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Contract Database Metadata Elements

Title: **Long Lake Central School and Long Lake Faculty Association, NYSUT, AFT, AFL-CIO, Local 2797 (2006)**

Employer Name: **Long Lake Central School**

Union: **Long Lake Faculty Association, NYSUT, AFT, AFL-CIO**

Local: **2797**

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TA / 5504

AGREEMENT BETWEEN

BOARD OF EDUCATION

OF

LONG LAKE CENTRAL SCHOOL

AND

LONG LAKE FACULTY ASSOCIATION

LOCAL 2797

NYSUT, AFT, AFL-CIO

7/1 6/30
2006-2009

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DEC 05 2006

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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RECOGNITION

In accordance with the provision of the Public Employees Fair Employment Act (Article 14 of the Civil Service Law), the Long Lake Central School Board of Education (hereinafter called the "Board"), having determined that the Long Lake Faculty Association (hereinafter called the "Association") is supported by a majority of the teachers, guidance counselors and teachers assistants (hereinafter referred to as teachers) in a unit consisting of all certificated personnel, except administrative and B.O.C.E.S. personnel, hereby recognizes the Long Lake Faculty Association as the exclusive bargaining agent for the teachers in said unit.

1. Part-time teachers (less than 1.0 FTE) hired after September 1, 2003 shall receive pro-rated benefits, except for income protection, including insurance and leave time, in accordance with their FTE. Any full-time teachers reduced to part-time status by the District shall retain their health insurance benefits with the same co-pay as active full-time teachers; all other benefits will be pro-rated.

ARTICLE I: PAID LEAVES

1. Sick Leave:

Each teacher shall receive fifteen (15) days of sick leave at the start of each school year; unused sick leave days shall be cumulative at the end of each school year to a maximum of 200 days. A teacher using accumulated sick leave may be required to submit a written statement from a physician affirming that ill health necessitates the absence. This applies to personal illness only. When teachers retire or leave the district, they forfeit their sick days.

2. Personal Leave:

All full-time teachers shall be entitled upon request to five (5) days of personal leave annually in addition to sick leave. At the end of each school year, any unused personal leave shall be added to the teacher's accumulated sick leave, subject to the 200 day limit. Teachers shall notify the principal at least twenty four (24) hours before the date of the leave, except in emergency situations. No reasons need be stated for taking this leave. Personal leave cannot be used on the day or days immediately preceding or immediately following any vacation period, holiday period, or long weekend. Teachers in unusual circumstances may be granted a conference with the Superintendent for a request of personal leave before or after a holiday, vacation, or long weekend. For each day of personal leave requested beyond the five days allowed per school year, the teacher must state the reason for the request. Each such additional day of personal leave taken by any teacher shall be deducted from the teacher's sick leave.

ARTICLE I: PAID LEAVES (cont'd)

3. Bereavement Leave:

In the event of a death in the immediate family, a teacher shall be entitled to three (3) days of paid leave without loss of pay or benefits. Immediate family is defined as spouse, children, grandchildren, parents, grandparents, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, or any relative or person living in the teacher's household.

4. Jury Duty:

Teachers will be granted the time necessary for the performance of jury duty without loss of pay. The teacher will be required to submit to the district the amount of money received for jury services, excluding expense monies.

ARTICLE II: SICK LEAVE BANK

1. Purpose: The sick leave bank is established to aid and protect participants who suffer prolonged illness or disability.

2. Availability and Number of Sick Bank Days:

A. Only contributing members of the sick bank may be eligible to draw from the bank.

B. Each teacher wishing to be eligible for sick bank withdrawals shall subscribe two days per school year to the bank.

These contributed days will be deducted from the teacher's accumulated leave days. The district shall contribute one day for every two days contributed by subscribers.

C. The days in the sick bank not used in any school year will be carried over to the following year.

D. Members of the Association may enroll in the sick bank at the beginning of the school year (September). When the total accumulated number of sick bank days decreases to 10, a special re-enrollment shall be held according to the above-mentioned format.

3. Administration:

A. A committee consisting of two members selected by the Association, the Superintendent, and a Board member will administer the bank. If otherwise unresolved, tie votes will be broken by a mutually agreed upon individual.

ARTICLE II: SICK LEAVE BANK (cont'd)

B. Application Guidelines:

1. All applications must be submitted in writing and include the following information:
 - a. A statement from the teacher which indicates that all of his/her accumulated sick days have been exhausted.
 - b. A physician's statement indicating the nature of the illness or injury.
 - c. The number of days being requested, which will be limited from one to fifteen days per request.

C. Each request will be judged individually. There will be no appeal. Reasons for denial will be in writing.

D. The bank administrators will meet as often as necessary to be sure that all applications are thoroughly reviewed.

ARTICLE III: HEALTH INSURANCE

1. For the 2005-2006 school year, bargaining unit members contributed the following amounts toward health insurance premiums:
 - a. \$691.41 - Family Plan
 - b. \$508.11 - Two Person Plan
 - c. \$283.06 - Individual Plan
2. For 2006-2007 school year, bargaining unit members will contribute the following amounts toward health insurance premiums:
 - a. \$???.?? - Family Plan
 - b. \$???.?? - Two Person Plan
 - c. \$???.?? - Individual Plan
3. In the 2007-2008 school year, and the 2008-2009 school year, the co-pay for bargaining unit members for the then current school year shall be calculated by increasing or decreasing the prior year's co-pay by the same percentage as the premium increase or decrease which occurred on July 1st of the current year. For example, if the District's premiums increase by 10% on July 1, 2007, then the co-pay for the bargaining unit members shall be \$???.?? (base) plus \$???.?? (percent increase) for a total of \$???.?? for the family plan, \$???.?? (base) plus \$???.?? (percent increase) for the total of \$???.?? for the two person plan, and \$???.?? (base) plus \$???.?? (percent increase) for a total of \$???.?? for the individual plan.
4. In addition, the Board shall pay the full cost of health insurance for teachers retired from the school district who have had at least seven year's service in the Long Lake system. If the teacher retired under a family or two person

ARTICLE III: HEALTH INSURANCE (cont'd)

policy plan, the coverage will remain the same until the death of the employee. After the death of the employee, the spouse or family will lose coverage at the end of that month, unless they choose to continue coverage, at their own expense by paying the existing (full) school health premium.

5. The District shall establish an IRS 125 plan for the payment of health insurance premiums only.
6. Health Insurance Buyout Provisions:
 - a. Members of the unit who do not participate in the District's health insurance plan for the entire school year, that being July 1 through June 30, shall receive a buyout of \$1,900.00 for the school year 2006-2007 and in each subsequent year of the contract. Buyout payments shall be disbursed annually in June of the current school year.
 - b. Members who do not participate in the District's health insurance plan for less than the entire school year (July 1 through June 30), will receive a prorated buyout payment based on the twelve month period. For example, if a member started employment effective September 1, the buyout provision would be 10/12 of the total buyout.
 - c. Nothing contained herein shall preclude a member from reentering the plan on the health insurance carrier's open enrollment dates, currently January 1 and July 1, by notifying the Business Manager one month in advance of the reenter date.

ARTICLE IV: INCOME PROTECTION

1. The Board of Education shall pay the full cost of an income protection plan sponsored by the New York State United Teachers and underwritten by the First Unum Insurance Company.

ARTICLE V: COMPENSATION FOR SUBSTITUTE TEACHERS

1. A regular substitute teacher will be paid according to his or her proper place on the salary schedule retroactive after working for twenty (20) days at substitute pay. The Long Lake District considers a regular substitute to be one who is employed in the same position for twenty (20) consecutive instructional days.

ARTICLE VI: MATERNITY AND CHILD-REARING LEAVE

1. Leaves of absence related to pregnancy and the birth or adoption of a child shall consist of two parts: One, "Maternity Leave" for a bargaining unit member who is pregnant or has recently given birth, which shall be treated as a disability leave, and is paid leave to the extent sick leave is available to her pursuant to the provisions of Article I(1) of this agreement. This leave is available for any period of pregnancy-related disability; Two, "Child-Rearing Leave," for all bargaining unit members, which is an unpaid leave, for the purpose of caring for the bargaining unit member's new born child or newly adopted pre-school child at home.
2. Bargaining unit members requesting either leave shall give notice of the expected date of the commencement of the leave as soon as reasonably possible.
3. Child-rearing leave shall be granted for a period of up to one year; provided, however, at the bargaining unit member's request, such leave shall be extended for up to two years.
4. During any period of maternity leave and child-rearing leave, insurance benefits shall continue for a period not to exceed ten (10) months, on the following basis:
 - a. First, in accordance with the requirements of the Family and Medical Leave Act (FMLA).
 - b. For up to the remainder of five (5) months (inclusive of any period of FMLA leave), bargaining unit members shall receive health insurance benefits with the same co-pay as they would have paid had they not been on a leave.
 - c. For the remainder of the ten (10) months the District and the bargaining unit member shall share the cost of the health insurance premiums equally (50/50).
 - d. After ten (10) months, the bargaining unit member may continue to participate in the District's health insurance plan by paying his/her costs.
5. Sickness or disability caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and/or recovery therefrom shall be treated as any other sickness or disability under the provisions of this agreement. The District may require a physician's certificate attesting to the period of sickness or disability, and during such sickness or disability bargaining unit members shall, at their option, be entitled to the use of any accrued sick leave.

ARTICLE VII: FAMILY CARE LEAVE

1. The Board of Education shall, at its discretion, grant up to two years of family care leave to members of the bargaining unit. Family is defined as child, spouse, parent, grandparent, or any relative or person living in the teacher's household.

ARTICLE VII: FAMILY CARE LEAVE (cont'd)

2. Family care leave shall be unpaid.
3. During such leave the teacher may continue to participate in the District's health insurance plan by paying his/her costs, except as otherwise required by the FMLA.

ARTICLE VIII: LEAVE OF ABSENCE

1. The Board of Education shall, at its discretion, grant a teacher a leave of absence for one year or part of one year. The purpose of the leave shall be for study, research or such other purposes as may be approved by the Board.
2. If such leave shall exceed 50% of the school year, the teacher shall not receive a salary schedule step increase. During such leave the teacher will be unpaid and will receive no fringe benefits except health insurance.

ARTICLE IX: RETURN FROM LEAVES

1. Upon his/her return to the District from a leave of absence, the bargaining unit member shall be returned to a substantially equivalent position within his/her tenure area. A bargaining unit member will be entitled to advance on the salary schedule only if (s)he served at least 50% of the previous school year.

ARTICLE X: DUTIES

1. The length of the school day shall be a total of seven (7) and one quarter (1/4) consecutive hours, beginning at 7:30 a.m. and ending at 2:45 p.m. Teachers are expected to be in attendance at 7:30 unless previous arrangements have been made with the Superintendent.
2. The Superintendent will do everything possible to rotate duties (such as bus duty, morning supervision, noon supervision, late bus duty, etc.) in the best possible manner to fit into the schedule.

ARTICLE XI: FLEXIBLE SCHEDULING

1. Bargaining unit members that agree voluntarily to alter the established starting or ending time of the school day to provide for a flexible schedule, shall be allowed to enter into a written agreement to do so provided the following conditions are met:
 - a. The term of the flexible schedule shall be determined at the start of the agreement and shall be for no more than one school year. The term may be extended or renewed by mutual agreement of the bargaining unit member and the District.

ARTICLE XI: FLEXIBLE SCHEDULING (cont'd)

- b. The Association President shall be notified of any request for flexible scheduling at the time the individual bargaining unit member is approached by the District. A copy of the agreement shall be provided to the Association once it is signed and attached to the contract.
2. The Guidance Counselor will work ten (10) days during the summer, such days to be determined by the Superintendent and the Counselor, and will be paid 1/200th of his/her annual salary for each day worked. Additional days, up to a maximum of five (5) may be scheduled by mutual agreement of the Counselor, such days to be scheduled by the Counselor and to be paid at the rate listed above.

ARTICLE XII: TEACHER PERSONNEL FILES

1. All data maintained by the district on individual members of the faculty relative to employment, promotion, discipline or evaluation (exclusive of confidential references and communications received in connection with the initial employment) shall be placed in a single file and maintained in the Superintendent's/Principal's office.
2. No material derogatory to a teachers's conduct, service, character or personality shall be placed in his/her personnel file unless the teacher has had an opportunity to review the material. The teacher shall acknowledge that he or she has had the opportunity to review such materials by affixing his or her signature to the copy to be filed, with the express understanding that such signature in no way indicates agreement with the contents thereof, and that such signature may not be withheld. The teacher shall also have the right to submit a written answer to such material and his/her answer shall be reviewed by the Supervising Principal and attached to the file copy.
3. The teacher shall have the right upon request to review the contents of his or her personnel file (with the exception of confidential references and communications received in connection with initial employment) and shall be allowed to make copies of any documents therein.
4. The teacher shall be entitled to have a representative of the Long Lake Faculty Association accompany him or her during such review. The District may at its option have the Superintendent or District Clerk in the room at the time.
5. No material in the file shall be forwarded to any agency, organization, prospective employer, or other party without the express written consent of the member.
6. Only properly-filed material may be used in any case against a teacher.

ARTICLE XIII: PROFESSIONAL BEHAVIOR

1. A teacher will be entitled to have present a representative of the Long Lake Faculty Association when the teacher is being reprimanded, warned or disciplined for any alleged infraction of rules or delinquency in professional performance. When a request for such representation is made, no action shall be taken with respect to the teacher until such representative of the Long Lake Faculty Association is present. The Board of Education and/or the Administration may also have a representative present.
2. Arrangements to have a representative present must be made within twenty-four (24) hours of the requested meeting, if possible, or within a reasonable period of time thereafter.

ARTICLE XIV: GRIEVANCE PROCEDURE

1. Purpose:

The purpose of this procedure is to provide a means for orderly settlement of grievances of teachers in an informal manner whenever possible and otherwise by formal proceedings as stated below. The resolution of a grievance as early as possible is desirable.

2. Definitions:

- A. A grievant shall mean any bargaining unit member who allege(s) a grievance.
- B. Parties in interest shall mean the Association and any party named in a grievance who is not the aggrieved party.
- C. A grievance is a claim by any employee or group of employees based on any event or condition affecting their welfare and/or terms of employment including but not limited to any violation, misinterpretation, or misapplication of law, rules, policies, procedures, and practices of the Board of Education and Administration.
- D. Days shall mean working days, when teachers are expected to be in attendance.
- E. Grievance Committee is a committee created and constituted by the Long Lake Faculty Association.

ARTICLE XIV: GRIEVANCE PROCEDURE (cont'd)

3. Basic Principles:

- A. Before submission of a written grievance, the aggrieved party or the Association will attempt to resolve it informally.
- B. An aggrieved party and parties in interest shall have the right to present grievances in accordance with these procedures, free from coercion, interference, restraint, discrimination or reprisal.
- C. All grievance hearings and discussions shall be confidential, but a written copy of the grievance and the final determination and/or resolution of a grievance may be presented by the Association to its members and by the District to members and agents of the Board.
- D. An aggrieved party may be accompanied by and/or represented at any stage of the grievance procedure only by authorized representatives of the Association.
- E. Each party in interest shall have access at reasonable times to all written statements and records pertaining to the grievance and shall have the right to participate fully in any hearing concerning the grievance.
- F. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
- G. If a response is not communicated to an aggrieved party and the Association within the time limits herein established or otherwise mutually agreed to by the Association and the District, the grievance may be appealed to the next stage of the grievance procedure.
- H. No teacher shall suffer loss of pay or leave as a consequence of his/her participation in the grievance procedure.
- I. A grievance shall be submitted in writing at the Administrative stage of this procedure within forty-five (45) days of the time the aggrieved party knew or should reasonably have known of the event(s) or condition(s) from which the grievance arose.

4. Complaint Stage:

- A. The aggrieved party and/or representatives of the Association shall orally present the grievance to the Superintendent who shall informally discuss the grievance with the aggrieved party and/or representative of the Association in private. If such grievance is not satisfactorily resolved at this informal stage, the aggrieved party and/or Association may proceed to the following stage.

ARTICLE XIV: GRIEVANCE PROCEDURE (cont'd)

- B. Nothing contained in the preceding paragraph shall be construed as limiting the right of any teacher having a complaint to discuss the matter informally with the administration and to have the matter adjusted at this stage without the intervention of the Association, provided the adjustment is not inconsistent with the terms of this agreement.
5. Administrator Stage:
- A. If the matter is not resolved informally, the grievance shall be reduced to writing and presented to the Superintendent.
 - B. The Superintendent shall meet with the aggrieved party and any parties in interest within ten (10) days of receipt of the written grievance to fully discuss the matter.
 - C. Within ten (10) days of such meeting, the Superintendent shall render a decision in writing to the aggrieved party and the President of the Association.
6. Board Stage:
- A. If the Superintendent's decision is not satisfactory, the grievance may be appealed in writing to the Board within fifteen (15) days of receipt of the decision.
 - B. Within twenty (20) days of receipt of the appeal, the Board shall hold a hearing with the aggrieved party and any parties in interest.
 - C. Within ten (10) days after the hearing, the Board shall render a decision in writing to the aggrieved party and to the President of the Association.
7. Arbitration Stage:
- A. If the aggrieved party and/or the Association is not satisfied with the decision at the Board Stage, and the Association determines that the grievance is meritorious, the Association may submit the grievance to the American Arbitration Association by serving a Demand for Arbitration upon the Board within twenty (20) days of receipt of the Board's decision.
 - B. The arbitrator's decision will be in writing and will set forth his findings of fact, reasoning and conclusions on the issues.
 - C. The arbitrator shall be without power or authority to make any decision which requires commission of any act prohibited by law or which violates the terms of this agreement.
 - D. The decision of the arbitrator will be final and binding on all parties.

ARTICLE XIV: GRIEVANCE PROCEDURE (cont'd)

- E. The cost of the services of the arbitrator, including per diem expenses and actual and necessary travel and subsistence expenses, will be shared equally by the Board and the Association.

ARTICLE XV: NON-RESIDENT FACULTY CHILDREN

1. Expenses for Faculty Children:

The cost for children of faculty (who live outside the school district) to attend Long Lake Central School shall be \$100 for one child, \$50 for a second child and \$50 for additional children. This money will cover tuition and any necessary fees.

2. Transportation:

Parents will be responsible for transportation to and from school for all regular and extracurricular activities.

3. BOCES Attendance:

If a student under this agreement attends the Occupational Center, transportation to and from pickup points designated by the Board of Education will be the responsibility of the parents. The Occupational Center to be attended will be the Adirondack Educational Center, Route 3, Bloomingdale Road, Saranac Lake, New York.

4. With the stated exceptions, students attending school under this agreement will be entitled to all the rights and privileges of any other student attending Long Lake Central.
5. To be valid, the attendance agreement must be signed by a parent or guardian having legal custody of the student.
6. If any part of this agreement is proven invalid, the entire agreement in Article XV will be deemed invalid.

ARTICLE XVI: SALARY STIPULATIONS AND SCHEDULES

Salary schedules have been amended to provide for increases of 4.3% for the 2006-2007 school year, 4% for the 2007-2008 school year, and 3.7% for the 2008-2009 school year.

1. The salary schedules are attached hereto.
2. Compensation for activities are attached hereto.

ARTICLE XVI: SALARY STIPULATIONS AND SCHEDULES (cont'd)

3. Salary increments will be allowed for satisfactorily completed credit hours, either in-service or graduate, paid for by the teacher, and in blocks of six above the baccalaureate level up to ninety (90). Graduate and in-service credit must lead toward permanent certification or be related to the teacher's duties or tenure area, and must be approved in advance by the Superintendent and Board of Education. Ten (10) instructional hours will equal one (1) in-service credit up to sixty (60) hours on the schedule. After sixty (60) hours on the schedule, twenty (20) instructional hours will be needed for one (1) in-service credit. Salary adjustments for additional approved credit are made between July 1st and September 1st of each calendar year.
4. Newly hired teachers may be allowed credit and placement on the salary schedule for previous teaching experience.
5. Newly hired teachers may be allowed two salary steps for two full years or more of previous military service, subject to Board of Education approval.
6. Teachers who are employed as part time staff will be paid a full day's salary when required by the superintendent to participate in a full day's schedule, excluding compensated activities.

2006-2007
LLCS SALARY SCHEDULE

STEP •	Base	Base +6	Base +12	Base +18	Base +24	Base +30	Base +36	Base +42	Base +48	Base +54	Base +60	Base +66	Base +72	Base +78	Base +84	Base +90
1	35365	36182	36999	37816	38635	40270	41088	41905	42722	43541	44358	45175	45995	46811	47629	48447
2	36175	36993	37812	38629	39447	41082	41898	42717	43535	44351	45171	45987	46805	47623	48441	49257
3	37335	38152	38969	39786	40605	42240	43058	43875	44692	45511	46328	47145	47965	48781	49599	50417
4	38494	39310	40127	40945	41764	43397	44216	45033	45852	46669	47486	48305	49122	49938	50757	51575
5	39648	40469	41286	42104	42921	44556	45374	46193	47010	47827	48645	49463	50279	51098	51915	52735
6	40808	41627	42445	43262	44079	45716	46531	47350	48168	48986	49804	50621	51439	52257	53074	53891
7	41968	42785	43603	44419	45238	46873	47691	48508	49326	50144	50960	51780	52598	53414	54233	55049
8	43126	43944	44761	45578	46397	48033	48850	49666	50485	51302	52120	52937	53755	54574	55391	56209
9	44284	45102	45919	46738	47554	49189	50007	50826	51643	52461	53278	54095	54915	55732	56548	57368
10	45441	46259	47079	47896	48712	50348	51167	51984	52801	53619	54437	55254	56072	56890	57707	58525
11	46600	47419	48236	49052	49872	51508	52324	53141	53960	54777	55594	56414	57230	58049	58867	59682
12	47760	48576	49393	50212	51030	52666	53482	54301	55119	55935	56753	57570	58388	59207	60024	60841
13	48917	49735	50553	51371	52189	53823	54641	55460	56276	57095	57911	58729	59548	60363	61183	62001
14	50075	50893	51712	52529	53347	54981	55800	56616	57434	58253	59070	59888	60706	61524	62340	63158
15	51233	52052	52870	53686	54505	56141	56958	57775	58593	59410	60229	61046	61863	62682	63498	64317
16	52394	53210	54027	54846	55662	57300	58115	58934	59752	60570	61387	62204	63021	63841	64658	65475
17	53552	54368	55186	56004	56822	58456	59273	60093	60911	61728	62544	63364	64180	64997	65816	66632
18	54708	55527	56345	57163	57980	59616	60434	61251	62067	62886	63704	64522	65339	66155	66974	67792
19	55868	56686	57502	58319	59139	60774	61592	62407	63226	64044	64863	65679	66498	67315	68132	68951
20	57027	57843	58661	59478	60296	61930	62750	63568	64385	65203	66020	66837	67655	68474	69291	**
21	58185	59002	59820	60638	61455	63090	63907	64726	65544	66360	67178	67997	68813	69633	**	**
22	59342	60161	60978	61798	62612	64249	65065	65885	66701	67519	68337	69156	69973	**	**	**
23	60501	61319	62136	62955	63772	65408	66226	67042	67859	68677	69495	**	**	**	**	**
24	61660	62477	63294	64111	64931	66565	67383	68199	69019	69837	**	**	**	**	**	**
25	62818	63635	64453	65271	66089	67722	68542	69360	**	**	**	**	**	**	**	**
26	64010	64827	65646	66464	67280	68916	69733	**	**	**	**	**	**	**	**	**
27	65203	66020	66837	67655	68474	**	**	**	**	**	**	**	**	**	**	**
28	66395	67212	68031	68847	69666	**	**	**	**	**	**	**	**	**	**	**
29	67589	68405	69223	**	**	**	**	**	**	**	**	**	**	**	**	**
30	68780	69598	**	**	**	**	**	**	**	**	**	**	**	**	**	**

• Does not necessarily relate to number of years of teaching experience.

** Once teachers reach \$70,000 they will receive a \$1,000 longevity increment.

Teachers already above \$70,000 will also receive a \$1,000 longevity increment in addition to their previous year's salary.

2007-2008
LLCS SALARY SCHEDULE

STEP *	Base	Base +6	Base +12	Base +18	Base +24	Base +30	Base +36	Base +42	Base +48	Base +54	Base +60	Base +66	Base +72	Base +78	Base +84	Base +90
1	36780	37629	38479	39329	40180	41881	42732	43581	44431	45283	46132	46982	47835	48683	49534	50385
2	37879	38696	39513	40330	41149	42784	43602	44419	45236	46055	46872	47689	48509	49325	50143	50961
3	38689	39507	40326	41143	41961	43596	44412	45231	46049	46865	47685	48501	49319	50137	50955	51771
4	39849	40666	41483	42300	43119	44754	45572	46389	47206	48025	48842	49659	50479	51295	52113	52931
5	41008	41824	42641	43459	44278	45911	46730	47547	48366	49183	50000	50819	51636	52452	53271	54089
6	42162	42983	43800	44618	45435	47070	47888	48707	49524	50341	51159	51977	52793	53612	54429	55249
7	43322	44141	44959	45776	46593	48230	49045	49864	50682	51500	52318	53135	53953	54771	55588	56405
8	44482	45299	46117	46933	47752	49387	50205	51022	51840	52658	53474	54294	55112	55928	56747	57563
9	45640	46458	47275	48092	48911	50547	51364	52180	52999	53816	54634	55451	56269	57088	57905	58723
10	46798	47616	48433	49252	50068	51703	52521	53340	54157	54975	55792	56609	57429	58246	59062	59882
11	47955	48773	49593	50410	51226	52862	53681	54498	55315	56133	56951	57768	58586	59404	60221	61039
12	49114	49933	50750	51566	52386	54022	54838	55655	56474	57291	58108	58928	59744	60563	61381	62196
13	50274	51090	51907	52726	53544	55180	55996	56815	57633	58449	59267	60084	60902	61721	62538	63355
14	51431	52249	53067	53885	54703	56337	57155	57974	58790	59609	60425	61243	62062	62877	63697	64515
15	52589	53407	54226	55043	55861	57495	58314	59130	59948	60767	61584	62402	63220	64038	64854	65672
16	53747	54566	55384	56200	57019	58655	59472	60289	61107	61924	62743	63560	64377	65196	66012	66831
17	54908	55724	56541	57360	58176	59814	60629	61448	62266	63084	63901	64718	65535	66355	67172	67989
18	56066	56882	57700	58518	59336	60970	61787	62607	63425	64242	65058	65878	66694	67511	68330	69146
19	57222	58041	58859	59677	60494	62130	62948	63765	64581	65400	66218	67036	67853	68669	69488	**
20	58382	59200	60016	60833	61653	63288	64106	64921	65740	66558	67377	68193	69012	69829	**	**
21	59541	60357	61175	61992	62810	64444	65264	66082	66899	67717	68534	69351	**	**	**	**
22	60699	61516	62334	63152	63969	65604	66421	67240	68058	68874	69692	**	**	**	**	**
23	61856	62675	63492	64312	65126	66763	67579	68399	69215	**	**	**	**	**	**	**
24	63015	63833	64650	65469	66286	67922	68740	69556	**	**	**	**	**	**	**	**
25	64174	64991	65808	66625	67445	69079	69897	**	**	**	**	**	**	**	**	**
26	65332	66149	66967	67785	68603	**	**	**	**	**	**	**	**	**	**	**
27	66524	67341	68160	68978	69794	**	**	**	**	**	**	**	**	**	**	**
28	67717	68534	69351	**	**	**	**	**	**	**	**	**	**	**	**	**
29	68909	69726	**	**	**	**	**	**	**	**	**	**	**	**	**	**
30	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**

* Does not necessarily relate to number of years of teaching experience.

** Once teachers reach \$70,000 they will receive a \$1,000 longevity increment.

Teachers already above \$70,000 will also receive a \$1,000 longevity increment in addition to their previous year's salary.

2008-2009
LLCS SALARY SCHEDULE

STEP *	Base	Base +6	Base +12	Base +18	Base +24	Base +30	Base +36	Base +42	Base +48	Base +54	Base +60	Base +66	Base +72	Base +78	Base +84	Base +90
1	38141	39021	39903	40784	41667	43431	44313	45193	46075	46958	47839	48720	49605	50484	51367	52249
2	39367	40216	41066	41916	42767	44468	45319	46168	47018	47870	48719	49569	50422	51270	52121	52972
3	40466	41283	42100	42917	43736	45371	46189	47006	47823	48642	49459	50276	51096	51912	52730	53548
4	41276	42094	42913	43730	44548	46183	46999	47818	48636	49452	50272	51088	51906	52724	53542	54358
5	42436	43253	44070	44887	45706	47341	48159	48976	49793	50612	51429	52246	53066	53882	54700	55518
6	43595	44411	45228	46046	46865	48498	49317	50134	50953	51770	52587	53406	54223	55039	55858	56676
7	44749	45570	46387	47205	48022	49657	50475	51294	52111	52928	53746	54564	55380	56199	57016	57836
8	45909	46728	47546	48363	49180	50817	51632	52451	53269	54087	54905	55722	56540	57358	58175	58992
9	47069	47886	48704	49520	50339	51974	52792	53609	54427	55245	56061	56881	57699	58515	59334	60150
10	48227	49045	49862	50679	51498	53134	53951	54767	55586	56403	57221	58038	58856	59675	60492	61310
11	49385	50203	51020	51839	52655	54290	55108	55927	56744	57562	58379	59196	60016	60833	61649	62469
12	50542	51360	52180	52997	53813	55449	56268	57085	57902	58720	59538	60355	61173	61991	62808	63626
13	51701	52520	53337	54153	54973	56609	57425	58242	59061	59878	60695	61515	62331	63150	63968	64783
14	52861	53677	54494	55313	56131	57767	58583	59402	60220	61036	61854	62671	63489	64308	65125	65942
15	54018	54836	55654	56472	57290	58924	59742	60561	61377	62196	63012	63830	64649	65464	66284	67102
16	55176	55994	56813	57630	58448	60082	60901	61717	62535	63354	64171	64989	65807	66625	67441	68259
17	56334	57153	57971	58787	59606	61242	62059	62876	63694	64511	65330	66147	66964	67783	68599	69418
18	57495	58311	59128	59947	60763	62401	63216	64035	64853	65671	66488	67305	68122	68942	69759	**
19	58653	59469	60287	61105	61923	63557	64374	65194	66012	66829	67645	68465	69281	**	**	**
20	59809	60628	61446	62264	63081	64717	65535	66352	67168	67987	68805	69623	**	**	**	**
21	60969	61787	62603	63420	64240	65875	66693	67508	68327	69145	69964	**	**	**	**	**
22	62128	62944	63762	64579	65397	67031	67851	68669	69486	**	**	**	**	**	**	**
23	63286	64103	64921	65739	66556	68191	69008	69827	**	**	**	**	**	**	**	**
24	64443	65262	66079	66899	67713	69350	**	**	**	**	**	**	**	**	**	**
25	65602	66420	67237	68056	68873	**	**	**	**	**	**	**	**	**	**	**
26	66761	67578	68395	69212	**	**	**	**	**	**	**	**	**	**	**	**
27	67919	68736	69554	**	**	**	**	**	**	**	**	**	**	**	**	**
28	69111	69928	**	**	**	**	**	**	**	**	**	**	**	**	**	**
29	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
30	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**

* Does not necessarily relate to number of years of teaching experience.

** Once teachers reach \$70,000 they will receive a \$1,000 longevity increment.

Teachers already above \$70,000 will also receive a \$1,000 longevity increment in addition to their previous year's salary.

ARTICLE XVI: COMPENSATION FOR ACTIVITIES

Coaches/advisors for any activity will have the option of having their compensation incorporated into their annual salary or paid to them in one or more installments during or after the completion of the activity. Incumbent coaches/advisors will have first choice at the activity for the next year. If an incumbent coach/advisor does not choose to take an activity, that position will be posted by the Superintendent for sign-up by any interested Association member. The Superintendent shall choose the replacement from this list. If no Association member signs up for the position, the Superintendent will be able to choose a qualified person from outside the Association. If an Association member is unable to complete an activity for which compensation is due, payment shall be pro-rated for the portion of the activity completed. Non-faculty chaperones are subject to Superintendent approval.

SPORTS* (per season, unless otherwise noted)

Soccer (varsity)	2100
(modified)	1650
Soccer (elementary - minimum of 20 hours)	750
Basketball (varsity)	3200
(modified)	2800
Basketball (elementary - minimum of 20 hours)	750
Bodybuilding	1425
Tennis	1320
Baseball (varsity)	2100
(modified)	1650
Softball (varsity)	2100
(modified)	1650
Athletic Coordinator (per year)	2000
Timekeeper (soccer, 1 game)	70
Scoreboard Operator (basketball, 1 game)	35
30 Second Clock Operator (basketball, 1 game)	35
Home Game Chaperone (per game)	50

*If both Varsity and Junior Varsity/Modified teams have the same coach and practice at the same time, the compensation will be one and one half (1 & 1/2) the listed compensation.

ARTICLE XVI: COMPENSATION FOR ACTIVITIES (cont'd)

NON SPORTS

Adult Education (per hour)	35
Approved School Activities on Non-school Days (faculty chaperone per day)	150
(non-faculty chaperone per day)	75
Approved Overnight School Activities on Non-school Days (faculty chaperone per day)	235
(non-faculty chaperone per day)	100
Approved Overnight School Activities on School Days (faculty chaperone per day)	90
(non-faculty chaperone per day)	45
Arts In Education Coordinator (per year)	500
Audio-visual Coordinator (per year)	950
Club Advisor (activities subject to superintendent approval - per hour)	35
Class Activity/Dance Chaperone (subject to superintendent approval - per day)	90
Computer Coordinator (stipulations set forth in a side letter of agreement)	1800
Mentoring of New Teacher (stipulations set forth in a side letter of agreement)	1800
C.S.E. Coordinator (stipulations set forth in a side letter of agreement)	5000
Musical Director (per production)	2500
Senior Trip (faculty chaperone per day)	235
(non-faculty chaperone per day)	100
Yearbook Advisor (per year)	1500
Summertime Curriculum Development (per hour)	35
Tutoring (out of school - subject to superintendent approval - per hour)	35

ARTICLE XVI: COMPENSATION FOR ACTIVITIES (cont'd)

NON SPORTS

Student Council Advisor	700
National Honor Society Advisor	700
P.M. Study Hall Teacher (per session)	35
P.M. Detention Monitor (per session)	35
Lead Teacher (by mutual agreement with superintendent)	
(full day)	75
(half day)	50

ARTICLE XVII: AGENCY FEE

The District shall deduct from the wage or salary of employees in the bargaining unit who are not members of the Association, the amount equivalent to the dues levied by the Association and its affiliates. The sum shall be transmitted to the Association so long as it complies with the requirements of Chapter 677 and 678 of the Laws of 1977 of the State of New York, as may be amended or replaced in the future. The agency shop fee deduction shall be made following the same procedure as applicable for dues check off, except as otherwise mandated by the Law or this Agreement.

ARTICLE XVIII: CONFORMITY OF LAW

If any provision of this agreement is or shall at any time be contrary to Law, then such provision shall not be applicable, performed, or enforced except to the extent permitted by Law. In the event any provision of this agreement is or shall at any time be contrary to Law, all other provisions of this agreement shall continue in effect.

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

ARTICLE XIX: TOTALITY OF AGREEMENT

This written agreement constitutes 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.

ARTICLE XX: DURATION OF AGREEMENT

The BOARD OF EDUCATION, LONG LAKE CENTRAL SCHOOL DISTRICT and the LONG LAKE FACULTY ASSOCIATION, LONG LAKE CENTRAL SCHOOL DISTRICT hereby adopt this Agreement and the attached Side Letters of Agreement, to be in effect for the school years 2006-2007 through 2008-2009.

LONG LAKE CENTRAL SCHOOL DISTRICT REPRESENTATIVE

BY Vicki L. Plumley
Vice President

DATE 5/23/06

LONG LAKE FACULTY ASSOCIATION

BY Michael J. Farrell
Faculty Ass'n. President

DATE 5/23/06

LONG LAKE CENTRAL SCHOOL

LONG LAKE, NEW YORK 12847

SIDE LETTER OF AGREEMENT

RE: BOCES TEACHERS/LLCS SUPPORT STAFF

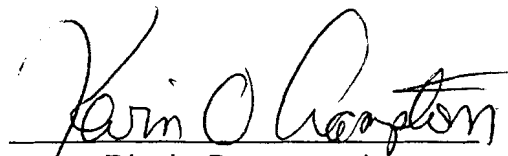
The Long Lake Central School District and the Long Lake Faculty Association agree to the following terms and conditions of employment for:

- a. Teachers employed by BOCES and working in Long Lake Central School
- b. Support staff employed by Long Lake Central School
 1. Said teacher/staff members shall be eligible to participate as a coach or advisor for any extracurricular activities, and shall be compensated according to Article XVI, Pp. 18 & 19 of this contract.
 2. Said teachers/staff members shall be entitled, if not residing in the Long Lake Central School District, to the agreement established by Article XV of this contract.

This agreement will be effective from July 1, 2006 until

June 30, 2009.


Association Representative


District Representative