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TA/6167

RECOGNITION AGREEMENT

**Chief School Administrator
Seaford Board of Education**

and

United Teachers of Seaford

JULY 1, 2006 – JUNE 30, 2010

RECEIVED

DEC 13 2007

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

225

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RECOGNITION AGREEMENT

Chief School Administrator, Seaford Board of Education

and

United Teachers of Seaford

Pursuant to the Public Employees' Fair Employment Law, Article 14 of the Civil Service Law, the District hereby adopts the following agreement covering recognition of the United Teachers of Seaford and the methods by which negotiations shall take place with said organization.

ARTICLE I - AGREEMENT

This Agreement made and entered into this 17~~th~~ day of August, 2007 by and between the Chief School Administrator at the Seaford Union Free School District and the United Teachers of Seaford, of Seaford Union Free School District, Seaford, New York, shall be in effect from July 1, 2006 to June 30, 2010.

Definitions used in the Agreement.

- A. Chief School Administrator - Superintendent of Schools
- B. Board - Board of Education, Seaford Union Free School District, Seaford, Town of Hempstead, Nassau County, New York
- C. Association - United Teachers of Seaford, Seaford, Town of Hempstead, Nassau County, New York
- D. Employees - Professional staff in this negotiating unit consists of classroom teachers and auxiliary personnel, guidance counselors, nurse-teachers, reading teachers, psychologists, department chairpersons, librarians, speech therapists, dental hygienists, A-V director, attendance director and director of libraries, lead teachers, special service teachers, social workers.
- E. Terms and Conditions - Those terms of employment and conditions of employment required by law, or negotiated as "Terms and Conditions of Employment" by the Board and the Association.
- F. Legislative Body - The Board, acting in concert, in its official and public capacity.
- G. District - Union Free School District, Seaford, Town of Hempstead, Nassau County, New York.

ARTICLE II - PHILOSOPHY

The Board and the Association firmly subscribe to the philosophy that the primary function of the operation of the Seaford Public Schools is to assure that each student has the opportunity to attain the highest level of educational opportunities obtainable. The Board and the Association agree that the objectives of the educational program can be realized to the highest degree when mutual understanding, cooperation and effective communication exists between the Board and its total staff.

ARTICLE III - RECOGNITION

A. The Seaford Union Free School District recognizes the United Teachers of Seaford (U.T.S.) as the exclusive negotiating agent for the employees in the unit. Such recognition is extended for the duration of this Agreement.

B. The Seaford Union Free School District and the United Teachers of Seaford recognize that strikes and other forms of work stoppage by teachers are contrary to law and public policy. The Board and the Association subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the operation of the Seaford Public Schools.

C. The Parties agree for the life of the contract, to abide by Section 209(a)(1)(c) of the Taylor Act which prohibits an employer from discriminating against any employee for the purpose of encouraging or discouraging membership in, or participation in the activities of the U.T.S., provided, however, that this shall not prohibit the District from pursuing any available remedies for illegal or prohibited activities.

ARTICLE IV - PRINCIPLES

A. Employee's Right to Join or Not to Join Association

Employees covered in this negotiating unit shall have the right to join, or not to join the Association, but membership shall not be a pre-requisite for employment or continuation of employment of any employee.

B. District Employees' Rights in Negotiation Unit

The Association agrees to represent equally all employees without regard to membership or participation in, or association with, the activities of the Association and to continue to admit employees to membership without qualification other than employment in the Seaford School District and payment of dues as required of all members of the Association.

C. Application of Agreement

The Association and the Board agree that all "Terms and Conditions of Employment" under this Agreement shall apply equally to all employees whether they are Association members or not.

D. Implementation of Agreement

This Agreement shall supersede any inconsistent Board Policy. In addition, the District shall not alter any existing "Terms and Conditions of Employment" covered in board policy but not covered in this Agreement without prior negotiations with the Association.

ARTICLE V - AREAS FOR DISCUSSION AND AGREEMENT

The Board and the Association recognize that the Board is the Legislative Body legally responsible for the determination of policies covering all aspects of the Seaford Public School System. The Board recognizes that it must operate in accordance with all statutory provisions of the State, and such other rules and regulations as may be promulgated by the Commissioner of Education in accordance with such statutes. The Board cannot reduce, negotiate, or delegate its legal responsibilities. It is understood that both parties will negotiate in good faith in accordance with the rules and regulations of Article XIV of the Civil Service Law. Negotiations shall include matters pertaining to teachers regarding terms and conditions of employment except those not negotiable by law. Recognition of the Association constitutes an agreement between the Board and the Association to reach mutual understanding regarding matters related to terms and conditions of employment.

ARTICLE VI - NEGOTIATIONS

A. Negotiating Teams

The Board's designated representatives will meet with representatives designated by the Association for the purpose of negotiation and reaching mutually satisfactory agreements.

B. Initiating Negotiations

The parties agree to hold the initial session to open negotiations for a successor agreement on or before the fifteenth of January of the year in which the then current collective agreement expires.

At this session, the Association shall submit its complete written proposals to the

Board or its delegated representatives and simultaneously the Board shall submit its complete written proposals to the Association.

C. Implementation

The Board negotiated collectively with the Association in determining the terms and conditions of employment for employees for the period July 1, 2006 through June 30, 2010.

D. Negotiation Procedures

1. Board and Association representatives shall meet at mutually acceptable times and places in an effort to reach common understanding and agreement.

2. Both parties agree to conduct negotiations in good faith and to deal openly and fairly with each other on all matters.

3. Both parties agree to present relevant data, points of view, and make proposals and counter proposals. Each party shall make available to the other upon request, information within its possession which is not privileged under law, and which is relevant to the subject under discussion. The U.T.S. or the Board of Education negotiating team may, at its discretion, bring into negotiations any outside legal and/or professional advisors.

4. Both parties agree that all negotiations will be conducted in closed session, with the exception of those persons or participants invited by either party.

5. All agreements reached at negotiating sessions are tentative until the entire agreement is established.

6. Both parties agree to hold such additional meetings at least weekly unless canceled by either party following the initial meeting, as are necessary to reach an understanding on all issues or until an impasse is reached. Meetings shall not exceed three hours, unless by mutual consent.

7. When consensus is reached covering the areas under discussion, the proposed agreement shall be reduced to writing and submitted to negotiation representatives of both parties for approval and presentation to the Board and Association. Following approval by a majority of the Association membership and by the Superintendent of Schools, the Legislative Body will take such action upon the recommendations submitted as are necessary to make them official.

ARTICLE VII - DUES DEDUCTION

The Board of Education of Seaford Union Free School District, Seaford, agrees to deduct from the salaries of its employees, dues for the U.T.S. and affiliate organizations as said teachers individually and voluntarily authorize the Board to deduct and to transmit the monies promptly to the U.T.S. Teachers authorizations shall be in writing in the form set forth in **Appendix D**.

A. Each of the Associations named in Article VII shall certify to the Board in writing the current rate of its membership dues. Any Association which shall change the rate of its membership dues shall give the Board thirty (30) days written notice prior to the effective date.

B. Deductions referred to in Section A above shall be made in the following manner:

The total annual membership dues for the U.T.S. and affiliates, certified as mentioned above, shall be deducted in equal dollar installments beginning with the first pay period in October. No later than two (2) weeks prior to the first scheduled paycheck in this pay period, the Association shall provide the Board with a list and the original signed dues authorization cards of those employees who have voluntarily authorized the Board to deduct dues for the Associations named in Section A.

C. The Board of Education shall transmit all dues collected to the U.T.S. monthly.

D. Employees may withdraw their authorizations at any time by giving timely written notice to the business office on or before September 15 prior to the initial deduction period established for the school year. The business office shall notify the President of the U.T.S. of all those employees who have withdrawn dues deductions in accordance with the provision of Section E of this Article by September 30 of each school year.

E. Every member of the bargaining unit who is not a member of the U.T.S. shall as a condition of continuing employment, within thirty (30) days after the initial date of employment pay to the U.T.S. an Agency Fee; such fee shall be equal to the membership dues of the U.T.S. and its affiliates. Such fee shall be deducted by the District and transmitted to the U.T.S.

ARTICLE VIII - TEACHERS ADVISORY COUNCIL (TAC)

A. Goals

1. To provide a team approach toward the improvement of education and educational efficiency.
2. To promote a better understanding of the needs and problems of students, faculty, the administration and the Board of Education.
3. To improve the quality of education and organization in the Seaford Schools.
4. To create a wholesome atmosphere of shared responsibility so as to improve morale and contribute to the dignity of the teaching profession.
5. It is not the purpose of the TAC to discuss matters concerning the meaning or interpretation of the collective agreement.

B. Organization

1. A TAC will be formed in each building of the Seaford School District.
2. Teacher members of the TAC will be elected by democratic process from among the U.T.S. members within each individual building.
3. Any teacher may be nominated by any other teacher, tenured or non-tenured. The number on the TAC in the following proportions: a minimum of one (1) council member for every fifteen (15) teachers, but no less than four (4) teachers in addition to the building representatives of the U.T.S..

C. Methods of Procedure

1. The TAC will meet with the building administration at least once each quarter, or monthly, upon request of either party, at mutually agreeable times.
2. The areas of involvement shall include such areas as curriculum, teacher morale and mechanics of teaching.
3. Meetings shall be mutually chaired by teachers and administrators on a rotating basis.

ARTICLE IX - ASSOCIATION RIGHTS AND RESPONSIBILITIES

A. Bulletin Boards

Space on at least one bulletin board in each faculty room shall be reserved for the exclusive use of the Association for the purpose of posting material dealing with the proper and legitimate Association business.

B. School Mailboxes

The U.T.S. shall have free access to and use of teacher mailboxes. Such use shall be in accordance with the following guidelines restricting the use of mailboxes for materials inappropriate such as:

1. Political material reflecting organizational sponsorship of a particular candidate, party or political viewpoint.
2. Material of a personal derogatory nature.
3. Statement or advertisements of a commercial nature.

C. Meetings

The Association Building Representative may call a meeting after regular school hours. Professional staff members engaged in extra-curricular activities are expected to fulfill these responsibilities.

The U.T.S. shall be granted one hour at the conclusion of any program held during a District Superintendents Day Conference. It is understood that the Association time will be within the normal teacher day and is for the purpose of holding a District-wide Association meeting.

D. Staff Orientation on Agenda and Teacher Assignments

The Association shall be placed on the agenda of all general staff orientation meetings. The names of all new staff members and their building grade and subject assignments shall be provided to the Association no later than September 15 annually.

E. Use of School Buildings and Equipment

The Association will have use of school buildings and equipment in accordance with

present policy. Notification should be given to building administration of such usage by Union officers.

F. Leave of Absence - Association Officials

The Board Agrees that one (1) tenured teacher designated by the Association will, upon request, be granted a leave of absence up to two (2) years without pay for the purpose of engaging in Association (Local, State or National) activities. No District benefits shall accrue for this leave of absence other than those available to teachers for the current year. Upon return, the teacher will be placed on the next step of the salary schedule.

G. Copies of Board Policies and Rules

One copy of the Board of Education By-Laws and Policies will be delivered to the Association President.

H. Copies of Agreements

Copies of this Agreement will be printed at the expense of the Board of Education and be distributed one (1) copy for each employee. Additional copies will be provided to the U.T.S. at cost.

I. Superintendent

The Superintendent and/or his staff shall meet with officers of the Association quarterly, or monthly, upon request of either party, at mutually agreeable times, to discuss matters relating to the implementation of this Agreement.

J. The Board shall permit the President of the Association or his designate to visit schools in the District during his preparation and free periods for the purpose of carrying on Association business.

K. The President of the U.T.S. shall have the last period of each day scheduled as a preparation period.

The President of the Association shall be assigned no more than four (4) classes per day and shall not be assigned a duty.

The elementary (1) and secondary (1) vice president shall not be assigned duties to permit them to perform official U.T.S. business.

ARTICLE X - TEACHER FILES

Upon request by teachers, they shall be permitted to examine their Seaford Union Free School District Official Professional File maintained in the principal's or Central Office. Such file shall contain material concerning the teacher's service in Seaford, privileged communications and references excepted.

Upon request by teachers, they may be accompanied by an Association representative at the time they review the file.

Any documents being placed in teachers files shall be signed by the teachers to indicate they have read the document. Teachers shall have the right to have their written response attached to any document placed in their files.

ARTICLE XI - OBSERVATION/EVALUATION

Supervisory and/or administrative staff (hereinafter Asupervisors@) shall conduct all observations and evaluations. Upon entering a teacher=s room the observer shall indicate to the teacher that the purpose of the visit is an observation.

Supervisors shall meet with teachers for post-observation conferences, if necessary, no later than two weeks after the classroom observation. Prior to the post-observation conference, and no later than one week after the actual classroom observation, supervisors shall apprise teachers of any concerns that will be discussed at that conference. The written report shall be submitted to the teacher no later than one month after the initial classroom observation. In the case where a supervisor does not believe that it is necessary to schedule a post-observation conference, teachers will still have the right to have one if they so request in writing to the evaluator.

Teacher observation reports, including a summary of the conference, must be signed by teachers to indicate that they have read the report and that the report will be placed in their personnel file.

ARTICLE XII - ABSENCE

A. 1. Personal and/or Family Illness

Teachers absent for personal illness and/or family illness shall receive full salary during absence not exceeding twelve (12) days in any given school year. Moreover, the unused portion of the twelve (12) day annual sick leave may accumulate without limitation and may be applied to offset deductions of absences in subsequent years.

Teacher absences for family illness shall be limited to a maximum of ten (10) days in any school year.

2. Personal Leave

Three (3) days absence for personal business shall be allowed each year. Such absence shall not be deducted from accumulated sick leave. Such absences shall be utilized for legal reasons, religious purposes, and personal business that cannot be transacted at any other time other than a school day. Except for emergencies, or reasons beyond the control of the teacher, personal days shall not be taken immediately before or after a holiday or vacation. Request for personal leave, except for emergencies, shall be submitted at least one (1) full working day in advance of the requested date.

Moreover, the unused portion of the three (3) days annual personal leave shall accumulate as unused illness leave.

3. A teacher who is disabled and unable to teach may utilize the sick leave provision of their contract. In such claims of disability the District may require medical verification from the teacher. The District may require an employee to submit to a medical examination by a doctor of its choice at District expense.

B. Non-Elective Employer Contributions – Accumulated Sick Leave

The Board of Education agrees to make an employer non-elective contribution, pursuant to the terms of this Agreement in an amount equaling the present value of teachers' unused leave days at the present rate of pay, which employer non-elective contribution shall be made upon their retirement or in the event of death while actually employed by the School District. Maximum unused leave days shall not exceed 150 days for computing the amount of the employer non-elective contribution.

(Note: Prior to 1974-75 payment was based on unused sick leave, which shall remain in each teachers unused leave account.)

For all employees hired after January 1, 1979, maximum unused leave days shall not exceed 120 days for computing the non-elective employer contribution.

Employees hired after July 1, 1985, shall be entitled to accumulate up to a maximum of 100 sick days payable, as a non-elective employer contribution, upon their retirement from the District, or death, at the rate of one (1) day's pay for each two (2) days of accumulated unused sick leave.

The employer non-elective contribution(s), as specified above, shall be remitted, in

the name of the eligible unit member, to OMNI (or other company chosen by the employer), as a common remitter, for processing and for placement in a non-elective 403(b) account as provided by the employer. The District shall notify the Association if there is a change in the common remitter. Within forty-eight (48) hours after such placement with the common remitter, each eligible unit member's non-elective employer contribution shall be transferred to the employee's designated 403(b) provider which the employee has selected to receive employer contributions. If the employee does not designate a 403(b) account which can receive an employer non-elective contribution, the Employer shall deposit the contribution in the name of the employee into a trust (holding) account to be distributed in accordance with the provisions of this agreement when the employee designates an appropriate 403(b) account. Eligible unit members shall forthwith notify the District in writing of the total elective contribution, if any, made by them to any 403(b) accounts outside of which they contribute as an employee of the Seaford Union Free School District.

Notwithstanding the amount of the non-elective employer contribution(s) set forth above, the amount of the non-elective employer contribution shall not exceed the applicable annual contribution limits permitted under relevant law, i.e., Section 415(c)(1) of the Code. In the event that the aggregate employer non-elective contribution exceeds the applicable annual contribution limitation, the excess amount shall be paid directly to the eligible retiring unit member as compensation.

All non-elective employer contributions and excess compensation amounts shall be remitted no later than forty-five (45) days after the employee's retirement date, but no later than as otherwise required by applicable law.

No employee may receive cash in lieu of or as an alternative to any employer non-elective contributions.

The District will fulfill any applicable legal obligations in processing and reporting these non-elective contributions to the TRS.

The Association acknowledges that the District has made no representation to the Association or its members as to the position of the Internal Revenue Service (IRS) regarding the tax-deferred status of these contributions or as to the position of the New York State Teachers' Retirement System (TRS) regarding whether these contributions will be included in the member's final average salary (FAS).

C. Extended Sick Leave - Major Illness

The Board of Education of the Seaford Schools, in recognition of the needs of teachers for their personal well-being and financial security, is sympathetic to his desire for protection during periods of prolonged illness. Therefore, to help insure and sustain

satisfaction in their teaching jobs at Seaford and promote a bond of human understanding between the Board of Education and the teachers, the following benefits are set forth.

In the case of major illness of a nature requiring a teacher's absence from duty over an extended period of time, certain benefits are hereinafter described with the following limitations.

1. Provided such absences do not concern care or treatment for inherited diseases or defects, chronic afflictions, remedial dental work or plastic surgery undertaken by the in the individual's sense of personal values; and

2. Provided that adequate medical documentation is available, including diagnosis and findings of the attending family or personal physician, duly licensed to practice medicine in the State of New York, the right is reserved by the Board of Education to cause appropriate review and examination of both the person and the medical history and such records pertaining in each case by school medical advisors and/or medical specialists at such times and frequency as may be determined at the discretion of the Board of Education. A duplicate copy of all records submitted to the Board must be submitted to the teacher.

Beginning with the first year of tenure, or the fourth successive year of service in the Seaford School System, the following number of days of absence as hereinafter described may be allowed.

After accumulated leave full pay is exhausted, for each year of service beginning with the first year of tenure, or the fourth successive year of service, and continuing through the tenth year, one month at three quarters pay may be granted or accumulated for ten years. This would represent a total possible accumulation of one year's allowance for absence due to personal illness as stipulated in the following:

Analysis of Extended Sick Leave Benefits

Years of Service	Sick Leave									
4th	Accum. leave at full pay + 4 months at 3/4 pay									
5th	"	"	"	"	"	5	"	"	"	"
6th	"	"	"	"	"	6	"	"	"	"
7th	"	"	"	"	"	7	"	"	"	"
8th	"	"	"	"	"	8	"	"	"	"
9th	"	"	"	"	"	9	"	"	"	"
10th	"	"	"	"	"	10	"	"	"	"

Such sick leave payment due to personal illness shall be computed and made in conformity with the regular pay schedule established each school year by the Board of Education during the regular school year for the school faculty.

D. Teacher's absence which occurred prior to September 29, 1993 due to an accident occurring in school properly identified and proven, reported promptly to the Administration and Health Service, and arising from events involved in the performance of delegated professional responsibilities, shall not be deducted from leave days, provided the teachers own negligence did not contribute to their own accident.

Such absences which occur on or after September 30, 1993 shall have a maximum allotment of 270 work days.

E. In the event teachers use all their accumulated sick leave, their leave shall be continued without pay.

F. Death in Immediate Family

A maximum of five (5) days at full pay will be granted for each instance of death in the immediate family. Immediate family is to be defined as: father, mother, brother, sister, husband, wife, son or daughter. Three (3) days at full pay will be granted in the instance of death of a relative.

Such absences shall not be deducted from leave allowance.

G. Other Absences

1. Teachers may, with the permission of the Superintendent of Schools, be permitted to attend teachers conferences, serve on evaluating committees, and visit in other schools. Full pay will be allowed for such activities.

2. Jury duty or court witness where attendance is required by subpoena in court. Full pay shall be paid in an amount equal to the normal current teaching salary less any compensation or fee provided for jury duty or court appearances.

3. Quarantine

Full pay allowed.

4. Military Leave.

Teachers required by Federal Laws to serve reserve duty with the Armed Forces

during the school year will be paid full salary for periods up to thirty (30) days.

H. Notification of Absence

Teachers unable to report for duty are required to notify the person designated by the District the evening before, when possible, or at approximately 6:30 a.m. the day of the absence. In an emergency, the teacher will notify the school as soon as possible.

I. Unexcused Absence

A deduction will be made for each day of unexcused absence equal to one-two-hundredths (1/200th) of the yearly salary.

J. Teachers absent for four (4) consecutive days may be required to present a doctor's certificate upon readmittance to school.

K. Unexcused lateness

Unexcused lateness will be subject to disciplinary action.

ARTICLE XIII - LEAVE OF ABSENCE

A. Leaves of Absence for Child Care

Upon request, teachers will be granted a leave of absence, without pay, not to exceed two (2) years' duration, for the care of a newly-born infant or adopted child. In the event that a birth or adoption occurs on or after January 2, and the teacher utilizes child care leave for all or part of the remaining school year, that leave time shall not count toward the calculation of the two year maximum for child care leave under this article. Upon return from such leave, they shall be reinstated to the same or comparable position and shall be placed on the appropriate step of the salary schedule. Leave time shall not apply to any longevity career increment calculations.

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

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

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

B. Political, Peace Corps and Vista Leaves

Teachers will be granted an unpaid leave of absence if elected to a political office; serve in the Peace Corps or Vista, for one (1) year, plus any fraction of the year, to allow them to return in September of the school year.¹

C. Unpaid Leaves

Teachers may be granted an extended leave of absence without pay not to exceed one (1) year and one (1) semester for compelling personal reasons. Request for such leave shall be submitted to the Superintendent at least 120 days prior to the commencement of the leave, where possible. The Board's decision shall not be arbitrary or capricious.

Upon return from such leave, they shall be placed on the appropriate step of the salary schedule. Such leave time shall not apply to any longevity calculations.

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

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

ARTICLE XIV - TUITION REIMBURSEMENT

A. Teachers shall be eligible for special tuition reimbursement for graduate study courses taken at an accredited institution. The sum of money will be paid directly to the teacher subject to one of the following conditions:

1. The courses taken are in one of the following categories:
 - a. Within the teacher's field of instruction or a related field;
 - b. Within the field of educational administration;
 - c. Necessary to obtain a certificate issued by the State Education

¹A fraction shall be considered any point in time after the end of the first semester, usually on or about January 28. Leaves commencing at a point in time prior to the end of the first semester shall constitute a full year.

Department in the field of education; or

- d. Necessary to maintain employment.

2. Teachers shall notify the District that they wish to participate in the reimbursement program by September 15th for Fall courses, February 1st for Spring courses, and June 1st for Summer courses.

The District shall notify teachers selected in accordance with Item A4@ below, by September 30th for Fall courses, February 15th for Spring courses, and June 15th for Summer courses.

3. Each year the District shall expend the sum of \$10,000 for courses at an accredited institution. The Board shall expend the total sum for each year provided sufficient teachers request reimbursement under this provision.

4. Teachers with the greatest years of seniority in the District shall be given preference in receiving compensation for courses at an accredited institution. Thereafter, preference for the above-mentioned benefits shall be given in the following order:

- a. No previous receipt of compensation under this provision
- b. Seniority

In no event shall any one teacher receive a sum in excess of \$500 in any one year.

B. The funds herein may be utilized for undergraduate courses related to the teachers' assignment in the District provided prior approval of the Superintendent is given.

C. Payment shall be made to the teacher within thirty (30) days of the presentation of transcripts listing completed courses to the District office. Such payments shall be made by separate check.

ARTICLE XV - SCHOOL CALENDAR

A. The School calendar has been established and made part of this Agreement for the 2006-07. school year.

B. The calendar shall contain a February Winter Recess and shall not exceed 183 days. Said calendar shall be developed on the same basis as the 1985-86 calendar, and

shall continue the practice of closing the schools for an additional day in the event schools are not closed for emergency and/or snow reasons.

Immediately upon its adoption, the subsequent school year calendars will be made a part of this Agreement.

C. All teachers will be expected to complete a full year's schedule. Requests to report for duty after the school year has started or leave prior to the end of the school year will not be considered.

ARTICLE XVI - WORKING DAY

A. A seven hour day based upon the inclusion of the lunch period shall be established.

B. Forty minutes per day for preparation will be provided in the elementary schools, whenever possible.

Elementary classroom teachers will have five (5) forty minute preparation periods per week during the instructional day. It is the intent of the parties that this means the number of preps are equivalent to the number of days in the work week. When special area teachers responsible for relieving elementary classroom teachers for their preparation periods are not in school, or are not available, the District will continue to make its best efforts to hire substitute teachers so that regular classroom teachers receive their scheduled preparation periods. Moreover, if sufficient substitute teachers are not available, the District will continue to request teachers to cover their colleague=s classes. Those teachers that agree to cover their colleague=s classes will be reimbursed as specified in Article XIX of the contract.

C. Teachers will be required to attend ten (10) monthly faculty meetings each year. These meetings shall take place after the school day, and each shall be limited to no more than one hour and fifteen minutes in duration.

In addition, the principal may schedule up to five (5) additional faculty meetings during the course of the school year. These additional meetings shall take place after the school day and each shall be limited to no more than one hour in duration.

In all cases, the UTS leadership will have an opportunity to address their colleagues only after the faculty meeting has ended.

D. All elementary teachers will be allowed a duty free uninterrupted lunch period of 40 minutes duration. This 40 minutes of time shall not be encumbered by escorting one class to or from the cafeteria, playground or class.

E. For the duration of the contract, elementary teachers shall continue to cover the following duties: cafeteria duty, playground supervision and bus supervision.

F. The difference in time, between the students' lunch hour and the teachers' 40 minute lunch period, on days on which no duty is scheduled for this time, shall be scheduled as preparation time, and shall be over and beyond the present contractual commitment for preparation time. (Article XVI, Section B.)

ARTICLE XVII - CLASS SIZE AND CLASS LOAD

Class Size

Class size and class load will be determined by the Board of Education based upon the ability of the community to support each program and the recommendation of the professional staff. In the determination, the Board of Education will be guided by the recommendation of the New York State Education Department in establishing such standards at each grade level.

Class Load

The Board of Education fully intends to comply with the standards established under the New York State Education Law the daily teaching load for the teacher.

The number of daily periods of classroom instruction for a secondary school teacher should not exceed five. A school requiring of any teacher more than six teaching periods a day or a daily teaching load of more than one hundred fifty (150) pupils should be able to justify the deviation from this policy.

ARTICLE XVIII - ASSIGNMENTS

A. Building Assignments

Building assignments are defined as: study hall supervision, cafeteria supervision, bus loading and unloading supervision, playground supervision, hall supervision.

B. Proctor Assignments

Proctor assignments shall be established by the building principal with the assistance of the U.T.S.

C. Assignment of Teaching Classes

1. Secondary Level

a. Whenever possible, no teacher shall be assigned to teach more than four (4) teaching classes or duties in succession.

b. Whenever possible, no teacher shall be assigned to more than three (3) preparations.

c. Systematic Rotation of Homeroom - Secondary Level-Grades 7 through 12. Systematic rotation of all teachers whose duties do not require that they be free during their homeroom period. The building principal shall determine those teachers whose duties require them to be free during the homeroom period.

d. Teachers who elect or who are assigned to teach a sixth class shall receive additional compensation equal to 1/6th of BA Step 1. When two or more qualified teachers apply for a sixth assignment, preference shall be given to the applicant with the greatest seniority in the District unless there are compelling circumstances that warrant that a less senior applicant receive the assignment. In the event that no qualified teacher applies the District shall assign the qualified teacher with the least seniority in the District unless there are compelling reasons that a more senior teacher receive the assignment.

2. Elementary Level

In the elementary schools, teacher seniority will be one factor considered in grade assignments.

D. Elementary Teacher Duties During Special Teacher Instruction

Elementary school classroom teachers will not be required to remain in the classroom when a special teacher is instructing. Elementary teachers are required to remain in the library except when the librarian is instructing a class.

E. Notification of Teacher Assignments

All teachers shall be notified of their tentative teaching assignments, including grade, subject, building, no later than June 15th. Any teacher whose program or assignment is subsequently changed shall be informed as soon as possible after the change in assignment is made. Seniority will be one factor considered in this change of assignment.

F. **Teacher Assignments in Areas of Certification**

1. A teacher shall be assigned in his area of certification except in cases of emergency, in accordance with the regulations of New York State and the Commissioner of Education.

2. In the event a teacher must teach a course outside of his certification, the Board of Education agrees to pay for courses the teacher elects to take to accomplish the assignment competently, provided the Superintendent of Schools agrees these courses are necessary.

ARTICLE XIX - SUBSTITUTE TEACHERS

1. Substitutes will be provided for all teachers. In periods of emergency, regular and special teachers shall cover classes in home building until such time as a substitute arrives.

2. When a substitute is not available, teachers assigned to these classes will be paid at the rate of \$40.00 per class for 2006-07; \$41.60 per class for 2007-08; \$43.26 per class for 2008-09; \$44.97 per class for 2009-10.

3. On the elementary level, students may be divided among other classes; whenever possible the pupils will be placed in the same grade level; where the class is divided, teachers assigned to cover the students will divide \$134.96 for 2006-07; \$140.36 for 2007-08; \$145.97 for 2008-09; \$151.74 for 2009-10 on a prorated basis.

ARTICLE XX - CURRICULA

The Board of Education, upon the recommendation of the Superintendent of Schools, has the final responsibility for approval of curriculum changes. Curriculum changes shall be developed cooperatively with the Association and all teachers involved.

When the need arises for revision of curriculum, participation of teachers will be sought. Service on the committee will be voluntary and compensation will be negotiated between the U.T.S. and the District.

All curricula writing positions will be posted. The curricula may be written during the summer, after school hours, or through release time.

The Board agrees to involve the teachers and the Association in the development and implementation of new instructional programs.

ARTICLE XXI - CONFERENCES

Parent-Teacher Conferences and Open House

A. Administrators and teachers shall cooperatively plan for Back to School Nights, Parent-Teacher conferences and Open House Nights each year.

Back to School Nights

In all of Seaford's schools, a Back to School Night will be scheduled each year in the month of September. Such night shall not exceed two hours and shall not end beyond 9:00 P.M. The purpose of this night is to allow the parents of our students to meet with their child's teacher(s). Parents will be given information concerning curriculum, school and class rules, and classroom expectations. Attendance at this evening event is required for teachers.

Parent-Teacher Conferences

Elementary Schools

Three days will be scheduled after the first marking period each fall for the purpose of Parent-Teacher Conferences at the elementary school level. Students will attend school for morning half sessions on these days. Parent-Teacher conferences will be scheduled during the afternoon on each of these school days according to a pre-arranged schedule. On one of the three days, an evening session will be scheduled for parents to attend pre-arranged Parent-Teacher conferences. Attendance at this evening session is required for teachers.

Middle and High School

The Middle and High School will schedule one half day for students after the first marking period. Students will attend school in the morning. The afternoon will be used for Parent-Teacher conferences within the school day. On the evening of the Parent-Teacher Conference Day, teachers will be required to be in attendance for evening conferences.

Open House Nights

At the elementary level, Open House Nights are scheduled each spring. The Open House provides parents an opportunity to see the work of their children displayed throughout the school building. Attendance by teachers is not required on Open House Night.

B. Parent-Teacher appointments with parents shall be scheduled at a mutually convenient time.

ARTICLE XXII - NEW POSITIONS

All openings within the District shall be publicized, and all applicants shall be given adequate opportunity to make application for such positions.

ARTICLE XXIII - COMPENSATION

A. Salary Credit for Graduate and In-Service Courses

1. Salary credit will be given for graduate courses annually, provided transcripts of records are forwarded to the Central Office. Unit members shall not advance on the next salary column more than once per school year. Column movement shall occur either September 1 (deadline of November 1 for submission of application and transcripts), or February 1 (deadline of April 1 for submission of application and transcripts). The only exceptions to the foregoing shall be in the instance where the unit member moves to the Masters' degree column, or when the unit member's Masters degree program (i.e., 45 credit Masters) would permit movement to a column beyond the MA column (i.e., MA+15).

2. Salary credit for in-service courses will be given for all such courses approved by the Board of Education.

a. In-service courses given outside of our District must have prior approval for salary credit.

b. All in-service courses given by the Seaford School district are eligible for salary credit.

c. For evaluation of in-service courses, for each 15 credits offered, nine (9) will be acceptable as in-service courses for salary credit.

3. Salary credit for University courses at the graduate level will be granted for all courses presented with transcripts at the time of employment in the Seaford School District, and those taken subsequent to employment and not credited toward a degree.

Employees requesting such credit must provide all the necessary transcripts and/or statements from the degree granting institution to verify the claim for salary credit.

4. Course Requirements - A changing society requires changing instructional programs as an essential prerequisite to the continuing development of improved learning experiences for youth. A teacher shall take whenever possible, at the expense of the

School District, any in-service course adjudged by the Board of Education, on the recommendation of the Superintendent of Schools, as being necessary because of changes in the instructional program.

B. Advancement on Salary Schedule

Teachers shall normally advance one (1) step for each year of service. Beginning with the fifth (5th) step and above, salary increments shall be granted for each year of service with the approval of the Board of Education upon recommendation of the Superintendent of Schools only for teachers with a satisfactory or better rating evaluation by the Administrative Staff.

C. Mileage

Where a teacher is assigned to teach in more than one building daily, he will be reimbursed at the rate of twenty-five (25) cents per mile. Mileage forms, obtained from the Business Office, shall be completed and submitted monthly for approval and payment.

D. Extra Duties

All after school supervision is on a voluntary basis, with the agreement of the teacher, and will be compensated at the rate of \$69.78 for 2006-07; \$72.58 for 2007-08; \$75.48 for 2008-09; \$78.46 for 2009-10 per function.

ARTICLE XXIV - TEACHER AIDES

The Board of Education will continue its present policy of providing teacher aides to assist in the carrying out of nonprofessional duties.

ARTICLE XXV - TENURE

Probationary period for teachers in the District will be limited to three (3) years unless contrary to law.

ARTICLE XXVI - SENIORITY

Seniority shall be defined as the period of service with the School District dating from the original appointment within the appropriate tenure area.

ARTICLE XXVII - TRANSFERS

In the event it becomes necessary to transfer teachers because of excess staffing, volunteers, who meet the criteria as determined by the District, will be considered first.

Any involuntary transfer shall be made only after affording the teacher(s) involved an opportunity to meet with the Superintendent and/or his designee, at which time the reasons for the transfer will be given and discussed. The teacher may be accompanied by a representative of the Association.

Any teacher who is transferred in accordance with the provisions of this section shall be placed on a preferential list for transfer back to their original building if an opening occurs.

ARTICLE XXVIII - GRIEVANCE PROCEDURE FOR TEACHERS

The Board, in compliance with Article 16 of the General Municipal Law (Chapter 554 of the Laws of 1962) regarding the establishment of grievance procedures for public employees, does hereby establish and adopt the following procedures for the settlement of grievances of members of the teaching staff of the District.

A. Declaration of Policy

In order to establish a more harmonious and cooperative relationship between teachers, administrators and members of the Board which will enhance the educational program of the District it is hereby declared to be the purpose of these procedures to provide for orderly settlement of certain differences promptly and fairly as they arise and to assure equitable and proper treatment of teachers pursuant to established policies, rules and regulations of the District. The provisions of these procedures shall be liberally construed for the accomplishment of this purpose.

B. Basic Principles

1. It is the intent of these procedures to provide for the settlement of differences at the earliest possible stage of the procedures in a fair and equitable manner.

2. Every teacher and the U.T.S. shall have the right to present grievances in accordance with these procedures, free from coercion, interference, restraint, discrimination or reprisal, either directly or indirectly.

3. Every grievant shall have the right to be represented at any stage of the procedure by no more than three (3) persons of his own choice.

4. Each administrator shall have the responsibility to consider each grievance presented to him and make a written determination within the authority delegated to him and within the time specified in these procedures.

5. Each party to a grievance shall have access to all written statements and records pertaining to such case.

6. All hearings shall be confidential.

7. The term "grievance" should be used only when a grievant specifically follows out the proceedings described herein. It is expected that the grievants will attempt to settle their differences informally without reference to the word "grievance" until such recourse has been exhausted. The time scheduled for such reviews or hearings or conferences shall not be at the expense of the District.

8. It shall be the responsibility of the Superintendent to take such steps as may be necessary to give force and effect to these procedures.

9. Modification of this procedure shall be instituted in the same way as in the original development of this grievance procedure.

10. The function of these procedures is to assure equitable and proper treatment under the policies and rules of the District.

11. Since it is important to good relationships that grievances be processed as rapidly as possible, every effort will be made by all parties to expedite the process. The time limits specified for either party may be extended only by mutual agreement.

C. Definitions

1. Administrators shall mean any professional employee responsible for or exercising any degree of supervision or authority over a teacher except department chairmen.

2. Grievant shall mean any employee covered by the unit described in the U.T.S. Recognition Agreement or the U.T.S.

3. Immediate supervisor shall mean the administrator whom the teacher is directly responsible, e.g. central office supervisor, building principal or superintendent.

4. Representative shall mean the person or persons designated by the grievant as his counsel or to act on his behalf.

5. Grievance shall mean any alleged violation of the terms and conditions of employment as negotiated by the Board of Education and the U.T.S.

6. Day, as used in these procedures, unless otherwise specified, shall be a day in which school is legally in session.

7. The Superintendent of Schools is the Chief School Administrator.

D. Procedures

Stage 1

The grievant orally and formally confers with his immediate superior according to the established line of responsibility. If no mutual time for a meeting can be arranged within three (3) school days after receipt of the grievance, then arrangements shall be made to relieve the grievant of duties in order to meet the person involved at each step where applicable.

The immediate supervisor shall render his determination in writing to the grievant within three (3) school days after the grievance has been discussed by the parties concerned.

Failure to adhere to the stipulated time limit at each stage will result in the grievant proceeding immediately to the next stage.

If such grievance is not satisfactorily resolved at this stage, the grievant will proceed to the next stage.

Stage 2

If the grievance remains unsettled, this provides for an appeal from the First Stage decision to the Superintendent of Schools. In such a case the grievant and the immediate superior shall submit to the Superintendent, or his designee, a written statement setting forth the specific nature of the grievance and the facts relating thereto. The Superintendent shall, at the request of the grievant, hold an informal hearing at which all parties or their representatives will appear and present oral and written statements or arguments. The final determination of the Second Stage shall be made by the

Superintendent or his designee. The Superintendent shall forward his decision in writing to all parties concerned.

Stage 3

If the grievance is not resolved at Stage 2, the U.T.S. may submit the grievance to arbitration by notifying the American Arbitration Association (AAA) in accordance with their Rules and Regulations. Both the designation of the arbitrator and the arbitration proceedings shall be conducted in accordance with the applicable rules and regulations of the AAA. The decision and/or award of the arbitrator shall be final and binding on all parties involved. The cost of arbitration shall be shared equally by both parties.

E. Time Limitations

1. No grievance shall be entertained, and such grievance will be deemed waived, unless the grievance is initially filed within thirty (30) school days after the grievant knew, or should have known of the act or condition on which the grievance is based.

2. The time limit for the process of the First Stage described above will be seven (7) school days. The Second Stage will be thirty (30) calendar days from the presentation of the request for a hearing until the final decision is rendered. The demand for arbitration shall be filed within thirty (30) school days from the receipt of the Stage 2 decision.

3. All of the procedures described in the foregoing may be amended at any time by mutual consent of both parties.

ARTICLE XXIX - TEACHERS' FORMS

A copy of the Designation and Payroll Deduction Authorization form (**Appendix E**) will be available to all teachers upon request.

ARTICLE XXX - SALARY SCHEDULE AND BENEFITS

A. Salary Schedules

The attached schedules are established for the period July 1, 2006 through June 30, 2010. (**Appendix A**).

Increments shall be payable September 1, 2006, September 1, 2007 September 1, 2008, and September 1, 2009.

B. New York State Health Insurance Program and Other Insurance

The District will contribute for teachers, 86.5% and the unit member will pay 13.5% of the premium costs of the Empire Plan Plus Enhancements. Effective July 1, 2007 the District will contribute 86%, and the unit member will pay 14%. Effective July 1, 2008, the District will pay 85.5%, and the unit member will contribute 14.5%. Effective July 1, 2009 the District will contribute 85%, and the unit member will contribute 15%.

Unit members who wish to continue health insurance coverage and who retire before June 30, 2007 shall contribute seven (7%) percent to health insurance costs. Thereafter, the employee contribution rate for those who retire on or before June 30 of the respective years is as follows:

2007-08*	:	13.5%
2008-09	:	13.5%
2009-10	:	15.0%

*Such rate shall be 7.0% for unit members with 30 or more years of work experience in the Seaford School District at the time of their retirement.

2. If employees elect another plan, they will bear the cost of the difference.

3. There will be a \$1,000 per year non-usage bonus, payable at the end of the school year, for any employee who elects to waive the health insurance benefit. Employees may re-enter the insurance program, should circumstances so dictate, in accordance with the rules and regulations of the insurance company.

The above referenced non-usage bonus shall increase to the following amounts in the event the attached conditions are met:

\$2,000 - on the condition that 34 to 38 unit members elect to waive the health insurance benefit by September 30th of that year and the level of teachers waiving coverage does not fall below 34 by February 1.

\$3,000 - on the condition that 39 or more unit members elect to waive the health insurance benefit by September 30th of that year, and the number of teachers does not drop below 39 by February 1. If the number of unit members declining coverage drops to a lower level, the opt-out payments falls to the lower level as of the beginning of that school year.

4. IRC - Section 125

The District shall implement a pre-tax, flex benefit program no later than January 1, 2008.

C. Trust Fund

The Board of Education and the U.T.S. shall set up a Trust Fund for the purpose of providing supplemental insurance programs such as dental insurance.

The Trust Fund shall be funded by an annual appropriation of .009(9/10 of 1%) percent of the prior year's teachers' base salaries, plus longevities.

Payments to the Trust Fund shall be paid by the Board after July but no later than September 15th of each year the payment is due.

Trustees shall be selected by the U.T.S.. The trustees shall determine which policies and which types of coverage shall be purchased. All benefits shall be provided to all teachers in the bargaining unit.

The Trustees of the Fund shall use these funds for the purpose of paying the premium for insurance plans purchased by the Fund. All dividends, rebates and premium reductions shall revert back to the Fund.

D. Extra Curricular Activity

1. The Schedule for Extra Curricular activities is set forth in **Appendix B-1** (Extra Curricular). Effective July 1, 2006, the stipend schedule shall be revised as indicated.

2. The Salary Schedule for Coaching is set forth in **Appendix C** (Coaching).

3. When the principal and/or the assistant principal of each building is not in attendance at after school functions at which students are in attendance, a teacher in charge shall be designated and compensated.

E. Payroll Deductions

The District will provide an annual VOTE-COPE deduction and bi-annual New York State United Teachers insurance benefits deductions for unit members, if possible.

ARTICLE XXXI – RETIREMENT NON-ELECTIVE EMPLOYER CONTRIBUTION

A. During each year of the contract, teachers who are first eligible to retire under the Rules and Regulations of the New York Teachers State Retirement System (NYSTRS) all receive for the final year of service a non-elective employer contribution in the amount of Ten Thousand (\$10,000) Dollars which shall be payable pursuant to Article X – Paragraph B of this contract.

Further, in order to be eligible a teacher must have served a minimum of ten (10) years in Seaford.

Any teacher who has passed their first year of eligibility as defined in this Article shall not be entitled to the retirement non-elective employer contribution.

All retirement non-elective employer contributions made under this Article shall be reported by the District to the NYSTRS as salary earned in the final year of employment.

To be eligible for the retirement non-elective employer contribution teachers must submit a firm notice of retirement to the District at least two (2) months prior to the effective date of retirement. Teachers becoming eligible during the school year may choose to retire effective the end of the school year.

In the event of the teacher's death prior to the effective date of retirement said money shall be paid to the teacher's estate.

Said retirement non-elective employer contribution is above and beyond any other contractual benefit teachers may be eligible to collect, and is not to be construed to replace such benefits.

B. A teacher may elect to retire after 25 years of public school service (minimum of 10 years must be in Seaford) regardless of age.

1. All accrued sick leave and/or other benefits would be included for termination purposes as if the employee were fifty-five (55) years old.

2. If the employee elects to remain until fifty-five (55) years of age, that would be considered as the first year of eligibility (as described in Section 1 of this Article).

3. This retirement non-elective employer contribution shall not apply to any teacher who was first eligible under a prior contract.

4. All other conditions for retirement incentive shall remain the same.

ARTICLE XXXII - NON-DISCRIMINATION

The District shall comply with all the rules and regulations of Title IX of the Educational Amendments of 1972. The parties further agree that the provisions of this Agreement shall be applied without discrimination on the basis of race, color, religion, sex, marital status, age or national origin.

In order to comply with all state and federal laws it is understood that any gender references in this contract applies equally to male and female employees.

ARTICLE XXXIII - EXCESSED TEACHERS

Teachers excessed from the District shall be recalled to any opening, permanent or temporary, which becomes available while they are on the excess list. Such openings shall include, but not be limited to, long-term substitute positions, part-time positions, and short-term substitute positions.

Available openings shall be filled by excessed teachers in the order in which teachers names appear on the recall list, i.e., the most senior teacher first. In the event a teacher does not accept a long-term or short-term substitute position the first time the District offers the teacher the position, the District shall have no obligation to recall the teacher to a long-term or short-term substitute position during the remainder of the school year in which the teacher declined the first position.

The above agreement in no way relinquishes the teachers' rights to recall as guaranteed under Education Law.

ARTICLE XXXIV – MENTORING PROGRAM

A. Statement of Purpose of the Mentoring Program

- Help beginning teachers transition from preparation to practice
- Provide guidance and support
- Develop and improve instructional skills in order to improve student achievement

B. Intern Selection

The intern must be a full-time teacher who is in his/her first or second year of service in a particular certification area.

C. Role of the Mentor

The mentor will serve strictly in a guidance and support role. Confidentiality of information obtained by mentors in their work with their assigned interns must be maintained. The information obtained by a mentor through interaction with the intern while engaged in the mentoring activities of the program shall not be used for evaluating or disciplining the intern.

D. Mentoring Activities

Mentoring activities will include, but will not be limited to:

- Planning
- Observing
- Peer coaching
- Modeling instruction
- Team teaching
- Orientation to school procedures

E. Procedure for Mentor Selection

Applications shall be submitted to the Mentoring Subcommittee consisting of five members selected by the U.T.S. Executive Board, two members selected by the district, and the Assistant Superintendent. Those candidates selected by the Mentoring Subcommittee shall then be submitted to the Superintendent for final approval.

Criteria:

- Willingness and time to serve as a mentor
- Demonstrated mastery of pedagogical and subject matter skills
- No individual in an administrative degree program shall act as a mentor. A mentor shall be prohibited by the District from accepting an administrative position in the District.

Length of service. The mentor/intern relationship will be for one year.

F. Time Allotted for Mentoring during the Instructional Day

Some mentoring activities will need to occur during the school day. The intern and the mentor must be released from classroom instruction no less than

10 percent of the time. Mentors and interns will be released from their duty period two days per week. Substitutes will be provided to cover mentor and intern classes. Whenever possible, mentors and interns will be scheduled for common planning time.

G. Compensation for time outside of the Normal Workday

Mentors and interns will meet for one hour per week outside of the normal instructional day. Mentors will be required to keep time records.

Mentors: Mentors will receive a stipend of \$2,000 per intern in the 2006/07 school year. Such amount shall increase in 2007/08, 2008/09, 2009/10 at the same percentage rates that the salary schedules increase during those years.

Interns: Participation in the Mentoring Program will satisfy 40 hours of the 175 hours of professional development required for teachers certified as of February 2004.

H. Operational Budget/Program Coordinator

The need for an operational budget and duties/stipend of a Program Coordinator will be determined after the Mentoring Program has been in operation for one year.

I. Preparation of Mentors

Members will complete the N.Y.S.U.T. 15-Hour Mentor Training Program or similar training program agreed to by the U.T.S. and the district. The district will pay for the cost of the program.

The Mentor will receive a stipend of \$300 for Mentor Training, or receive in-service credit. Mentors shall not be eligible for for both payment and in-service credit.

If the Mentor chooses in-service credit, the Mentor will earn one credit per 10 hours of training. If the intern attends 15 hours of training, the Mentor may combine the 15 hours with 15 hours from another 15-hour in-service course to receive 3 credits.

J. Recordkeeping

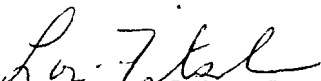
The district shall maintain documentation of the implementation of the mentoring program for at least seven years. The documentation for each individual receiving mentoring should include their name, his or her certificate identification number, the type of mentoring activity, the number of clock hours successfully completed in the mentoring activity, and name and the teacher certificate identification number of the individual who provided the mentoring.

Each intern is also expected to maintain documentation regarding the progress of his/her professional development required for certification.

The District and the U.T.S. have consummated a written agreement determining terms and conditions of employment for employees represented by the U.T.S. for the school years July 1, 2006 through June 30, 2010. Your attention is called to this section which is included in this Agreement.

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.

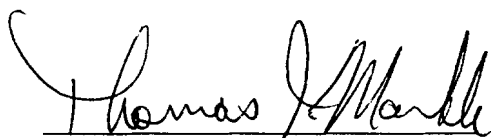
The District and the Association agree that all negotiable items have been discussed during the negotiations leading to this agreement, and therefore agree that negotiations will not be reopened on any item, whether contained herein or not, during the life of this Agreement.



United Teachers of Seaford

8/17/07

Date



Superintendent of Schools

8/17/2007

Date

APPENDIX A
 TEACHERS SALARY SCHEDULE (1-16 + 3.6%)
 SEPTEMBER 2006 - JUNE 2007

STEP	A	B	C	D	E	F	G	H	I	J	K
	BA	BA15	BA30	BA45	BA60	MA	MA15	MA30	MA45	MA60	PHD
1	\$44,110	\$45,941	\$48,397	\$49,623	\$50,846	\$53,237	\$54,564	\$55,873	\$57,661	\$59,233	\$0
2	\$45,914	\$47,776	\$50,225	\$51,462	\$52,686	\$55,222	\$56,533	\$58,179	\$60,223	\$61,537	\$0
3	\$47,776	\$49,613	\$52,071	\$53,293	\$54,514	\$57,186	\$58,504	\$60,481	\$62,523	\$63,834	\$0
4	\$50,528	\$52,380	\$54,828	\$56,055	\$57,271	\$60,146	\$61,457	\$63,765	\$65,803	\$67,128	\$0
5	\$52,380	\$54,206	\$56,669	\$57,882	\$59,120	\$62,105	\$63,437	\$66,057	\$68,107	\$69,409	\$0
6	\$54,206	\$56,055	\$58,504	\$59,731	\$60,949	\$64,081	\$65,400	\$68,367	\$70,407	\$71,722	\$68,367
7	\$56,055	\$57,882	\$60,341	\$61,562	\$62,795	\$66,057	\$67,378	\$70,672	\$72,708	\$74,027	\$71,649
8	\$57,882	\$59,731	\$62,184	\$63,397	\$64,618	\$68,367	\$69,671	\$72,969	\$75,336	\$76,665	\$74,943
9	\$59,731	\$61,562	\$64,010	\$65,234	\$66,465	\$70,672	\$71,980	\$75,273	\$77,978	\$79,282	\$78,220
10	\$61,562	\$63,397	\$65,856	\$67,077	\$68,309	\$72,969	\$74,277	\$77,574	\$80,597	\$81,913	\$81,517
11	\$63,397	\$65,234	\$67,694	\$68,918	\$70,136	\$75,273	\$76,582	\$79,867	\$83,232	\$84,542	\$84,789
12	\$65,234	\$67,077	\$69,534	\$70,760	\$71,970	\$77,574	\$78,888	\$82,173	\$85,852	\$87,172	\$88,079
13	\$67,077	\$68,918	\$71,369	\$72,587	\$73,812	\$79,867	\$81,184	\$84,465	\$88,488	\$89,805	\$91,370
14	\$68,918	\$70,760	\$73,204	\$74,427	\$75,649	\$82,173	\$83,482	\$86,772	\$91,116	\$92,439	\$94,661
15	\$70,760	\$72,587	\$75,037	\$76,263	\$77,501	\$84,465	\$85,780	\$89,070	\$93,736	\$95,056	\$97,944
16	\$72,587	\$74,427	\$76,884	\$78,112	\$79,327	\$86,772	\$88,079	\$91,370	\$96,375	\$97,685	\$101,234

LONGEVITY 20 YRS 25 YRS 30 YRS
 \$1,250 \$1,500 \$1,800

APPENDIX A

TEACHERS SALARY SCHEDULE (1-16 + 4% / ADD STEP 17)

SEPTEMBER 2007 - JUNE 2008

	A	B	C	D	E	F	G	H
STEP	BA	BA15	MA	MA15	MA30	MA45	MA60	PHD
1	\$45,874	\$47,779	\$55,366	\$56,747	\$58,108	\$59,967	\$61,602	\$0
2	\$47,751	\$49,687	\$57,431	\$58,794	\$60,506	\$62,632	\$63,998	\$0
3	\$49,687	\$51,598	\$59,473	\$60,844	\$62,900	\$65,024	\$66,387	\$0
4	\$52,549	\$54,475	\$62,552	\$63,915	\$66,316	\$68,435	\$69,813	\$0
5	\$54,475	\$56,374	\$64,589	\$65,974	\$68,699	\$70,831	\$72,185	\$0
6	\$56,374	\$58,297	\$66,644	\$68,016	\$71,102	\$73,223	\$74,591	\$71,102
7	\$58,297	\$60,197	\$68,699	\$70,073	\$73,499	\$75,616	\$76,988	\$74,515
8	\$60,197	\$62,120	\$71,102	\$72,458	\$75,888	\$78,349	\$79,732	\$77,941
9	\$62,120	\$64,024	\$73,499	\$74,859	\$78,284	\$81,097	\$82,453	\$81,349
10	\$64,024	\$65,933	\$75,888	\$77,248	\$80,677	\$83,821	\$85,190	\$84,778
11	\$65,933	\$67,843	\$78,284	\$79,645	\$83,062	\$86,561	\$87,924	\$88,181
12	\$67,843	\$69,760	\$80,677	\$82,044	\$85,460	\$89,286	\$90,659	\$91,602
13	\$69,760	\$71,675	\$83,062	\$84,431	\$87,844	\$92,028	\$93,397	\$95,025
14	\$71,675	\$73,590	\$85,460	\$86,821	\$90,243	\$94,761	\$96,137	\$98,447
15	\$73,590	\$75,490	\$87,844	\$89,211	\$92,633	\$97,485	\$98,858	\$101,862
16	\$75,490	\$77,404	\$90,243	\$91,602	\$95,025	\$100,230	\$101,592	\$105,283
17	\$77,570	\$79,484	\$92,323	\$93,682	\$97,105	\$102,310	\$103,672	\$107,363

LONGEVITY	20 YRS	25 YRS	30 YRS
	\$1,250	\$1,500	\$1,800

APPENDIX A
 TEACHERS SALARY SCHEDULE (1-17 + 4%)
 SEPTEMBER 2008 - JUNE 2009

	A	B	C	D	E	F	G	H
STEP	BA	BA15	MA	MA15	MA30	MA45	MA60	PHD
1	\$47,709	\$49,690	\$57,581	\$59,017	\$60,432	\$62,366	\$64,066	\$0
2	\$49,661	\$51,674	\$59,728	\$61,146	\$62,926	\$65,137	\$66,558	\$0
3	\$51,674	\$53,662	\$61,852	\$63,278	\$65,416	\$67,625	\$69,042	\$0
4	\$54,651	\$56,654	\$65,054	\$66,472	\$68,969	\$71,172	\$72,606	\$0
5	\$56,654	\$58,629	\$67,173	\$68,613	\$71,447	\$73,664	\$75,072	\$0
6	\$58,629	\$60,629	\$69,310	\$70,737	\$73,946	\$76,152	\$77,575	\$73,946
7	\$60,629	\$62,605	\$71,447	\$72,876	\$76,439	\$78,641	\$80,068	\$77,496
8	\$62,605	\$64,605	\$73,946	\$75,356	\$78,924	\$81,483	\$82,921	\$81,059
9	\$64,605	\$66,585	\$76,439	\$77,853	\$81,415	\$84,341	\$85,751	\$84,603
10	\$66,585	\$68,570	\$78,924	\$80,338	\$83,904	\$87,174	\$88,598	\$88,169
11	\$68,570	\$70,557	\$81,415	\$82,831	\$86,384	\$90,023	\$91,441	\$91,708
12	\$70,557	\$72,550	\$83,904	\$85,326	\$88,878	\$92,857	\$94,285	\$95,266
13	\$72,550	\$74,542	\$86,384	\$87,808	\$91,358	\$95,709	\$97,133	\$98,826
14	\$74,542	\$76,534	\$88,878	\$90,294	\$93,853	\$98,551	\$99,982	\$102,385
15	\$76,534	\$78,510	\$91,358	\$92,779	\$96,338	\$101,384	\$102,812	\$105,936
16	\$78,510	\$80,500	\$93,853	\$95,266	\$98,826	\$104,239	\$105,656	\$109,494
17	\$80,673	\$82,663	\$96,016	\$97,429	\$100,989	\$106,402	\$107,819	\$111,658

LONGEVITY 20 YRS 25 YRS 30 YRS
 \$1,250 \$1,500 \$1,800

APPENDIX A

TEACHERS SALARY SCHEDULE (1-17 + 3.95%/ ADD STEPS 18, 21, 25 & 26)
 SEPTEMBER 2009 - JUNE 2010

	A	B	C	D	E	F	G	H
STEP	BA	BA15	MA	MA15	MA30	MA45	MA60	PHD
1	\$49,594	\$51,653	\$59,855	\$61,348	\$62,819	\$64,829	\$66,597	\$0
2	\$51,623	\$53,715	\$62,087	\$63,561	\$65,412	\$67,710	\$69,187	\$0
3	\$53,715	\$55,782	\$64,295	\$65,777	\$68,000	\$70,296	\$71,769	\$0
4	\$56,810	\$58,892	\$67,624	\$69,098	\$71,693	\$73,983	\$75,474	\$0
5	\$58,892	\$60,945	\$69,826	\$71,323	\$74,269	\$76,574	\$78,037	\$0
6	\$60,945	\$63,024	\$72,048	\$73,531	\$76,867	\$79,160	\$80,639	\$76,867
7	\$63,024	\$65,078	\$74,269	\$75,755	\$79,458	\$81,747	\$83,231	\$80,557
8	\$65,078	\$67,157	\$76,867	\$78,333	\$82,041	\$84,702	\$86,196	\$84,261
9	\$67,157	\$69,215	\$79,458	\$80,928	\$84,631	\$87,672	\$89,138	\$87,945
10	\$69,215	\$71,279	\$82,041	\$83,511	\$87,218	\$90,617	\$92,098	\$91,652
11	\$71,279	\$73,344	\$84,631	\$86,103	\$89,796	\$93,579	\$95,053	\$95,330
12	\$73,344	\$75,416	\$87,218	\$88,696	\$92,389	\$96,525	\$98,009	\$99,029
13	\$75,416	\$77,486	\$89,796	\$91,276	\$94,967	\$99,490	\$100,970	\$102,730
14	\$77,486	\$79,557	\$92,389	\$93,861	\$97,560	\$102,444	\$103,931	\$106,429
15	\$79,557	\$81,611	\$94,967	\$96,444	\$100,143	\$105,389	\$106,873	\$110,120
16	\$81,611	\$83,680	\$97,560	\$99,029	\$102,730	\$108,356	\$109,829	\$113,819
17	\$83,680	\$85,928	\$99,809	\$101,277	\$104,978	\$110,605	\$112,078	\$116,068
18	\$85,939	\$88,007	\$101,888	\$103,356	\$107,057	\$112,684	\$114,157	\$118,147
21	\$87,238	\$89,307	\$103,187	\$104,656	\$108,356	\$113,983	\$115,456	\$119,447
25	\$89,317	\$91,386	\$105,266	\$106,735	\$110,435	\$116,062	\$117,535	\$121,526
26	\$90,876	\$92,945	\$106,825	\$108,294	\$111,995	\$117,622	\$119,094	\$123,085

LONGEVITY ELIMINATED AS OF SEPTEMBER 2009

APPENDIX B					
STIPENDS FOR EXTRA-CURRICULAR ACTIVITIES					
ACTIVITY	BUILDING	STIPEND FOR 2006-2007	STIPEND FOR 2007-2008	STIPEND FOR 2008-2009	STIPEND FOR 2009-2010
ADDITIONAL CLUB A	MANOR	756	786	817	849
ART HONOR SOCIETY	HIGH SCHOOL	1,163	1,210	1,258	1,308
BEST BUDDIES	HIGH SCHOOL	2,327	2,420	2,517	2,616
BIG BROTHERS	HIGH SCHOOL	1,163	1,210	1,258	1,308
BOOK CLUB (GRADE 4)	MANOR	1,513	1,574	1,637	1,702
COMPUTER CLUB	MIDDLE SCHOOL	1,163	1,210	1,258	1,308
COMPUTER CLUB	HIGH SCHOOL	1,163	1,210	1,258	1,308
DIGITAL FILM CLUB	HIGH SCHOOL	2,327	2,420	2,517	2,616
DRAMA CLUB DIRECTOR	HIGH SCHOOL	3,489	3,629	3,774	3,923
DRAMA CLUB PRODUCER	HIGH SCHOOL	1,163	1,210	1,258	1,308
DRAMA CLUB VOCAL DIRECTOR	HIGH SCHOOL	1,163	1,210	1,258	1,308
DRAMA CLUB CHOREGRAPHER	HIGH SCHOOL	1,163	1,210	1,258	1,308
DRAMA CLUB SET & STAGE MGR.	HIGH SCHOOL	1,163	1,210	1,258	1,308
DRAMA CLUB SET SUPERVISOR	HIGH SCHOOL	1,163	1,210	1,258	1,308
DRAMA CLUB BACKSTAGE MGR.	HIGH SCHOOL	1,163	1,210	1,258	1,308
DRAMA PIT ORCHESTRA DIRECTOR	HIGH SCHOOL	1,163	1,210	1,258	1,308
DRAMA CLUB ACCOMPANIST**	HIGH SCHOOL	TBD	TBD	TBD	TBD
DRAMA CLUB	MIDDLE SCHOOL	2,908	3,024	3,145	3,269
DRAMA MUSIC DIRECTOR	MIDDLE SCHOOL	1,163	1,210	1,258	1,308
DRAMA STAGE ASSISTANT	MIDDLE SCHOOL	1,163	1,210	1,258	1,308
DRAMA STAGE MANAGER	MIDDLE SCHOOL	1,163	1,210	1,258	1,308
EARLY AM PE, 4TH GRADE	MANOR	756	786	817	849
EARLY AM PE, 5TH GRADE	MANOR	756	786	817	849
FOREIGN LANGUAGE CLUB	HIGH SCHOOL	1,163	1,210	1,258	1,308
GRADE 10 ADVISOR	HIGH SCHOOL	2,908	3,024	3,145	3,269
GRADE 11 ADVISOR	HIGH SCHOOL	2,908	3,024	3,145	3,269
GRADE 9 ADVISOR	HIGH SCHOOL	2,327	2,420	2,517	2,616
JAZZ BAND	HIGH SCHOOL	1,163	1,210	1,258	1,308
JAZZ BAND	MIDDLE SCHOOL	1,163	1,210	1,258	1,308
JAZZ BAND	HARBOR	756	786	817	849
JAZZ BAND	MANOR	756	786	817	849
KEY CLUB	HIGH SCHOOL	3,489	3,629	3,774	3,923
LITERARY ARTS	HIGH SCHOOL	1,745	1,815	1,888	1,963
MARCHING BAND	HIGH SCHOOL	2,908	3,024	3,145	3,269
MATH CLUB	HIGH SCHOOL	1,163	1,210	1,258	1,308
MATHLETES	HIGH SCHOOL	1,745	1,815	1,888	1,963
MATHLETES	MIDDLE SCHOOL	1,745	1,815	1,888	1,963
MEMORY BOOK	MIDDLE SCHOOL	1,745	1,815	1,888	1,963
MOCK TRIAL	HIGH SCHOOL	1,163	1,210	1,258	1,308
MODEL CONGRESS	HIGH SCHOOL	1,745	1,815	1,888	1,963
NATIONAL HONOR SOCIETY	HIGH SCHOOL	1,513	1,574	1,637	1,702
NATIONAL JR. HONOR SOCIETY	MIDDLE SCHOOL	1,513	1,574	1,637	1,702
PEER MEDIATION	HIGH SCHOOL	1,163	1,210	1,258	1,308
PEER MEDIATION	MIDDLE SCHOOL	1,163	1,210	1,258	1,308
TRI-M MUSIC	HIGH SCHOOL	1,163	1,210	1,258	1,308
RADIO CLUB	HIGH SCHOOL	2,327	2,420	2,517	2,616

RENAISSANCE PROGRAM	HIGH SCHOOL	2,908	3,024	3,145	3,269
SADD DIRECTOR	HIGH SCHOOL	2,327	2,420	2,517	2,616
SCIENCE CLUB	HIGH SCHOOL	1,163	1,210	1,258	1,308
SCIENCE CLUB	HARBOR	756	786	817	849
SCIENCE CLUB	MIDDLE SCHOOL	2,327	2,420	2,517	2,616
SENIOR ADVISOR	HIGH SCHOOL	2,908	3,024	3,145	3,269
SERVICE CLUB	MIDDLE SCHOOL	1,163	1,210	1,258	1,308
SHAVE PROGRAM	HIGH SCHOOL	2,327	2,420	2,517	2,616
SPORTS NIGHT	MIDDLE SCHOOL	2,908	3,024	3,145	3,269
STUDENT COUNCIL	HIGH SCHOOL	4,653	4,839	5,033	5,232
STUDENT COUNCIL	MIDDLE SCHOOL	3,489	3,629	3,774	3,923
STUDENT COUNCIL	HARBOR	756	786	817	849
STUDENT COUNCIL	MANOR	756	786	817	849
VOCAL ENSEMBLE	HIGH SCHOOL	1,163	1,210	1,258	1,308
VIKING VOICE	HIGH SCHOOL	2,327	2,420	2,517	2,616
WEB DESIGN CLUB	HIGH SCHOOL	2,908	3,024	3,145	3,269
WORLD CULTURE	HIGH SCHOOL	1,163	1,210	1,258	1,308
YEARBOOK	HIGH SCHOOL	3,489	3,629	3,774	3,923
OTHER ACTIVITIES					
AUDIO VISUAL	HIGH SCHOOL	2,938	3,056	3,178	3,304
AUDIO VISUAL	MIDDLE SCHOOL	2,566	2,669	2,776	2,886
AUDIO VISUAL	HARBOR	2,566	2,669	2,776	2,886
AUDIO VISUAL	MANOR	2,566	2,669	2,776	2,886
DETENTION AM or PM	HIGH SCHOOL	4,071	4,234	4,403	4,577
DETENTION PM	MIDDLE SCHOOL	2,094	2,178	2,265	2,354
DISTRICT PRINTING	HIGH SCHOOL	9,501	9,881	10,276	10,682
HOME INSTRUCTION DIRECTOR	ALL	2,908	3,024	3,145	3,269
LIGHTING CREW	ALL	3,257	3,387	3,522	3,661
MUSIC ACCOMPANIST**	HIGH SCHOOL	TBD	TBD	TBD	TBD
MUSIC ACCOMPANIST**	MIDDLE SCHOOL	TBD	TBD	TBD	TBD
MUSIC ACCOMPANIST**	HS/MS	TBD	TBD	TBD	TBD
MARCHING BAND ASSISTANT	HIGH SCHOOL	756	786	817	849
SUMMER BAND CAMP PERSONNEL	HIGH SCHOOL	TBD	TBD	TBD	TBD
EVENT SUPERVISION	ALL	69.78	72.57	75.47	78.45
ACADEMIC SUPPORT	ALL	58.16	60.49	62.91	65.39
**TO BE DETERMINED					
THE FOLLOWING STIPENDS WILL BE INCREASED BY THE PERCENTAGE OF SALARY INCREASES NEGOTIATED WITH THE UTS:					
School Psychologist, Guidance Counselor, Dept. Chairperson and 6th Grade Chairperson					
Effective July 1, 2001, all compensated positions not covered by Appendix B shall be increased by the across-the-board increase in Appendix A of the Memorandum of Agreement.					

	ADDITIONAL SALARIES			
	2006-2007	2007-2008	2008-2009	2009-2010
Department Directors, Chairs, and Coordinators				
b) Teacher Salary	6,603	6,867	7,142	7,424
Dept. Chair, 7-12	4,493	4,673	4,860	5,052
Dept. Chair, 6-12	5,048	5,250	5,460	5,676
Dept. Chair, 9-12	3,990	4,150	4,316	4,486
School Psychologist	2,108	2,192	2,280	2,370
Guidance Counselor	2,904	3,020	3,141	3,265
Science Mentor	2,327	2,420	2,517	2,616
Teacher Mentor	2,000	2,080	2,163	2,248
6th Grade Chair	3,108	3,232	3,361	3,494
Computer Mentor	4,071	4,234	4,403	4,577
6th Period Teaching	7,352	7,646	7,952	8,226
School-to-Work Chair	6,603	6,867	7,142	7,424
Athletic Trainer	18,648	19,394	20,170	20,967
Curriculum Writing/per hour	40.56	42.18	43.87	45.60
Home Teaching/per hour	41.91	43.59	45.33	47.12
School-to-Work Chair	6,603	6,867	7,142	7,424
New Clubs/per hour	29.39	30.57	31.79	33.05
Summer Reading Director	4,973	5,172	5,379	5,591
3 R's Summer Program				
Director *	5,275	5,486	5,705	5,930
Teachers for Complete Program *	3,712	3,860	4,014	4,173
Summer HS *				
1 Class *	2,121	2,206	2,294	2,385
2 Classes *	4,225	4,394	4,570	4,751
3 Classes *	6,060	6,302	6,554	6,813
Infinite Campus Elementary *	2,072	2,155	2,241	2,330
Infinite Campus Secondary *	2,590	2,694	2,802	2,913
* If Re-instated				

APPENDIX C							
COACHING STIPENDS - JULY, 2006 - JUNE, 2010							
	STIPEND						
	%						
	INCREASE	YEAR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
A. HEAD HS VARSITY COACH	3.60	2006-2007	5,554	5,867	6,176	6,477	6,787
	4.00	2007-2008	5,776	6,102	6,423	6,736	7,058
	4.00	2008-2009	6,007	6,436	6,680	7,005	7,340
	3.95	2009-2010	6,244	6,597	6,944	7,282	7,630
B. HS VARSITY, JUNIOR VARSITY COACH, OR ASST. COACH	3.60	2006-2007	3,707	4,016	4,324	4,628	4,938
	4.00	2007-3008	3,855	4,177	4,497	4,813	5,136
	4.00	2008-2009	4,009	4,344	4,677	5,006	5,341
	3.95	2009-2010	4,167	4,516	4,862	5,204	5,552
C. MIDDLE SCHOOL HEAD COACH	3.60	2006-2007	3,621	3,864	4,167	4,473	4,785
	4.00	2007-3008	3,766	4,019	4,334	4,652	4,976
	4.00	2008-2009	3,917	4,180	4,507	4,838	5,175
	3.95	2009-2010	4,072	4,345	4,685	5,029	5,379
D. MIDDLE SCHOOL HEAD AND ASST. COACH	3.60	2006-2007	2,623	2,932	3,243	3,551	3,864
	4.00	2007-3008	2,728	3,049	3,373	3,693	4,019
	4.00	2008-2009	2,837	3,171	3,508	3,840	4,180
	3.95	2009-2010	2,949	3,296	3,647	3,992	4,345

APPENDIX C
Schedule A
Varsity

Fall	Field Hockey	High School Head
Winter	Women's Basketball	High School Head
Spring	Softball	High School Head
Spring	Women's Track	High School Head
Fall	Football	High School Head
Fall	Women' s Soccer	High School Head
Fall	Men' s Soccer	High School Head
Winter	Men' s Basketball	High School Head
Winter	Wrestling	High School Head
Spring	Baseball	High School Head
Spring	Men' s Lacrosse	High School Head
Spring	Men' s Track	High School Head
Fall	Women' s Volleyball	High School Head
Spring	Women' s Lacrosse	High School Head
Fall	Cross Country	High School Head

APPENDIX C
Schedule B

Fall	Badminton	High School Head Coach
Winter 2	Gymnastics	High School Head Coach
Spring	Softball	High School Jr. Varsity
Fall	Football	High School Asst.
Fall	Football	High School Jr. Varsity
Fall	Football	High School Asst. Jr. Varsity
Fall	Women' s Soccer	High School Jr. Varsity
Fall	Men' s Soccer	High School Jr. Varsity
Spring	Tennis	High School Head Coach
Winter	Men' s Basketball	High School Assistant Jr. Varsity
Winter	Wrestling	High School Assistant
Winter	Rifle	High School Head Coach
Winter	Track	High School Head Coach
Spring	Baseball	High School Assistant
Spring	Lacrosse	High School Assistant
Spring	Track	High School Assistant
Spring	Track	High School Assistant Junior Varsity
Fall	Women' s Volleyball	High School Jr. Varsity
Fall	Field Hockey	High School Jr. Varsity
Winter	Women's Basketball	High School Jr. Varsity
Fall	Cheerleading	High School Head Coach
Fall	Cheerleading	High School J.V. Head Coach
Winter	Cheerleading	High School Head Coach
Winter	Cheerleading	High School J.V. Head Coach

APPENDIX C
Schedule C

Fall	Football	Middle School Head Coach
Fall	Field Hockey	Middle School Head Coach
Winter 1	Volleyball	Middle School Head Coach
Winter 2	Women's basketball	Middle School Head Coach
Spring	Softball	Middle School Head Coach
Spring	Women's Track	Middle School Head Coach
Fall	Softball	Middle School Head Coach
Fall	Men' s Soccer	Middle School Head Coach
Fall	Women' s Soccer	Middle School Head Coach
Winter 1	Boys Basketball	Middle School Head Coach
Winter 2	Wrestling	Middle School Head Coach
Fall	Cheerleading	Middle School Head Coach
Spring	Cheerleading	Middle School Head Coach
Spring	Baseball	Middle School Head Coach
Spring	Lacrosse	Middle School Head Coach
Spring	Track	Middle School Head Coach

APPENDIX C
Schedule D

Fall	Badminton	Middle School Head Coach
Winter 2	Gymnastics	Middle School Head Coach
Fall	Football	Middle School Assistant
Fall	Soccer	Middle School Assistant
Winter	Basketball	Middle School Assistant
Winter	Wrestling	Middle School Assistant
Spring	Baseball	Middle School Assistant
Spring	Lacrosse	Middle School Assistant
Spring	Track	Middle School Assistant

APPENDIX D COACHING INFORMATION

1. Teachers shall not be paid extra for any activity which is a natural extension of their classroom responsibilities and for which preparation is done during the regular school periods and day. Such activities include physical education exhibitions, sports clinics, sports nights, and similar activities.
2. Assignments shall be made on an annual basis for which separate salary agreements shall be made. Extra pay for extra work shall not be a part of the teachers' basic salary agreement.
3. The Board agrees to furnish shower and dressing room facilities for the coaches by modifying or installing partitions in the present facilities.
4. All qualified individuals employed by the District from either the Middle School, Senior High School or the Elementary Schools, shall be eligible to coach one or more Varsity sport.
5. An individual shall be allowed to coach in the Senior High School when his primary teaching assignment is in the Middle School. The same would hold true for an individual who is teaching in the Senior High School and who is interested in coaching at the Middle School.
6. Vacancies in coaching will be published to the entire faculty of both the Senior High and the Middle School and all Elementary Schools, and all qualified candidates will be interviewed by established procedures.
7. Coaches may assume that they are to continue coaching in their sport unless notified in writing thirty days after the last contests in that sport, and coaches shall be obligated to notify the School Board, within a thirty day period after the last contest, if they do not intend to accept the coaching assignment for the forthcoming year.
8. All coaches may be allocated monies to attend any clinic or conference in his sport area subject to application and approval by the Board.
9. Coaches shall be paid pursuant to an announced schedule or payment.
10. Coaches shall receive a salary agreement as soon as feasible after budget passage.

APPENDIX E
Designation and Payroll Deduction Authorization

Print	Last Name	First	Initial	Building
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Address

To: Board of Education of Seaford Union Free School District, Seaford, New York. Pursuant to Chapter 392, Laws of 1967, I hereby designate the U.T.S. as my representative for the purpose of collective negotiations, and I hereby request and authorize you, according to arrangements agreed upon with such Association, to deduct from my salary and transmit to the U.T.S. the dues as certified by the respective association. I hereby waive all rights and claims 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 therefore. This authority shall be continuous while employed in this school system or until withdrawn by written notice.

() United Teachers of Seaford and Affiliates

Employees Signature

Date

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