and persons serving in the elementary schools in the classification of Remedial Reading Teachers, but excluding Department Chairpersons, District Administrators, those persons

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in the Supervisory Negotiating Unit, Adult Education Teachers and other persons hired for special but temporary programs not required to be provided by the District, nor persons hired as substitutes for members of the unit.

## ARTICLE II. DEDUCTIONS

A. The District agrees to deduct from the teachers' salaries, contributions for VOTE/COPE, The United Way, and dues for the Association as the teachers individually and voluntarily authorize the same in writing, and to transmit the monies therefore promptly to the Association. Upon the fulfillment of that obligation, the District shall be held harmless by the Association and the teachers individually with respect to such remittances. The Association shall advise the District of the annual dues by August 15th of each year.

B. Teacher dues authorizations shall be written in the form set forth below:

### AUTHORIZATION, DESIGNATION AND PAYROLL DEDUCTION AUTHORITY

\_\_\_\_\_  
(Print) Last Name, First Name, Middle Initial, Building

\_\_\_\_\_  
Home Address

\_\_\_\_\_  
Zip Code

TO: Uniondale Union Free School District:

I hereby designate and authorize the Uniondale Teachers Association as my exclusive representative for collective negotiations with respect to terms and conditions of employment, administration of grievances, and all other matters allowed under the New York State Public Employees Fair Employment Act, other applicable statutes and all amendments thereof. I request and authorize you to deduct from my salary and transmit to the Uniondale Teachers Association their dues as certified by said Association through its officer. Changes with respect to the aforesaid amount may be certified by an officer of the Association and shall thereafter be binding unless canceled in accordance herewith.

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Such deductions from my salary shall be made, after receipt of this authorization and in subsequent years, from not more than the first ten (10) paychecks in equal amounts.

This authorization shall be renewed automatically for successive contract years unless revoked by me in writing.

I waive all right and claim for such monies so deducted and transmitted and relieve the District, the Board of Education, and the officers and administrators thereof from any and all liability with respect to the same. I hereby revoke all like authorizations and designations, if any, heretofore made.

Dated: \_\_\_\_\_, 200\_\_

Signed: \_\_\_\_\_

C. Not later than September 30th of each school year, the District agrees to furnish the Association with a list of those teachers who have authorized the District to deduct dues pursuant hereto, and will thereafter notify the Association monthly, on the 30th day thereof, of additions and deletions to said list.

D. The form specified above shall be used only for enrollments after September 15, 1971. Previously used forms may continue in use for all teachers previously enrolled.

E. The District shall make such deductions from the first ten (10) paychecks in equal amounts.

F. The District does hereby agree to an Agency Fee. Each employee who is not a member of the Association will pay to the collective bargaining agent a service charge toward the Administration of this agreement and the representation of such employee, provided, however, that each employee have available to him/her membership in the Association on the same terms and conditions as are available to every other member of the Association.

The service charge shall be certified to the District by the Association.

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The District shall deduct such fee in the same manner the membership dues are deducted.

The amount collected for the Agency Fee shall be used to represent the individual as a member of the bargaining unit and shall not be used towards expenditures by the organization for activities or causes of a political or ideological nature, except as incidentally related to terms and conditions of employment.

The Association shall indemnify and save the District harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the District for the purpose of complying with any of the provisions of this article.

G. The District agrees to deduct from the teachers salaries those deductions authorized in writing by the teacher for a Union Welfare Trust Fund to be established by the Union. The funds deducted shall be transmitted promptly to the Trust Fund.

H. All authorizations for deductions shall contain a clause saving the District harmless for the use of said deductions after transmittal and upon the fulfillment of that obligation the District shall be held harmless by the Union and the teachers individually with respect to such remittance.

### ARTICLE III. ASSOCIATION RIGHTS AND DUTIES

A. The Association shall have the right to use school buildings, facilities and equipment for meeting purposes pursuant to existing practice and regulations, including specific approval thereof by the Board upon routine application, provided that such use shall not interfere with the regular school program, adult education program, or previously scheduled community use of the requested facilities. When any meeting is held in the evening, and a special custodial service is required, the District may exact a reasonable charge therefore. No charge shall be made for the use of school rooms prior to the commencement of the school day, nor before 5:00 p.m. Any other use, or use on any day other than a school day, shall be subject to the aforementioned fee rule.

B. The District shall provide a bulletin board in the faculty room in each school for the use of the Association. The Association shall be responsible for the contents of

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all materials placed on the bulletin boards by it provided the District encloses the UTA bulletin boards in glass with a lock and key for the UTA.

C. The Association agrees to join the Administration and the Board in support of the annual District budget.

D. The Association agrees to promote participation in parent-teacher organizations, student productions, athletic events and clubs, and to assist the District in the promotion of the principle that education does not stop at the classroom door.

E. The Association shall take full responsibility to inform and advise teachers with respect to their rights under this Agreement and to assist teachers with respect to the procedures affecting their benefits under this Agreement.

F. Association announcements shall be permitted after the close of building faculty meetings as may also brief reports of Association business.

G. A representative of the Association shall meet with the Superintendent of Schools (hereinafter referred to as the "Superintendent), or his/her representative, at least one time each month during the entire school year (July through June) to discuss the implementation of this Agreement or any other matters that they have mutually agreed to discuss.

H. Whenever representatives of the Association are required by the Administration to participate during school hours in conferences, meetings, hearings or negotiations, they shall be allowed such time as is required without loss of pay or other benefits.

I. One copy of District Policy and Regulations shall be supplied to the Association, and all amendments, additions or changes shall be supplied to keep said Policy and Regulations current.

J. The District agrees to furnish to the Association, simultaneously with its release to the general public, all such information that the District intends to make public concerning the financial and budgetary matters of the District. It further agrees to furnish additional information and data (see Schedule A annexed) once each year on or about March 15th. It is specifically understood and agreed that the District is not required to furnish the Association with statistical or other data not developed in the usual course of



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the District's operation, nor to make studies or evaluations of data or personnel at the request of the Association.

K. The District agrees to transmit the agenda for each Regular Meeting of the Board to the Association as soon as the same is available and to transmit three (3) copies of the approved minutes of all Board meetings to the Association on the day following their formal approval.

L. The President of the Association, or his/her duly appointed representative, shall be given reasonable time on the agenda for the orientation of teachers, greetings, introduction of Association officers, and brief announcements of meeting times and places.

M. The District shall provide office space for the use of the Association when space is available. Where practicable, the office will be located in the building where the Association President is assigned.

N. The President of the Association shall not be assigned a duty or proctoring assignments, if applicable, but may be assigned a homeroom.

O. The two (2) Association Vice Presidents may, at the Superintendent's sole, non-grievable discretion, be released from duties and proctoring assignments.

#### **ARTICLE IV. TEACHER RIGHTS**

A. All teachers shall be entitled to attend all school-sponsored activities and athletic events without charge, but this entitlement shall not be construed to extend to activities and events on school premises which are sponsored by other organizations.

B. Rules and regulations governing the respective responsibilities of the teachers shall be substantially uniform throughout the District, but need not be identical.

C. Teachers who are unable to perform their duties as a result of personal injury occurring in the course of their employment for which they are eligible to receive workers' compensation payments shall use their sick leave until they become eligible for workers' compensation. Thereafter, they will be paid their full salary, less the amount of any workers' compensation award made for temporary disability due to said injury, up to

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a maximum of six (6) months. Thereafter, teachers shall be permitted to use their sick leave until they become eligible for disability coverage.

Notwithstanding the above, once a teacher returns to work after having been absent due to a personal injury occurring in the course of their employment and has worked for six (6) calendar months following their return, the teacher may not later draw down on the six (6) months available based on the same injury.

D. The District shall reimburse teachers for the repair or replacement of personal property damaged or destroyed during an assault in the course of their employment up to a maximum of \$150.00 per incident, provided the teacher cooperates with the District in the investigation of the incident.

E. The District may, at its discretion, reimburse teachers for personal property which is damaged or destroyed in the course of their employment. The amount of reimbursement shall also be at the discretion of the District.

F. No teacher shall be disciplined, officially reprimanded, reduced in rank or compensation, nor deprived of any professional advantage without just cause. In such instances, it shall be the duty of the supervisor to advise teachers that they are entitled to have a member of the Professional Rights and Responsibilities (P.R. & R.) Committee of the Association present at all meetings which are scheduled for disciplinary action. Teachers shall have the right to adjourn any meeting involving disciplinary action in order to have a member of the P.R. & R. Committee accompany them.

G. Complaints about a teacher from any source which are serious in nature should be made known to the teacher as soon as practicable.

H. The District shall notify all probationary teachers as early as possible, and under normal circumstances by May 1st, if it does not intend to rehire them for the following year.

I. Teachers shall not be assigned outside the scope of their teaching certificates in elementary schools, nor their field of certification in secondary schools, except in cases of necessity and only after consultation with the teacher involved. The decision as to necessity and as to such teacher shall be made by the Administration.

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J. Teachers shall be notified of their tentative subjects, grade assignments and building assignments for the following year as early as possible, and under normal circumstances by June 1st.

K. Whenever any administrative or teacher vacancy occurs, the District shall give written notice to all staff members. Notice of openings which occur during the summer months shall be mailed on or about July 20th and August 15th. Additional mailings may be made at the discretion of the District.

L. Members of the unit required by the District to use their cars shall be reimbursed at the maximum rate allowable by the I.R.S. as of July 1st of each year.

#### **ARTICLE V. JOB SECURITY**

In the event of a legislative abolition of the Tenure Law for all teachers, the District agrees to consult with the Association concerning a dismissal procedure.

#### **ARTICLE VI. TEACHER TRANSFERS**

A. The assignment and transfer of staff members to specific positions in the District shall be made by the Superintendent.

B. Transfers shall be made according to the following criteria:

1. Best interests of the students and the District, as determined by the Superintendent;
2. Contribution of the staff member to the students in the new position;
3. Qualifications of the staff member compared to those of other candidates for both the position to be vacated and the position to be filled;
4. Certification for new position;
5. Tenure status in new and old position;

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6. Opportunity for professional growth;

7. Seniority.

C. The person being transferred should be notified as early as possible, and under normal circumstances by May 1st of the preceding school year. The principal, the appropriate administrator of central administration, or the Superintendent should meet and discuss the transfer with the individual teacher prior to official notification. Transfers will be subject to the Grievance Procedure.

#### ARTICLE VII. TEACHER FACILITIES

A. Within the limits of the facilities of each building, and if possible, the District will provide:

1. A teachers' work area, and
2. A furnished faculty room.

B. The District will provide for the use of each teacher a two-drawer locking file cabinet, or equivalent facilities, to be located within the school building.

C. The District shall supply and maintain air conditioning units for the faculty rooms in each school.

D. Classroom, office and area assignments shall be made by the building principals, and, subject to budget limitations, shall be furnished in accordance with their recommendations

#### ARTICLE VIII. TEACHER FILES

A. Upon reasonable notice and during reasonable hours, teachers shall be permitted to examine their building and Central Administration files. Such examination may be refused if made more than three (3) times in each school year, unless additional material has been placed in the folder since the previous examination.

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B. A copy of any derogatory or critical material pertaining to a teacher's conduct, service, character or personality shall be forwarded to the teacher at the time the material is filed. Teachers shall acknowledge that they have read such material by affixing their signature on the actual copy to be filed, with the understanding that such signature merely signifies that the material to be filed has been read and does not necessarily indicate agreement with its content.

C. Teachers shall have the right to answer any material filed and their answers shall be attached to the material to which they refer.

D. Teachers shall be entitled to copy any material in their files at their own expense.

E. Any representative of the Association shall be permitted to examine the file of another teacher provided he/she presents written permission from the teacher whose file is to be examined.

#### ARTICLE IX. TEACHER EVALUATIONS

A. Teacher evaluations are a vital part of the educational administrative process requiring close cooperation between teachers and the Administration, and must be utilized in order to maintain desirable educational standards. Therefore, the District and the Association agree that:

1. They should not be made solely by mechanical devices.

2. They may be made by those persons in the chain of authority indicated on the District's organization chart, by representatives of the State Education Department, and by consultants or services authorized to do so by the Board, provided that all final reports are open to the purview of each respective level under evaluation.

B. A copy of every evaluation report or other critical material placed in a teacher's file folder shall be given to the teacher, and he/she shall:

1. Be given an opportunity to discuss same with the building principal or the person submitting such report or material;

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2. Have the privilege of writing his/her comments with respect to such report, which shall be attached thereto. Such comments shall be added within ten (10) school days after receipt of the material;

3. Sign his/her own comments and initial said material, but such initialing shall not signify agreement therewith. If the teacher refuses to sign and initial said material within ten (10) school days after receipt of the material, this shall be noted and the material entered.

C. Teacher evaluations are subject to the Grievance Procedure.

## ARTICLE X. SCHOOL DAY AND SCHOOL YEAR

### A1. Elementary School Teachers<sup>1</sup>

1. The total school day shall average six (6) hours and fifty-one (51) minutes in length.

2. The Instructional Day, including the lunch period and preparation period, shall be six (6) hours and fifteen (15) minutes in length.

3. Teachers shall report ten (10) minutes prior to and remain ten (10) minutes after the Instructional Day. The District reserves the right to assign the building staff to duties on an equitable rotating or voluntary basis.

4. Teachers shall have a duty-free lunch period of not less than sixty (60) minutes per day. The District, however, reserves the right to assign the building staff to lunch duty on an equitable rotating or voluntary basis not to exceed fifteen (15) minutes per day.

5. Teacher assignments, during the Instructional Day, shall not exceed a school week average of five (5) hours and thirty (30) minutes daily, including the lunch period.

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<sup>1</sup>The provisions of Article X(A1) shall be applicable through June 30, 2001.

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6. Special area teachers shall be assigned no more than twenty-five (25) periods per week, or the equivalent, except in cases of necessity.

7. As in the past, travel time shall be provided for special area teachers who are assigned to more than one building during the course of a single day.

8. Special area teachers assigned to more than one building shall perform duties in the school where they have been assigned to teach the greatest portion of their time.

9. Teachers shall remain for two (2) thirty-five (35) minute periods per week beyond the Instructional Day for such educational purposes as student extra help, make-up work for students, conferences and meetings with students and parents, discipline, etc.

10. Regular meetings will be held twice monthly on Wednesdays, not to exceed sixty (60) minutes. Such meetings shall start ten (10) minutes after the Instructional Day.

## **A2. Elementary School Teachers**

1. Effective July 1, 2001, the regular Elementary Teacher Day shall be no longer than 6 hours and 55 minutes, including a lunch period and preparation time, plus the time outlined in sections 5 through 7 below. The regular day shall include reporting to the first assignment at least 5 minutes prior to the arrival of students and remaining at least 5 minutes after student dismissal.

2. The District reserves the right to assign the building staff to duties on an equitable rotating or voluntary basis.

3. Teachers shall have a duty free lunch period of not less than sixty (60) minutes per day. The District, however, reserves the right to assign the building staff to lunch duty on an equitable rotating or voluntary basis not to exceed fifteen (15) minutes per day.

4. Special area teachers shall be assigned no more than twenty-five (25) periods per week, or the equivalent, except in cases of necessity.

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5. On one (1) Wednesday per month, teachers shall remain for fifty (50) minutes beyond the regular teacher day for faculty meetings or other meetings arranged by the Administration.

6. On one (1) other Wednesday per month, teachers shall remain for fifty (50) minutes beyond the regular teacher day for grade level meetings or similar meetings arranged by the Administration.

7. On two (2) days per month, teachers shall remain for fifty (50) minutes beyond the regular teacher day for such educational purposes as student extra help, enrichment, make-up work for students, staff development (no more than ten (10) per school year), meetings with students and parents, etc.

8. As in the past, travel time shall be provided for special area teachers who are assigned to more than one building during the course of a single day.

9. Special area teachers assigned to more than one building shall perform duties in the school where they have been assigned to teach the greatest portion of their time.

#### **B1. Secondary School Teachers<sup>2</sup>**

1. The total school day shall average seven (7) hours and three (3) minutes in length for secondary school teachers and Social Workers.

2. All secondary school teachers shall have a lunch period equal to one class period as prescribed by the principal for each day.

3. Secondary school teachers shall not be assigned more than five (5) teaching periods, a duty period and a homeroom, except in cases of necessity. The final decision as to necessity shall be made by the Administration. When a teacher is assigned five and one-half (5 ½) teaching periods, he/she shall be relieved of either the duty period or the homeroom. When assigned to six (6) teaching periods, he/she shall be relieved of both the duty period and the homeroom.<sup>3</sup>

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<sup>2</sup> See Letter of Understanding annexed hereto, with regard to buildings on a nine (9) period day.

<sup>3</sup> Social Workers shall not be assigned a duty period and/or a homeroom. This time shall be utilized for the social worker to carry out his/her regular assignments.



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4. After school time shall be used for such educational purposes as: (1) Student extra help, at least twice weekly; (2) Make-up work for students; (3) Conferences and meetings with students; (4) Discipline; (5) Parent conferences. The above purposes shall be carried out during two (2) thirty-five (35) minute periods.

5. Regular meetings will be held on Wednesdays, not to exceed twice monthly or sixty (60) minutes in length.<sup>4</sup>

6. The specific starting times and ending times for Social Workers shall be established by the District.

## **B2. Secondary Teachers<sup>5</sup>**

1. Effective July 1, 2001, the regular Secondary teacher Day (including social workers) for those secondary schools operating under a 9-period schedule, shall be no longer than 7 hours and 15 minutes, plus the time outlined in sections 7 through 9 below. The regular day shall include reporting to the first assignment at least 5 minutes prior to the arrival of students and remaining at least 5 minutes after student dismissal.

2. The regular teacher day shall consist of no more than the equivalent of (1) 215 minutes of instructional time, plus (2) a duty of no longer than the length of a period; (3) preparation time equal to one and one-half periods; (4) enrichment or another duty equal to one-half of a period; (5) a homeroom; and (6) a lunch of one period in length.

3. Secondary school teachers shall not be assigned more than five (5) teaching periods, a duty period and one-half, and a homeroom, except in cases of necessity. The final decision as to necessity shall be made by the Administration.

4. When a teacher is assigned five and one-half (5 ½) teaching periods that consist of one semester of six (6) periods and one semester of five (5) periods, s/he

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<sup>4</sup> This provision shall not be interpreted to regularly require the social worker to attend faculty meetings. If meetings are required outside of the regular school day, such meetings shall be scheduled within the average school day outlined in (B) (1) above and shall be scheduled by the District.

<sup>5</sup> The provisions of Article X(B)(2) shall be applicable beginning July 1, 2001.

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shall be relieved of all duties only during the semester in which they are assigned to teach six (6) periods, but may be responsible for a homeroom if necessary.

5. When a teacher is assigned a schedule that includes five and one-half (5½) teaching periods throughout the entire school year, s/he shall be relieved of the one (1) full duty period but shall remain responsible for enrichment or another duty equal to one-half of a period and may be responsible for a homeroom if necessary.

6. When a teacher is assigned to six (6) teaching periods, s/he shall be relieved of all duties and the homeroom.

7. On one (1) Wednesday per month, teachers shall remain for fifty (50) minutes beyond the regular teacher day for faculty meetings or other meetings arranged by the Administration.

8. On one (1) other Wednesday per month, teachers shall remain for fifty (50) minutes beyond the regular teacher day for grade level meetings or similar meetings arranged by the Administration.

9. On one (1) day per week, teachers shall remain for fifty (50) minutes beyond the regular teacher day for such educational purposes as student extra help, enrichment, make-up work for students, staff development (no more than ten (10) per school year), meetings with students and parents, etc.

10. The specific starting and ending time for social workers shall be established by the District.

### **C. Middle School Teachers<sup>6</sup>**

1. Effective July 1, 2001, the regular Middle School Teacher Day shall be no longer than 7 hours and 15 minutes, including lunch, preparation time, duties, advisory and enrichment time, plus the time outlined in sections 7 through 9 below. The regular day shall also include reporting to the first assignment at least 5 minutes prior to the arrival of students and remaining at least 5 minutes after student dismissal.

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<sup>6</sup>For the schedule for Middle School Teachers for 2000-01, see Letter of Understanding.

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2. The regular teacher day shall consist of no more than the equivalent of (1) 215 minutes of instructional time, plus (2) a duty of no longer than the length of a period; (3) an advisory of no more than 14 minutes; (4) preparation time equal to one and one-half periods in length; (5) a lunch of one period in length; and (6) enrichment or another duty equal to one-half period in length.

3. Middle School teachers shall not be assigned more than five (5) teaching periods, a duty period and one-half, and an advisory except in cases of necessity. The final decision as to necessity shall be made by the Administration.

4. When a teacher is assigned five and one-half (5 ½) teaching periods that consist of one semester of six (6) periods and one semester of five (5) periods, s/he shall be relieved of all duties only during the semester in which they are assigned to teach six (6) periods, but may be responsible for an advisory if necessary.

5. When a teacher is assigned a schedule that includes five and one-half (5½) teaching periods throughout the entire school year, s/he shall be relieved of the one (1) full duty period but shall remain responsible for enrichment or another duty equal to one-half of a period and may be responsible for an advisory if necessary.

6. When a teacher is assigned to six (6) teaching periods, s/he shall be relieved of all duties and the advisory.

7. On one (1) Wednesday per month, teachers shall remain for fifty (50) minutes beyond the regular teacher day for faculty meetings or other meetings arranged by the Administration.

8. On one (1) other Wednesday per month, teachers shall remain for fifty (50) minutes beyond the regular teacher day for grade level meetings or similar meetings arranged by the Administration.

9. On one (1) day per week, teachers shall remain for fifty (50) minutes beyond the regular teacher day for such educational purposes as student extra help, enrichment, make-up work for students, staff development (no more than ten (10) per school year), meetings with students and parents, etc.

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#### **D. All Teachers**

1. The District reserves the right to hold, by call of the building principal, such additional emergency meetings as may be required.

2. Teachers who arrive late without satisfactory excuse, or leave early without prior approval from the building principal, shall be subject to disciplinary proceedings which may include making up time taken.

3. In the event of an emergency, the building principal or his/her designee shall have the discretion to permit a teacher to leave before the end of the total school day, and the decision shall not be subject to grievance.

4. Except as hereinbefore provided, whenever a teacher is required to report prior to or remain after the total school day, compensatory time off shall be arranged between the teacher and the building principal.

5. No teachers shall leave the building to which they are assigned during the school day, except during their lunch period, without the express permission of the building principal or his/her designee.

6. All new teachers may be required to attend two (2) days of orientation workshops prior to the opening of school to the students. Said workshop shall be six (6) hours in length per day. In addition, they shall attend workshops in reading and/or other appropriate topics designated by the Administration, said workshops to be no more than six (6) hours in duration during the school year. The District agrees to notify the Association of the schedules for these workshops and to consult with its officers concerning participation therein. In the event Commissioner's regulations are adopted regarding training for probationary teachers after July 1, 2000, the parties agree to reopen negotiations solely on this issue.

7. All crowd control assignments shall be voluntary except that the building principal has the right to assign teachers to an event from an alphabetically rotating list of teachers when volunteers are not available.

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### **E. Calendars**

1. The Association shall be consulted for its recommendations on the school calendars. The Association's suggestions shall be forwarded to the Superintendent by March 1st. The above-mentioned calendars shall provide for a one-half ( $\frac{1}{2}$ ) day Superintendent's conference day pursuant to the Commissioner's regulations on the next to last day of school at the elementary level. If permitted under the Commissioner's regulations, the calendar shall also provide for a shortened day on the day preceding the next to last day of school at the elementary level.

2. The calendar shall provide for a maximum of 186 work days. The 186 day calendar shall be subject to the following modifications based on the number of emergency school closings during the school year:

0 days emergency school closing - 185 work days

1 day emergency school closing - 184 work days

2 days emergency school closing - 184 work days

3 days emergency school closing - 183 work days

In the event there are more than three (3) days of emergency school closings required in any school year, the calendar shall be modified to make-up the lost days to bring the total up to 183 work days.

3. The normal work year of Guidance Counselors hired prior to August 14, 2000, shall consist of the regular teachers' work year, plus five (5) working days before the regular teachers' work year commences, and five (5) working days after the regular teachers' work year ends. The District shall advise the counselors in the secondary school and in the middle schools by April 1st if any work will be available beyond their normal work year. Such additional work shall be at the District's option. It shall be the guidance counselor's option whether to accept such additional work. The middle schools and the secondary schools shall be dealt with separately. Volunteers for such work shall submit their applications by April 15th. Applicants shall be advised of the District's selections by May 15th. Where qualifications of the applicants are equal, in the opinion of the District, seniority shall prevail. The District shall not act arbitrarily or capriciously

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in making its appointments. Compensation for such work shall be at the rate of 1/200th of the counselor's annual rate of pay for each day worked.

The normal work year of guidance counselors hired on or after August 14, 2000, may be expanded by the District to eleven (11) months, in its discretion, for some or all of such newly hired counselors. Notice of such schedules shall be given to effected counselors by April 1<sup>st</sup>. Compensation for work beyond the ten (10) days in the first sentence above shall be at the rate of 1/200th of the counselor's annual rate of pay for each day worked.

4. The work year for Social Workers shall be the teacher work year plus up to an additional twenty (20) work days beyond the school calendar which shall be payable at 1/200th for each additional day worked.

## ARTICLE XI. LEAVES

**A. Immediate Family** - is defined for purposes of this Article, as: the teacher's spouse, children, foster children, parents, foster parents, parents-in-law, brothers, sisters, or other relatives for whose financial or physical care the teacher is responsible. A teacher shall not be considered responsible for said "other relative" unless said person resides in the same residence as the teacher and is deductible upon the teacher's United States Income Tax Return.

**B. Sick Leave** - All teachers absent from duty because of personal illness, injury, or other reason approved herein shall be allowed full pay for up to ten (10) such days in a school year. All tenured teachers shall be allowed an additional two (2) days in each school year. Teachers who have accumulated 189 or more sick days by the end of the previous school year shall be credited with their full sick day allotment at the beginning of the school year for use during that school year. However, notwithstanding the above, under no circumstances shall teachers accumulate more than 200 sick days for use in subsequent years or for purposes of Article XIV(I).

In the event a teacher leaves school because of illness during the school day, that teacher shall have one-half (½) day charged to his/her sick leave time. In the event substitutes and/or volunteers are unavailable, the Administration shall insure coverage on an equitable basis.

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In the event a teacher has used all his/her sick leave, or has not yet earned his/her annual sick leave, the District shall advance him/her all, or a portion of, his/her annual sick leave provided the teacher executes an authorization to the District permitting the District to deduct from his/her pay the amount of advanced sick leave which has not been accrued at the time the teacher permanently leaves the District.

**C. Leaves Because of Illness of Someone Other Than a Teacher** - A teacher shall be granted leave with pay, chargeable to Sick Leave, for the following reasons:

1. If absence is necessitated by exposure to contagious disease in which the health of students or other employees would be impaired by the teacher's attendance. Such absence shall be subject to the approval of the school doctor whose decision as to necessity shall be final. This decision shall be made after consultation with the individual's family physician, if requested.

2. In the case of illness of, or serious injury to, a member of the teacher's immediate family which necessitates his/her absence from work because of the need for the personal attention of the teacher. Such leave shall be limited to a maximum of twelve (12) days in any school year.

**D. Child Care Leave**<sup>7</sup> - Upon request, teachers will be granted a leave of absence, without pay, not to exceed two (2) years duration for the care of a newly-born infant or adopted child. Upon return from such leave, they shall be reinstated to the same or comparable position and shall advance to the next step on the salary schedule, when applicable, on the basis of their professional preparation, but the time on leave shall not apply to any longevity career increment calculations.

Such leave shall be without pay or other employee benefits, except that teachers may, at their own cost and expense, continue as enrolled members of a group benefit plan. Where possible, applications for such leaves shall be submitted no later than June 1st for leaves commencing in September, and no later than November 1st for leaves commencing at the beginning of a midyear semester.

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<sup>7</sup> In the event the clause herein is finally declared to be illegal by a court of competent jurisdiction, the parties shall negotiate a replacement child care leave provision.

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Such leave shall commence insofar as possible at either the beginning of the school year or the beginning of a semester.

Such leave shall terminate at the beginning of the school year.

**E. Unpaid Leave of Absence** - Teachers who have been on the District's staff for not less than five (5) years shall be eligible for an unpaid leave of absence for a period of not less than one (1) nor more than two (2) years, provided that they state in writing their intent to return to the District for a period not less than two (2) years thereafter. Upon their return, they shall be restored to a comparable teaching position.

The granting of such leaves by the District shall require the prior recommendation of the Superintendent, and the decision of the Board shall not be subject to grievance. Upon return to the District, teachers shall advance to the next step on the salary schedule, where applicable, on the basis of their professional preparation, but the time of their absence shall not apply to any longevity or career increment calculations. Applications for such leave shall be submitted as early as possible, and under normal circumstances, no later than April 15th for leaves commencing in September, and no later than October 1st for leaves commencing at the beginning of a midyear semester.

Such leave shall be without pay or other employee benefits, except that teachers may, at their own cost and expense, continue as enrolled members of a group benefit plan.

Such leave shall commence insofar as possible at either the beginning of the school year or the beginning of a semester.

Such leave shall terminate at the beginning of the school year.

**F. Death Leave** - A teacher shall be granted up to a maximum of five (5) days of leave with full pay during the school year for the death of each member of his/her immediate family, and his/her grandparents, and/or grandchildren, provided that the teacher attends the services, if any, for the deceased. Such leave shall not be cumulative if unused and shall not be charged against sick leave. In the event of the death of a teacher's spouse or child, the leave may be extended to a maximum of ten (10) days. In the event of a death of a relative not in the immediate family, or the death of a close friend, the teacher may take personal business leave.



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**G. Personal Business Leave** - A teacher shall be allowed up to three (3) days of leave with full pay, one of which shall be deducted from sick leave, during each school year for the purpose of transacting or attending to personal business which requires absence during school hours. Members of the unit hired on or after July 1, 1983, shall be allowed up to two (2) days of leave with full pay during each school year for the purpose of transacting or attending to personal business which requires absence during school hours. A list of acceptable reasons for such leave days is contained in Schedule B annexed hereto. Except in emergencies, a teacher desiring to leave hereunder shall give his/her building principal or immediate supervisor written application therefore at least three (3) school days in advance of the day he/she proposed to be absent. Such leave shall not be cumulative and shall be subject to the Board's approval through the Superintendent. Said application shall include the reasons as set forth in Schedule B. The applicant shall indicate the reason for which the leave is being taken. Approval will not be denied except in the event of an emergency.

Personal Business Leave shall be used only for the purpose of handling personal affairs which cannot be transacted on the weekend or after school hours. It is not for casual or indiscriminate use. Any teacher who by willful misrepresentation violates this policy shall forfeit any further right hereunder until reinstated by the Board on recommendation of the Superintendent.

## ARTICLE XII. CONFERENCES

A. Teachers designated by the full teaching staff of the District to attend the annual New York State United Teachers Convention shall be granted leave with pay to attend such convention up to a maximum of twelve (12) person-days per year.

Those teachers designated to attend shall make application to the Superintendent for such leave in sufficient time to arrange for substitute teachers.

B. Teachers may be allowed to attend one day of conference or visitation a year in their respective areas of certification or assignment, provided they do so at their own expense, and provided further, that they have prior approval of the Board. No more than two (2) members of each department may attend at any one time. Requests must be made in time to be included in the Board agenda at least two (2) weeks prior to the date requested. A teacher who is approved by the Board to attend a conference as a substitute

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for a department chairperson shall be reimbursed the reasonable and necessary expenses incurred in such attendance up to the maximum allowed for a department chairperson.

C. Physical Education and Athletic Conventions - Six (6) varsity coaches per year may attend conventions or conferences as assigned on a rotating basis by the Director of Athletics and Recreation, with reasonable and necessary expenses incurred to be reimbursed up to \$125 per convention or conference.

### **ARTICLE XIII. GRIEVANCE PROCEDURE**

#### **A. Policy**

The purpose of these Grievance Procedures is to resolve satisfactory group or individual differences which would tend to unsettle or undermine the effective functioning of the school system.

#### **B. Definitions**

1. A "grievance" shall mean a complaint by an instructional employee that (1) there has been as to him/her a violation, misinterpretation, or inequitable application of any of the provisions of this Agreement, or (2) that he/she has been treated unfairly or inequitably by reason of any act or condition which is contrary to established Board policy or is contrary to an established practice involving a term and condition of employment, except that the term "grievance" shall not apply to any matter as to which (1) any rule or regulation of the State Commissioner of Education has the force and effect of law, or (2) the Board of Education is without authority to act.

2. The term "established practice" shall mean a common practice of the school system involving a term and condition of employment as determined by the Superintendent.

3. The term "instructional employee" applies to any employee covered by this Agreement.

4. "Board" shall mean the Board of Education of the District.

5. "Association" shall mean the Uniondale Teachers Association.

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6. "Aggrieved party" shall mean any instructional employee filing a grievance.

7. The term "days" shall mean working school days.

### **C. Procedural Stages**

#### **1. Step 1 - Building Level**

a. An instructional employee having a grievance shall discuss it with his/her building principal or immediate supervisor with the objective of resolving the matter informally. The aggrieved party may appear alone or he/she may be represented by the Association. The presentation of such a grievance shall take place within fifteen (15) days following the act or condition which is the basis of the grievance.

The aggrieved party and the building principal or the immediate supervisor, within seven (7) days of presentation of the grievance, shall confer on the grievance with a view of arriving at a mutually satisfactory resolution of the grievance.

The building principal or the immediate supervisor shall communicate his/her decision regarding the grievance to the aggrieved party within seven (7) days after the conference.

b. If the grievance is not resolved informally, it shall be reduced to writing on the proper form and presented to the building principal or the immediate supervisor within seven (7) days of receipt of the informal decision. Within seven (7) days after the written grievance is presented to him/her, the building principal or the immediate supervisor shall render a decision thereon in writing, a copy of which shall be sent to the aggrieved party, the Association President, and the Superintendent.

c. If the building principal or the immediate supervisor believes that he/she has no jurisdiction in the matter, he/she shall confer with the Superintendent. If the Superintendent agrees that the principal or immediate supervisor has no jurisdiction in the matter, Step 2 of this Grievance Procedure shall immediately be initiated.

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## 2. Step 2 - Superintendent Level

If the grievance is not resolved at the Building Level, the aggrieved party may appeal to the Superintendent, within five (5) days after he/she has received the decision of the building principal or the immediate supervisor. The appeal shall be in writing and shall set forth specifically the act or condition and the grounds on which the grievance is based. The Superintendent shall, upon request of the Association, within ten (10) days attempt to resolve the grievance informally.

Within fifteen (15) days of the receipt of the appeal, the Superintendent, or his/her duly authorized representative, shall meet with and confer with the aggrieved party on the grievance with a view to arriving at a mutually satisfactory resolution of the grievance. The aggrieved party and his/her representatives, if any, shall be given at least five (5) days notice of the conference and an opportunity to participate. The aggrieved party may appear alone or he/she may be represented by the Association. The aggrieved party shall be present at the conference, except that he/she need not attend where it is mutually agreed that no facts are in dispute, and that the sole question before the Superintendent is one of interpretation of a provision of this Agreement, or what is established policy or practice.

Notice of the conference shall also be given to the building principal or the immediate supervisor who rendered the decision at Step 1. The building principal or the immediate supervisor may be present at the conference and state his/her views.

Where the aggrieved party is not represented by the Association at this Step, the Superintendent shall furnish the Association President with a copy of the appeal for Step 1, together with notice of the date of the conference. In such cases, an Association representative may be present to state the views of the Association concerning the grievance.

The Superintendent, or his/her duly authorized representative, shall communicate his/her decision in writing, together with the supporting reasons, to the aggrieved party, his/her representative, and the Association President, within ten (10) days of the conference. The building principal or the immediate supervisor who rendered the decision at Step 1 shall also receive a copy of the decision.

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### 3. Step 3 - Advisory Arbitration

A grievance dispute which was not resolved at Step 2 under the Grievance Procedure may be submitted by the aggrieved party to arbitration for an advisory ruling if it involves the application or interpretation of this Agreement. A grievance dispute arising under "established policy and practice" may be submitted to arbitration for the sole purpose of obtaining an advisory determination as to whether policy or practice was disregarded or applied in so discriminatory, arbitrary, or capricious a manner as to constitute an abuse of discretion.

The aggrieved party may proceed personally or through the Association. Where the aggrieved is not represented by the Association, the Association may submit its views to the arbitrator.

The proceeding may be initiated by filing with the District and the American Arbitration Association a notice of arbitration. The notice shall be filed within ten (10) days after receipt of the decision at Step 2 under the Grievance Procedure. The notice shall include a brief statement setting forth precisely the issue to be decided by the arbitrator and the specific provision of the Agreement involved. The notice of arbitration filed with the AAA shall be accompanied by a request to appoint an arbitrator designated by the AAA from a panel of arbitrators maintained by that Tribunal.

The arbitrator shall issue his/her advisory decision not later than thirty (30) days from the date of the closing of the hearings, or, if oral hearings have been waived, from the date of transmitting the final statements and proofs to the arbitrator.

The advisory decision shall be in writing and shall set forth the arbitrator's opinion and conclusions on the issues submitted. The arbitrator shall limit his/her decision strictly to the application and interpretation of the provisions of this Agreement and he/she shall be without power or authority to make any decision;

(1) Contrary to, or inconsistent with, or modifying or varying in any way, the terms of this Agreement or applicable law or rules or regulations having the force and effect of law; (2) involving Board discretion or Board policy under the provisions of this Agreement, or under applicable law except that he/she may decide in a particular case that the Board policy was disregarded or that its attempted application under any term of this Agreement was so discriminatory, arbitrary, or capricious as to constitute an abuse of discretion; (3) limiting or interfering in any way with the powers, duties and

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responsibilities of the Board under its by-laws, applicable law, and rules and regulations having the force and effect of law.

The decision of the arbitrator, if made in accordance with his/her jurisdiction and authority under this Agreement, will be accepted as advisory by the parties to the dispute.

The arbitrator may recommend an appropriate remedy where he/she finds a violation of the Agreement.

The arbitrator's fees will be shared equally by the Association and the District except in those cases where the aggrieved party wishes to continue with the grievance and the Association does not, in which case the fee shall be shared by the aggrieved party and the District.

The Association agrees that it will not bring or continue, nor represent any employee in any grievance which is substantially similar to a grievance denied by the advisory decision of an arbitrator.

Within thirty (30) days of receipt of the arbitrator's advisory decision, the Board shall communicate its final decision in writing, together with supporting reasons, to the aggrieved party, the Association, the Superintendent, and the building principal or the immediate supervisor.

If the Board fails to act upon the advisory decision of the arbitrator, the arbitrator's decision shall become final.

#### **D. General Principles**

1. Nothing contained in this Grievance Procedure shall preclude the Association from initiating a grievance or pursuing resolution of a grievance through all procedural stages of the Grievance Procedure.

2. Failure at any step of this procedure to communicate the decision of a grievance within the specified time limits shall permit the lodging of an appeal at the next step of the procedure within the time which would have been allotted had the decision been communicated by the final day.

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

4. The District and the Association agree to facilitate any investigation which may be required and to make available any and all material and relevant documents, communications and records concerning the alleged grievance.

5. All grievances shall be processed as quickly as possible, and every attempt shall be made to exhaust all steps before the end of the school year, or continued to conclusion at the beginning of the following school year.

#### ARTICLE XIV. SALARIES

A. 1. The 2000-01 salary schedule is attached hereto as Schedule "C", and reflects an increase of 3.5% above the 1999-00 schedule.

2. The 2001-02 salary schedule is attached hereto as Schedule "D", and reflects an increase of 4.5% above the 2000-01 schedule.

3. The 2002-03 salary schedule is attached hereto as Schedule "E", and reflects an increase of 3.5% above the 2001-02 schedule.

4. The 2003-04 salary schedule is attached hereto as Schedule "F", and reflects an increase of 3.75% above the 2002-03 schedule.

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5. Teachers hired on or after October 1, 1980 may be placed on any step or lane regardless of their prior experience. Movement after their hiring shall be limited to a schedule composed of BA, BA+15, B+30, MA, MA+15, MA+30, MA+45, MA+60. The BA and BA+15 lanes shall be limited to five (5) steps.\*

B. A lane for those with doctoral degrees shall be established coincidentally with the Masters +60 lane.

C. Movement from one column to another shall occur in September only.

D. Coaching salaries shall be as attached hereto in Schedule "G".

E. Co-curricular salaries shall be as attached hereto in Schedule "H".

F. Compensation for clubs shall be at the rate of:

<u>2000-01</u>	<u>2001-02</u>	<u>2002-03</u>	<u>2003-04</u>
\$23.02	\$24.06	\$24.90	\$25.83

Effective July 1, 2000, clubs that are approved by the District shall be based on a thirty (30) hour minimum.

Upon request, the building principals shall meet with representatives of the Association to discuss the allocation of the funds appropriated for the clubs.

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\*The four (4) teachers who in 1995-96 were above step 5 in the BA+30 column shall be moved in 1996-97 to the next step on the 1996-97 BA+30 schedule which provides an increase over and above the three (3%) percent increase they would have received if frozen on step. In 1997-98, 1998-99 and 1999-2000, such teachers shall move one step each year. This provision shall expire on June 30, 2000 notwithstanding the Triborough Law. This footnote shall be considered a sunset clause for BA movement above step 5. Thereafter, such teachers shall remain on their 1999-2000 step.



# UNIONDALE UNION FREE SCHOOL DISTRICT

933 GOODRICH STREET, UNIONDALE, NEW YORK 11553-2499

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## BOARD OF EDUCATION

BEVERLY R. JAMES, President  
NEVILLE G. GEORGES, Vice-President  
PATRICIA KOPYSTIANSKYJ, Trustee  
SONIA OXFORD, Trustee  
RAYMOND R. RHODEN, Trustee

## DR. MARY R. CANNIE

Superintendent of Schools  
516-560-8824 • FAX: 516-292-2659  
E-MAIL: mcannie@mail.nasbooces.org

## ADMINISTRATION

DR. EL STACE G. THOMPSON  
Assistant Superintendent for Instruction  
516-560-8825 • FAX: 516-470-2179  
GENE W. LEVENSTIEN  
Assistant Superintendent for Business Affairs  
516-560-8801 • FAX: 516-539-1743  
  
Director of Personnel  
516-560-8822 • FAX: 516-481-6491

## DISTRICT CLERK

SELMA RUBIN  
516-560-8945

May 17, 2001

Jaime B. Fallarino  
Office of the Executive Director  
Public Employment Relations Board  
80 Wolf Road  
Albany, NY 12205-2604

Dear Jaime B. Fallarino:

Enclosed is a copy of the newly-negotiated Agreement between the Uniondale Union Free School District and the Uniondale Teachers Association for the period of July 1, 2000, through June 30, 2004.

The number of employees covered by this Agreement is noted in the lower right-hand corner of the cover page.

Sincerely,



Mary R. Cannie, Ed.D.  
Superintendent of Schools

MRC:BJF

Enclosure

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<u>G. Special Areas</u>	<u>2000-01</u>	<u>2001-02</u>	<u>2002-03</u>	<u>2003-04</u>
Driver Education <sup>9</sup>	\$45.24	\$47.28	\$48.93	\$50.76
Home Teaching and Curriculum Work	\$28.78	\$30.08	\$31.13	\$32.30
Staff Development	\$28.78	\$30.08	\$31.13	\$32.30
Guidance	\$3,952	\$4,130	\$4,275	\$4,435
Speech Therapists <sup>10</sup>	\$1,228	\$1,283	\$1,328	\$1,378
Special Education <sup>10</sup>	\$1,228	\$1,283	\$1,328	\$1,378
Psychologists <sup>10</sup>	\$2,742	\$2,865	\$2,965	\$3,076
<u>H. Supervisors</u>				
Monday-Thursday prior to 5:00 pm	53.71	56.13	58.09	60.27
All other times (per session)	57.55	60.14	62.24	64.57
<u>I. Retirement Incentive</u>				

1. Teachers shall be granted a retirement incentive provided the following conditions are met:

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<sup>9</sup> The terms and conditions of employment of the Driver Education teachers are attached hereto as Schedule "I".

<sup>10</sup> This stipend shall apply only to those individuals hired prior to August 14, 2000.

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a. They submit irrevocable letters of retirement by the December 1st preceding the earliest June 30th they are eligible to retire (55 years of age); and

b. The teacher has been in the employ of the District for fifteen (15) years or more; and

c. The teacher retires or vests under the New York State Teachers Retirement System on the June 30th following his/her date of eligibility for retirement under the New York State Teachers Retirement System (age 55 - 10 years service).

#### **District Rights**

1. If any provision of the retirement incentive is deemed illegal or unenforceable, the entire provision shall be deemed null and void.

2. The Board may, in its sole nongrievable discretion, permit teachers to remain eligible for the retirement incentive provided the following conditions are met:

a. The teacher submits a request to the Board for a one-year extension of eligibility for the retirement incentive by December 1st; and

b. The Board grants such extension.

Requests may be made by a teacher, and the fact that one is granted for one year does not establish a precedent for future requests.

No reason need be given for the granting or refusal of such extensions.

#### **Payments**

The retirement incentive shall be computed at the rate of \$90 per day of accumulated unused sick leave at the time of retirement, up to a maximum of \$18,000, or \$4,000, whichever is greater.

Such payments shall be made no later than the first pay period of December following retirement.

Such payments shall be in addition to any Unused Terminal Leave Incentive.

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J. Unused Sick Leave Incentive Pay Plan - Members of the unit who do not absent themselves from work during the school year shall be entitled to a \$1,000 attendance incentive.

Members of the unit who do not absent themselves from work for more than three (3) days shall be entitled to a \$500 attendance incentive.

The absences herein are only those charged to Sick Leave and Personal Leave under the terms of this Agreement.

Payments shall be made in a separate paycheck as soon as possible following the end of the school year.

This provision shall expire on June 30, 2004, notwithstanding the Triborough Law or any other provisions of the law and the provisions of the 1986-89 Agreement with regard to Unused Sick Leave Incentive Pay Plan shall replace this provision.

K. Unused Terminal Leave Incentive Plan - All members of the unit who retire from the District (age 55 years or older with a minimum of ten (10) years in the District) shall be eligible for unused terminal leave incentive. The incentive shall be computed by taking the total sick and personal leave allowable in the employees last six (6) full years of employment (90 days), minus the total sick and personal leave used in their last four (4) full years of employment. This figure shall then be multiplied by \$110. Such payments shall be made in the first pay period of July following retirement.

To be eligible for such payments, the teacher must have a minimum of one hundred (100) days of accumulated unused sick leave at the time of retirement and, if possible, must retire at the end of June, and, if possible, must give notice to the District of their intent to retire by the March 15th preceding the June in which they will retire.

## ARTICLE XV. INSURANCE

A. Health Insurance - The District shall pay 100% of the Premium for the State Health Insurance Plan for each teacher. For newly employed teachers, the District shall pay 100% of the same Plan providing that signed applications are on file in the business office by the first day of work, effective on the first day of work. The District shall have no obligation thereafter until proper application has been received by the District, and

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then only effective on the first day of the month following the receipt of such application. Members hired on or after September 14, 1983, shall not be eligible for health insurance by the District if they are eligible for coverage under the plan of a spouse, provided the spouse's coverage is comparable to the health insurance plan being provided by the District for other members of the bargaining unit.

Effective September 1, 1997 the District's rate of contribution shall be ninety (90%) percent for active employees. Effective September 1, 1997 new hires eligible for health insurance shall contribute fifteen (15%) percent towards their premiums for their first three (3) years of employment. Thereafter, they shall contribute ten (10%) percent. The District shall continue an IRC § 125 Plan with regard to the contributions made by employees towards the cost of their health insurance and the opt out payment for declining health insurance.

Members of the unit who are eligible and enrolled in the District's health insurance plan and who withdraw from the District's plan shall receive \$1,500 if they were covered by the family plan and \$750 if they were receiving individual coverage, provided they remain eligible and uncovered under such plan for a period of twelve (12) consecutive months. Such payments shall be made at the end of the twelve-month period and annually thereafter, provided such teachers are still eligible and uncovered under the District's plan. Nothing contained herein shall preclude an eligible member from reentering the plan at any time provided, however, that in the case of a member who reenters in less than twelve months, or on a date prior to an annual payment, no payments shall be made.

For purposes of determining comparability, a plan shall be deemed comparable even if the employee's spouse's plan contains a contributory factor, provided the District opts to allow the employee to withdraw and receive the annual payments with an additional stipend equivalent to the dollar amount paid by the employee's spouse towards his or her health insurance coverage.

A plan shall not be deemed noncomparable solely because an employee's spouse may not carry the plan into retirement. In such instances, the employee will be eligible for the District's plan if the employee's spouse loses coverage, retires or leaves employment, or at the time the District employee retires.

The District may switch carriers to another plan providing comparable coverage to the statewide plan. At least ninety (90) days' notice shall be given to the Association. In

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the event of a dispute as to the coverage of the new plan, the dispute shall be submitted to arbitration, provided, however, that such grievance shall be instituted at the Superintendent's Level and, provided further, that for this case only, the decision of the Arbitrator shall be final and binding. The plan shall not be switched until a decision from the Arbitrator has been rendered.

B. Group Life Insurance - The District shall provide Group Life Insurance in an amount of \$7,000 for each teacher who is regularly employed on a full-time basis, and \$3,500 for each teacher employed on a part-time basis (half-time).

For newly employed teachers, such insurance shall not be effective for a period of four (4) months from the first day of work.

C. Other Insurance

1. Effective July 1, 2000, the District shall contribute \$640,000 per year towards disability, vision, life, legal and/or dental plans. This amount shall be increased by 4.5% effective July 1, 2001 through June 30, 2002; an additional 3.5% effective July 1, 2002 through June 30, 2003; and an additional 3.75% effective July 1, 2003 through June 30, 2004. A portion of the contributions may be utilized to increase term life insurance but not to exceed a \$50,000 term life policy."

2. Payment shall be made in twelve (12) equal monthly installments.

It is understood and agreed that the Dental Insurance Plan may require a two-year waiting period for new enrollments.

3. No other payments shall be made under any circumstances by the District, but the District agrees to deduct and remit to the insurer such amounts as the insurer and the Association certify as the balances required from the teachers' salaries. The District shall have no further or other liability with respect to the Dental Insurance Plan premiums.

4. Teachers may, at their own cost and expense, continue as enrolled members of the group health insurance plan while on disability.

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" All or any part of the insurance benefits may be self insured provided no payments are paid to or received by the Union.

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#### ARTICLE XVI. TAX-SHELTERED ANNUITIES

A. The District shall accept applications for reduction in or deductions from the contract salary, the amount of such reductions to be remitted to a tax-sheltered annuity program. The carriers shall be determined by the Association but the District shall not be required to make deductions for and payments to more than ten (10) brokers.

B. All authorizations for deductions or reductions shall contain a clause saving the District harmless for the use of said deductions or reductions after transmittal.

C. All payroll deductions for such annuities shall commence with the first payroll in January, April and October.

#### ARTICLE XVII. SUMMER SCHOOL

A. Openings for summer school vacancies shall be distributed to each teacher by inter-school mail, under normal circumstances by April 1st. The District shall have the right to revise and modify the schedule of summer classes according to the needs of the District, but no additional postings need be made.

B. Members of the unit shall have ten (10) school days from the mailing to notify the District of their availability for summer positions.

C. The District shall select teachers from within the unit to staff such positions unless no qualified teachers are available. Qualifications shall be determined by the District.

D. For purposes of initial staffing, where qualifications of the applicants are equal, in the opinion of the District, seniority shall prevail. The District shall not act in an arbitrary or capricious manner in making its appointments.

E. Where qualifications of the applicants are equal in the opinion of the District, seniority in summer school shall prevail. The District shall not act in an arbitrary or capricious manner in making its appointments.

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F. A full-time summer teaching position shall consist of three (3) classes. Any position requiring fewer than three (3) classes shall have the pay pro-rated.

G. Such teachers shall be paid on a special payroll at the close of the second, fourth and final week of the summer school program.

H. Full-time summer school teachers shall be paid ten (10%) per cent of their regular base salary from the preceding year. For fewer than three (3) classes or less than a full session, the compensation shall be pro-rated.

I. An additional, but noncumulative, sick day shall be allowed for teachers absent from duty because of personal illness or injury during the summer school session.

#### ARTICLE XVIII. MISCELLANEOUS

A. Realizing that the Parent-Teacher Association is indispensable to the successful operation of a school, all teachers will attend Parent-Teacher Association meetings unless other professional obligations that cannot be met at another time prevent the same.

B. In order to maintain the highest level of professional stature, the teachers will fulfill the following professional responsibilities.

1. Observe and encourage high standards of dress, manners, bodily cleanliness and conduct.
2. Attend staff meetings and serve on faculty and other school committees.
3. Assist other teachers by sharing responsibilities in emergencies.
4. Cooperate with and participate in the District's public relations programs.
5. Refrain from any action which would reflect negatively on the image or reputation of the District. This provision shall also apply to the Association.



11/17/00

6. Comply with all general regulations of the District, and the Association shall endeavor to insure such compliance.

C. This Agreement shall supersede any rules, regulations or practices of the District which shall be contrary to or inconsistent with its terms.

D. Any individual arrangement, agreement or contract between the District and an individual teacher, heretofore executed, shall be subject to and consistent with the terms and conditions of this Agreement, and any individual arrangement or contract hereafter executed shall be expressly made subject to and consistent with this Agreement or modifications or amendments hereof. If an arrangement, agreement or contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

E. Copies of this Agreement shall be printed and given to all teachers, and the cost of printing shall be shared equally by the District and the Association.

F. This Agreement shall constitute the full and complete agreement between the parties and may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties in a written and signed amendment to this Agreement.

G. If any of the provisions of this Agreement shall be found contrary to law, all other provisions will continue in full force and effect.

H. The District may provide additional programs after school hours, but attendance at such programs shall be voluntary.

I. Attendance at extra-curricular meetings, other than PTA meetings, on evenings, weekends, or holidays shall be voluntary, but all teachers will be encouraged to attend.

J. It is the professional responsibility of each teacher to enforce all school regulations in and outside of assigned classrooms, including all areas of the building and grounds.

K. Members of the professional staff shall be bound by the code of ethics filed with the Comptroller of the State of New York by the Board of Education.

11/17/00

L. The organization chart, including administrative responsibilities, shall be made available in all buildings.

M. During the probationary period of their employment, teachers who are having difficulty in their subject areas may be required to take courses therein, as designated by the Administration, up to four (4) credits per year, as a condition of their continued employment in the District.

N. Barring any unforeseen emergencies, the District will distribute checks falling due on a holiday on the last school day prior to the holiday. The checks shall be for contract salaries only. All other compensation will be paid in the next regular check after the holiday.

O. The Union and the District agree that the provisions of this Agreement shall be administered so as to comply with the Americans with Disabilities Act (ADA) and any federal regulations and guidelines issued thereunder on a case by case basis.

#### **ARTICLE XIX. EXPERIMENTAL PROGRAMS**

The District specifically retains the right to experiment with new methods of organization or instruction. In the event experimental programs are instituted, said experimental programs shall be consistent with the terms of this Agreement. In the event the District substantially changes curriculum, in-service training shall be given to all teachers involved.

#### **ARTICLE XX. TAYLOR LAW NOTICE**

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.

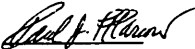
11/17/00

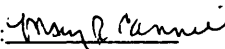
**ARTICLE XXI. DURATION**

This Agreement shall be effective from July 1, 2000, through June 30, 2004.

**UNIONDALE  
TEACHERS  
ASSOCIATION**

**UNIONDALE  
UNION FREE  
SCHOOL DISTRICT**

By:   
Paul J. Marconi,  
President

By:   
Dr. Mary R. Cannie,  
Superintendent of Schools

11/17/00

### SCHEDULE "A"

The District agrees to furnish, once each year at the request of the Association, on or about the 15th day of March, the following data or information:

1. Resident WADA.
2. Weighted average daily attendance.
3. Equalization tax rate as published by the Board of Equalization and Assessment.
4. District tax rate.
5. Salary schedules for all Nassau County districts, to the extent that they have been furnished to the District.
6. Enrollment figures.
7. Apportioned expenditures for UTA members and represented personnel with respect to:
  - Group Health Insurance
  - Dental Insurance
  - Life Insurance
  - Disability Insurance
8. Any other necessary information used in determining the salary schedule for the District.

11/17/00

**SCHEDULE "B"**

1. Real Property title and mortgage closings.
2. Income tax hearings required by the state, city or federal governments.
3. Adoption hearings.
4. Court appearances.
5. Graduation exercises of teacher, spouse or child.
6. Emergency hospital registration of family member.
7. Honors and awards ceremonies involving teacher, spouse or child.
8. Emergency family situation.
9. Death of a close friend or relative outside the immediate family.
10. A day on which an employee is unable to work based on a sincerely held religious belief.

**UNIONDALE PUBLIC SCHOOLS**

**BA SALARY SCHEDULE - 2000-01 - EFFECTIVE SEPTEMBER 1, 2000**

**SCHEDULE C - BA SCALE\*      [3.5%]**

<b>STEP</b>	<b>BA</b>	<b>BA+10**</b>	<b>BA+15</b>	<b>BA+20**</b>	<b>BA+30</b>	<b>BA+40**</b>	<b>BA+50**</b>	<b>BA+60**</b>
1	41,566	42,650	43,193	43,735	44,820	45,904	46,989	48,074
2	43,238	44,351	44,908	45,463	46,576	47,689	48,801	49,916
3	44,911	46,052	46,624	47,194	48,336	49,477	50,619	51,758
4	46,583	47,753	48,338	48,922	50,092	51,261	52,431	53,601
5	48,257	49,454	50,054	50,652	51,849	53,047	54,244	55,444
6		51,311			53,845			
7		53,168			55,840			
8		55,025			57,836			
9		56,882			59,831			
10	57,196	58,740			61,829			
11		60,631			63,945			
12		62,522			66,062			
13		64,413			68,179			
14		66,304			70,295			
15		68,197			72,414			
16		68,758			73,099			
17		69,318			73,781			
18		69,879			74,466			
19		70,439			75,148			
20		70,998			75,831			
21		71,153		73,570	75,987	78,403	80,820	83,237
22		71,308		73,725	76,142	78,559	80,975	83,392
23		71,464		73,880	76,297	78,714	81,131	83,547
24		71,619		74,036	76,452	78,869	81,286	83,703
25		71,774		74,191	76,608	79,024	81,441	83,858
26		71,878		74,294	76,711	79,128	81,545	83,961
27		71,981		74,398	76,815	79,231	81,648	84,065
28		72,085		74,501	76,918	79,335	81,752	84,168
29		72,188		74,605	77,022	79,438	81,855	84,272
30		72,292		74,708	77,125	79,542	81,959	84,375

\*EXCEPT AS PROVIDED IN ARTICLE XIV, (5), AND ACCOMPANYING FOOTNOTE, TEACHERS HIRED AFTER OCTOBER 1, 1980 SHALL NOT ADVANCE BEYOND STEP 5 ON ANY BA LANE AND SHALL BE ELIGIBLE TO BE PLACED ON THE BA, BA+15 AND BA+30 COLUMNS ONLY

\*\*APPLIES ONLY TO TEACHERS HIRED PRIOR TO OCTOBER 1, 1980

UNIONDALE PUBLIC SCHOOLS

MA SALARY SCHEDULE 2000-01 - EFFECTIVE SEPTEMBER 1, 2000

SCHEDULE C - MA SCALE [3.5%]

<u>STEP</u>	<u>MA</u>	<u>MA+10°</u>	<u>MA+15</u>	<u>MA+20°</u>	<u>MA+30</u>	<u>MA+40°</u>	<u>MA+45</u>	<u>MA+50°</u>	<u>MA+60/DR</u>
1	47,475	48,662	49,255	49,848	51,034	52,220	52,813	53,406	54,590
2	49,585	50,753	51,338	51,922	53,090	54,259	54,844	55,427	56,594
3	51,694	52,845	53,420	53,996	55,147	56,298	56,873	57,449	58,598
4	53,803	54,937	55,504	56,070	57,203	58,337	58,904	59,470	60,601
5	55,911	57,026	57,584	58,142	59,258	60,374	60,931	61,489	62,603
6	58,175	59,314	59,883	60,452	61,591	62,729	63,299	63,868	65,003
7	60,440	61,600	62,181	62,760	63,921	65,081	65,661	66,241	67,403
8	62,704	63,887	64,479	65,070	66,253	67,436	68,028	68,619	69,804
9	64,969	66,175	66,778	67,381	68,586	69,792	70,396	70,998	72,204
10	67,232	68,460	69,075	69,689	70,917	72,146	72,761	73,374	74,604
11	69,625	70,865	71,485	72,105	73,345	74,585	75,205	75,825	77,067
12	72,019	73,272	73,898	74,524	75,776	77,029	77,655	78,281	79,530
13	74,413	75,677	76,310	76,941	78,205	79,468	80,101	80,732	81,994
14	76,807	78,082	78,720	79,358	80,633	81,908	82,545	83,183	84,457
15	79,199	80,487	81,131	81,774	83,062	84,349	84,993	85,637	86,922
16	79,863	81,165	81,816	82,467	83,769	85,071	85,722	86,373	87,676
17	80,526	81,844	82,503	83,161	84,479	85,796	86,456	87,114	88,429
18	81,190	82,522	83,188	83,854	85,186	86,518	87,184	87,850	89,183
19	81,853	83,201	83,874	84,548	85,896	87,243	87,917	88,591	89,936
20	82,514	83,877	84,560	85,241	86,604	87,967	88,649	89,330	90,692
21	82,825	84,188	84,870	85,551	86,914	88,277	88,959	89,640	91,002
22	83,135	84,498	85,181	85,862	87,225	88,588	89,270	89,951	91,313
23	83,446	84,809	85,491	86,172	87,535	88,898	89,580	90,261	91,623
24	83,756	85,119	85,802	86,483	87,846	89,209	89,891	90,572	91,934
25	84,067	85,430	86,112	86,793	88,156	89,519	90,201	90,882	92,244
26	84,274	85,637	86,319	87,000	88,363	89,726	90,408	91,089	92,451
27	84,481	85,844	86,526	87,207	88,570	89,933	90,615	91,296	92,658
28	84,688	86,051	86,733	87,414	88,777	90,140	90,822	91,503	92,865
29	84,895	86,258	86,940	87,621	88,984	90,347	91,029	91,710	93,072
30	85,102	86,465	87,147	87,828	89,191	90,554	91,236	91,917	93,279

\*APPLIES ONLY TO TEACHERS HIRED PRIOR TO OCTOBER 1, 1980.

UNIONDALE PUBLIC SCHOOLS

BA SALARY SCHEDULE 2001-02 - EFFECTIVE SEPTEMBER 1, 2001

SCHEDULE D - BA SCALE\* [4.5%]

<u>STEP</u>	<u>BA</u>	<u>BA+10**</u>	<u>BA+15</u>	<u>BA+20**</u>	<u>BA+30</u>	<u>BA+40**</u>	<u>BA+50**</u>	<u>BA+60**</u>
1	43,436	44,570	45,138	45,703	46,837	47,970	49,104	50,237
2	45,184	46,347	46,929	47,509	48,672	49,835	50,997	52,162
3	46,932	48,125	48,722	49,318	50,511	51,704	52,897	54,087
4	48,680	49,902	50,513	51,124	52,346	53,568	54,790	56,013
5	50,428	51,680	52,306	52,931	54,183	55,434	56,685	57,939
6		53,620			56,268			
7		55,561			58,353			
8		57,501			60,438			
9		59,441			62,524			
10	59,770	61,384			64,611			
11		63,360			66,823			
12		65,336			69,035			
13		67,312			71,247			
14		69,288			73,458			
15		71,266			75,672			
16		71,852			76,388			
17		72,437			77,101			
18		73,024			77,817			
19		73,609			78,530			
20		74,193			79,244			
21		74,355		76,881	79,406	81,931	84,457	86,982
22		74,517		77,043	79,568	82,094	84,619	87,145
23		74,680		77,205	79,730	82,256	84,781	87,307
24		74,842		77,367	79,893	82,418	84,944	87,469
25		75,004		77,529	80,055	82,580	85,106	87,631
26		75,112		77,638	80,163	82,689	85,214	87,740
27		75,220		77,746	80,271	82,797	85,322	87,848
28		75,328		77,854	80,379	82,905	85,430	87,956
29		75,437		77,962	80,488	83,013	85,539	88,064
30		75,545		78,070	80,596	83,121	85,647	88,172

\*EXCEPT AS PROVIDED IN ARTICLE XIV, (5), AND ACCOMPANYING FOOTNOTE, TEACHERS HIRED AFTER OCTOBER 1, 1980 SHALL NOT ADVANCE BEYOND STEP 5 ON ANY BA LANE AND SHALL BE ELIGIBLE TO BE PLACED ON THE BA, BA+15 AND BA+30 COLUMNS ONLY

\*\*APPLIES ONLY TO TEACHERS HIRED PRIOR TO OCTOBER 1, 1980.

10/10/00



**UNIONDALE PUBLIC SCHOOLS**

**MA SALARY SCHEDULE 2001-02 - EFFECTIVE SEPTEMBER 1, 2001**

**SCHEDULE D - MA SCALE [4.5%]**

<u>STEP</u>	<u>MA</u>	<u>MA+10*</u>	<u>MA+15</u>	<u>MA+20*</u>	<u>MA+30</u>	<u>MA+40*</u>	<u>MA+45</u>	<u>MA+50*</u>	<u>MA+60/DR</u>
1	49,612	50,852	51,471	52,091	53,331	54,570	55,190	55,809	57,047
2	51,816	53,037	53,648	54,258	55,479	56,701	57,312	57,921	59,141
3	54,020	55,223	55,824	56,426	57,629	58,831	59,433	60,034	61,234
4	56,225	57,409	58,002	58,593	59,777	60,962	61,555	62,146	63,328
5	58,427	59,592	60,176	60,759	61,925	63,091	63,673	64,256	65,420
6	60,793	61,983	62,578	63,173	64,363	65,552	66,147	66,742	67,928
7	63,160	64,372	64,979	65,585	66,797	68,010	68,616	69,222	70,436
8	65,526	66,762	67,381	67,999	69,235	70,471	71,090	71,707	72,945
9	67,893	69,153	69,783	70,413	71,673	72,933	73,563	74,193	75,453
10	70,257	71,541	72,183	72,825	74,109	75,393	76,035	76,676	77,961
11	72,759	74,054	74,702	75,350	76,646	77,941	78,589	79,237	80,535
12	75,260	76,569	77,223	77,878	79,187	80,495	81,149	81,804	83,109
13	77,762	79,083	79,743	80,403	81,724	83,044	83,705	84,365	85,683
14	80,264	81,596	82,262	82,929	84,262	85,594	86,260	86,926	88,258
15	82,763	84,109	84,781	85,454	86,800	88,145	88,818	89,491	90,834
16	83,456	84,817	85,497	86,178	87,539	88,899	89,579	90,260	91,621
17	84,150	85,527	86,216	86,903	88,281	89,657	90,346	91,034	92,409
18	84,843	86,235	86,932	87,627	89,020	90,411	91,108	91,803	93,196
19	85,536	86,945	87,649	88,353	89,761	91,169	91,873	92,577	93,983
20	86,227	87,652	88,365	89,076	90,501	91,925	92,638	93,350	94,773
21	86,552	87,976	88,689	89,401	90,826	92,250	92,962	93,674	95,097
22	86,876	88,301	89,014	89,725	91,150	92,574	93,287	93,999	95,422
23	87,201	88,625	89,338	90,050	91,475	92,899	93,611	94,323	95,746
24	87,525	88,950	89,663	90,374	91,799	93,223	93,936	94,648	96,071
25	87,850	89,274	89,987	90,699	92,124	93,548	94,260	94,972	96,395
26	88,066	89,491	90,203	90,915	92,340	93,764	94,477	95,188	96,612
27	88,282	89,707	90,420	91,131	92,556	93,980	94,693	95,405	96,828
28	88,499	89,923	90,636	91,348	92,773	94,197	94,909	95,621	97,044
29	88,715	90,140	90,852	91,564	92,989	94,413	95,126	95,837	97,261
30	88,931	90,356	91,069	91,780	93,205	94,629	95,342	96,054	97,477

\*APPLIES ONLY TO TEACHERS HIRED PRIOR TO OCTOBER 1, 1980.

**UNIONDALE PUBLIC SCHOOLS**

**BA SALARY SCHEDULE 2002-03 - EFFECTIVE SEPTEMBER 1, 2002**

**SCHEDULE E - BA SCALE\* (3.5%)**

<b>STEP</b>	<b>BA</b>	<b>BA+10**</b>	<b>BA+15</b>	<b>BA+20**</b>	<b>BA+30</b>	<b>BA+40**</b>	<b>BA+50**</b>	<b>BA+60**</b>
1	44,956	46,130	46,718	47,303	48,476	49,649	50,823	51,995
2	46,765	47,969	48,572	49,172	50,376	51,579	52,782	53,988
3	48,574	49,810	50,427	51,044	52,279	53,513	54,748	55,980
4	50,383	51,649	52,281	52,913	54,178	55,443	56,709	57,973
5	52,193	53,489	54,137	54,784	56,079	57,374	58,670	59,967
6		55,497			58,237			
7		57,506			60,395			
8		59,514			62,554			
9		61,522			64,712			
10	61,862	63,533			66,873			
11		65,578			69,162			
12		67,623			71,451			
13		69,668			73,740			
14		71,713			76,029			
15		73,761			78,321			
16		74,368			79,062			
17		74,973			79,800			
18		75,580			80,541			
19		76,186			81,278			
20		76,790			82,017			
21		76,958		79,572	82,185	84,799	87,413	90,027
22		77,126		79,740	82,353	84,967	87,581	90,195
23		77,294		79,907	82,521	85,135	87,749	90,363
24		77,462		80,075	82,689	85,303	87,917	90,531
25		77,630		80,243	82,857	85,471	88,085	90,698
26		77,742		80,355	82,969	85,583	88,197	90,810
27		77,854		80,467	83,081	85,695	88,309	90,922
28		77,965		80,579	83,193	85,807	88,421	91,034
29		78,077		80,691	83,305	85,919	88,533	91,146
30		78,189		80,803	83,417	86,030	88,645	91,258

\*EXCEPT AS PROVIDED IN ARTICLE XIV, (5), AND ACCOMPANYING FOOTNOTE, TEACHERS HIRED AFTER OCTOBER 1, 1980 SHALL NOT ADVANCE BEYOND STEP 5 ON ANY BA LANE AND SHALL BE ELIGIBLE TO BE PLACED ON THE BA, BA+15 AND BA+30 COLUMNS ONLY.

\*\*APPLIES ONLY TO TEACHERS HIRED PRIOR TO OCTOBER 1, 1980

UNIONDALE PUBLIC SCHOOLS

MA SALARY SCHEDULE 2002-03 - EFFECTIVE SEPTEMBER 1, 2002

SCHEDULE E - MA SCALE [3.5%]

<u>STEP</u>	<u>MA</u>	<u>MA+10*</u>	<u>MA+15</u>	<u>MA+20*</u>	<u>MA+30</u>	<u>MA+40*</u>	<u>MA+45</u>	<u>MA+50*</u>	<u>MA+60/DR</u>
1	51,348	52,632	53,272	53,914	55,198	56,480	57,122	57,762	59,044
2	53,630	54,894	55,526	56,157	57,422	58,685	59,318	59,948	61,211
3	55,911	57,156	57,778	58,401	59,646	60,890	61,513	62,135	63,378
4	58,192	59,418	60,032	60,644	61,869	63,096	63,710	64,321	65,545
5	60,472	61,677	62,282	62,885	64,093	65,299	65,902	66,505	67,710
6	62,921	64,152	64,768	65,384	66,616	67,846	68,463	69,077	70,306
7	65,370	66,625	67,253	67,880	69,136	70,390	71,018	71,644	72,902
8	67,820	69,099	69,739	70,379	71,659	72,938	73,578	74,217	75,498
9	70,269	71,573	72,225	72,877	74,182	75,485	76,139	76,789	78,094
10	72,716	74,045	74,709	75,373	76,703	78,032	78,696	79,359	80,690
11	75,305	76,646	77,316	77,987	79,329	80,669	81,341	82,010	83,354
12	77,894	79,249	79,926	80,603	81,959	83,312	83,990	84,666	86,019
13	80,484	81,851	82,534	83,217	84,585	85,951	86,635	87,317	88,683
14	83,073	84,452	85,141	85,831	87,211	88,589	89,280	89,968	91,347
15	85,660	87,053	87,748	88,445	89,839	91,230	91,927	92,622	94,014
16	86,377	87,786	88,489	89,194	90,603	92,010	92,715	93,418	94,829
17	87,095	88,520	89,233	89,945	91,371	92,795	93,509	94,220	95,643
18	87,813	89,253	89,974	90,694	92,136	93,575	94,297	95,016	96,458
19	88,530	89,988	90,716	91,445	92,904	94,360	95,089	95,817	97,273
20	89,245	90,720	91,457	92,194	93,669	95,143	95,881	96,616	98,091
21	89,581	91,056	91,793	92,530	94,005	95,478	96,217	96,952	98,426
22	89,917	91,391	92,129	92,866	94,341	95,814	96,552	97,288	98,762
23	90,253	91,727	92,464	93,202	94,677	96,150	96,888	97,624	99,098
24	90,589	92,063	92,800	93,537	95,013	96,486	97,224	97,960	99,434
25	90,925	92,399	93,136	93,873	95,348	96,822	97,560	98,296	99,770
26	91,148	92,623	93,360	94,097	95,572	97,046	97,784	98,519	99,994
27	91,372	92,847	93,584	94,321	95,796	97,270	98,008	98,743	100,217
28	91,596	93,071	93,808	94,545	96,020	97,493	98,232	98,967	100,441
29	91,820	93,294	94,032	94,769	96,244	97,717	98,455	99,191	100,665
30	92,044	93,518	94,256	94,993	96,468	97,941	98,679	99,415	100,889

\*APPLIES ONLY TO TEACHERS HIRED PRIOR TO OCTOBER 1, 1980.

**UNIONDALE PUBLIC SCHOOLS**

**BA SALARY SCHEDULE 2003-04 - EFFECTIVE SEPTEMBER 1, 2003**

**SCHEDULE F - BA SCALE\* [3.75%]**

<b>STEP</b>	<b>BA</b>	<b>BA+10**</b>	<b>BA+15</b>	<b>BA+20**</b>	<b>BA+30</b>	<b>BA+40**</b>	<b>BA+50**</b>	<b>BA+60**</b>
1	46,642	47,860	48,470	49,077	50,294	51,511	52,729	53,945
2	48,519	49,768	50,393	51,017	52,265	53,513	54,762	56,012
3	50,396	51,677	52,318	52,958	54,239	55,520	56,802	58,080
4	52,273	53,586	54,241	54,898	56,210	57,522	58,836	60,147
5	54,151	55,495	56,167	56,839	58,182	59,526	60,870	62,216
6		57,579			60,421			
7		59,662			62,660			
8		61,746			64,900			
9		63,829			67,139			
10	64,182	65,915			69,380			
11		68,037			71,755			
12		70,159			74,130			
13		72,281			76,505			
14		74,403			78,881			
15		76,527			81,258			
16		77,156			82,027			
17		77,785			82,792			
18		78,414			83,561			
19		79,043			84,326			
20		79,670			85,093			
21		79,844		82,556	85,267	87,979	90,692	93,403
22		80,018		82,730	85,441	88,153	90,866	93,577
23		80,192		82,904	85,616	88,327	91,040	93,751
24		80,367		83,078	85,790	88,502	91,215	93,925
25		80,541		83,253	85,964	88,676	91,389	94,100
26		80,657		83,369	86,080	88,792	91,505	94,216
27		80,773		83,485	86,196	88,908	91,621	94,332
28		80,889		83,601	86,312	89,024	91,737	94,448
29		81,005		83,717	86,429	89,140	91,853	94,564
30		81,121		83,833	86,545	89,257	91,969	94,680

\*EXCEPT AS PROVIDED IN ARTICLE XIV, (5), AND ACCOMPANYING FOOTNOTE, TEACHERS HIRED AFTER OCTOBER 1, 1980 SHALL NOT ADVANCE BEYOND STEP 5 ON ANY BA LANE AND SHALL BE ELIGIBLE TO BE PLACED ON THE BA, BA+15 AND BA+30 COLUMNS ONLY.

\*\*APPLIES ONLY TO TEACHERS HIRED PRIOR TO OCTOBER 1, 1980

UNIONDALE PUBLIC SCHOOLS

MA SALARY SCHEDULE 2003-04 - EFFECTIVE SEPTEMBER 1, 2003

SCHEDULE F - MA SCALE [3.75%]

<u>STEP</u>	<u>MA</u>	<u>MA+10*</u>	<u>MA+15</u>	<u>MA+20*</u>	<u>MA+30</u>	<u>MA+40*</u>	<u>MA+45</u>	<u>MA+50*</u>	<u>MA+60/DR</u>
1	53,274	54,606	55,270	55,936	57,268	58,598	59,264	59,928	61,258
2	55,641	56,952	57,609	58,263	59,575	60,886	61,542	62,196	63,506
3	58,008	59,299	59,944	60,591	61,883	63,174	63,820	64,465	65,755
4	60,375	61,646	62,283	62,918	64,189	65,462	66,099	66,733	68,003
5	62,739	63,990	64,618	65,243	66,496	67,748	68,374	68,999	70,249
6	65,280	66,558	67,197	67,836	69,114	70,391	71,030	71,668	72,943
7	67,822	69,124	69,775	70,426	71,728	73,030	73,681	74,331	75,636
8	70,363	71,690	72,354	73,018	74,346	75,673	76,338	77,000	78,329
9	72,904	74,257	74,934	75,610	76,964	78,316	78,994	79,669	81,023
10	75,443	76,821	77,511	78,200	79,580	80,958	81,648	82,335	83,716
11	78,129	79,521	80,216	80,912	82,304	83,694	84,391	85,085	86,480
12	80,815	82,221	82,923	83,626	85,032	86,437	87,140	87,841	89,244
13	83,502	84,920	85,629	86,338	87,757	89,174	89,884	90,592	92,008
14	86,188	87,619	88,334	89,050	90,482	91,912	92,628	93,342	94,773
15	88,872	90,317	91,039	91,762	93,208	94,651	95,374	96,096	97,539
16	89,617	91,078	91,808	92,539	94,001	95,461	96,192	96,921	98,385
17	90,361	91,840	92,579	93,318	94,798	96,275	97,015	97,753	99,230
18	91,106	92,600	93,348	94,095	95,591	97,084	97,833	98,579	100,076
19	91,850	93,362	94,118	94,874	96,388	97,899	98,655	99,410	100,921
20	92,592	94,122	94,887	95,651	97,182	98,710	99,476	100,240	101,769
21	92,941	94,470	95,235	96,000	97,530	99,059	99,825	100,588	102,117
22	93,289	94,819	95,583	96,348	97,879	99,407	100,173	100,936	102,466
23	93,637	95,167	95,932	96,697	98,227	99,756	100,522	101,285	102,814
24	93,986	95,515	96,280	97,045	98,576	100,104	100,870	101,633	103,163
25	94,334	95,864	96,629	97,393	98,924	100,453	101,218	101,982	103,511
26	94,567	96,096	96,861	97,626	99,156	100,685	101,451	102,214	103,743
27	94,799	96,328	97,093	97,858	99,389	100,917	101,683	102,446	103,976
28	95,031	96,561	97,326	98,090	99,621	101,149	101,915	102,678	104,208
29	95,263	96,793	97,558	98,323	99,853	101,382	102,148	102,911	104,440
30	95,496	97,025	97,790	98,555	100,085	101,614	102,380	103,143	104,672

\*APPLIES ONLY TO TEACHERS HIRED PRIOR TO OCTOBER 1, 1980.

**UNIONDALE PUBLIC SCHOOLS**  
**COACHES SALARIES - SCHEDULE G**

SPORT	BOYS SPORTS			
	2000-01	2001-02	2002-03	2003-04
FOOTBALL HEAD	6,765	7,069	7,316	7,590
VARSITY ASST. (2)	5,641	5,895	6,101	6,330
JR. VARSITY (2)	5,641	5,895	6,101	6,330
MIDDLE SCHOOL HEAD (2)	3,998	4,178	4,324	4,486
MIDDLE SCHOOL ASST (2)	3,264	3,411	3,530	3,662
BASKETBALL HEAD	6,765	7,069	7,316	7,590
JR. VARSITY	5,281	5,236	5,419	5,622
MIDDLE SCHOOL (2)	3,764	3,933	4,071	4,224
SOCCER HEAD	4,800	5,016	5,192	5,387
JR. VARSITY	3,700	3,867	4,002	4,152
MIDDLE SCHOOL (2)	2,787	2,912	3,014	3,127
BASEBALL HEAD	5,466	5,712	5,912	6,134
JR. VARSITY	4,508	4,711	4,876	5,059
MIDDLE SCHOOL (2)	3,102	3,242	3,355	3,481
TENNIS	3,164	3,306	3,422	3,550
TRACK (INDOOR)	6,765	7,069	7,316	7,590
ASSISTANT	5,641	5,895	6,101	6,330
TRACK (OUTDOOR)	6,765	7,069	7,316	7,590
ASSISTANT	5,641	5,895	6,101	6,330
MIDDLE SCHOOL (2)	2,823	2,950	3,053	3,168
CROSS COUNTRY	3,605	3,767	3,899	4,186
MIDDLE SCHOOL (2)	1,857	1,941	2,008	2,084
SWIMMING HEAD	5,344	5,584	5,780	5,997
ASSISTANT	4,462	4,663	4,826	5,007
MIDDLE SCHOOL	4,462	4,663	4,826	5,007
LACROSSE HEAD	5,466	5,712	5,912	6,134
ASSISTANT	4,508	4,711	4,876	5,059
JR. VARSITY	4,508	4,711	4,876	5,059
MIDDLE SCHOOL	3,102	3,242	3,355	3,481
RIFLERY	4,090	4,274	4,424	4,590
WRESTLING HEAD	5,606	5,858	6,063	6,291
JR. VARSITY	3,715	3,882	4,018	4,169
MIDDLE SCHOOL (2)	3,202	3,346	3,463	3,593
BOWLING	2,851	2,979	3,084	3,199
MIDDLE SCHOOL (2)	1,886	1,971	2,040	2,116
GOLF	2,541	2,655	2,748	2,851
VOLLEYBALL HEAD	4,800	5,016	5,192	5,387
JR. VARSITY	3,700	3,867	4,002	4,152
MIDDLE SCHOOL (2)	3,202	3,346	3,463	3,593

10/10/00

**UNIONDALE PUBLIC SCHOOLS**

**COACHES' SALARIES - SCHEDULE G** (continued)

**GIRLS' SPORTS**

<b>SPORT</b>	<b>2000-01</b>	<b>2001-02</b>	<b>2002-03</b>	<b>2003-04</b>
FIELD HOCKEY	4,800	5,016	5,192	5,386
JR. VARSITY	3,700	3,867	4,002	4,152
CROSS COUNTRY	3,605	3,767	3,899	4,045
SWIMMING HEAD	5,344	5,584	5,780	5,997
ASSISTANT	4,462	4,663	4,826	5,007
MIDDLE SCHOOL	4,462	4,663	4,826	5,007
BADMINTON	3,164	3,306	3,422	3,550
MIDDLE SCHOOL (2)	2,077	2,170	2,246	2,252
BOWLING	2,851	2,979	3,084	3,091
BASKETBALL HEAD	6,765	7,069	7,317	7,591
JR. VARSITY	5,281	5,519	5,712	5,926
MIDDLE SCHOOL (2)	3,764	2,979	3,084	3,199
SOFTBALL HEAD	5,466	5,712	5,912	6,134
JR. VARSITY	4,508	4,711	4,876	5,059
MIDDLE SCHOOL (2)	3,102	3,242	3,355	3,481
TENNIS	3,164	3,306	3,422	3,550
TRACK (INDOOR)	6,765	7,069	7,316	7,590
ASSISTANT	5,641	5,895	6,101	6,330
TRACK (OUTDOOR)	6,765	7,069	7,316	7,590
ASSISTANT	5,641	5,895	6,101	6,330
MIDDLE SCHOOL (2)	2,823	2,950	3,053	3,168
VOLLEYBALL HEAD	4,800	5,016	5,192	5,386
JR. VARSITY	3,700	3,867	4,002	4,152
MIDDLE SCHOOL (2)	3,202	3,346	3,463	3,593
SOCCER-MIDDLE SCHOOL	2,787	2,912	3,014	3,127

UNIONDALE PUBLIC SCHOOLS

SCHEDULE H

CO-CURRICULAR SALARY SCHEDULE

<u>HIGH SCHOOL</u>	<u>2000-01</u>	<u>2001-02</u>	<u>2002-03</u>	<u>2003-04</u>
AQUA CLUB DIRECTOR	2,694	2,815	2,914	3,023
ASST. AQUA CLUB DIRECTOR	1,348	1,409	1,458	1,513
BAND	3,724	3,892	4,028	4,179
BOOKSTORE	3,724	3,892	4,028	4,179
CHEERLEADERS - VARSITY	2,067	2,160	2,236	2,319
JR. VARSITY	1,763	1,842	1,906	1,977
CHORAL MUSIC	3,724	3,892	4,028	4,179
CLASS COORDINATOR	1,905	1,991	2,060	2,138
DRAMATICS	3,724	3,892	4,028	4,179
FORENSICS	3,724	3,892	4,028	4,179
FORENSICS ASST.	2,970	3,104	3,212	3,333
NEWSPAPER ADVISOR	3,724	3,892	4,028	4,179
ORCHESTRA	3,724	3,892	4,028	4,179
SCHOOL PUBLICITY DIRECTOR	1,073	1,121	1,161	1,204
RHYMETTES DIRECTOR	2,067	2,160	2,236	2,319
FRESHMAN CLASS ADVISOR	1,073	1,121	1,161	1,204
SOPHOMORE CLASS ADVISOR	1,073	1,121	1,161	1,204
JUNIOR CLASS ADVISOR	2,461	2,572	2,662	2,762
SENIOR CLASS ADVISOR	3,724	3,892	4,028	4,179
STAGE BAND	3,724	3,892	4,028	4,179
STUDENT COUNCIL ADVISOR	3,046	3,183	3,294	3,418
TWIRLERS	940	982	1,017	1,055
COMMUNITY SERVICE ADVISOR	3,046	3,183	3,294	3,418
YEARBOOK ADVISOR	3,724	3,892	4,028	4,179
BUSINESS	2,135	2,231	2,309	2,396
EDITORIAL	2,135	2,231	2,309	2,396
G.O. AUDITOR	1,608	1,680	1,739	1,804



**UNIONDALE PUBLIC SCHOOLS**

**SCHEDULE H (continued)**

**CO-CURRICULAR SALARY SCHEDULE**

<b>MIDDLE SCHOOL</b>	<b>2000-01</b>	<b>2001-02</b>	<b>2002-03</b>	<b>2003-04</b>
A.V. COORDINATOR	1,864	1,948	2,016	2,092
BAND (2)	1,864	1,948	2,016	2,092
BOOKSTORE (2)	1,589	1,661	1,719	1,783
CHEERLEADERS (2)	1,459	1,525	1,578	1,637
CHORUS (2)	1,864	1,948	2,016	2,092
DRAMATICS (2)	1,589	1,661	1,719	1,783
G.O. AUDITOR (2)	1,184	1,237	1,281	1,329
NEWSPAPER (2)	1,459	1,525	1,578	1,637
ORCHESTRA (2)	1,864	1,948	2,016	2,092
PUBLICITY DIRECTOR (2)	801	837	866	899
RIFLE CLUB (2)	1,142	1,193	1,235	1,281
RHYMETTES (2)	1,459	1,525	1,578	1,637
STUDENT COUNCIL (2)	1,589	1,661	1,719	1,783
YEARBOOK (2)	1,589	1,661	1,719	1,783
6TH GRADE ADVISOR (2)	932	974	1,008	1,046
7TH GRADE ADVISOR (2)	932	974	1,008	1,046
8TH GRADE ADVISOR (2)	1,589	1,661	1,719	1,783

**CO-CURRICULAR SALARY SCHEDULE**

<b>ELEMENTARY SCHOOL</b>	<b>2000-01</b>	<b>2001-02</b>	<b>2002-03</b>	<b>2003-04</b>
A.V. COORDINATOR	1,864	1,948	2,016	2,092
1/2 A.V. COORDINATOR	934	976	1,010	1,048
BAND	1,325	1,385	1,433	1,487
ORCHESTRA	1,325	1,385	1,433	1,487
CHORUS	1,075	1,123	1,163	1,206
PHOTOGRAPHY	885	925	957	993
STUDENT COUNCIL	728	761	787	817

11/17/00

SCHEDULE I

The District shall have the right to subcontract the on-the-road portion of the driver's education program. The designation of the subcontractors and the terms of any such subcontracts shall be within the sole discretion of the District.

The teaching of the classroom portion of the driver's education program shall be offered to members of the bargaining unit represented by the Association. Those members shall be paid at the rate of \$45.24 per session (45 minutes, hereinafter referred to as a "session") for classroom instruction. This rate shall be increased by 4.5% in 2001-02; 3.5% in 2002-03; and, 3.75% in 2003-04.

The District agrees to first offer the teaching of the classroom portion of the driver's education program to those members of the unit who previously taught the classroom portion of such work during the 1994-95 school year, provided those individuals are certified and remain qualified to perform the work in the judgment of the District. In determining qualifications, the decision of the District shall not be arbitrary and capricious. Such work shall be offered equally to these teachers to a maximum of one half of 192 sessions per year per teacher.

11/17/00

April 19<sup>th</sup>, 2001

Mr. Paul J. Marconi  
Uniondale Teachers Association  
Uniondale Public Schools  
Goodrich Street  
Uniondale, New York 11553

Re: Letter of Understanding Between the Uniondale  
Teachers Association and the Uniondale UFSD  
re: 2000-2004 Collective Bargaining Agreement

Dear Paul:

This will confirm the parties' agreement that regardless of the provisions of Article X(B)(1) of the 2000-2004 contract, secondary schools and the middle school, which are on a nine (9) period schedule (plus homeroom at the high school and an advisory at the middle school) shall be governed by the provisions below for the 2000-01 school year.

1. The teachers day shall not exceed six (6) hours and fifty-one (51) minutes plus the meetings outlined in two (2) through four (4) below.

2. After school time shall be used for such educational purposes as: (1) Student extra help, at least twice weekly; (2) Make-up work for students; (3) Conferences and meetings with students; (4) Discipline; (5) Parent Conferences. The above purposes shall be carried out during two (2) twenty-five (25) minute periods.

3. Regular meetings will be held on Wednesdays, not to exceed twice monthly or fifty (50) minutes in length.

4. Teachers at the middle school shall be assigned an Advisory of 14 minutes in length.

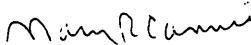
5. Teachers shall have a lunch period equal to one (1) class period as prescribed by the principal each day.

6. Teachers shall not be assigned more than five (5) teaching periods except in cases of necessity, as generally interpreted in the past. The final decision as to necessity shall be made by the Administration. When a teacher is assigned five and one-half (5 ½) teaching periods, he/she shall be relieved of all duties but may be responsible for a homeroom/advisory if necessary. When assigned to six (6) teaching periods, s/he shall be relieved of all duties and the advisory/homeroom.

7. Teachers may be assigned one (1) full duty period for a full year plus 50% of an additional duty period. The 50% may be accomplished by assigning a full duty period for one (1) semester or any combination of duties which does not exceed a 50% assignment. Enrichment activities shall be deemed duties provided they do not require prior preparation or evaluation of students. This shall not preclude a grade based on participation.

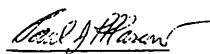
Please indicate your acceptance of the above by signing in the appropriate space below.

Very truly yours,



Mary R. Cannie

AGREED AND ACCEPTED



Paul J. Marconi