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**10/6/16**

**AGREEMENT**

**Between**

**THE FLORAL PARK-BELLEROSE  
UNION FREE SCHOOL DISTRICT**

**And**

**THE FLORAL PARK-BELLEROSE DISTRICT  
TEACHERS' ASSOCIATION**

**July 1, 2014 – June 30, 2018**

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AGREEMENT made this \_\_\_ day of June 2015, by and between the Floral Park-Bellerose UFSD and the Floral Park-Bellerose District Teachers' Association ("the Association") effective as of July 1, 2014.

1. The agreement between the parties made the 29<sup>th</sup> day of June 2015 is hereby extended in full force and effect to and including June 30, 2018, except as herein provided.
2. The salary schedules effective July 1, 2014, July 1, 2015, July 1, 2016 and July 1, 2017 are as shown on the attached Schedules A, B, C and D, respectively.

ARTICLE I                      RECOGNITION AND NO STRIKE PLEDGE

A. Recognition: The Association, having been designated as representative by a majority of the professional staff as defined in Par. "C" below, is hereby recognized as the exclusive negotiating representative of all members of the professional staff, provided, however, that such exclusive recognition shall not preclude an employee from presenting grievances to the Board or its representative(s), subject to the provisions of Article XIX below, and having such grievances adjusted without intervention of the Association, as long as the adjustment is not inconsistent with the terms of this collective Agreement, and, provided further, that the Association has been given the opportunity to be present at such adjustment.

B. Representation Status: The Association shall be entitled to unchallenged representation status for the maximum period permissible under Article 14 of the Civil Service Law.

C. Professional Staff: For purpose of this Agreement, the term "professional staff" is intended to refer, and does refer, to all full and part-time certified teaching personnel (including classroom teachers, guidance counselors, librarians, psychologists, social workers, and any other person or persons engaged as full time and part-time teaching personnel on the teachers' salary schedule), excluding administrative personnel.

D. No-Strike Pledge: The Association agrees to comply with all of the terms of Article 14 of the Civil Service Law as said Law is now in effect or may be hereafter amended, including that provision of the Law which precludes an employee organization from engaging in, causing, instigating, encouraging or condoning a strike.

ARTICLE II                      DURATION OF AGREEMENT

This Agreement shall be effective and retroactive to July 1, 2014, and shall continue in full force and effect until June 30, 2018. All provisions of this agreement shall remain in full force and effect until such time as this agreement is amended in writing by both parties. Thereafter, it shall automatically renew itself for periods of one year unless either party notifies the other in writing by certified mail no later than December 12, of such subsequent period that it wishes to amend and/or modify the agreement.

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ARTICLE III                    COPIES OF AGREEMENT

Copies of this Agreement shall be reproduced at the expense of the Board and given to all members of the professional staff now or hereafter employed by the Board.

ARTICLE IV                    LEGAL RIGHTS

Nothing contained in this Agreement shall be construed to deny or restrict to any member of the professional staff, or to the District, rights he, she or they may have under the New York State Education or Civil Service Laws, or other applicable laws of the State of New York. The District shall provide legal counsel to the members of the professional staff as required by law.

ARTICLE V                    ASSOCIATION FACILITIES AND RIGHTS

A.        Upon sufficient advance notice and approval of the Superintendent of Schools, the Association shall be permitted to use auditorium space for Association membership meetings prior to, or subsequent to, regular school hours, provided these meetings neither conflict with previously scheduled activities nor interfere with any educational program.

B.        The Association shall be permitted to use, as an office for the transaction of official Association business only, a school building room to be designated by the Superintendent of Schools. It is understood, however, that use of this room shall not be exclusively that of the Association, and that installation and use therein of a telephone by the Association, if desired, shall be at the expense of the Association.

C.        Subject to the approval of the Superintendent of Schools, reasonable use of equipment such as typewriters, calculating machines, certain duplicating machines and audio-visual equipment shall be made available to the Association. Such equipment shall be operated either by members of the Association or school personnel at the discretion of the Superintendent of Schools, and shall be confined to such times when the equipment is not needed for District purposes or at times that are otherwise reasonable. The Association shall pay for all material and supplies incident to the use of this equipment.

D.        Bulletin Board Space: Space on Bulletin Board shall be reserved in the Main Office of each building in order to permit the posting by the Association, without prior censorship, approval or notification, of informational material of interest to the professional staff. Any such notice must be clearly labeled as an Association notice. Any notice which does not identify its source may be removed by the Administration.

E.        Mail Facilities: The Association, without prior censorship, approval or notification, may use the existing intra-district mail service and teacher mail boxes, provided that all such communications are clearly labeled as Association communications. Copies of boxed material shall be sent to the Superintendent of Schools and Principal of each building at the time of boxing.

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F. **Official Association Business:** Duly authorized representatives of the Association shall be permitted to transact official Association business on school property at times which in no way interfere with or interrupt their teaching obligations or the operations of the District.

G. **Released Time for Association President:** The Association President shall be excused from all non-teaching duty assignments during his/her term of office, including, but not limited to, cafeteria, playground, bus duties and other supervisory duties during after-school programs.

The President of the Teachers' Association or the President's designee shall be granted three days release time for Association business each school year. Notification of the days to be taken must be submitted to the Superintendent of Schools three working days prior to the actual day being taken. The released time of the designee requires the prior approval of the Superintendent.

H. **Information:** Upon request and subject to availability, the Association shall be given access to the minutes (including reports annexed thereto or incorporated therein) of all public Board meetings, District census data, names and addresses of members of the professional staff (unless objected to by the professional staff member), the proposed budget at the time of public release, and such other information of the type previously furnished by the Board to the Association.

#### ARTICLE VI            MEETINGS AND COMMITTEES

A. **Meetings with Superintendent of Schools:** The Superintendent of Schools will meet, if so requested, with Association representatives monthly during the school year (September through June).

B. Existing or future staff relations committees or principal advisory committees, or the equivalent, may not function in a manner intended to subvert the purpose of this Agreement or the rights of the Association. Existing or future officers, representatives, members, committees or equivalent of the Association shall not function in a manner intended to subvert the purposes of this Agreement or the rights of the Board.

C. **General Faculty meetings** called by the administration prior to the beginning of the teachers' workday or at the end of the teachers' workday shall be on the first and/or the third Wednesday or Tuesday of the month except that the principal may hold an emergency meeting which is subject to the approval of the Superintendent of Schools and the Superintendent of Schools may hold an emergency meeting.

#### ARTICLE VII            DEDUCTIONS FOR PROFESSIONAL DUES

So long as the Association is the exclusive representative of the professional staff and so long as permissible by law, the District shall cause to be deducted from the semi-monthly check of professional staff members of the Association who submit dues check-off authorization (Attachment 1) in writing to the District, dues of the Association, in one amount to be



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determined by the Association in accordance with a written memorandum thereof to be filed by the Association with the District. The Association shall be permitted to make dues check-off authorization available through the schools. Any member of the professional staff may rescind and revoke such authorization by written notice (Attachment 2) to the Association and the Superintendent of Schools.

ARTICLE VIII      CALENDAR

Prior to reaching a decision as to the construction of the school calendar, the District, shall consult with the Association in connection therewith. Final decision as to the construction of the calendar in regards to holidays and vacations shall remain with the Board. Effective July 13, 2015, the calendar will include a list of make-ups days in case of school cancellation and the order in which, if needed, they will be implemented.

The length of the work year for teachers shall not exceed 183 work days, plus one Orientation Day to be held following Labor Day and one Staff Development Day. The professional staff will join with the Superintendent in planning the program(s).

ARTICLE IX      BOARD PREROGATIVE

The establishment of policy is the prerogative of the Board.

This Agreement shall constitute the full and complete commitment 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.

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

Any individual agreement, arrangement or contract hereafter executed shall be expressly made subject to and consistent with the terms of this Agreement.

ARTICLE X      HOURS AND ASSIGNMENTS

A. Hours: The teaching day shall be six hours and thirty-five minutes, inclusive of both a thirty-five minute lunch period and a five minute non-instructional period at the beginning of the day to facilitate a prompt start of the instructional program.

None of the existing extra curricular activities shall be discontinued as a result of extending the workday, directly or indirectly, whether paid for by money or compensatory time. The teachers currently supervising extra curricular activities shall continue to either be paid or receive compensatory time as scheduled. The employee may request a change from compensatory time to payment, or payment to compensatory time. The Superintendent shall grant such requests except for good reason.

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No teaching position shall be eliminated or reduced as a result, directly or indirectly, of extending the work day.

B. Monitors: The use of Monitors will be utilized for playground and cafeteria duties and shall be consistent throughout the buildings.

C. Schedules: Schedules will be established to provide a minimum of either five preparation periods per week or a total of 190 minutes per week for all teachers, except for kindergarten teachers, who shall continue to have the existing preparation time. It is understood that routine scheduling of elementary school activities will occasionally result in the loss of a preparation period. A committee of teachers will meet with the Building Principal in order to minimize such losses.

There shall be two clerical half-days, one of which will be at the end of the school year.

D. There shall be an equitable distribution of non-teaching assignments.

E. Members of the teaching staff shall be relieved of bus and playground duties. Teachers, however, will be assigned the responsibility of duties on a rotating basis for bus duty.

F. Members of the professional staff shall be given written notice of their tentative schedules, building assignments and room assignments for the forthcoming regular school year not later than the first day of the last week of school for teachers in June of each year. In the event of changes in such schedules, building assignments, or room assignments, all members of the professional staff affected thereby shall be notified promptly and in writing of the changes. Upon the request of a professional staff member, the Superintendent of Schools or his/her agent shall review the changes, at the commencement of the school year in September, with the professional staff member. Every effort shall be made by the Administration to adhere to the schedules announced in June.

It shall be the responsibility of all teachers to be available for a maximum of four nights per school year for school functions. The four nights shall include: Curriculum Night, two evenings of supervision where volunteers will be sought first and one parent-teacher conference night which shall not exceed three hours in length. In implementing the evening parent-teacher conference, the preexisting practice of a half-day of instruction on one morning, followed by parent-teacher conferences that afternoon and all day the following day, shall be changed to consecutive half days of instruction in the morning, with parent-teacher conferences being held on the same day during the afternoon and evening and the following afternoon.

#### ARTICLE XI      TEACHING CONDITIONS

A. The District shall continue to make available and to maintain in each building a minimum of one room which shall be reserved for use as faculty lounge.

B. Members of the professional staff, if not on duty, shall be free to leave the school building during their lunch period.

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C. Job Security and Maintenance of Standards: Working conditions and educational programs shall be maintained at existing standards or higher (at least one certified, professional staff member for each 21 students enrolled in the public schools), and shall not be reduced by virtue of this Agreement unless expressly stated herein, or for good, proper and compelling reasons. Any teacher whose position is eliminated shall be offered another position in the District if available, provided such teacher can gain certification in the new area of responsibility.

The offer of another position shall be limited to positions within the bargaining unit.

D. Upon approval of the principal, in an emergency situation, members of the professional staff may leave the school building during an assigned preparation period.

## ARTICLE XII      PROFESSIONAL PLACEMENT

### A. Voluntary Transfer

1. Teachers who desire a change in area or building assignment may file a written statement of such desire with the Building Principal, to be submitted to the Superintendent of Schools by April 1st.

2. No later than March 1st of each school year, the Superintendent of Schools shall post in all school buildings a list of anticipated vacancies which will occur during the following school year. This list will be updated every 15 days until the end of the year.

3. No definite assignment shall be given to new teachers employed in the school system until all pending requests for reassignment or transfer have been acted upon.

4. Should two or more teachers apply for the same position, with substantially equal qualifications and competency, the length of time taught in the area shall receive primary consideration in judging the requests.

5. In the determination of requests for voluntary reassignment and/or transfer, the wishes of the individual teacher will be honored to the extent that they do not conflict with the instructional requirements and best interests of the schools.

### B. Involuntary Transfer

1. Notice of involuntary transfer or reassignment to another building or area of teaching shall be given to teachers as soon as practicable and under normal circumstances, no later than May 1.

2. When the need for an involuntary transfer or reassignment is known it shall be publicized. Volunteers from among those meeting the qualifications of the position will be given first consideration.

3. An involuntary transfer or reassignment will be made only after a meeting between the teacher involved and the principal, at which time the teacher will be notified of the reasons therefor. In the event that the teacher objects to the transfer or reassignment at this meeting, upon request of the teacher, the Association will be notified and the Superintendent of Schools will meet with the appropriate Teacher Interest Committee.

4. Other vacancies in the school system will be discussed with the teacher being involuntarily transferred or reassigned. Such teachers may request the position to which they desire to be transferred.

C. In both voluntary and involuntary transfer, the Superintendent of Schools shall notify the teacher of the disposition of the case before salary agreements are offered to the staff or May 1, whichever date occurs first. If the request for transfer is denied, reasons for the denial shall be given to the teacher.

ARTICLE XIII LEAVE

A. Sick Leave and/or Personal Leave

Twelve days Sick Leave per year, with unlimited accumulation, will be granted to each member of the professional staff for purposes of Sick Leave and/or Personal Leave, or the serious illness of the professional staff member's spouse, children or parents, provided such spouse, children or parents are dependents of the professional staff member or dependent upon him/her, or used for business purposes as defined in sub-Par. "D".

Teachers can accumulate days as indicated in the following schedule:

<u>Absences</u>	<u>Total Accumulated Days</u>
12	0
11	1
10	2
9	3
8	4
7	5
6	6
5	7
4	8
3	10
2	11
1	13
0	15

In addition, professional staff members, who have completed three years of service to the District, shall be granted "catastrophic" Sick Leave equivalent to their accumulative Sick Leave (to a maximum of 200 days) for extended illness or unavoidable accidents.

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In regard to catastrophic sick leave, if there is a disagreement between the District Medical Examiner and the teacher's doctor, an impartial medical doctor shall be appointed by mutual agreement to make the decision.

Further extension of Sick Leave shall be at the discretion of the Board.

1. Members of the professional staff who become sick with mumps, measles, chicken pox, German measles, or any other contagious disease contracted from exposure to children in the District shall be granted Sick Leave for the duration of their illness without deduction from their Sick Leave.

2. Members of the professional staff, absent as a result of injuries on the job shall be paid for such absences without deduction from Sick Leave. Any monies received as reimbursement for absent time, through compensation or lawsuit, shall be given to the District.

3. Inasmuch as continuous incidental absence is not conducive to providing children with a proper education, the District reserves the right to take the appropriate action relative to a professional staff member's absence and to seek the necessary means of correcting the situation.

The School District encourages teachers to maintain good attendance so as to maintain quality education to our children. The School District may utilize the following steps to help teachers maintain a satisfactory attendance record or to correct a developing pattern of poor attendance:

- (a) Maintain a list of absences and reasons for absence.
- (b) Conduct an investigation as to the reasons for frequent absence and make recommendations to the teachers to improve attendance.
- (c) Hold a discussion with a teacher(s) who has a high frequency of absence.
- (d) The District reserves the right to take other appropriate action in accordance with the law.

**B. Professional Leave**

Application for professional leave for teachers to attend education programs, institutes, workshops and conferences shall be made and submitted to the Building Principal (for approval by the Superintendent of Schools). All reasonable expenses of such attendance shall be compensated by the District.

C. Leave of Absence Without Pay

1. Members of the professional staff who have given three years of service to the District shall be eligible to take leaves without pay, not in excess of one (1) year in length, for purpose of rest, restoration of health, or the alleviation of hardship involving themselves or their immediate family. Except in an emergency situation, at least three months' prior written notice to the Superintendent must be provided of the need for a leave.

2. Upon request, any member of the professional staff shall be granted a leave of absence without pay, not to exceed one academic year in length, for reason of pregnancy and/or child care. If a unit member works six months or more in an academic year, the balance of that academic year will not count toward the two-year maximum period of leave under this clause. No later than three months prior to the scheduled termination of the leave, (e.g., June 30 means no later than April 1) the member may request of the District that the leave be extended for one more year. Such a request shall be granted. Except in an emergency situation, at least three months' prior written notice to the Superintendent must be provided of the need for a leave.

It is understood that after a member of the professional staff has returned to work, he/she will be eligible for further childcare/pregnancy leaves upon the birth of another child. The leave must be taken contiguous to the birth of the child or the expiration of FMLA leave, whichever is later.

It is understood that paid or unpaid FMLA leave does not count as time worked for purposes of this clause.

(a) Members of the professional staff planning to return from a pregnancy and/or child care leave must notify the District, in writing, no later than May 1 of the year in which they plan to return.

Return to duty shall be at the salary schedule step for which the professional staff member was eligible when the leave commenced and, where practicable, shall coincide with the beginning of a school term and shall involve the same or comparable position.

(b) It shall be the duty of a professional staff member who has reported the pregnancy, or who is on pregnancy or child care leave, to advise the Superintendent of Schools of an interrupted pregnancy or stillbirth.

(c) The provisions of this section, where pertinent, shall apply to members of the professional staff adopting a child.

D. Each member of the professional staff shall be entitled, if needed, to Personal or Business days, being defined as follows:

1. Legal Matters

House closings; income tax hearing, adoption proceedings; and court appearances.

2. Ceremonies

Graduation of professional staff member, spouse or child from high school or college; day of wedding ceremony; Confirmation.

3. Education

Required educational examinations; required visits by parents to colleges.

4. Religious Observances

Religious holiday observances of the professional staff member's particular faith not provided for in the regular school calendar

5. Funerals

Attendance at funeral services of a person, other than in the immediate family (see Section "E" below), the nature of whose prior relationship to the professional staff member warrants such attendance.

6. Any other reason deemed valid by the Superintendent of Schools, acting at his/her discretion.

7. Except in the case of extenuating circumstances and where possible, at least one day's notice shall be given prior to taking personal leave.

E. Compassionate Leave

Each member of the professional staff shall be entitled, if needed, to five days compassionate leave for each death in the immediate family. For purposes of this provision, "immediate family" shall include spouse, children, parents, brothers, sisters, mother-in-law, father-in-law, and other permanent members of the immediate household. In addition, if needed and available, additional days to be charged to the professional staff member's Sick-Personal leave.

ARTICLE XIV      MENTORING

Mentors shall be selected by a joint District-Association Committee [two members from each group] who will recommend candidates to the Superintendent for a final decision. Mentors shall each receive a stipend of \$1,126 per mentee for the school year. Effective July 1, 2015,

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this stipend will be increased to \$1,132. Effective July 1, 2016, this stipend will be increased to \$1,138. Effective July 1, 2017, this stipend will be increased to \$1,144.

ARTICLE XV      PROFESSIONAL BEHAVIOR

A. Members of the professional staff are required to comply with rules, regulations and directives adopted by the Board or its representatives, provided that the implementation of such rules, regulations or directives do not threaten their physical safety or well-being.

B. The Association recognizes that abuse of Sick Leave or other leaves, chronic tardiness or absences, deficiencies in professional performance, and other violations of this agreement, the By-Laws and regulations of the Board by professional staff members reflect adversely upon the profession and create undesirable conditions in the District. Accordingly, the Association shall use its best efforts to correct breaches of professional behavior by any member of the professional staff. Action by the Association shall not, however, be deemed a condition precedent to action by the Board.

C. All reprimands, warnings or disciplinary action for any alleged infraction of this agreement, the policies, By-Laws and regulations of the Board shall be administered privately, provided, however, that the professional staff member shall have the opportunity, if he/she so desires, to request the presence of a representative of the Association at such time. If the professional staff member has a representative present, the administration may have one too. If a written memo thereof is to be made and included in the record of the professional staff member, the professional staff member shall have the opportunity to review the memo and to note his/her comments thereon.

D. A teacher will have the right to grieve all alleged inaccurate or false materials placed in the teacher's personnel file. The teacher shall have the right to request the photostating of all documents in the teacher's personnel file. All documents shall be dated. The teacher shall be given a copy of any document prior to the inclusion of said document into the teacher's file.

ARTICLE XVI      PROFESSIONAL IMPROVEMENT

A. Any teacher who satisfactorily completes a course at an accredited college or university shall be eligible to apply for additional compensation in conformity with the salary schedule set forth in this Agreement. Correspondence and on-line courses shall have the prior approval of the Superintendent. Such salary adjustments will be made annually at the regular Board meeting in October, retroactive to September.

B. Arrangements shall be made for after-school courses, in-service programs, educational projects, such as curriculum work, surveys, research projects, consultant projects, and other programs designed to improve the quality of instruction. The District shall participate fully in relevant BOCES affiliated in-service courses. Every effort will be made to obtain people of the highest qualification to participate in the presentations of such programs.



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C. Teachers who undertake in-service education shall receive credit toward their salary increment. A maximum of six in-service credits will be granted within each 15 points claimed for salary credit.

In-service courses conducted by the District shall receive the same credits as college courses for salary purposes.

D. If a college does not provide a tuition waiver to a cooperating teacher for satisfactory service rendered to a student teacher, the cooperating teacher shall receive three in-service credits toward a salary increment.

E. The District shall cooperate with and encourage programs of open visitation and communication with other school districts.

F. Professional Instructional Improvement Program - Teachers who possess permanent certification and/or are tenured shall be eligible to participate in a professional instructional improvement program at an accredited institution, a BOCES school, school district curriculum improvement programs and private educational institutions, which take place during evening hours, and/or during the Summer and/or any approved in-service program. The sum of money will be paid directly to the teacher subject to the following conditions:

1. The teacher makes application to the school district by May 15 for Summer courses, September 10 for courses offered in Fall Semester, and December 15 for Spring Semester. Teachers planning to engage in a school district Curriculum Improvement Program must first consult and secure prior approval of their program(s) from the Superintendent of Schools, therefore making application by June 1.

2. Those applicants with the greatest years of seniority in the district shall be given preference in receiving compensation for courses and fees at an accredited institution, BOCES, and school district in-service programs. Preference for the above-mentioned benefits shall be given in the following order:

- (a) No previous receipt of compensation
- (b) Seniority

The Superintendent of Schools shall make the final decision as to the programs to be offered and the teachers who will work in said professional improvement programs.

3. Payment shall be made to the teacher within 30 days of the presentation of the transcript to the Superintendent and/or completion of the school district Curriculum Improvement Program.

4. The District shall expend a total sum of \$\$11,800 per year for college or university courses, sponsored institutes and in-service courses as described above, except that college or university courses and sponsored institutes shall be limited to 14 teachers per year at \$600 per college or university course or sponsored institute. All other courses will be capped at

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§425. These courses shall not be used for advancement on the salary guide effective for all courses approved for reimbursement after September 1, 2009.

The District shall offer at least three in-service programs and other activities as described under Section B above. A teacher shall be permitted to take a maximum of three credits of college - university courses and/or in-service courses and other activities as described in Section B above per semester (September - January) or (February - August). In effect summer courses shall be considered to be in the second semester (February - August) of the school year.

ARTICLE XVII      REDUCTIONS OR CONSOLIDATIONS

Should the necessity arise for reductions in professional staff personnel, or should it be determined that this District shall be consolidated with other districts or portions thereof, the District will notify the Association of such a decision and consult with it concerning the effects of such reduction or consolidation. Final decision as to the reduction or consolidation, including the manner in which such shall be effectuated and the effects thereof, shall rest with the Board.

ARTICLE XVIII      EDUCATIONAL POLICIES COUNCIL

A. The objective of the Educational Policies Council is the continued overall improvement of the educational program of the District. The Council will accomplish this objective by studying, evaluating, conducting research on various aspects of the total educational program, and summarily making recommendations to the Superintendent of Schools, who will present them to the Board, if Board action is necessary.

B. 1. The Educational Policies Council shall be made up of equal numbers of Association members from each level of each school.

2. The President of the Association, or his/her designee, shall be a member of the Educational Policies Council.

3. The Executive Board of the Association shall oversee the procedure for the selection of members of the Council.

C. 1. The Educational Policies Council shall meet with the Superintendent of Schools on a regular monthly basis, or at any other times as are necessary.

2. The Council shall conduct its own meetings on a regular basis, or as the need arises.

3. The Council shall be empowered to set up sub-committees to study any problems of merit. The sub-committee shall bring its recommendations to the full Council who will then present them to the Superintendent of Schools.

4. The Council shall take part in all deliberations affecting changes of educational policy.

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ARTICLE XIX      PROFESSIONAL RIGHTS & RESPONSIBILITIES

A. The District's educational program is keyed to the preparation of students for intelligent and meaningful participation in a democratic society. The District and the Association agree that academic freedom is essential to the fulfillment of this purpose.

Accordingly, it is agreed that teachers shall have the right to introduce and explore new material and techniques, provided only that the material and the manner in which it is presented are in good taste, appropriate to grade level and relevant to course content. It is further agreed that, prior to the introduction of such new material and new techniques, the teacher shall discuss the matter with the Building Principal.

If there is a difference of opinion upon any of these issues, which cannot be satisfactorily resolved between teacher and administrator, the matter may be referred to the Educational Policies Council for mediation.

B. With respect to their own outside activities, teachers shall be entitled to full rights of citizenship, and no religious nor lawful political or economic activity of any teacher, nor the lack of such activities, shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher. The private and personal life of a teacher is not within the appropriate concern or attention of the District, provided that the teacher conducts himself in accordance with the standards set forth in the Education Law.

C. Teachers shall honor requests by the Administration to provide additional individualized instruction to pupils, when needed, up to a maximum of one hour per week. Such instruction may be given before school, during the lunch hour, or after school.

D. Any routine medical examination, immunization or chest x-ray required by the District for a new employee and/or by a probationary teacher eligible for a tenure appointment shall be reimbursed by the District for fees not to exceed \$40. The teacher(s) shall have the right to select a physician of their choice. The teacher has the right to avail themselves of the services of the school physician at no cost to the individual.

Whenever the District requires a teacher to submit to a medical examination by a physician of the District's choice in order to determine the physical or mental capacity of such teacher to perform his/her duties, the teacher shall be entitled to be accompanied by a physician or other person of his/her choice. The District shall pay the full cost of this medical examination.

ARTICLE XX      TEACHER EVALUATION

A. The work performance of all teachers shall be evaluated in writing. Evaluations shall be based upon observations of the teacher in the performance of his/her duties.

B. The Educational Policies Council will study, evaluate, conduct research and recommend an evaluation procedure and form(s) to be used.

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C. The evaluator will discuss his/her observations with the teacher observed and will furnish him/her with a copy of the classroom observation as soon as possible after the observation has been completed.

D. Evaluations shall be made on a professional level by administrators.

E. An annual evaluation of the teaching services of each tenured teacher shall be prepared by the administrator. A semi-annual evaluation of the teaching services of each non-tenured teacher shall be prepared by the administrator. Such evaluations shall be completed by February 15 and June 15, for non-tenured teachers and by June 1, for tenured teachers. The teacher shall receive a copy of his/her annual evaluation and discuss it with the administrator.

F. Teachers may append their comments to observation reports or annual evaluations for inclusion in their personnel folders.

#### ARTICLE XXI      TERMINAL LEAVE

##### A. Eligibility

(1) The teacher is eligible for service retirement and meets the necessary requirements for such retirement as defined by the New York State Teacher's Retirement System.

(2) The teacher has served in the School District for not less than ten years or the teacher resigns after 20 years of service in the School District.

(3) The teacher submits and duly executes an application for retirement, or a letter of intent to vest retirement benefits, or a letter to resign.

(4) The benefits described below shall be available to teachers who resign after 20 years of service in the School District who have submitted a letter of resignation and shall be available to teachers age 55 and older with no less than 10 years of service in the School District who have submitted and duly executed an application to retire or a letter of intent to vest retirement benefits. Said correspondence must be submitted to the Superintendent of Schools PRIOR TO FEBRUARY 1 of the school year in which the teacher intends to retire or resign.

##### B. Compensation

All unused sick leave shall be cumulative for purposes of a terminal payment upon the teacher's resignation or retirement.

Such payment shall be calculated on the basis of 1/200 of the annual salary of the teacher during his/her last year of service for each four days of accumulated leave with a cap of 225 days.

C. Payment

(1) The District shall make payment of these benefits on July 1 following the last day of the school year in which application was made for said benefits.

(2) In the event the teacher should die after submitting and duly executing the application for retirement, or the letter of intent to vest retirement benefits, or a letter to resign, the payment of said benefits shall be made to the beneficiary(s) of said deceased teacher(s).

ARTICLE XXII      COMPENSATION AND FRINGE BENEFITS

A. The professional staff shall be compensated, for the duration of this Agreement, in accordance with the Salary Schedules provided for in Schedules "A", "B," "C" and "D" annexed hereto.

In addition, effective July 1, 2015, steps 17, 19, and 21-24 will be unfrozen and converted to equidistant steps between steps 16 and 18, steps 18 and 20, and steps 20 and 25.

Effective July 1, 2015, three pre-steps with reduced starting and subsequent years' salaries will be added to the salary schedule. Effective July 1, 2016 and in each subsequent school year, pre-steps P1 and P3 will be increased by the 0.5% annual across-the-board wage increase and pre-step P2 will be recalculated so that it is equidistant between pre-steps P1 and P3.

A permanent substitute who takes over the class of another teacher for a term or more, when that teacher is out on Leave of Absence without pay, shall be placed on the P1 Step BA and advance to the next step on the Salary Schedule for each year of service as a permanent substitute in this school district.

B. The teachers shall have the option of selection paychecks on the 1/20 or the 1/24 plan during the school year. The teacher may change the paycheck plan by notifying the Superintendent of Schools in writing by August 30.

C. Salary Differentials

For personnel placed on the Teaching Salary Schedule, a differential may be paid to a person who spends extra time, or performs additional duties and assumes responsibility for such approved activities while he/she holds that responsibility or performs that extra work. Payment for personnel involved in these activities shall be made twice a year -- one payment being made February 15, and one payment in the final check in June, according to the schedule below. Effective September 1, 2015, payment for personnel involved in these activities shall be made in one check on or before the following July 15.

Each proposal for extra time will be reviewed and classified into one of four categories as determined by the Superintendent of Schools.

I - 75-100 hours

Minimum \$1,594, maximum \$2,059 – 2014-2015  
Minimum \$1,602, maximum \$2,069 – 2015-2016  
Minimum \$1,610, maximum \$2,079 – 2016-2017  
Minimum \$1,618, maximum \$2,089 – 2017-2018

II - 50-75 hours

Minimum \$995, maximum \$1,594 – 2014-2015  
Minimum \$1,000, maximum \$1,602 – 2015-2016  
Minimum \$1,005, maximum \$1,610 – 2016-2017  
Minimum \$1,010, maximum \$1,618 – 2017-2018

III - 30-50 hours

Minimum \$698, maximum \$995 – 2014-2015  
Minimum \$701, maximum \$1,000 – 2015-2016  
Minimum \$705, maximum \$1,005 – 2016-2017  
Minimum \$709, maximum \$1,010 – 2017-2018

IV - Mini Club

\$665– 2014-2015  
\$668– 2015-2016  
\$671– 2016-2017  
\$674– 2017-2018

All extra time proposals must be submitted by October 15th for review.

D. Homebound Instruction

Effective 7/1/2014 - \$63 per hour  
Effective 7/1/2015 - \$63.32 per hour  
Effective 7/1/2016 - \$63.63 per hour  
Effective 7/1/2017 - \$63.95 per hour

E. Pension

A non-contributory New York State Retirement provided; except as required by Law.

F. 403(b) Plan

The Board of Education will authorize a plan for teachers in accordance with provisions of Section 403(b) of the Internal Revenue Code. This section shall be pursuant to the terms and

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conditions of the Memorandum of Agreement executed by the parties on June 13, 2005 and the terms and conditions of a hold harmless agreement.

G. Health Insurance

Available to eligible employees under the New York State Health Insurance Plan. The teachers shall contribute to the health insurance premiums in the following amounts: 20%

Effective July 1, 2015, if two employees are currently receiving (or are eligible to receive) family health benefits through the District, only one will be permitted to continue to receive family level coverage. The employee whose coverage changes from family to individual coverage will not be entitled to the health insurance buyout. If the employee chooses to decline to receive individual coverage, then the employee will be eligible for the buyout of the individual coverage. The employee may reinstate coverage in the event of an emergency causing the loss of the other employee's health insurance, consistent with the rules and regulations of the health insurance plan and applicable laws and regulations.

The district shall adopt an IRC Section 125 Plan which shall include and shall be limited to premium conversion and health insurance buyouts as set forth in Article XXII(G) of the collective bargaining agreement.

In addition, any teacher who has a spouse who also has family health insurance plan coverage with any private or public employer may, at the teacher's option, choose to drop coverage under the New York State Health Plan. A teacher may opt to receive a \$2,000 cash benefit. This option will be exercised on a yearly basis.

Effective July 1, 2015, any teacher who is a dependent on a family member's health insurance plan other than the NYSHIP may, at the professional staff member's option, choose to drop coverage under the NYSHIP and receive a \$2,000 cash benefit. This option will be exercised on a yearly basis. A professional staff member wishing to reenroll in NYSHIP prior to the end of the buyout period must provide the District with adequate documentation establishing his/her eligibility to reenroll.

Notwithstanding the foregoing, effective January 1, 2016, the District will implement NYSHIP Policy Memorandum 122r3 unless and until it is finally vacated or set aside by a court or other adjudicatory body. In that event, the preexisting terms and conditions of employment affected by NYSHIP Policy Memorandum 122r3 will be reinstated as soon as is permitted by applicable laws, rules and regulations. Also, in that event, effective and retroactive to January 1, 2016, any FP-BDTA unit member who, during the 2016 or subsequent calendar year: (i) was eligible for the District's then existing health insurance buyout program for that year; and (ii) timely, fully and accurately submitted to the District the required health insurance opt-out documentation; and (iii) subsequently declined Empire Health Insurance Plan coverage through the District's health insurance plan; and (iv) remained otherwise eligible for insurance coverage through the District or through his/her family member's employer's health insurance plan or his/her own non-District health insurance plan; and (v) did not receive a health insurance buyout payment from either the District or indirectly through his/her family member's employer or the

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employee's other health insurance plan provider; and (vi) due to the District's implementation of NYSHIP Policy Memorandum 122r3, did not receive a buyout payment for that year, will receive a payment in the amount set forth in this Article. Nothing contained in this Paragraph will be construed as waiving the rights of the District, FP-BDTA or employees or bargaining unit-represented retirees to commence or join any litigation challenging NYSHIP Policy Memorandum 122r3 (other than litigation challenging the validity of this Agreement).

The teacher shall give the Superintendent of Schools at least 30 calendar days' written notice of intent to select this option.

The teacher will have the right to terminate the buyout and reapply for coverage under the New York State Health Insurance Plan by submitting a written request to the Superintendent of Schools that the teacher desires coverage under the New York State Health Insurance Plan in accordance with the regulations of said plan. Before selecting this plan, the teacher is advised to first consult with the administrators of the New York State Health Insurance Plan to determine if any adverse conditions may result from a teacher dropping and/or re-entering said New York State Health Insurance Plan.

If either party proposes a change in the Insurance Carrier that will provide coverage and benefits for employees, retirees and dependents comparable to existing coverage and benefits at cost equal to or less than current cost, then neither party shall arbitrarily reject same but shall give such proposal full and due consideration; and upon mutual consent shall effectuate an appropriate change in the Insurance Carrier.

#### H. Dental Plan

The District Dental Plan will offer three options: the current Plan (Plan III) will continue and the District will provide for 100% of the cost for coverage; the District will offer High Option I Plan V) where the District will pay 70% of the cost for coverage; and the District will offer High Option II (Plan VI) where the District will pay 60% of the cost for coverage. The District shall adopt an IRC Section 125 Plan which shall include dental insurance premiums.

Effective July 1, 2015, if two employees are currently receiving (or are eligible to receive) family dental insurance benefits through the District, only one will be permitted to continue to receive High Option I Plan V coverage.

#### I. Grade Chairperson

The Board recognizes a Grade Chairperson for each grade at each school, K-6, and other Chairpersons as appointed by the Superintendent of Schools and approved by the Board of Education. The selection of a teacher to this position shall be the right and function of each Building Principal and he/she shall also possess the authority to change or remove a teacher from this position. Compensation for the Grade Chairperson is:



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	<u>2-3 Teachers</u>	<u>4-6 Teachers</u>
2014-2015	\$958	\$1,352
2015-2016	\$963	\$1,359
2016-2017	\$968	\$1,366
2017-2018	\$973	\$1,373

to be paid in 24 equal semi-monthly periods – September to June – the same as salary payments.

J. Professional Development Assistance Committee

A Professional Development Assistance Committee will be established and operate as a panel consisting of two teachers and the respective building principal in each of the District's school buildings.

Such panel shall be presented cases to be reviewed at a time after which the building principal has made all his or her observations and evaluations and has determined that the teacher needs improvement in two or more areas or is unsatisfactory in some area of his or her performance.

Such panel will first determine if (1) the teacher does or (2) the teacher does not need assistance. If the panel agrees with the determination of the building principal, an improvement plan will be developed. Strategies utilized to foster improvement shall include, but not be limited to: teacher support groups, collegial assistance, specifically selected in-service courses or college courses: counseling or intervention by the instructional assistant.

The panel recommendation/improvement plan shall be submitted to the Superintendent of Schools for implementation at his/her discretion.

The stated mission of the Professional Development Assistance Committee shall be the enhancement of the overall teaching skills and teaching techniques of the identified professional staff member needing assistance.

The identification of staff and the development of an improvement plan will be a joint effort of the professional teaching staff, the administrative team, and the subject teacher. Participation by the teacher who the panel has determined needs assistance shall be voluntary.

The panel selection shall be made by the Superintendent of Schools, at his/her discretion, from a list of prospective candidates presented by the President of the Floral Park-Bellerose District Teachers' Association.

The recommendations and actions of the committee and its component panels shall not be admissible as evidence in any disciplinary proceeding pursuant to Education Law 3020-a against the teacher determined to be in need of assistance.

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The provisions of this article shall not exclude any collateral, administrative or supervisory corrective action.

K. NYSUT Benefit Trust

Teachers will have the option of selecting a payroll deduction for participation in the NYSUT benefit trust.

L. Lane Movement

Effective July 1, 2015, employees will remain in their salary schedule column (e.g., MA+30) through and including June 30, 2017. Any credits toward lane movement that are earned and approved during this period, or which had been earned and approved, but not applied to the salary schedule before then, will be applied effective September 1, 2017.

M. 457 Plan

Effective September 1, 2015, employees will be permitted to participate in the District's Section 457 tax sheltered annuity program. An employee utilizing this Program must first execute an indemnification agreement prepared by the District pursuant to which the employee will indemnify and save and hold the District and any and all of its employees, representatives, officers and/or members of the Board of Education (collectively "employees") harmless against any and all claims, demands, suits or other forms of liability which may arise out of, or by reason of, any action taken or not taken by the District or any of its employees for the purpose of complying with this provision and State law, except any actions that may arise out of criminal and/or tortious acts or omissions on the part of the District or its employees that are not attributable to an act or omission by the employee or the employee's agents.

ARTICLE XXIII      GRIEVANCE PROCEDURES

The Grievance Procedures applicable to grievances arising during the duration of this Agreement are set forth as follows:

In order to maintain a harmonious and cooperative relationship between this Board of Education and the teachers, the following procedure shall be utilized by the Teachers' Association for the settlement of certain differences or misunderstandings:

The Association may present grievances free from coercion, interference, restraint, discrimination or reprisal.

"GRIEVANCE" shall mean any claimed violation, misinterpretation or inequitable interpretation or inequitable application of any term or provision of this Agreement.

"SUPERVISOR" shall mean any person, regardless of title, who is assigned to exercise any level of supervisory responsibility over employees.

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Every employee shall have the right to present his or her grievances at the initial two stages and the grievance procedures established herein provide the right to be represented by the "Teachers' Grievance Committee" or by its respective counsel at all stages thereof when the Teachers' Grievance Committee determines that the grievance has merit. It shall be a fundamental responsibility of supervisors at all levels to consider promptly and take appropriate action upon grievances presented to them by employees under their supervision.

The Association shall oversee the selection of a three member "Teachers' Grievance Committee." All members shall be on tenure. The purpose of this committee is to assist any teacher who may have a grievance and to advise the teacher if the grievance merits further procedures. If a member of this committee has a grievance her/himself, a replacement, pro tem, would have to be decided upon by the teaching staff. The Teachers' Grievance Committee shall have the right to be present at all procedural stages.

The procedural stages shall be as follows:

#### FIRST PROCEDURAL STAGE

A unit member is to present a grievance to the "Teachers' Grievance Committee." If the grievance is not resolved, the aggrieved employee and/or the Teachers' Grievance Committee will present the grievance to the Building Principal.

#### SECOND PROCEDURAL STAGE

If the grievance is not resolved at the First Procedural Stage, the aggrieved employee and/or the Teachers' Grievance Committee and the Building Principal shall each submit to the Superintendent of Schools a written statement setting forth the specific nature of the grievance and the facts relating thereto. The Superintendent of Schools shall hold an informal hearing at which the employee or the Teachers' Grievance Committee, or both, may appear and present oral and/or written statements. The determination of the second stage of such grievance proceedings shall be made by the Superintendent of Schools.

#### THIRD PROCEDURAL STAGE

If the grievance is not resolved at the Second Procedural Stage, or if no decision has been rendered within the specified time limit, only the Association through the Teachers' Grievance Committee may submit the grievance to the advisory arbitration through the American Arbitration Association ("AAA") in accordance with its rules and regulations by written notice to AAA and the Board of Education through the Superintendent of Schools within 15 school days of the decision at the Second Procedural Stage. There shall be one arbitrator selected to hear the grievance. The decision rendered by the AAA arbitrator shall be advisory only and shall not be binding upon the Board of Education and the Superintendent. The advisory decision shall be transmitted to the Board of Education which shall be the final arbiter of any grievance. All costs and fees of the American Arbitration Association and its arbitrator shall be borne equally by the District and the Association.

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The Building Principal and Superintendent of Schools, are to have full authority and responsibility to settle grievances or misunderstandings which exist that are inconsistent with policies and regulations of the Board of Education now in full force and effect.

In order to insure prompt consideration and determination of employee grievances, 10 school days shall be the maximum time allowable for each procedural stage except as otherwise noted.


ARTICLE XXIV      CONFLICT WITH STATUTES AND LAW

In the event that any provision hereof is in conflict with law or any statute now or hereafter in effect, the law or statute shall prevail, but the balance of this Agreement shall remain in full force and effect.

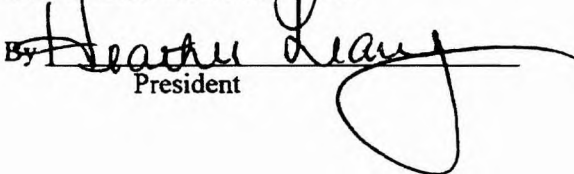
All provisions of the Agreement, unless changed by amendment, addition or deletion, as herein before noted, shall remain in full force and effect and the parties hereto hereby ratify and confirm all of the other terms and provisions of said Agreement as modified herein.

IN WITNESS WHEREOF, the parties have hereunto duly executed this Agreement the day and year first above written.

FLORAL PARK-BELLEROSE UNION FREE  
SCHOOL DISTRICT

By  \_\_\_\_\_  
Superintendent of Schools

FLORAL PARK-BELLEROSE DISTRICT  
TEACHERS' ASSOCIATION

By  \_\_\_\_\_  
President

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**ADDENDUM**

Addendum to Contract between the Floral Park-Bellerose Union Free School District and the Floral Park-Bellerose District Teachers' Association.

The salary for pre-kindergarten teachers shall be as follows:

Effective date:	<u>2014-2015</u>	<u>2015-2016</u>	<u>2016-2017</u>	<u>2017-2018</u>
Step 1	\$231	\$232	\$233	\$234
Step 2	\$248	\$249	\$250	\$252
Step 3	\$275	\$276	\$278	\$279

The number of sick days shall be five days.

The school day shall consist of five hours. Each a.m. and p.m. session shall be two and one-half hours.

Health Insurance: Pre-k teachers will have the option of enrolling in health insurance - the district contributing 50% - the employee contributing 50%. There will be no "buy back" option.

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**ATTACHMENT 1**

TO: FLORAL PARK-BELLEROSE UNION FREE  
SCHOOL DISTRICT

I, \_\_\_\_\_  
(Print Full Name)

HEREBY REQUEST AND AUTHORIZE YOU, ACCORDING TO ARRANGEMENTS AGREED UPON WITH THE FLORAL PARK-BELLEROSE DISTRICT TEACHERS' ASSOCIATION, TO DEDUCT FROM MY SALARY AND TRANSMIT TO THE ASSOCIATION DUES OF THE ASSOCIATION AND NYSUT, AS CERTIFIED BY THE ASSOCIATION. I HEREBY WAIVE ALL RIGHT AND CLAIM FOR SAID MONIES, SO DEDUCTED AND TRANSMITTED IN ACCORDANCE WITH THIS AUTHORIZATION, AND RELIEVE THE BOARD OF EDUCATION AND ALL ITS OFFICERS FROM ANY LIABILITY THEREFOR. THIS AUTHORITY SHALL BE CONTINUOUS WHILE EMPLOYED IN THIS SCHOOL SYSTEM OR UNTIL WITHDRAWN BY WRITTEN NOTICE.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

10/6/16

**ATTACHMENT 2**

TO: FLORAL PARK-BELLEROSE UNION FREE  
SCHOOL DISTRICT

I, \_\_\_\_\_  
(Print Full Name)

HEREBY REQUEST AND AUTHORIZE YOU TO CEASE DEDUCTING THE  
EXISTING MONIES FOR THE FLORAL PARK-BELLEROSE DISTRICT TEACHERS'  
ASSOCIATION AND NYSUT. I HEREBY CANCEL PREVIOUSLY SUBMITTED  
AUTHORIZATION FOR THIS DEDUCTION. I RELIEVE THE BOARD OF EDUCATION  
AND ALL ITS OFFICERS FROM ANY LIABILITY THEREFOR. THIS AUTHORITY  
SHALL BE CONTINUOUS WHILE EMPLOYED IN THIS SCHOOL SYSTEM OR UNTIL  
WITHDRAWN BY WRITTEN NOTICE.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

**Floral Park-Bellerose UFSD  
Teacher Salary Schedules  
2014-15**

0.00%	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	MA+75	MA+90	DOC
P1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
P2	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
P3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
1	57,272	58,722	0	68,905	70,443	72,001	73,921	75,095	76,391	77,038	77,886
2	60,411	61,993	0	72,120	73,893	75,492	77,483	78,687	80,021	80,689	81,358
3	61,877	63,482	0	73,611	76,210	76,815	78,409	80,009	81,340	82,008	82,673
4	63,218	64,819	0	74,950	76,553	78,153	79,751	81,346	82,879	83,346	84,014
5	64,554	0	0	76,288	77,893	79,494	81,087	82,685	84,057	84,742	85,426
6	66,337	0	0	78,070	79,675	81,277	82,873	84,990	86,622	87,439	88,255
7	68,124	0	0	80,169	82,224	83,443	84,854	87,716	89,056	89,741	90,418
8	70,942	0	0	83,476	85,816	86,887	88,152	90,346	91,738	92,436	93,131
9	73,484	0	0	88,265	89,873	91,477	92,691	94,288	95,621	96,287	98,953
10	75,489	0	0	90,277	91,879	93,483	94,697	96,300	97,708	98,412	99,115
11	77,500	0	0	92,288	93,894	95,492	96,704	99,115	100,514	101,213	101,813
12	79,507	0	0	94,294	95,899	97,504	98,712	101,934	103,324	104,019	104,714
13	82,856	0	0	97,842	99,245	100,846	102,061	104,743	106,127	106,820	107,611
14	84,863	0	0	99,649	101,253	102,859	104,066	107,543	109,186	110,008	110,831
15	87,292	0	0	101,655	103,263	104,933	106,081	110,831	112,849	113,858	114,867
16	0	0	0	104,170	105,786	108,000	108,800	116,319	117,533	118,141	118,746
17	0	0	0	104,170	105,786	108,000	108,800	116,319	117,533	118,141	118,746
18	0	0	0	105,184	106,814	109,052	109,859	117,452	118,678	119,290	119,902
19	0	0	0	105,184	106,814	109,052	109,859	117,452	118,678	119,290	119,902
20	0	0	0	110,049	111,237	115,556	117,318	122,272	123,085	123,494	123,900
21	0	0	0	110,049	111,237	115,556	117,318	122,272	123,085	123,494	123,900
22	0	0	99,829	110,049	111,237	115,556	117,318	122,272	123,085	123,494	123,900
23	0	0	99,829	110,049	111,237	115,556	117,318	122,272	123,085	123,494	123,900
24	0	0	99,829	110,049	111,237	115,556	117,318	122,272	123,085	123,494	123,900
25	0	0	102,312	114,003	115,553	117,931	119,758	124,368	125,296	125,761	126,225



**Floral Park-Bellerose UFSD  
Teacher Salary Schedules  
2015-16**

<b>0.50%</b>	<b>BA</b>	<b>BA+15</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>	<b>MA+75</b>	<b>MA+90</b>	<b>DOC</b>
P1	54,679	56,064	0	65,788	67,258	68,743	70,576	71,698	72,936	73,562	74,170
P2	55,639	57,048	0	66,942	68,435	69,949	71,814	72,964	74,214	74,842	75,471
P3	56,599	58,032	0	68,096	69,615	71,155	73,052	74,212	75,494	76,133	76,773
1	57,558	59,016	0	69,250	70,795	72,361	74,291	75,470	76,773	77,423	78,074
2	60,713	62,303	0	72,481	74,262	75,869	77,870	79,080	80,421	81,092	81,763
3	62,186	63,799	0	73,979	75,586	77,199	78,801	80,409	81,747	82,416	83,086
4	63,534	65,143	0	75,325	76,936	78,544	80,150	81,753	83,092	83,763	84,434
5	64,877	0	0	76,669	78,282	79,891	81,492	83,098	84,477	85,166	85,855
6	66,669	0	0	78,460	80,073	81,683	83,287	85,415	87,055	87,876	88,696
7	68,465	0	0	80,570	82,635	83,860	85,077	88,155	89,511	90,190	90,868
8	71,297	0	0	83,893	86,044	87,321	88,593	90,798	92,197	92,897	93,597
9	73,851	0	0	88,706	90,322	91,934	93,154	94,759	96,099	96,768	97,438
10	75,866	0	0	90,728	92,338	93,950	95,170	96,782	98,197	98,904	99,611
11	77,888	0	0	92,749	94,363	95,969	97,188	99,611	101,017	101,719	102,423
12	79,905	0	0	94,765	96,378	97,992	99,206	102,444	103,841	104,539	105,238
13	83,270	0	0	98,130	99,741	101,350	102,571	105,267	106,658	107,354	108,049
14	85,287	0	0	100,147	101,759	103,373	104,586	108,081	109,732	110,558	111,385
15	87,728	0	0	102,163	103,779	105,458	106,611	111,385	113,413	114,427	115,441
16	0	0	0	104,691	106,315	108,540	109,344	118,901	118,121	118,732	119,340
17	0	0	0	105,200	108,832	109,069	109,877	117,470	118,697	119,310	119,921
18	0	0	0	105,710	107,348	109,597	110,408	118,039	118,271	119,886	120,502
19	0	0	0	108,155	109,571	112,866	114,157	120,461	121,486	121,999	122,511
20	0	0	0	110,589	111,793	116,134	117,905	122,883	123,700	124,111	124,520
21	0	0	0	111,394	112,661	116,611	118,395	123,304	124,145	124,567	124,987
22	0	0	100,328	112,189	113,528	117,089	118,885	123,726	124,589	125,023	125,454
23	0	0	100,328	112,983	114,396	117,566	119,376	124,148	125,034	125,478	125,921
24	0	0	100,328	113,778	115,263	118,043	119,866	124,569	125,478	125,936	126,389
25	0	0	102,824	114,573	116,131	118,521	120,357	124,990	125,922	126,390	126,856

SCHEDULE "B"

**Floral Park-Ballerose UFSD  
Teacher Salary Schedules  
2016-17**

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	MA+75	MA+90	DOC
0.50%											
P1	54,952	56,344	0	66,117	67,692	69,087	70,929	72,054	73,300	73,920	74,541
P2	55,917	57,333	0	67,277	68,778	70,299	72,173	73,319	74,585	75,217	75,849
P3	56,882	58,322	0	68,438	69,963	71,511	73,418	74,583	75,871	76,513	77,157
1	57,846	59,311	0	69,596	71,149	72,723	74,662	75,848	77,157	77,810	78,465
2	61,017	62,614	0	72,843	74,634	76,249	78,260	79,476	80,823	81,498	82,172
3	62,497	64,118	0	74,349	75,964	77,585	79,195	80,811	82,155	82,828	83,502
4	63,852	65,469	0	75,701	77,320	78,936	80,551	82,161	83,508	84,182	84,856
5	65,201	0	0	77,053	78,674	80,291	81,900	83,514	84,900	85,592	86,284
6	67,002	0	0	78,853	80,474	82,092	83,704	85,842	87,490	88,316	89,140
7	68,807	0	0	80,973	83,048	84,280	85,503	88,595	89,959	90,641	91,322
8	71,653	0	0	84,313	86,474	87,758	89,036	91,252	92,658	93,362	94,065
9	74,221	0	0	89,150	90,774	92,394	93,620	95,233	96,580	97,252	97,925
10	76,246	0	0	91,182	92,800	94,420	95,646	97,266	98,688	99,399	100,109
11	78,277	0	0	93,213	94,835	96,449	97,673	100,109	101,622	102,228	102,935
12	80,304	0	0	95,239	96,860	98,481	99,702	102,956	104,360	105,062	105,764
13	83,887	0	0	98,621	100,240	101,857	103,084	105,793	107,191	107,891	108,589
14	85,714	0	0	100,848	102,268	103,890	105,109	108,621	110,281	111,111	111,942
15	88,167	0	0	102,674	104,298	105,985	107,144	111,942	113,980	114,999	116,019
16	0	0	0	105,214	106,847	109,083	109,891	117,485	118,711	119,325	119,836
17	0	0	0	105,726	107,368	109,614	110,426	118,058	119,290	119,906	120,520
18	0	0	0	106,238	107,885	110,145	110,960	118,629	119,868	120,486	121,104
19	0	0	0	108,696	110,119	113,430	114,728	121,064	122,094	122,609	123,123
20	0	0	0	111,152	112,352	116,714	118,494	123,498	124,319	124,732	125,142
21	0	0	0	111,951	113,224	117,194	118,987	123,921	124,765	125,190	125,612
22	0	0	100,830	112,750	114,095	117,874	119,480	124,344	125,212	125,648	126,081
23	0	0	100,830	113,548	114,968	118,154	119,973	124,768	125,659	126,106	126,551
24	0	0	100,830	114,347	115,840	118,633	120,466	125,192	126,106	126,564	127,021
25	0	0	103,338	115,146	116,711	119,113	120,959	125,615	126,552	127,022	127,490

**Floral Park-Bellerose UFSD  
Teacher Salary Schedules  
2017-18**

0.50%	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	MA+75	MA+90	DOC
P1	55,227	56,626	0	66,448	67,930	69,432	71,284	72,414	73,666	74,289	74,914
P2	56,197	57,620	0	67,613	69,122	70,650	72,534	73,685	74,958	75,593	76,228
P3	57,166	58,613	0	68,778	70,313	71,868	73,785	74,956	76,250	76,896	77,543
1	58,135	59,607	0	69,944	71,505	73,086	75,035	76,227	77,543	78,199	78,857
2	61,322	62,928	0	73,207	75,007	76,630	78,651	79,873	81,227	81,905	82,582
3	62,810	64,439	0	74,721	76,344	77,973	79,591	81,215	82,566	83,242	83,919
4	64,171	65,796	0	76,080	77,707	79,331	80,953	82,572	83,925	84,602	85,281
5	65,527	0	0	77,438	79,067	80,692	82,309	83,931	85,324	86,019	86,716
6	67,337	0	0	79,247	80,876	82,502	84,122	86,271	87,928	88,757	89,586
7	69,151	0	0	81,378	83,464	84,701	85,930	89,038	90,409	91,094	91,779
8	72,011	0	0	84,734	86,907	88,197	89,481	91,708	93,121	93,828	94,535
9	74,592	0	0	89,596	91,228	92,856	94,088	95,709	97,062	97,739	98,415
10	76,627	0	0	91,638	93,264	94,892	96,125	97,752	99,181	99,886	100,609
11	78,668	0	0	93,679	95,309	96,932	98,162	100,609	102,029	102,739	103,449
12	80,706	0	0	95,715	97,345	98,974	100,200	103,471	104,882	105,587	106,293
13	84,105	0	0	99,114	100,741	102,366	103,600	106,322	107,727	108,430	109,132
14	86,142	0	0	101,151	102,779	104,410	105,835	109,164	110,832	111,666	112,502
15	88,608	0	0	103,187	104,820	106,515	107,680	112,502	114,550	115,574	116,599
16	0	0	0	105,740	107,381	109,628	110,440	118,073	119,305	119,922	120,536
17	0	0	0	106,255	107,902	110,162	110,978	118,648	119,886	120,506	121,123
18	0	0	0	106,770	108,424	110,696	111,515	119,223	120,467	121,088	121,710
19	0	0	0	109,239	110,670	113,997	115,301	121,669	122,704	123,222	123,739
20	0	0	0	111,708	112,914	117,298	119,087	124,115	124,941	125,356	125,768
21	0	0	0	112,511	113,790	117,780	119,582	124,541	125,389	125,816	126,240
22	0	0	101,334	113,314	114,666	118,262	120,077	124,966	125,838	126,276	126,712
23	0	0	101,334	114,116	115,543	118,745	120,573	125,392	126,288	126,736	127,184
24	0	0	101,334	114,919	116,419	119,227	121,068	125,818	126,736	127,197	127,656
25	0	0	103,854	115,722	117,295	119,709	121,563	126,243	127,185	127,657	128,128