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Centre Teachers Assn

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**AGREEMENT**  
**BETWEEN**  
**THE BOARD OF EDUCATION**  
**ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT**  
**TOWN OF HEMPSTEAD, NASSAU COUNTY, NEW YORK**  
**AND**  
**ROCKVILLE CENTRE TEACHERS ASSOCIATION**  
**JULY 1, 1994 - JUNE 30, 1998**

NYS PUBLIC EMPLOYMENT RELATIONS BOARD  
**RECEIVED**  
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**CONCILIATION**

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## AGREEMENT

This agreement entered into the <sup>7th</sup> day of <sup>April</sup> ~~April~~, 1996 by and between the Board of Education of Rockville Centre Union Free School District, Town of Hempstead, Nassau County, New York, (hereinafter called the "Board") and Rockville Centre Teachers' Association (hereinafter called the "Association").

## WITNESSETH

WHEREAS, the Board and the Association recognize and declare that providing an uninterrupted quality education for the children of the ROCKVILLE CENTRE SCHOOL DISTRICT is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the teaching services; and

WHEREAS, the members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational standards; and

WHEREAS, the Board recognizes and certifies the Association for purposes of collective negotiations pursuant to applicable statutes and all amendments thereof, and has assumed the obligation of negotiating collectively, with the Association as the exclusive representative of its teaching personnel with respect to the determination of and administration of grievances, wages, terms and conditions of employment; and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement.

In consideration of the following mutual covenants, it is hereby agreed as follows:

### ARTICLE I RECOGNITION

The Board hereby recognizes the Association as the exclusive and sole negotiating representative for all certified teachers, day school personnel (full-time, part-time and part-year) who are paid according to the teachers' schedule, including classroom teachers, department chairmen, librarians, psychologists, guidance counselors, social workers, nurse teachers, vocational teachers, and personnel assigned to Federal or State Programs, but excluding the Superintendent of Schools, Assistant Superintendents, Principals, Assistant Principals, Assistants to the Principals, Dean of Students, Directors, School Physicians and per diem employees.

The term "teacher" when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers.

The recognition herein by the Board of the Association as the sole and exclusive negotiating representative of the bargaining unit shall extend from the date of this Agreement, until the next budget submission date and thereafter for an additional period of 24 months, which period shall commence 120 days prior to such next succeeding budget submission date, but in no event for a period less than the maximum provided by law.

The Board agrees not to negotiate with any teachers' organization or other group seeking to represent the persons covered by this Agreement other than the Association for the duration of this Agreement.

## ARTICLE II NON-PROFESSIONAL DUTIES

### A. Duties

1. a. Senior High School teachers shall not be required to perform lunchroom duty.
- b. The maintenance of order and discipline in elementary and middle school lunchrooms and the safety of children therein shall be the responsibility of the teaching staff, but shall not require the physical presence of teachers therein except that teachers may be required to be "on call," as regularly assigned duties, so as to be readily and quickly capable, in the event of disorder, injury to a pupil or other emergency, - to be physically present in such lunchrooms to restore order and promote the safety of the pupils therein. Non-instructional personnel shall be employed and will be physically present in the lunchrooms
2. Bus Duty - The Board agrees to continue its present practice.
3. Bicycle Duty - Teachers shall not be required to perform bicycle duty.
4. Parking Lot Duty - Teachers shall not be assigned to supervise the parking lot at the Senior High School.

5.
  - a. Elementary School teachers are relieved from playground duty but they are required to be "on call," as regularly assigned duties, so as to be readily and quickly capable, - in the event of disorder, injury to pupil or other emergency, - to be physically present on the playgrounds to restore order and promote the safety of the pupils thereon.
  - b. Teachers shall not be required to perform the following clerical functions:
    1. the duplication of instructional material;
    2. collecting money;
    3. grading or recording results of school-wide testing programs; except Federal or State mandated tests which shall be graded and recorded during the normal school day;
    4. labeling and numbering of textbooks and supplies.
  - c. Reporting of students grades will be automated for grades 7-12.

### ARTICLE III TEACHING LOAD AND ASSIGNMENTS

#### A. Length of Teacher Day

The length of the teacher's day shall not exceed 7 consecutive hours (exclusive of attendance at faculty meetings, meeting with parents, performance of detention duty and such other obligations as are required by the provisions of this Agreement).

Effective September 1, 1995, the length of the teacher's day as described above shall be increased by ten (10) minutes.

#### B. In the elementary schools

1. All grades 1-5 teachers will have five 35-minute conference and planning periods per five-day week once special teachers have commenced their program in September and providing substitute teachers can be employed when special teachers are absent. This means a continuation of the practice of permitting classroom teachers to be absent from classrooms when special

teachers, i.e., physical education, art, and/or music teachers are in charge. Every effort will be made to schedule special teachers in such a way as to provide special teacher services per class on five different days per week.

When a library period is scheduled, teachers shall accompany their classes to the library or be able to utilize the time for professional duties, responsibilities and growth. Where applicable, these shall include parent/teacher conferences, student consultations, supervision of make-up tests and meetings with administrators. Such time should be used by all teachers for professional development, inter-disciplinary planning, assistance to independent study projects and students involved in special academic projects, facilitation of student work in labs and lab facilities or other needed responsibilities.

2. Every effort will be made to expand the substitute list for special areas (art, music, physical education) and a substitute special area teacher will be provided for special area classes whenever possible. In the event that no special areas substitute can be found, other teachers on the substitute list will be sought to meet the schedule of the absent special teacher. The regular classroom teacher shall provide suitable instructional material to be followed by the substitute teacher.
3. In order to enable art supplies to be unpacked, checked, labeled and stored, art classes shall not meet during the first week of the school year and during said period the pupils thereof will remain under the supervision of their regular classroom teachers.
4. Whenever aides are not otherwise provided to render assistance to kindergarten teachers, aides shall be provided to enable the teacher to work with individuals or small groups utilizing approved perceptual training program materials, if needed. Aides for this purpose shall not exceed twenty minutes per kindergarten session. In addition, an aide will be available to the kindergarten teacher for twenty minutes per session during the pupils' snack time for the personal needs of the teacher.

Elementary level teachers will be provided with two half days within the first two (2) weeks of June for tasks such as, but not limited to, preparation of class lists, permanent record cards, writing folders, report cards and conferences with teachers on grade level.

5. The length of the elementary school teachers' lunch period shall not be less than 50 minutes.



**C. In the middle school (Grades 6, 7, 8)**

- 1. The weekly teaching load shall be twenty-five teaching periods.**
- 2. Whenever possible, no teacher shall be assigned to more than two teaching preparations.**
- 3. Teachers who are assigned to classes meeting on the traditional 35-42 minute class schedule or to classes which are substantially equivalent to the 35-42 minute class, shall not be assigned to more than three consecutive class periods.**
- 4. Teachers assigned to classes other than those scheduled for 35-42 minutes shall not be assigned to consecutive class sessions longer than 160 minutes.**
- 5. Teachers may be assigned to five (5) periods of instructional time, one duty period, one preparation period and one lunch period daily. During the remainder of the day, all teachers will be at a location known to students and staff. The balance of the work day shall be used, when applicable, for parent/teacher conferences, student consultations, supervision of make-up tests and meetings with administrators. Such time should be utilized by all teachers for professional development, inter-disciplinary planning, assistance to independent study projects and students involved in special academic projects, facilitation of student work in labs and lab facilities or other needed responsibilities.**
- 6. Study hall assignments shall be rotated among those available beginning with those teachers who have not served study hall since the 1982-83 school year. Multiple study halls shall be condensed into one study hall with a teacher.**
- 7. A minimum of two full-time teacher aides shall be employed to cover necessary hall and study hall duties.**

**D. In the high school (Grades 9-12)**

- 1. The weekly teaching load shall be twenty-five teaching periods except most Science teachers shall have 4 class teaching periods per day with 2 related class laboratory classes per week per class and their total teaching load shall not exceed 28 periods per week. Those Science teachers who have 28 periods per week shall be relieved of homeroom duty and, if possible, the Science room of such teachers shall not be used for homeroom purposes.**

2. Whenever possible, no teacher shall be assigned to more than two teaching preparations.
3. Teachers shall not be assigned to consecutive class sessions longer than 147 minutes.
4. At the option of the Board of Education, a schedule may be constructed using modules of 21 minutes each with two such modules constituting one period.
5. Teachers may be assigned to five (5) periods of instructional time, one duty period, one preparation period and one lunch period daily. During the remainder of the day, all teachers will be at a location known to students and staff. The balance of the work day shall be used, when applicable, for parent/teacher conferences, student consultations, supervision of make-up tests and meetings with administrators. Such time should be utilized by all teachers for professional development, inter-disciplinary planning, assistance to independent study projects and students involved in special academic projects, facilitation of student work in labs and lab facilities or other needed responsibilities.

**E. Special provisions affecting English teachers**

1. English teachers in both the middle school and the high school may be required to teach five (5) periods a day.
2. The pupil workload of each teacher shall not exceed an average of 125. The average shall be derived by adding his/her workload for the Fall and Spring semesters as of October 1 and March 1, respectively, and dividing the total by 2. A maximum of 2 English teachers in each English Department may be assigned a maximum yearly average of 127 students.
3. The aforesaid limitation on pupil workload refers only to regular English classes and is expressly inapplicable to such classes as drama and the like. A teacher who instructs a class in drama, or the like, shall have a pupil workload which will not exceed an average (computed as above) of 96 in his/her regular English classes.

**F. General provisions**

1. Before final teaching assignments are made, principals or department chairpersons shall confer whenever possible with each teacher. Teachers' assignments for the following school year shall be made known to the

teacher in June, whenever possible. Should a change in assignments become necessary thereafter, the teacher shall be timely notified thereof.

2. The Principal in each school shall consult with a duly designated Committee of teachers with respect to assignments and the allocation of duties. Special teachers in the elementary schools, at their option, may confer with the said Principal with respect to the preparation of their own schedules. The decisions affecting the foregoing shall continue to be made by said Principal.
3. Should any problems arise with respect to any of the items set forth in Paras. "A-D" above, the Principal of the school affected thereby will consult with the Association in a mutual effort to effect a reasonable solution to such problems.
4. Whenever possible, a substitute teacher will be hired for any member of the teaching staff whose full day absence would necessitate that his/her classes be covered by another member of the staff. Whenever practicable, every effort will be made to provide substitutes for less than full day absences.
5. No teacher shall be required to cover a class as a substitute during his/her lunch period. No teacher shall be required to cover a class as a substitute during his/her conference or unassigned period except in an emergency. In the event that a teacher assigned a duty is taken from that duty to cover a class in an emergency absence situation, no third person otherwise unassigned shall be assigned to cover the covering teachers duty. When an emergency arises as the result of a shortage of substitutes, teachers called upon to cover classes, except during their duty period, shall receive as compensation one-fifth of the substitute's daily rate of pay plus \$5.00 per period. Coverage in emergency situations must be equitably distributed. In the elementary schools said payment shall accrue to elementary teachers who must cover classes, including coverage for a special who fails to appear. Should an elementary school teacher be required to double up classes for an entire day he or she shall receive a substitute's daily rate of pay plus \$25.00 in addition to his/her regular salary.
6. If a teacher is required to proctor an examination outside the scope of the "normal" school day, then additional compensatory relief time at a mutually agreed time shall be granted within the school day.

7. If a teacher has indicated that he/she is to be absent, the Administration will do its best to hire a substitute teacher certified to teach in the area he/she has been called in to teach.
8. Whenever possible, no teacher shall be required to teach in an area other than that of his/her certification without his/her consent. In conformity with New York State Law, no teacher shall be required to teach more than one such class.
9. It is mutually agreed and understood that no teacher shall receive or be denied any assignment because of race, color, religion or sex.
10. All teachers shall have a minimum duty-free lunch period of thirty minutes. A teacher may not be required to give examinations or monitor examinations during lunch periods.
11. Whenever possible in the secondary schools, a teacher will teach all his/her classes in the same room. Each room to which a teacher is assigned shall have, whenever and wherever possible, suitable facilities available for the intended instruction therein.
12. Whenever it shall appear to the Administration that curriculum revision work is desirable or necessary, the Principal shall request from the staff or department a statement in writing as to the number of hours anticipated for such work. The administration may then propose a flat fee therefor and notify the staff members and the Association building representative of such proposal. The staff members shall within 10 days thereafter accept such proposal, or, in the alternative, demand that they be paid at the rate of \$117 per day for a 6 1/2 hour day of approved curriculum work (but with no additional "fringe benefits" applied to either mode of compensation). The administration may reject such demand and obtain revisions for the curriculum from outside sources.
13. Teachers shall be required to perform detention duty. Assignments of teachers will be equitably distributed. There will be no more than one (1) detention period per school day, the length of which shall be that of the normal school period. Assigned detention duty will only be used for students who are truant or tardy. This is not to preclude teachers from detaining students after school for disruptive behavior.

**G. Special provisions affecting teachers who travel between schools**

1. Teachers who travel are entitled to a daily preparation period.

2. Teachers who travel are entitled to a duty-free lunch period.
3. No teacher will be required to travel between buildings more than once in any one day, whenever possible.
4. Teachers who travel will not be assigned a duty.
5. In September of each school year, these teachers will be given written notice of the district's reimbursement policy for travel expenses, as well as an explanation of procedures to be followed to collect for travel mileage.
6. The transportation allowance shall be the amount authorized by the Internal Revenue Service as deductible for non-reimbursed travel expenses per mile for authorized school business when the teacher uses his/her own car.

#### ARTICLE IV PROFESSIONAL DEVELOPMENT AND IMPROVEMENT

##### A. Conferences

A joint staff and administration committee shall be established to make recommendations to the Superintendent upon applications by teaching personnel for permission to attend workshops, seminars, conferences and other professional improvement sessions.

##### B. In-service Education and University Courses

1.
  - a. Members of the teaching staff shall be represented on the Committee which chooses and recommends credit for in-service courses.
  - b. Graduate courses approved by a university or college but sponsored and run by another private organization will be considered for salary and graduate credits only if the credits are accepted by that university or college as part of a degree program. If the credits are not accepted as part of a degree program then teachers interested in taking these courses may apply for in-service credit under the provisions of this contract.
2.
  - a. Application for approval of credit for an in-service course must be made on an appropriate application form. Credit will be given if approval of the application is given by the Superintendent of Schools. Teachers will not receive credit for a course unless they have been in attendance at least eighty percent of the class meeting hours.

- b. If a teacher is planning to request in-service credit for an in-service course the teacher is taking, prior approval by the Superintendent of Schools or his/her designee shall be required for all courses except those which meet the criteria in 3.d. and the following criteria:

Courses offered by the Nassau County BOCES, an approved professional organization, or the Rockville Centre Teacher Center, in which the course content relates to the teachers' assignment and which contains a minimum of 15 (fifteen) class hours.

- c. The Instructor-in-charge will be required to certify on an appropriate form that participants in the in-service course have satisfactorily completed the course in accordance with Board policy. Upon approval of the certification by the Superintendent, credit will be given to the extent approved on the application.
  - d. Individual certificates will be given to each teacher who satisfactorily completes the course.
3. Two in-service credits will be earned by teaching a college level course for an accredited college and for which college credit is granted, provided, however, that such credits may only be granted once and, further, that the course content relates to the assignment of the teacher.
- a. The parties confirm that, prior to September 1970, the practice of the School District was to recognize for salary increment three (3) in-service credits of every fifteen (15) credits submitted and that for the period from September 1970 through August 1975, the School District policy was to recognize for salary increment five (5) in-service credits of every fifteen (15) credits submitted. During each of said periods excess in-service credits were "banked" as a reserve for the benefit of the teacher and this reserve could thereafter be applied for subsequent salary improvements.
  - b. Commencing September 1, 1975, the School District shall recognize towards salary increment six (6) in-service credits of every fifteen (15) credits submitted. In-service credits submitted for salary increment in excess of such six (6) in-service credits, shall be "banked" as a reserve for the teacher and such reserve may be applied towards subsequent salary improvements.
  - c. It is expressly understood that once a teacher has submitted credits (in-service and college or university credits) for salary improvements, such credits may not thereafter be used again as part of any recasting,

restructuring or reapportionment of those credits as part of the total credits submitted by that teacher for any subsequent salary improvement.

Starting with teachers appointed as of September 1, 1988, credits submitted for advancement beyond the Master's Degree level must be earned after the completion of the Master's Degree. All credits earned prior to the awarding of the Master's Degree will not be counted for salary advancement beyond the Master's Degree level. In-service credits taken prior to the completion of the Master's Degree can be banked and used for increments after the completion of the Master's Degree.

- d. Except where specifically provided to the contrary, one (1) in-service credit shall be awarded for each combination of 15 full hours of classroom instruction and 15 full hours of out of class work required by an individual in-service course.
4. a. Salary adjustments based upon changes in college/university or in-service credits will be effective as of February 1 when the college/university or in-service credits are completed during the preceding fall semester, provided that official transcripts are received at the appropriate administrative office prior to April 1; as of September 1 when such credits are completed during the preceding spring or summer semester, provided that official transcripts are received at the appropriate administrative office prior to November 1.
- b. When it is anticipated that unreasonable delays may occur in the issuance of transcripts due to no fault or deficiency on his/her part, the teacher may file a copy of the letter or transcript request form and, provided such letter or form clearly indicates the date of issuance, the appropriate February 1 or September 1 date shall be applicable.
  - c. Professional Improvement Program

The District shall appropriate the following sums to be allocated as indicated for a program of professional improvement:

\$71,839 shall be spent for professional improvement activities for the period to 9/1/94 to 6/30/95.

\$74,174 shall be spent for professional improvement activities for the period 9/1/95 to 6/30/96.

\$76,770 shall be spent for professional improvement activities for the period 9/1/96 to 6/30/97.

\$79,649 shall be spent for professional improvement activities for the period 9/1/97 to 6/30/98.

The professional improvement activities referred to may include graduate courses, mini-grants, visitations, fellowships and other related educational projects. Travel projects shall not receive funding.

\$22,082 shall be spent for summer fellowship during the period 7/1/95 to 8/30/95. The amount shall be increased to \$22,800 for the period from 7/1/96 to 8/30/96, \$23,598 for the period from 7/1/97 to 8/30/97 and to \$24,483 for the period from 7/1/98 to 8/30/98.

Summer fellowships shall be granted for study in a course applicable to the teaching profession, on the graduate level of a university recognized by the regional accreditation agency. In the District's interest, the Superintendent may waive the graduate level requirement.

A committee shall be established composed of 1 Central Office Administrator, 1 Secondary Principal, 1 Elementary Principal, and 3 teachers, which shall make advisory recommendations to the Superintendent on proposals received. The Superintendent shall, in his/her sole discretion, authorize the grants hereunder.

d. Summer Study

Once formal class sessions have terminated, whenever possible, the Board will allow teachers who have received grants and scholarships for summer study to leave to take advantage of such grants providing the teacher can make arrangements to fulfill all responsibilities for final examinations, correcting papers, assigning grades, preparing report cards, and officially "checking out" with the principal. If a hired substitute is not provided for the aforementioned teacher, no deduction in salary shall be charged.

C. Point Credit for Educational Travel

Teachers shall be compensated by salary increment and for approved travel and experience in accord with guidelines set forth below. The specific point credit shall be determined by the in-service committee.

1. Policy

Travel which is undertaken primarily for educational rather than recreational purposes may be approved for salary point credit. Travel is considered educational if it is carefully planned and prepared so as to result in a



significant contribution to professional growth. For this purpose, travel is defined as "A moving from place to place with continuous exposure to new and changing environments having significant educational potential."

## **2. Point Allowance**

The granting of salary point credit shall be in accordance with the following regulations:

- a. The total maximum number of points allowed for all educational travel shall not exceed 6 points.
- b. Educational travel must occur during the summer vacation period except in the case of an employee who is on an authorized leave of absence.
- c. Two calendar weeks of travel shall be the minimum period and six calendar weeks the maximum period for any one summer vacation period of any one summer. A calendar week shall consist of seven consecutive days of approved travel. Fractional credit may not be allowed for fractional parts of a week.
- d. Educational travel may not include any time during which concurrent study is undertaken for other ways of point accumulation.
- e. The educational value of the travel must justify a uniform allowance of one point per week in conformity with standards for point allowance in other recognized forms of study, and the restrictions noted under Section 3 following.
- f. Written approval of travel plans must be obtained from the In-service Committee prior to the commencement of travel.

## **3. Restrictions**

Salary point credit for travel will not be allowed for:

- a. Travel within a general 200 mile straight line radius of Rockville Centre.
- b. Visits to places known primarily for entertainment value.
- c. Vacation trips to the mountains, beaches, resorts, dude ranches, etc.

- d. Areas of previous residence.
- e. Return trips to areas for which credit has already been granted.
- f. Attendance at conferences, workshops, or conventions.
- g. Prolonged periods in any one area.
- h. Weekend travel for a temporary place of resident outside the metropolitan area.
- i. Vagabond trips for which a thoroughly planned itinerary has not been prepared.
- j. Extended visits to friends or relatives.

4. Application Procedure

Requests for enrollment in educational travel projects are filed on a special form available in all school offices. Applications should be submitted to the In-service Committee at least 30 days before the proposed date of departure. Written approval by the Superintendent must be obtained prior to the commencement of travel if salary point credit is to be allowed.

5. Completion of Travel Projects

Completion of an educational travel project includes submitting forwarding recommendations to the Superintendent, at the conclusion of travel, a certification of the actual dates and routes of travel, including a written report of 200-400 words summarizing the educational implications of the travel experience.

6. Travel credits will be applied to salary improvement on either September 1 or February 1 when credit approval has been completed prior to those dates.

**ARTICLE V  
TEACHER RECRUITMENT AND EMPLOYMENT**

- A. All applicants for teaching employment in the secondary schools shall be interviewed by department chairpeople, if department chairpeople are available for such interviews. The final decision in the selection of the candidate for employment shall be made following consultation between the administration and the department chairperson.

- B. Similarly, each department chairperson shall meet with the building principal to review the recommendation for granting or refusing to grant tenure to teaching personnel in his/her department.**
- C. In the event that the Board of Education should abolish any position which is now occupied by a person eligible for membership in the Teachers' Association, the Board of Education shall make every reasonable effort to place the excessed teacher in a vacant position in the District for which the teacher is certified. The District agrees to maintain all appropriate preferred eligibility lists in accordance with law.**

**Wherever practicable, if there is a vacancy in another tenure area and the excessed teacher is certified in this tenure area, or can become certified by the commencement date of service in the new position, the teacher will be offered the appointment as a probationary teacher on the first year of the required probationary period, in the new tenure area.**

**If it is necessary for a teacher whose position has been abolished to obtain credits for his/her new position, and if the teacher can complete all certification requirements prior to commencing service in the new position, the Board agrees to reimburse the teacher for his/her tuition costs according to the following formula.**

- One-half of the cost of six credits for teachers with 4-9 years of service.**
- One-half of the cost of nine credits for teachers with 10-14 years of service.**
- One-half of the cost of 12 credits for teachers with 15 or more years of service.**

**The provisions of this section are subject to regulations of the Certification Division of the University of the State of New York.**

**The Board retains all rights relating to the retention or dismissal of such teacher based on performance in the new position.**

- D. No position in the summer school program shall be filled by a teacher not employed by the Rockville Centre School system if there is a qualified applicant for such a position who is employed by the Rockville Centre School system. There will be an exception for those teachers who are not Rockville Centre teachers but who have already taught summer school for three years. New positions and/or vacancies in the summer school program shall be posted in each school in the District.**

## ARTICLE VI TEACHER EVALUATION

### A. Non-Tenured Teachers

1. Observation for rating purposes of first year teachers shall be for help as well as evaluation. However, such observations should not be reduced to official writing for the first month.
2. Observation by the building principal or designee should occur at least four times during the year for each probationary teacher. All observations and evaluations should be completed by June 1st.
3. A probationary teacher shall be informed by April 15 if the Superintendent intends to recommend that he/she not be granted tenure. The Board shall notify the teacher of its decision with respect to the Superintendent's recommendation by May 15. This date shall not apply where the position held by that teacher is subsequently abolished.
4. The Superintendent shall give the Association reasonable notice of the names of those teachers who will be eligible for tenure and the Association shall have the right to make recommendations to the Superintendent concerning the same. This provision, however, shall in no way diminish the legal authority of the Superintendent or of the Board with respect to the right to grant or deny tenure to such teachers.
5. Department chairpeople or directors (as the case may be), if available, shall be consulted if the employment of a probationary teacher is to be terminated.
6. A teacher shall at all times be given the opportunity of having a representative of the Association present at times when he/she may be disciplined or deprived of monetary or professional advantage for any alleged infraction of rules or other alleged delinquency in professional performance. Such teacher shall not be so disciplined or deprived of any monetary or professional advantage for any of the reasons set forth above without just cause subject, however, to the authority vested in the Board of Education by 3012 of the Education Law to discontinue at any time the services of such teacher. In no event shall the causes and circumstances affecting the aforesaid action against said teacher be publicly disclosed unless required by law or so requested by the affected teacher. This paragraph is expressly understood to have no application to the power of the School Board to deny tenure to a probationary teacher or to discontinue the services of such teacher under the applicable provisions of the Education Law.

## **B. Tenured Teachers**

- 1. A teacher shall at all times be given the opportunity of having a representative of the Association present at times when he/she may be disciplined or deprived of monetary or professional advantage for any alleged infraction of rules or other alleged delinquency in professional performance.**
- 2. A tenured teacher shall not be disciplined, reprimanded, reduced in rank or compensation, suspended, demoted, terminated or otherwise deprived of any professional advantage without just cause. In no case shall this be done publicly unless required by law or so requested by the teacher. In the event that charges are made against any such teacher, pursuant to the provisions of 3020-a of the Education Law (or as the same may be amended), and hearings are held thereon, the issues involved in such charges shall not then be arbitrable under the terms of this Agreement.**

## **C. Observation**

- 1. When a classroom observation by an Administrator/ Supervisor/Department Chairperson, is reduced to a written report following his/her observation of a teacher, the observer shall confer with the teacher within ten school days from the date of the observation. A copy of the formal written report shall be delivered to the observed teacher two days prior to the teacher's signing the report and within ten school days of the observation. The teacher has the option of requesting an additional conference with the observer prior to signing the report. All observations and evaluations should be completed by June 1st.**
- 2. An observation report is a formal report of a single instance of observation of a teacher working with pupils. This report is filed by a department chairperson director, principal or other supervisory-administrative staff member.**
- 3. The teacher shall sign the written observation report and shall receive a copy thereof for his/her own files. Such signature by the teacher shall not be deemed to indicate agreement with, or approval of, the contents of the observation report. The observation report shall be filed in the Principal's office until such time as it is attached to an evaluation report of the said teacher.**

**Such observation report and evaluation report are ultimately to be filed as part of the teacher's personnel record file.**

4. A teacher has a right, if he/she so requests, to attach any additional comments he/she may wish to make to an observation report. Such attachment must be made within thirty school days of the date of the observation report.
5. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher. The use of eavesdropping, public address systems or radio systems and similar covert surveillance devices continues to be strictly prohibited.
6. A secondary school Principal shall include an annual conference with members of a department whose chairperson is being evaluated for reappointment, at which conference the chairperson is not to be present.

#### D. Evaluation

1. A non-tenured teacher shall receive annually a minimum of one evaluation report. Tenured teachers shall annually receive one evaluation report based on at least one observation. All observations and evaluations should be completed by June 1st.
2. An evaluation report is a comprehensive rating report filed generally by a principal but may also be filed by a director, department chairperson or other supervisory-administrative staff member. At the elementary and secondary level the evaluation report shall be prepared by the principal who may utilize observation reports as prepared by himself/herself, the department chairperson, or by other administrative-supervisory personnel.
3. When the evaluation report is committed to writing, the writer shall meet with the teacher prior to filing the report in the Superintendent's Office. The teacher shall be given a copy of the evaluation two days prior to the conference at which conference the teacher shall sign the original indicating receipt of the document.
4. A teacher has the right, if he/she so desires, to attach his/her comments to any such evaluation reports providing the attachment is made within thirty school days of the date of the Evaluation Report.
5. Evaluation Reports and their attachments, as filed by the principal, department chairperson or other administrative-supervisory personnel, and which have been signed by the teacher shall be included in the teacher's personnel file.
6. All Evaluation Reports shall be dated.

7. Pursuant to the terms of this contract and Part 100 of the Regulations of the Commissioner of Education, department chairpersons, as unit members, are authorized to evaluate teachers.

**E. Personnel File**

1. Access to one's own personnel file (exclusive of pre-employment references) is a right of teachers and is available to all teachers with reasonable dispatch.
2. A teacher will be entitled to have a representative of the Association accompany him/her during the review of his/her file.
3. No material derogatory to a teacher's conduct, service, character or personality nor any material relating to the performance of his/her duties will be placed in his/her personnel file unless the teacher has had the opportunity to review the material. The teacher will acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed, and with the express understanding that such signature in no way indicates agreement with the contents thereof.
4. An incident, which has not been reduced to writing within three months of its occurrence, exclusive of summer vacation period, may not later be added to the teacher's file except when such pertains to evidence of a criminal offense.
5. The teacher shall be permitted to reproduce, at his/her own expense, in the administration building, any material in his/her file except for pre-employment references.
6. Material, other than evaluation and observation reports shall be removed from a teacher's personnel file whenever his/her claim that it is inaccurate or unfair is sustained by an arbitrator or other competent body having jurisdiction. Evaluation and observation reports are recognized to be statements of professional judgments and are subject to removal only upon proof that the observer and/or evaluator failed to substantially abide by the procedures prescribed by Paras. B and C, above.
7. No written statements by parent, student, or other non-staff member shall be placed in a teacher's file unless the author thereof is identified.

8. A teacher shall have the right to include pertinent information in his/her file within three months of the occurrence.

## ARTICLE VII PROMOTIONS

- A. The Board shall give due consideration for promotions to persons with service in the School District, providing that it is understood and agreed that the Board's policy is to obtain the most qualified applicants from all available sources.
- B. Whenever a vacancy in any position in the School District shall occur by reason of death, retirement, discharge, resignation, sabbatical or the creation of a new position, the Board shall give written notice to the President of the Association and shall post such notices in each school in the District. When posting is not feasible, or when an opening occurs during the summer, the President of the Association shall be notified in writing.

Promotional positions are defined as follows: positions paying a salary differential, and/or positions such as Superintendent, Assistant Superintendent, Director, Coordinator, Principal, Assistant Principal, Department Chairperson and any new administrative or supervisory position that the Board creates.

The written notice of promotional vacancy shall include a description of the position and the minimum qualifications for the position.

The Board shall not permanently fill any promotional vacancy (except in a situation of emergency need) until at least thirty days after written notice of the vacancy has been made.

An applicant for a promotional or supervisory position shall be notified in writing as to the action on his/her application immediately upon Board action.

- C. A committee of teachers and administrators will be created to propose and recommend to the Board an internship program designed to lead to certification in administration and supervision.



## **ARTICLE VIII TRANSFERS**

### **A. Voluntary Transfers**

- 1. Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another school building shall file a written statement of such desire, with one copy filed with the Superintendent and Principal and another may be filed with the Association.**

**Such statement will include the grade and/or subject to which the teacher desires to be transferred.**

- 2. The applicant for transfer shall be notified in writing as to the action of his/her application immediately upon Board action.**

### **B. Involuntary Transfers**

- 1. An involuntary transfer shall be made in the discretion of the Superintendent employing the following factors: When such transfer is necessary, a teacher's area of competence, major and/or minor field of study, quality of teaching performance, and length of service to the Rockville Centre schools will be considered, together with instructional requirements and staff availability, in determining which teacher is to be transferred. An involuntary transfer will be made only after a meeting between the teacher, Superintendent and the principals involved, at which the teacher will be notified of the reasons for the proposed transfer.**

**Teachers who are involuntarily transferred will be transferred only to an equivalent position.**

**If due to unusual circumstances a position is abolished, the Board shall offer the teacher the first comparable position that becomes available for which the teacher is qualified. The comparable position offered must be similar to or better than the previous position in type and salary and must be acceptable to the teacher.**

- C. No tenured teacher who is involuntarily transferred shall, by reason thereof, lose tenure status in his/her former position as required by law.**
- D. Notices of all instructional staff openings, other than those of substitute nature, that occur during the school year shall be posted in every building of the School District.**

When posting is not feasible or when an opening occurs during the summer, the President of the Association shall be notified in writing thereof.

## **ARTICLE IX PHYSICAL EXAMINATION OF SCHOOL PERSONNEL**

In the interest of staff and pupil health, physical examinations are required of:

- a. All employees of the Board of Education prior to employment.
- b. All instructional staff members during the second half of the third probationary year as a requirement for tenure.

The school physician shall prepare forms needed to properly evaluate the physical condition of employees for the tasks they perform.

For instructional employees the physical examination required in "b" above must be given by the School District physician.

For examinations, not required to be personally done by the school physician, all personnel may have their private physician report the examination on the prescribed school form. If so, the cost will be assumed by the individual. Employees will not be charged for examinations made by the school physician. Chest X-Rays, if requested by the school physician, shall be paid for by the District.

The chief school physician's judgment that an employee's physical condition enables him/her or does not enable him/her to perform the tasks of his/her position will be indicated by the chief school physician on the prescribed school form. The chief school physician will review every completed medical examination form and his/her decision shall be final.

Physical examination record shall be kept in employees' folders in the Administration office and will be confidential. Such records will be available only to health personnel, the employee or to others whom the employee may designate.

**ARTICLE X  
EMPLOYEE ABSENCES**

- A. Bonus for Perfect Attendance:** A bonus of \$400 will be available for teachers who are absent for one day and \$800 for teachers with perfect attendance. It is understood that no money is available for absences of two days or more notwithstanding that the contract provides for discretionary absences such as family illness, personal illness and personal time including days of religious observance. Such discretionary days are counted against the employee for purposes of bonus eligibility. Jury duty, death in immediate family, quarantine and school business are not counted as absences in computing bonus.
- B. Absences of employees may be permitted without deduction of salary up to an annual allowance of 15 days per year. Of these 15 days, 10 may be allowed for personal illness and 5 for reasons other than personal illness. The five days for other than personal illness may be used for reasons listed in "J" of this Article. Unused days shall be cumulative to a maximum of 180 days with the cumulative portions available for personal illness leave only. The following shall apply to these leaves:**
- 1. "PERSONAL ILLNESS" - 10 days per year. A teacher who has been absent more than five consecutive working days because of personal illness, shall submit a physician's statement within the 10th school day of the commencement of the absence.**
  - 2. "REASONS OTHER THAN PERSONAL ILLNESS" - 5 days per year as further defined in "J" of this Article. Absences will be permitted for single days or two consecutive days for only reasons listed in "J" of this Article. The signing of Form X is the employee's certification that the reason (s) for the absence conform to the list in "J" of this Article.**
- C. For part-time (40% or more) persons, whose contract of employment is longer than six months, the proportionate amount of leave shall apply.**
- D. At the commencement of each school year, each teacher shall be credited with the total of (a) the number of his/her unused leave days accumulated to a maximum of 180 days as of the end of the preceding school year and (b) the 15 days of leave (being the total of items "B.1" and "B.2," above) for the then ensuing school year. The resulting total of "(a)" and "(b)" shall constitute, for the purpose of this paragraph "D", a teacher's "Total Leave Time."**

E. Absences for reasons other than those for personal illness, in excess of five days in a year, which are authorized and for which full deduction is applicable may at the discretion of the Superintendent, have such deduction modified to deduction at the minimum rate of substitute pay.

F. The following absences are non-deductible from cumulative allowance, shall be without loss of salary and request thereof shall be made on Form Y.

1. **DEATH IN IMMEDIATE FAMILY** - Three (3) working days of absence will be approved for each death in the immediate family. For purposes of this paragraph only, "immediate family" shall include parent, child, sister, brother, spouse, mother-in-law, father-in-law and grandparents.

2. **JURY DUTY** - Notice of Jury Duty must be submitted to the Superintendent. The teacher shall reimburse the district in an amount equal to the jury fee received.

3. **QUARANTINE** - Teachers absent by reason of quarantine imposed by Doctor's order due to illness caused by a contagious disease of a resident member of the household will submit a doctor's certificate explaining the order. Absence will be approved for the duration of the quarantine.

G. Full deduction of pay shall be applied for days of unauthorized absence.

H. In the event that plane travel circumstances, beyond the control of a teacher, arise and cause the teacher to miss school, the teacher shall have the opportunity to present his/her case complete with any and all relevant documentation to the Superintendent of Schools or his/her designee.

The Superintendent or his/her designee shall determine whether or not the teacher should be docked pay for the days absent.

Such determination by the Superintendent or his/her designee shall be final and binding and shall not be subject to the grievance procedure.

I. **Sick Bank:**

1. Teachers who are on a probationary track or who have secured tenure in Rockville Centre will be eligible to participate in a district "sick bank" administered by the Rockville Centre Teachers' Association. Applications for use of sick bank days should be made to the Rockville Centre Teachers' Association President.

2. Each teacher will be able to voluntarily contribute up to three days of sick leave annually, either from his/her banked days or from his/her current allocation of sick days. These days will be added to the bank. The additions to the sick-bank will take place by September 30th of each year.
  3. An eligible teacher who has exhausted his/her accumulated sick leave may borrow days from the sick bank, up to a maximum of one hundred (100) teaching days. The borrowing teacher must provide a medical certificate indicating the diagnosis and approximate number of days of expected absence.
  4. No teacher will be required to pay back days that are used from the sick bank.
  5. If, in a given year, the total number of sick days in the bank falls below one hundred (100), tenured teachers shall have the opportunity to voluntarily contribute up to three (3) additional days of their accumulated sick leave.
  6. The purpose of the sick bank is to afford protection to teachers who become victims of a prolonged illness or absence due to injury.
  7. Whenever the district is reimbursed by Worker's Compensation for sick leave days, the teacher's sick days will not be deducted from either his/her yearly or his/her accumulated sick days.
- J. Employees who expect to be absent for reasons other than personal illness and "illness in the immediate family," prior to the absence, must submit a completed Form X to the Superintendent and a copy to the Principal.

Requests for absences that conform to the reasons listed below are to be submitted on Form X. All other requests for absences are to be submitted on Form Y. In emergency situations, employees are expected to make every effort to communicate with the Principal or Supervisor prior to the absence if insufficient time is available for the written request. In these cases, the employee should submit Form Y on his/her return.

On return from any absence, an employee shall file a completed Form 35 with his/her Principal or Supervisor.

The following are approvable as absences for reasons other than personal illness as certified by the employee and should be requested on Form X.

- Legal:**
- To appear in Court
  - To appear at Internal Revenue office for audit purposes
  - To close on a house
- Family:**
- To take son or daughter to college
  - To attend son's, daughter's or spouse's college graduation
  - To be with someone in immediate family having a serious operation
  - To take or bring home from the hospital a member of the immediate family
  - To move to a new home
  - Illness in the immediate family
  - Additional days for death in the immediate family beyond the three non-deductible days permitted by Subdivision F-1 above.
- Education:**
- To take a comprehensive or qualifying examination for an advanced degree
  - To receive a degree
- Religious:** To attend a special religious ceremony involving a member of the immediate family; to attend funerals of persons other than immediate family; to observe a total of two religious holidays, provided request thereof is made on Form X prior to June 15 of the preceding school year. When the date of employment makes such a request date impractical, the teacher will submit his/her request within two weeks of the commencement of employment. The religious holidays for which absence is approvable are set forth below:

Rosh Hashanah (Jewish New Year)  
Yom Kippur (Day of Atonement)  
First Day of Succoth (Feast of Tabernacles)  
Second Day of Succoth  
Last Days of Succoth  
Feast of All Saints  
Christmas  
Feast of the Circumcision and New Year  
Feast of the Epiphany\*

Christmas\*\*  
Ash Wednesday  
Annunciation\*  
Holy Thursday  
Good Friday  
Easter\*  
Easter Monday\*  
First Days of Passover  
Last Days of Passover  
Holy Thursday\*\*  
Good Friday\*\*  
Easter Monday\*\*  
Feast of the Ascension\*\*  
Shavuoth (Feast of Weeks)  
Feast of Assumption

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- \* New Calendar Eastern Orthodox Churches and New Calendar Eastern Rite Roman Catholic Churches.
  - \*\* Old Calendar Eastern Orthodox Churches and Old Calendar Eastern Rite Roman Catholic Churches.

**NOTE:** A request to be absent for additional religious observance is to be filed on Form Y and, if the request is granted, deduction will be made at the minimum substitute rate.

#### ARTICLE XI EXTENDED LEAVES OF ABSENCE

- A. 1. A leave of absence for one year, without pay, may be granted upon recommendation of the Superintendent, which shall not be withheld unreasonably, and approval of the Board of Education, to any teacher holding probationary or tenure status for disability; or to any teacher holding tenure status for temporary employment in the interest of public service or professional growth (including service with a local, state, or other professional teachers' organization). Leaves for professional growth can be requested for a period of one full year only, commencing in September and ending in June. If a teacher should request continuation of his/her leave for a second year, such request will be given every favorable consideration. No individual who has commenced an unpaid leave may thereafter claim or collect any pay for the same period.

2. By written application for such leave, the teacher shall agree that if such leave is granted, the teacher shall give the District 120 days written notice of his/her intention to return to service, and that his/her failure to give such notice shall constitute grounds for a charge of abandonment of the position. The teacher shall also acknowledge his/her waiver of any rights to termination procedures, including those provided by Section 3020-a of the Education Laws. At least 150 days before the expiration of the leave the district shall notify the teacher of his/her obligations hereunder by written notice to the teacher at the last address given by him/her to the District.
- B. A leave of absence for two years, without pay, may be granted upon recommendation of the Superintendent and approval of the Board of Education to any teacher holding tenure status to campaign for or serve in public office.
- C. Each year of full time service in the armed forces while on leave of absence will be credited for advancement on salary schedule.
- D. Leave of Absence for Childbearing and/or Child Rearing
1. A teacher who is pregnant will be permitted to continue to work as late into her pregnancy as she is physically capable of performing the normal duties of a teacher.
  2. Whenever a pregnant teacher cannot perform her normal duties as a teacher and gives written notice to the Superintendent that she is commencing her leave of absence, she may advise the Superintendent to apply part or all of her accumulated sick leave because of medical disability connected with or resulting from her pregnancy.
  3. Upon written request, an employee shall be granted a leave of absence for the duration of the school year in which the request is made up to one (1) year for the purposes of child care and child rearing. Upon further request by the employee, said leave will be extended for an additional school year. In no event shall this leave of absence exceed two (2) years. Said leave shall be without pay. The employee shall have the option of applying to have the leave commence prior to the birth of the child.
  4. Except where an emergency prevents the giving of such notice, the employee's written request for a child care and/or child rearing leave shall be made to the Superintendent or his/her designee at least thirty (30) days prior to the effective date on which the employee's leave is to begin. The above leave may be extended for successive one (1) year periods at the sole discretion of the Superintendent.



5. An employee adopting a child (i.e., three [3] years of age or less) shall be entitled, upon ninety (90) days prior written notice, to a leave of absence without pay for a period not to exceed two (2) years to commence at any time during the first year after receiving de facto or de jure custody of said infant child or prior to said custody if necessary in order to fulfill legal requirements for adoption. Such 90 days prior notice may be waived in part or in whole under unusual circumstances in the sound discretion of the Board.
  6. If an employee has been granted a total of six (6) years leave of absence under this provision, no further child care leave shall be granted to that person.
  7. Provided one hundred twenty (120) days written notice be given to the Superintendent, an employee returning from a leave of absence and/or sick leave pursuant to subparagraphs "2" - "6", both inclusive, shall have the right to be restored to the same position which such employee held at the time said leave commenced. In the discretion of the Board, the date of restoration to service shall be the date of commencement of the semester following such one hundred twenty (120) days notice. A condition of such restoration, in the case of an employee who exercised her leave rights pursuant to subparagraphs "1" - "4", shall be her ability to perform her normal duties. In the event a position, to which an employee would otherwise have the right to be restored, shall have been abolished, such employee shall be entitled to the rights set forth in Article V, Paragraph C of the Teachers' Association Agreement.
- E. All insurance benefits for employees of the School District will be available to persons on leave of absence without pay with the employee assuming full costs.
  - F. Teachers granted leaves of absences are ethically committed to return to the Rockville Centre School system for a period of at least one year.
  - G. Teachers who have been granted a one year leave of absence will be reinstated in their previous building upon their return and in their previous position unless the position no longer exists. For those teachers who may be granted leaves of absence for periods in excess of one year the Board shall make all reasonable efforts to reinstate such teachers in their previous building.

**ARTICLE XII  
CLASS SIZE**

- A. The size of classes shall not exceed a maximum of 35 pupils except where exceeding such maximum number is unavoidably necessary. The foregoing shall not be applicable to physical education, music and drama courses.
- B. Secondary school teachers, with the exception of music, drama and physical education teachers, shall have a maximum total load of 150 pupils.

**ARTICLE XIII  
STUDENT DISCIPLINE AND PERSONAL PROTECTION**

- A. A teacher may use such force as is necessary and lawful to protect himself/herself from attack or to prevent injury to another teacher or student.
- B. Any case of assault upon a teacher shall be promptly reported to the Board or its designated representative.
- C. Whenever a teacher is absent from school as a result of personal injury, which is not due to his/her own culpable negligence or his/her willful act, and is compensable under New York State Worker's Compensation Law (an injury sustained while on duty), he/she shall be paid his/her full salary for his/her days of absence for the period recognized by the Worker's Compensation Board up to a total of 180 working days. No part of such absence shall be charged to his/her sick leave, including days absent for court appearance, administrative hearings, medical examinations and medical treatment.
- D. If any teacher is sued as a result of any lawful action taken by the teacher while in the scope or pursuit of his/her employment, the Board will provide legal counsel and tender all necessary assistance to the teacher in his/her defense.
- E. Time lost by a teacher as a result of personal injury sustained while on duty shall not be charged against the teacher. Included within the scope of this subsection are court appearances, administrative hearings, conferences with members of the administration and/or Board, time required for medical treatment and recovery and time spent with law enforcement officials.
- F. No disciplinary action shall be taken against a teacher upon a complaint of a parent, of a student or of any other person unless notice of such complaint is promptly given to the teacher involved.

- G. Professional security forces shall be provided at school activities as need arises as determined by the Superintendent. Whenever staff members believe that the presence of security forces are needed at school activities they will have an opportunity to confer with the administration concerning the same.**

**ARTICLE XIV  
PROPERTY PROTECTION**

- A. The Board will not require a teacher to transport a student in his/her personal automobile.**
- B. The Board shall reimburse a teacher**
- 1. To the extent of the district's insurance policy for any loss, damage, destruction or theft of personal property related to his/her employment while on duty in the school or on the school premises.**
  - 2. For the cost of replacing dentures, eyeglasses, hearing aids or similar body appurtenances not covered by Worker's compensation which are damaged, destroyed or lost as a result of an accident in the course of a teacher's employment, provided the loss is not caused by the negligence of the teacher.**
  - 3. For the cost of repair or value, whichever is less, but in no event more than \$400.00 in the aggregate of**
    - a. clothing and personal effects which are damaged or destroyed; or**
    - b. instruction-related property which is stolen, as a result of or in connection with an accident in the course of a teacher's employment provided loss is not caused by the negligence of the teacher. Personal effects do not include automobiles or other vehicles.**
    - c. Transportation allowance shall be the amount authorized by the IRS as deductible for non-reimbursed travel expense per mile for authorized school business when the teacher uses his/her own car.**

**ARTICLE XV  
SCHOOL YEAR AND CALENDAR**

- A. The calendar for the school year 1995/96 shall be the calendar annexed hereto as Addendum A.
- B. The Board shall prepare a calendar for each school year of the written agreement and shall submit same to the Association president no later than March 15 of each preceding year for suggestions and comments which shall be duly considered by the Board before adoption of the calendar.
- C. When necessary, teachers will be available at school for one evening a month, October through May, for conferences with parents. In the elementary schools, two such conferences may be rearranged to coincide with spring and/or fall parent-teacher conferences. At least two 1/2 conference days shall be scheduled for each conference period. An afternoon and an evening conference session must be separated by a minimum of one full instructional day.

**ARTICLE XVI  
PROFESSIONAL ASSOCIATION**

- A. The Board will cause copies of this Agreement to be reproduced at its expense in sufficient quantity so that a copy may be distributed to each teacher covered by the Agreement.
- B. The President of the Association and the Chairman of the Professional Advancement Committee, if a secondary school teacher, shall have at least 40 minutes free each day, and if an elementary school teacher, he/she shall have an equivalent time free from noon time or before and after school assignments, to deal with Association business in addition to their aforementioned unassigned periods.
- C. The building representative shall have the right to schedule Association meetings in the school building before or after school or during school lunch periods, provided such meetings do not conflict with scheduled faculty or academic meetings or interfere with the normal and satisfactory operation of scheduled programs.
- D. The building representative shall be provided with reasonable time at all faculty meetings, if requested, to enable him/her to report on matters involving representation of teachers by the Association.

- E. The building representative shall be permitted to meet with teachers at times and places convenient to him/her, provided that such meetings can be scheduled without interfering with the regular academic program or with satisfactory operation of the school.**
- F. The Association shall have the right to post notices of its activities and matters of Association concern on teacher bulletin boards in each school building. The Association may make use of the inter-school mail service and teacher mail boxes for communications to teachers in accordance with present policy. Announcements of meetings may be listed in school activity bulletins. The public address system may be used solely for announcing the date, time and place of the meeting so long as such does not interfere with the instructional program.**
- G. Upon approval of the Superintendent, the President of the Association or his/her designee may engage in Association activities directly relating to the Association's duties as representative of the teachers which cannot be performed other than during school hours, without loss of pay, as is necessary to perform any such activities.**
- H. The President of the Association will be provided with a copy of all minutes of meetings of the Board of Education.**
- I. Teachers may leave school to attend General Meetings of the Association immediately following the dismissal of students on those days when such meetings are scheduled.**

**ARTICLE XVII  
GRIEVANCE PROCEDURE**

**1. DEFINITIONS:**

- a. Employee shall mean: i) a member of the negotiating unit, ii) a group of members of the negotiating unit, iii) the Association.**
- b. Grievance shall mean a complaint by an employee as defined herein: i) that there is a dispute as to the interpretation and/or construction of the collective bargaining agreement between the parties hereto, ii) that there has been unfair or inequitable treatment by reason of any act or condition which is contrary to, violating or misinterpreting policy or practice governing or affecting employees as defined herein.**

**2. BASIC STANDARDS AND PRINCIPLES:**

- a. Each employee shall have the right to present his/her grievance according to the provisions contained herein, free from interference, coercion, restraint, discrimination, or reprisal.
- b. Beginning with step 1, as described below, the employee shall have the right to a hearing at which he/she may appear in person and/or be represented and at which he/she may present oral and written statements.
- c. Copies of every written statement submitted at each stage shall be provided for each party to the grievance.
- d. The grievance procedure herein shall not be interpreted as limiting in any way the right of an individual to discuss informally with his/her supervisors any matter that is of concern to him/her or seeking the informal resolution of any grievance.

**3. ADJUSTMENT OF GRIEVANCES:**

Grievances shall be presented and adjusted in the following manner:

**a. School level (Step 1)**

Any employee may, either orally or in writing, present a grievance to his/her principal within a reasonable time following the act or condition which is the basis of complaint.

The employee and the principal shall confer on the grievance with a view to arriving at a mutually satisfactory resolution of the complaint. At the conference an employee may appear personally or he/she may be represented by an Association representative.

Whenever a grievance presented to a Principal by the employee personally would involve the interpretation and/or construction of the terms of this Agreement, or would affect the working conditions or welfare of the employees of the bargaining unit - he/she shall give the Association the opportunity to be present and state the views of the Association.

The principal shall communicate his/her decision to the aggrieved employee and to the Association within five school days after receiving the complaint. When the grievance has been presented in writing, the decision shall be in writing.

**b. Superintendent of Schools (step 2)**

If the grievance is not resolved at Step 1, the aggrieved employee or the Association may appeal from the decision of Step 1 to the Superintendent of Schools within ten school days after the decision of the principal has been received. The appeal shall be in writing, shall set forth the reasons for the appeal, and shall be accompanied by a copy of the decision at Step 1.

The Superintendent of Schools or his designated representative shall meet and confer with the aggrieved employee with a view to arriving at a mutually satisfactory resolution of the complaint. The aggrieved employee shall be given at least two school days notice of the conference and an opportunity to be heard. The employee may appear alone or he/she may be represented by the Association, in which event no more than three persons, excluding the grievant, shall appear on his/her behalf.

When the aggrieved employee is not represented by the Association at this step, the Superintendent of Schools shall furnish the Association with a copy of the appeal from Step 1 together with the notice of the date of the conference. In such cases, the Association may be present and state its views whenever the decision on the grievance would involve the construction and/or interpretation of the terms of this Agreement, or would affect the working conditions or welfare of the employees in the bargaining unit.

The Superintendent of Schools shall communicate his/her decision in writing together with the supporting reasons, to the aggrieved employee and/or Association within fifteen school days after receiving the appeal. The principal shall also receive a copy of the decision at this step.

**c. Board of Education (Step 3)**

If the grievance is not resolved at Step 2, the aggrieved employee may appeal from the decision of Step 2 to the Board of Education within ten school days after the decision of the Superintendent of Schools has been received. The appeal shall be in writing, shall set forth the reasons for the appeal, and shall be accompanied by a copy of the decision at Step 2.

The Board of Education, or by a committee thereof, shall meet and confer with the aggrieved employee with a view to arriving at a mutually satisfactory resolution of the grievance. The employee and the Association shall be given at least three school days notice of the conference and an opportunity to be heard. An employee may appear alone or he/she may be represented

by the Association at this step. The Board of Education shall furnish the Association with a copy of the appeal from Step 2 together with the notice of the date of the conference.

In such cases, the Association may be present and state its views whenever the grievance would involve the application or interpretation of the terms of this Agreement, or would affect the working condition or welfare of the employees in the bargaining unit.

The Board of Education shall communicate its decision in writing, together with the supporting reasons, to the aggrieved employee and/or the Association within fifteen school days after receiving the appeal.

**4. SPECIAL PROCEDURES FOR GRIEVANCE  
RELATING TO SALARY AND LEAVE MATTERS**

Any grievance relating to salary and leave matters shall be filed directly with the Superintendent of Schools and all procedures applicable to Step 2 shall be followed. The grievance shall be filed within a reasonable time following the act or condition which is the basis of this complaint.

**5. SPECIAL TYPES OF GRIEVANCES OR COMPLAINTS:**

- a. Grievances arising from the action of officials other than a principal may be initiated in writing directly with the Superintendent of Schools.
- b. Where a substantial number of employees in more than one school have a complaint arising from the action of authority other than a principal, the Association may initiate in writing a group grievance on their behalf.
- c. The Association has the right to initiate in writing or appeal a grievance involving a dispute as to the interpretation and/or construction of the Agreement. Such grievance shall be initiated with the Superintendent of Schools.

**6. APPEARANCE AND REPRESENTATION:**

Conferences held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons entitled to be present to attend. When such conferences are held during the working hours of employees whose attendance is required, such employees shall be excused without loss of pay for that purpose.



**7. TIME LIMITS:**

- a. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall not constitute a sustaining of the grievance but it shall permit the employee to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.
- b. The time limits specified in any step of this procedure may be extended, in any specific instance, by mutual agreement.

**8. ARBITRATION:**

A grievance dispute which was not resolved at Step 3 may be submitted by the employee and/or by the Association to an arbitrator for decision if it involves a dispute as to the interpretation and/or construction of the Agreement (including any Board Policy or Regulation expressly referred to therein).

A grievance may not be submitted to an arbitrator unless a decision has been rendered by the Board of Education under the Grievance Procedure, except in cases where, upon expiration of the fifteen day time limit for decision, the aggrieved employee or the Association filed notice with Board of Education of intention to submit the grievance to arbitration and no decision was issued by the Board of Education within twenty school days after receipt of such notice.

The employee may proceed personally or through the Association. Where the employee is not represented by the Association, the Association may submit its views to the Arbitrator.

The proceeding may be initiated by filing with the Board a demand for arbitration, or notice of intention to arbitrate. The notice shall be filed within ten (10) school days after receipt of the decision of the Board of Education under the Grievance Procedure, or, where no decision has been issued in the circumstances described above, three (3) days following the expiration of the twenty (20) day period provided above. The notice shall include a brief statement setting forth the issue to be decided by the arbitrator and the specific provision of the agreement involved.

The parties shall herewith establish a panel of four (4) arbitrators who shall serve in rotating order. The Union shall promptly notify the scheduled arbitrator of service of the demand for arbitration and the need for a hearing. In the case of unavailability (i.e., the arbitrator cannot provide the parties with a hearing within sixty [60] calendar days of the date of service of the demand), the next scheduled arbitrator shall be used. In the event that none of the panel can provide service

within sixty [60] calendar days, the arbitrator who can serve at the earliest date shall be used.

During June of each year of this Agreement, both parties shall meet and review the panel of arbitrators. The parties must mutually agree to the continuance or modification of the panel members. If mutual agreement is not reached by the close of the school year, then arbitrators from thenceforth shall be selected from a list supplied, in each case, by the American Arbitration Association.

The members of the panel of arbitrators for the first year of the agreement shall be in, order:

1. Bonnie Siber Weinstock
2. Ted Lang
3. David Stein
4. Howard Edelman

The arbitrator shall issue his/her decision not later than thirty (30) days from the date of the closing of the hearings or, if oral hearings have been waived, then from the date of transmitting the final statements and proofs to the arbitrator. The decision shall be in writing and shall set forth the arbitrator's opinion and conclusions on the issues submitted. The arbitrator shall limit his/her decision strictly to the dispute as to the interpretation and/or construction of the provisions of the Agreement and he/she shall be without power or authority to make any decision.

1. Contrary to, inconsistent with, modifying or varying any way, the terms of the Agreement or of applicable law or rules or regulations having the force and effect of law;
2. Involving Board discretion or policy under the provisions of the Agreement except that he/she may decide in a particular case that the Board's interpretation or construction or policy was so arbitrary or capricious as to constitute an abuse of discretion.

The decision of the arbitrator will be accepted as final by the parties to the dispute and both will abide by it.

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

The arbitrator's fee and expenses will be shared equally by the parties to the dispute.

The Board agrees that it will apply to all substantially similar situations the decision of an arbitrator sustaining a grievance and the Association agrees that it will not represent any employee in the grievance denied by the decision of an arbitrator.

**Note:** The parties, prior to execution of the contract, shall meet to select the four arbitrator panelists.

**9. GENERAL PROVISIONS AS TO GRIEVANCES AND ARBITRATION:**

The filing or pendency of any grievance under the provisions of this article shall in no way operate to impede, delay or interfere with the right of the Board to take the action complained of, subject, however, to the final decision on the grievance.

Nothing contained herein shall be construed to prevent any individual employee from presenting and processing a grievance through the procedures provided herein.

Nothing contained herein shall be construed to deny any employee any right granted under any applicable law or rules or regulations having the effect of law.

**ARTICLE XVIII  
CURRICULUM DEVELOPMENT**

Teachers shall be among the membership of any committee that is organized to consider or work on changes in curriculum in the Rockville Centre Union Free School District.

**ARTICLE XIX  
PHILOSOPHY, ETHICS, ACADEMIC FREEDOM**

- A.** The Association and Board shall continue their efforts to implement the School District's statement of its philosophy of professional ethics, individual rights and responsibilities, academic freedom, and educational goals.
- B.** In relation to the teaching of "controversial" subject matter, the Board and the teacher acknowledge:
- 1.** that the students have a right to know all sides of controversial matters;
  - 2.** that such controversial subject matter be relevant to that class curriculum;

3. that teachers maintain objectivity and accept the obligation to present all sides of controversial issues.

#### ARTICLE XX HOME INSTRUCTION

The hourly wage for home instruction shall be thirty (\$30.00) for the duration of the contract.

No teacher shall be required to stay in the home with a child on home instruction unless the parent or a person in authority is present. Should a parent or person in authority not be present when the teacher arrives, he/she may leave and he/she shall be compensated for one hour. He/she shall report the matter to the Social Worker.

#### ARTICLE XXI DUES DEDUCTION

- A. The Board shall deduct from salaries of teachers who are members of the Association the dues required for membership therein and in such of its affiliated organizations as it may designate in writing and an equivalent amount therefor from the salaries of other teachers who may wish to pay dues to the Association and said affiliated organizations but choose not to be members of said organizations. All teachers who wish to have dues deducted from their salaries shall individually and voluntarily authorize the Board to make the deductions in writing on the following form.
- B. The Board agrees to deduct payment to the Nassau Educators Federal Credit Union.
- C. The Association agrees to save and hold harmless the Board from any and all losses, expenses, damages and costs (including attorney fees) that may accrue as a result of the provisions contained above, by reason of any action, suit or proceeding before any administrative body or judicial or quasi-judicial body or before any arbitrator by any person covered by this Agreement or in his/her behalf involving or in any way relating to the implementation of the provision hereinabove set forth.



- D. The Association will provide the Board with a list of those employees who have voluntarily authorized the Board to deduct dues and premium payments pursuant to Section A above. The Association will notify the Board monthly of any changes in said list. Any teacher desiring to have the Board discontinue deductions he/she has previously authorized must notify the Board and the Association in writing by September 15 of each year for that school year's dues.
- E. The Board agrees that it will not accord dues deductions to any other organization representing employees in the unit covered by this contract.
- F. Dues shall be deducted in the first ten (10) checks following 30 days after the Association submission of its membership list.
- G. The School District agrees to deduct an agency fee from the salary of unit members, who are not members of the Association. Every non-member unit employee shall within 60 days of his or her initial employment, or within 30 days after the execution of this Agreement, whichever is later, pay to the Association an agency fee. The fee shall be certified by the Association to the District to be consistent with the requirements of law. The Association shall forward to the District a list of nonmembers and the sum of money to be deducted. Deductions shall be in equal dollar installments over the remainder of the school year. The District shall transmit all agency fees collected to the Association monthly.

#### ARTICLE XXII INSURANCE BENEFITS

- A. The Board of Education shall provide health insurance coverage to unit members in accordance with terms set forth below. Regardless of the health plan provided, active employees will contribute 5% of the cost of the plan premium and retired employees will pay 10% of the cost of the plan premium. Effective July 1, 1995, active employees will contribute six (6%) percent (family or individual) of the cost of the plan premium. Effective July 1, 1996, active employees will contribute seven (7%) percent (family or individual) of the cost of the plan premium. Effective July 1, 1997, active employees will contribute eight (8%) percent (family or individual) of the plan premium. Retired employees whose gross income falls below that income that would make them eligible for the senior citizen property tax exemption as established by Nassau County will be exempt from paying the 10% cost of the plan premium.

The Rockville Centre Teachers' Association will agree to allow the Administration to pursue alternative health insurance programs under the following conditions:

1. **Teacher representation, exclusive of principals, assistant principals, deans, etc., on benefit committees and all other administrative committees must be equal to administration representation. Votes of any trust committee or benefit committee must be by two-thirds majority.**
  2. **Any plan considered by the district must have benefits equivalent to the Empire Plan as it exists on September 1, 1991.**
  3. **The Teachers' Association reserves the right to independent analysis of any other health plans and they must be presented to the Teachers' Association for analysis and approval in advance of implementation.**
  4. **The administration agrees to continue to provide health insurance coverage for retirees in the same program as is provided for active employees. The district agrees to acknowledge the Rockville Centre Teachers' Association as the agent for the retirees with regard to any disputes, complaints, controversies or grievances that arise in violation of this health insurance provision other than disputes over benefit structure.**
  5. **Active unit members shall have the option to withdraw from the health insurance program. Active unit members who exercise this option must notify the District in writing by August 1 and shall receive in the last paycheck in June a lump sum payment equal to 50% of the premium the district would have paid on their behalf.**
- B. Tax-sheltered annuities shall continue to be available to staff members, as heretofore stated, by resolution of the Board except that said resolution may be amended limiting participation to the companies currently being used. New staff members, however, may continue with an annuity previously contracted elsewhere.**
- C. Effective July 1, 1991, a Benefit Fund will be established and administered by the Association for the purpose of providing benefits for members of the bargaining unit. The Board of Education shall contribute the sum of \$157,212 in the 1994-95 school year. The Board shall contribute the sum of \$162,321 in the 1995-96 school year, \$168,002 in the 1996-97 school year and the sum of \$174,302 in the 1997-98 school year.**

**Payment by the school district to the Benefit Fund shall be made on or about July 1st, but no later than July 31st, of each year. The Benefit Fund shall be operated and administered in a responsible and equitable manner with appropriate provision for verification of claims. At its sole option, the school district may audit the Benefit Fund's records relating to the verification and payment of claims.**

**ARTICLE XXIII  
SALARY**

- A. The salary schedule for the period from September 1994 to June 30, 1995 is annexed hereto as Addendum B.
- B. The salary schedule for the period from September 1995 to June 30, 1996 is annexed hereto as Addendum B1.
- C. The salary schedule for the period from September 1996 to June 30, 1997 is annexed hereto as Addendum B2.
- D. The salary schedule for the period from September 1997 to June 30, 1998 is annexed hereto as Addendum B3.
- E. In the term of this contract no step increment shall be granted. In lieu thereof, each unit member will receive \$750 effective July 1, 1995, \$750 effective July 1, 1996, and \$1,000 effective July 1, 1997. These amounts are included in the schedules attached.
- F. This contract expiring June 30, 1998 does not provide for step increment. The payments described in paragraph E "in lieu of increment" shall terminate with the expiration of this Agreement.
- G. Salary shall be paid bi-weekly.
- H. For teachers hired on or after July 1, 1988, the salary schedule will include the following lanes: BA, BA + 15, MA, MA + 15, MA + 30, MA + 45, MA + 60, Ph.D./Ed.D.
- I. It is agreed that BA + 30, BA + 45 and BA + 60 will only be retained for teachers in the active employment of the Rockville Centre Public Schools as of June 30, 1988.

**ARTICLE XXIV  
ADDITIONAL COMPENSATION FOR DEPARTMENT  
CHAIRPERSONS AND OTHERS**

- A. Department chairpersons for the Middle and High Schools:

In all departments, a department chairperson may be appointed annually by the Board of Education upon the recommendation to the Superintendent. The specific duties of the department chairperson will be assigned by the Principal in accordance with established Superintendent's regulation. The District may require



a Department Chairperson to attend work on any day between September 1st and June 30th when teachers are not required to work. In such event, the Department Chairperson shall be paid 1/210th per diem stipend for each day of additional work.

Compensation and suggested teaching load will be made according to the following schedule:

<u>Number of Teachers</u> <u>Department</u>	<u>*Compensation</u>	<u>Possible Adjustment</u> <u>to Teaching Load</u>
2	5.0	No adjustment
3	5.9	" "
4	7.0	" "
5	7.9	Assign 4 teaching periods
6	9.1	Assign 4 teaching periods
7	10.0	Assign 4 teaching periods
8	11.1	Assign 4 teaching periods
9-10	12.0	Assign 3 teaching periods
11-12	13.0	Assign 3 teaching periods
13-14	14.0	Assign 3 teaching periods
15-16	15.0	Assign 3 teaching periods
17-18	16.0	Assign 3 teaching periods
19 or more	17.0	Assign 3 teaching periods

- \* The percentage set forth above (from 5.0% to 17.0%) shall be applied to Step 7 of the individual chairperson's preparation level column on the Teachers Salary Schedule (computed pursuant to Article XXIII).

In calculating course instructional load for teachers, advance placement courses or courses taught to slower students will not carry bonus credit.

Sixth grade teachers shall be under the jurisdiction of a department chairperson. Department chairpersons shall perform their Article VI duties with respect to observation of sixth grade teachers in the same manner as they currently perform them for grade seven and eight teachers.

- B. The Chief Psychologist's salary shall be equal to 112% of the salary payable to him/her for his/her corresponding placement on the teachers' salary schedule. His/her working day shall be at least as long as that of the teachers' working day and, in addition thereto, he/she shall be required to work for 5 consecutive work days before and 5 consecutive work days after the teachers' school year.

- C. Special Services teachers in the elementary school shall receive \$1,450 in addition to their base salary.
- D. Guidance Counselors:
1. Individuals employed as guidance counselors prior to July 1, 1976 shall work 10 additional days beyond the teachers' year (5 days before school opens and 5 days after school closes) and 1/2 hour beyond the teachers' in-school work day four days per week, in the counselor's respective school.
  2. Individuals employed as guidance counselors on or after July 1, 1976 shall have a work year from September 1 through June 30. In the event such an individual works in July and August he/she shall be paid 1/200 per day, unless the principal and counselor agree to exchange days which ordinarily would have been worked in the September 1 through June 30 time period. If the building principal requests a counselor to work any days in July or August, such request shall, if possible, be made known to the counselor by June 15.
  3. For each year of this Agreement, counselors employed prior to July 1, 1976 shall receive a 5% increase over the stipend paid to them in 1984-85.
  4. For each year of this agreement, an individual employed as a guidance counselor on or after July 1, 1976 shall receive a stipend of \$2,500.00.

**ARTICLE XXV  
ATHLETIC COACHING**

Compensation for Athletic Coaching shall be set forth in Addendum C.

**ARTICLE XXVI  
EXTRA-CURRICULAR and  
CO-CURRICULAR ASSIGNMENTS**

Compensation for Extra-Curricular and Co-Curricular Assignments shall be as set forth in Addendum C.

The nature of teaching is such that it is difficult to define precisely what should be expected as a part of a teachers' overall responsibility, or normal load. It is generally agreed, however, that, in addition to teaching certain classes (with necessary preparation, follow-up, individual help and parent consultation), the teacher should also assist in supervision of study halls, homerooms and the like; attend teachers' meetings; participate

in public relations activities such as the PTA; and have some responsibility for student extra-curricular activities.

It is recognized that some teachers carry a larger share of extra-curricular assignments. In such instances moderate additional compensation is justifiable.

The Board of Education has adopted a schedule of such compensation. In applying it the following principles shall be observed:

1. It is assumed that each teacher's normal load is determined by the principal and may include among other duties supervision of student extra-curricular activity during the teacher's school day.
2. The amount of compensation shall not exceed the maximum listed for the activity. If a teacher is assigned less than normal load to offset extracurricular assignments, the scheduled compensation should be reduced. The compensation should also be reduced if the scope of the activity diminishes significantly. Such reduction shall be made if approved by principal and Superintendent.
3. Assignments of teachers to extra-curricular activities shall be made by the principals. Coaching assignments shall be based upon recommendations of the Athletic Director. Principals shall report teacher assignments to the Superintendent, who is empowered to approve payments in accordance with the schedules. The parties may within the life of the contract adjust compensation for extra-curricular services, as required except that the total cost of the extra-curricular program shall not be changed without Board of Education approval. This shall not require either party to negotiate such changes during the life of the Agreement.
4. The schedule will be reviewed from time to time by the Board of Education to determine whether modifications should be made.
5. If members of our staff do not volunteer to sponsor the listed extra-curricular activities and if, when the Teachers Association is notified it is unable to provide adequate coverage, the Board reserves the right to employ personnel as needed.

#### ARTICLE XXVII TERMINAL PAY ALLOWANCE

1. A teacher who shall give to the Board a written statement of intention to retire under the New York State Teachers' Retirement System 2-1/2 months

in advance of such retirement shall be entitled to receive a Terminal Pay Allowance amounting to \$35 for each 2 accumulated unused days for personal illness, to a maximum of 200 days.

- a. Such teacher shall have, upon the effective date of retirement, completed at least 10 years of service in the School District, and
  - b. Such unused days shall have been accumulated solely in the School District and shall comprise (a) at least 80 days, if the period of service is between 10 and 19 years; and (b) at least 100 days if the period of service is 20 years or more or at least 100 days for 3 consecutive years within five years next preceding the effective date of retirement.
2. A teacher shall not be eligible for the allowance set forth
- a. If a teacher has taken a sabbatical leave and such teacher has failed to serve one full year thereafter and prior to the effective date of retirement, or
  - b. The teacher has been discharged pursuant to Section 3012 et seq., of the Education Law or the teacher has resigned at the request of the School District in order to avoid charges being filed under any of the foregoing sections of the Education Law.
3. The allowance paid to the teacher, pursuant to Para. "A", shall be paid in one lump sum within 30 days following the effective date of retirement. The said payment, however, shall not constitute part of the teacher's salary for the purpose of computing benefits payable under the Teachers' Retirement System.
4. If the teacher shall die after notice is given to the Board, but before his/her actual retirement, then the allowance provided for hereinabove shall be paid to the teacher's beneficiary, if written designation thereof shall have been filed with the School District upon forms furnished by the School District, otherwise, such payment shall be made to the personal representative of the teacher.

**ARTICLE XXVIII  
CONFORMITY TO LAW SAVING CLAUSE**

- A. If any provision of this Agreement is or shall at any time be contrary to law, as determined by a body having competent jurisdiction, then such provision shall not be applicable or performed or enforced except to the extent permitted by law.
- B. In the event that any provision of this Agreement is or shall at any time be contrary to law, all other provisions of this Agreement shall continue in full force and effect.
- C. This Agreement shall supersede any existing Board policy, instruction or direction where the same is in conflict with any provisions of this Agreement and to that extent, the provisions of this Agreement shall be controlling.

**ARTICLE XXIX  
STATUTORY NOTICE**

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

**ARTICLE XXX  
DURATION OF AGREEMENT**

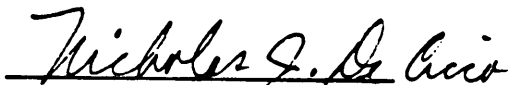
This Agreement shall be effective as of July 1, 1994 and shall continue in effect until June 30, 1998. This Agreement shall not be extended orally.

IN WITNESS WHEREOF, the Board and the Association have executed this Agreement by their duly authorized officers.

Dated: 5/6/96



Keith Gaskell, President  
Rockville Centre Board of Education



Nicholas J. DeCicco, President  
The Rockville Centre Teachers'  
Association

## ADDENDUM A

### SCHOOL CALENDAR - 1995/96

September	1	- Friday	- Superintendent's Conference Day - Schools Closed for Students
September	4	- Monday	- Labor Day - Schools Closed
September	5	- Tuesday	- Schools Open Full Day
September	25/26	- Monday/Tuesday	- Schools Closed
October	4	- Wednesday	- Schools Closed
October	9	- Monday	- Columbus Day - Schools Closed
November	7	- Tuesday	- Superintendent's Conference Day - Schools Closed for Students
November	23/24	- Thursday/Friday	- Thanksgiving - Schools Closed
December	22	- Friday	- Schools Close at End of Session for Winter Recess
January	2, 1996	- Tuesday	- Schools Reopen
January	15	- Monday	- Dr. Martin Luther King, Jr.'s Birthday - Schools Closed
February	16	- Friday	- Schools Close at End of Session for Mid-Winter Recess
February	26	- Monday	- Schools Reopen
April	3	- Wednesday	- Schools Close at End of Session for Spring Recess
April	15	- Monday	- Schools Reopen
May	27	- Monday	- Memorial Day - Schools Closed
June	21	- Friday	- Last Day of Instruction

<u>Month</u>	<u>Days School in Session</u>	<u>Conference Days</u>
September	17	1
October	20	0
November	19	1
December	16	0
January	21	0
February	16	0
March	21	0
April	15	0
May	22	0
June	15	0
	182	2

Schools will be closed on Friday, May 24 unless two or more days are used for emergency closing (including snow days).

ADDENDUM B

1994/95 Salary Schedules

	<u>BA</u>	<u>BA15</u>	<u>BA30</u>	<u>BA45</u>	<u>BA60</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>	<u>MA45</u>	<u>MA60</u>	<u>PHDEDD</u>
1	35261	36628	38140	39657	40880	39927	41444	42958	44478	46537	49815
2	36414	37612	39153	40888	42205	41416	42741	44205	45490	47343	50682
3	37844	38689	40376	41953	43664	42822	44218	45803	46895	48515	51563
4	39100	39897	42110	43734	45359	44444	45689	47407	48793	50232	53284
5	40530	41745	43709	45486	47034	46198	47400	49080	50485	52103	55004
6	42001	42888	45275	47266	48820	47905	49061	50926	52262	53912	56725
7	43391	44238	46832	49041	50436	49636	50716	52737	53899	55715	58445
8	44764	45826	48475	50462	52117	51506	52391	54494	55719	57448	60165
9	46004	47413	50065	51753	54203	53264	54303	56268	57630	59151	61884
10	47413	49001	51564	53047	56054	55162	56219	58124	59691	61114	63606
11	48240	49858	51681	53060	56171	55279	56336	58240	59808	61269	64732
12	49858	51476	53074	54675	56327	56040	57642	59243	60848	63021	66484
13	51476	53091	54692	56293	57989	57792	59395	60996	62598	64773	68236
14	53091	54710	56307	57911	59653	59543	61148	62747	64351	66525	69987
15	54710	56327	57926	59527	61314	61298	62899	64500	66102	68279	71739
16	56327	57945	59543	61147	62976	63048	64650	66251	67857	70029	73492
17	57945	59563	61161	62763	64637	64800	66402	68003	69608	71781	75246
18	59563	61178	62778	64380	66303	66550	68156	69756	71361	73532	76997
19	61178	62797	64396	65997	67963	68306	69907	71508	73112	75287	78749
20	62797	64413	66012	67614	69625	70056	71660	73260	74864	77039	80504
21	63539	66066	67580	69096	71086	71663	73181	74695	76214	78272	81550
22	63539	66066	67580	69096	71086	71663	73181	74695	76214	78272	81550
23	63539	66066	67580	69096	71086	71663	73181	74695	76214	78272	81550
24	63539	66066	67580	69096	71086	71663	73181	74695	76214	78272	81550
25	64414	66988	68530	70074	72101	72689	74235	75777	77324	79419	82759
26	64744	67806	69320	70837	72825	73402	74920	76435	77955	80012	83290
27	64744	67806	69320	70837	72825	73402	74920	76435	77955	80012	83290
28	64744	67806	69320	70837	72825	73402	74920	76435	77955	80012	83290
29	64744	67806	69320	70837	72825	73402	74920	76435	77955	80012	83290
30	64744	67806	69320	70837	72825	73402	74920	76435	77955	80012	83290
31	64744	67806	69320	70837	72825	73402	74920	76435	77955	80012	83290
32	64744	67806	69320	70837	72825	73402	74920	76435	77955	80012	83290
33	64744	67806	69320	70837	72825	73402	74920	76435	77955	80012	83290



ADDENDUM B1

1995/96 Salary Schedules

	BA	BA15	BA30	BA45	BA60	MA	MA15	MA30	MA45	MA60	PHEDD
1	35991	37577	39108	40449	41615	40462	42226	43841	45653	47992	51313
2	37181	38593	40154	41720	42983	41999	43565	45129	46698	48824	52208
3	38372	39609	41200	42991	44351	43576	44904	46416	47743	49656	53104
4	39848	40721	42463	44091	45857	44988	46429	48066	49193	50866	54013
5	41145	41968	44253	45930	47608	46663	47948	49722	51153	52639	55790
6	42622	43876	45904	47739	49337	48474	49715	51449	52900	54571	57566
7	44140	45056	47521	49577	51181	50236	51430	53355	54735	56439	59343
8	45576	46450	49128	51409	52850	52024	53139	55225	56425	58300	61119
9	46993	48090	50825	52876	54585	53954	54868	57039	58304	60089	62895
10	48274	49728	52466	54209	56739	55769	56842	58871	60277	61848	64670
11	49728	51368	54014	55545	58650	57729	58820	60787	62405	63875	66448
12	50991	52646	54794	56386	58791	58182	59555	61165	63003	64859	67911
13	52253	53923	55573	57226	58912	58616	60290	61943	63600	65844	69419
14	53923	55591	57244	58897	60648	60445	62100	63753	65407	67652	71228
15	55591	57262	58911	60567	62366	62253	63910	65561	67217	69461	73036
16	57262	58932	60583	62236	64081	64065	65718	67371	69025	71272	74845
17	58932	60603	62253	63909	65797	65871	67526	69179	70837	73079	76655
18	60603	62273	63923	65577	67512	67680	69334	70987	72645	74888	78466
19	62273	63941	65593	67247	69232	69487	71145	72797	74455	76696	80274
20	63941	65612	67263	68916	70946	71300	72953	74606	76263	78508	82083
21	65612	67281	68932	70586	72662	73107	74763	76415	78071	80317	83895
22	66378	68988	70551	72116	74171	74766	76334	77897	79465	81590	84975
23	66378	68988	70551	72116	74171	74766	76334	77897	79465	81590	84975
24	66378	68988	70551	72116	74171	74766	76334	77897	79465	81590	84975
25	66378	68988	70551	72116	74171	74766	76334	77897	79465	81590	84975
26	67282	69939	71532	73126	75219	75826	77422	79014	80611	82774	86223
27	67623	70784	72347	73914	75966	76562	78129	79694	81263	83387	86771
28	67623	70784	72347	73914	75966	76562	78129	79694	81263	83387	86771
29	67623	70784	72347	73914	75966	76562	78129	79694	81263	83387	86771
30	67623	70784	72347	73914	75966	76562	78129	79694	81263	83387	86771
31	67623	70784	72347	73914	75966	76562	78129	79694	81263	83387	86771
32	67623	70784	72347	73914	75966	76562	78129	79694	81263	83387	86771
33	67623	70784	72347	73914	75966	76562	78129	79694	81263	83387	86771
34	67623	70784	72347	73914	75966	76562	78129	79694	81263	83387	86771

ADDENDUM D2

1996/97 Salary Schedules

	<u>BA</u>	<u>BA15</u>	<u>BA30</u>	<u>BA45</u>	<u>BA60</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>	<u>MA45</u>	<u>MA60</u>	<u>PHDED</u>
1	36795	38617	40171	41326	42432	41063	43094	44819	46946	49586	52959
2	38027	39668	41253	42641	43848	42654	44480	46152	48027	50448	53885
3	39259	40720	42336	43957	45264	44245	45866	47484	49109	51309	54812
4	40491	41771	43418	45272	46680	45836	47252	48817	50190	52170	55738
5	42019	42922	44725	46410	48239	47339	48831	50525	51691	53423	56680
6	43361	44213	46578	48314	50050	49072	50403	52239	53720	55258	58519
7	44890	46188	48287	50186	51840	50947	52231	54026	55528	57257	60357
8	46462	47409	49960	52088	53749	52771	54006	55999	57427	59190	62196
9	47947	48852	51624	53985	55476	54621	55775	57934	59176	61117	64034
10	49414	50549	53380	55503	57272	56619	57565	59812	61121	62969	65872
11	50739	52245	55079	56883	59501	58498	59608	61708	63163	64789	67709
12	52245	53942	56681	58266	61479	60526	61655	63691	65366	66886	69549
13	53551	55264	57488	59136	61625	60995	62416	64289	65984	67905	71087
14	54858	56587	58295	60005	61771	61464	63176	64887	66602	68924	72625
15	56587	58313	60024	61735	63547	63336	65049	66760	68472	70797	74497
16	58313	60043	61749	63464	65325	65208	66923	68632	70346	72669	76368
17	60043	61771	63480	65191	67100	67083	68794	70505	72217	74543	78241
18	61771	63500	65208	66922	68876	68953	70665	72376	74092	76413	80114
19	63500	65229	66937	68649	70651	70825	72537	74248	75963	78286	81988
20	65229	66955	68665	70377	72432	72696	74412	76122	77837	80157	83860
21	66955	68685	70394	72105	74206	74572	76283	77994	79708	82032	85732
22	68685	70412	72121	73833	75982	76442	78156	79866	81580	83904	87607
23	69478	72178	73796	75416	77543	78159	79782	81400	83023	85222	88725
24	69478	72178	73796	75416	77543	78159	79782	81400	83023	85222	88725
25	69478	72178	73796	75416	77543	78159	79782	81400	83023	85222	88725
26	69478	72178	73796	75416	77543	78159	79782	81400	83023	85222	88725
27	70413	73164	74811	76461	78628	79256	80908	82556	84209	86448	90017
28	70766	74038	75656	77277	79401	80018	81640	83259	84883	87082	90585
29	70766	74038	75656	77277	79401	80018	81640	83259	84883	87082	90585
30	70766	74038	75656	77277	79401	80018	81640	83259	84883	87082	90585
31	70766	74038	75656	77277	79401	80018	81640	83259	84883	87082	90585
32	70766	74038	75656	77277	79401	80018	81640	83259	84883	87082	90585
33	70766	74038	75656	77277	79401	80018	81640	83259	84883	87082	90585
34	70766	74038	75656	77277	79401	80018	81640	83259	84883	87082	90585
35	70766	74038	75656	77277	79401	80018	81640	83259	84883	87082	90585

ADDENDUM B3

1997/98 Salary Schedules

	<u>BA</u>	<u>BA15</u>	<u>BA30</u>	<u>BA45</u>	<u>BA60</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>	<u>MA45</u>	<u>MA60</u>	<u>PHDEDD</u>
1	39212	41102	42714	43913	45060	43640	45748	47537	49744	52483	55982
2	40490	42193	43838	45278	46529	45291	47186	48920	50866	53377	56944
3	41769	43284	44961	46643	47999	46942	48624	50302	51988	54270	57905
4	43047	44375	46084	48007	49468	48593	50062	51685	53110	55164	58866
5	44632	45569	47440	49188	51085	50152	51699	53457	54667	56464	59843
6	46025	46909	49362	51163	52964	51950	53330	55235	56772	58367	61751
7	47610	48958	51135	53105	54822	53895	55227	57090	58648	60442	63658
8	49241	50225	52871	55079	56802	55787	57069	59137	60618	62447	65566
9	50782	51722	54598	57047	58593	57706	58904	61145	62433	64446	67473
10	52305	53482	56419	58622	60457	59780	60761	63093	64451	66368	69380
11	53680	55242	58182	60054	62770	61729	62881	65059	66569	68256	71286
12	55242	57002	59844	61488	64822	63833	65005	67117	68854	70432	73195
13	56597	58374	60681	62391	64973	64320	65794	67737	69496	71489	74791
14	57953	59746	61518	63293	65125	64807	66583	68358	70137	72546	76386
15	59746	61537	63312	65087	66967	66749	68526	70301	72078	74489	78328
16	61537	63332	65103	66881	68812	68690	70470	72243	74021	76431	80270
17	63332	65125	66898	68673	70654	70636	72411	74186	75962	78376	82212
18	65125	66919	68690	70469	72497	72576	74353	76128	77908	80316	84156
19	66919	68713	70484	72260	74338	74519	76295	78070	79850	82259	86100
20	68713	70503	72277	74053	76185	76459	78240	80014	81793	84200	88042
21	70503	72298	74071	75846	78026	78406	80181	81956	83735	86146	89984
22	72298	74090	75863	77639	79868	80346	82125	83899	85677	88088	91930
23	73121	75923	77601	79282	81488	82128	83811	85490	87174	89455	93090
24	73121	75923	77601	79282	81488	82128	83811	85490	87174	89455	93090
25	73121	75923	77601	79282	81488	82128	83811	85490	87174	89455	93090
26	73121	75923	77601	79282	81488	82128	83811	85490	87174	89455	93090
27	74091	76945	78654	80366	82614	83266	84980	86689	88404	90727	94430
28	74457	77852	79530	81212	83416	84056	85739	87419	89104	91385	95019
29	74457	77852	79530	81212	83416	84056	85739	87419	89104	91385	95019
30	74457	77852	79530	81212	83416	84056	85739	87419	89104	91385	95019
31	74457	77852	79530	81212	83416	84056	85739	87419	89104	91385	95019
32	74457	77852	79530	81212	83416	84056	85739	87419	89104	91385	95019
33	74457	77852	79530	81212	83416	84056	85739	87419	89104	91385	95019
34	74457	77852	79530	81212	83416	84056	85739	87419	89104	91385	95019
35	74457	77852	79530	81212	83416	84056	85739	87419	89104	91385	95019

## ADDENDUM "C"

<b>COACHING ASSIGNMENTS</b>	<b>94/95</b>	<b>95/96</b>	<b>96/97</b>	<b>97/98</b>
Baseball - Varsity Head Coach	\$4535	\$4682	\$4846	\$5028
Baseball - Varsity Assistant (JV)	3398	3508	3631	3767
Baseball - MS Head Coach	2721	2809	2907	3016
Basketball (Boys) - Varsity Head Coach	5302	5474	5666	5878
Basketball (Boys) - Varsity Assistant (JV)	3978	4107	4251	4410
Basketball (Boys) - MS Head Coach	3185	3289	3404	3532
Basketball (Girls) - Varsity Head Coach	5302	5474	5666	5878
Basketball (Girls) - Varsity Asst. (JV)	3978	4107	4251	4410
Basketball (Girls) - MS Head Coach	3185	3289	3404	3532
Cheerleading - Varsity Advisor (Fall)	1273	1313	1359	1410
Cheerleading - JV Advisor (Fall)	950	981	1015	1053
Cheerleading - Varsity Advisor (Winter)	1273	1313	1359	1410
Cheerleading - JV Advisor (Winter)	950	981	1015	1053
Cross Country - Varsity Head Coach	3092	3192	3304	3428
Cross Country - Varsity Assistant	2318	2393	2477	2570
Cross Country - MS Head Coach	1855	1915	1982	2056
Cross Country - MS Assistant	1392	1437	1487	1543
Football - Varsity Head Coach	5713	5899	6105	6334
Football - Varsity Assistant	4286	4425	4580	4752
Football - Varsity Assistant	4286	4425	4580	4752
Football - Varsity Assistant	4286	4425	4580	4752
Football - Varsity Assistant (JV)	4286	4425	4580	4752
Football - Varsity Assistant (JV)	4286	4425	4580	4752
Football - MS Head Coach	3427	3538	3662	3799
Football - MS Assistant	2569	2652	2745	2848
Golf - Varsity Head Coach	2544	2627	2719	2821
Gymnastics (Girls) - Varsity Head Coach	2807	2898	2999	3111
Lacrosse (Boys) - Varsity Head Coach	4535	4682	4846	5028
Lacrosse (Boys) - Varsity Assistant	3398	3508	3631	3767
Lacrosse (Boys) - Varsity Assistant (JV)	3398	3508	3631	3767
Lacrosse (Boys) - MS Head Coach	2721	2809	2907	3016
Soccer (Boys) - Varsity Head Coach	3959	4088	4231	4390
Soccer (Boys) - Varsity Assistant	2969	3065	3172	3291

COACHING ASSIGNMENTS	94/95	95/96	96/97	97/98
Soccer (Boys) - Varsity Assistant (JV)	\$2969	\$3065	\$3172	\$3291
Soccer (Boys) - MS Head Coach	2378	2455	2541	2636
Soccer (Girls) - Varsity Head Coach	3959	4088	4231	4390
Soccer (Girls) - Varsity Assistant (JV)	2969	3065	3172	3291
Soccer (Girls) - MS Head Coach	2378	2455	2541	2636
Softball - Varsity Head Coach	4535	4682	4846	5028
Softball - Varsity Assistant (JV)	3338	3508	3631	3767
Softball - MS Head Coach	2721	2809	2907	3016
Tennis (Boys) - Varsity Head Coach	2969	3065	3172	3291
Tennis (Boys) - MS Head Coach	1785	1843	1908	1980
Tennis (Girls) - Varsity Head Coach	2969	3065	3172	3291
Tennis (Girls) - MS Head Coach	1785	1843	1908	1980
Track & Field (Boys) - Varsity Head Coach	4535	4682	4846	5028
Track & Field (Boys) - Varsity Assistant	3398	3508	3631	3767
Track & Field (Boys) - Varsity Assistant	3398	3508	3631	3767
Track & Field (Boys) - MS Assistant	2039	2105	2179	2261
Track & Field (Boys) - MS Assistant	2039	2105	2179	2261
Track & Field (Girls) - Varsity Head Coach	4535	4682	4846	5028
Track & Field (Girls) - Varsity Assistant	3398	3508	3631	3767
Track & Field (Girls) - Varsity Assistant	3398	3508	3631	3767
Track & Field (Girls) - MS Assistant	2039	2105	2179	2261
Track & Field (Girls) - MS Assistant	2039	2105	2179	2261
Track & Field (Boys/Girls) - MS Head Coach	2721	2809	2907	3016
Volleyball (Girls) - Varsity Head Coach	3527	3642	3769	3910
Volleyball (Girls) - Varsity Assistant	3110	3211	3323	3448
Volleyball (Girls) - Ms Head Coach	1785	1843	1908	1980
Winter Track (Boys/Girls) - Vars. Head Coach	4250	4388	4542	4712
Winter Track (Boys/Girls) - Varsity Asst.	3185	3289	3404	3532
Wrestling - Varsity Head Coach	4679	4831	5000	5188
Wrestling - Varsity Assistant	3509	3623	3750	3891
Wrestling - MS Head Coach	2805	2896	2997	3109
Wrestling - MS Assistant	2110	2179	2255	2340

ADDENDUM D

EXTRA CURRICULAR ACTIVITIES/CLUB ELEMENTARY	94/95	95/96	96/97	97/98
A-V Coordinator - 1 at	\$646	\$667	\$690	\$716
A-V Coordinator - 4 at	525	542	561	582
Computer Club	568	586	607	630
Computer Librarian	505	521	539	559
Drama Club	694	717	742	770
Jr. Announcers Club	347	358	371	385
Math Olympiads	600	620	642	666
Newspaper Club	599	618	640	664
Red Cross	347	358	371	385
Science Librarian	505	521	539	559
Student Council	599	618	640	664

EXTRA CURRICULAR ACTIVITIES/CLUBS MIDDLE SCHOOL	94/95	95/96	96/97	97/98
A-V Coordinator	\$ 869	\$ 897	\$ 928	\$ 963
Art Club	1124	1161	1202	1247
Booster Club	585	604	625	648
Chorale	444	458	474	492
Chorus Group Gr. 7	444	458	474	492
Chorus Group Gr. 6	444	458	474	492
Chorus Group Gr. 8	444	458	474	492
Concert Band Gr. 7 & 8	467	482	499	518
Drama Advisor	4032	4163	4309	4471
French Club	526	543	562	583
Advisor Gr. 6	701	860	890	923
Advisor Gr. 7	701	860	890	923
Advisor Gr. 8	818	860	890	923

<b>EXTRA CURRICULAR ACTIVITIES/CLUBS MIDDLE SCHOOL</b>	<b>94/95</b>	<b>95/96</b>	<b>96/97</b>	<b>97/98</b>
Conflict Resolution Facilitator	1111	860	890	923
Student Government Comptroller	1461	1508	1561	1620
Jr. Honor Society	444	458	474	492
Marching Band	191	197	204	212
Mathletes	615	635	657	682
Orchestra Gr. 6	444	458	474	492
Orchestra Gr. 7 & 8	444	458	474	492
P.I.N.K.	467	482	499	518
R.E.A.C.T.	526	543	562	583
School Newspaper	1489	1537	1591	1651
School Store	970	1002	1037	1076
Science Club	526	543	562	583
Skills Band Gr. 6	191	197	204	212
Social Studies Club	467	482	499	518
Stage Band	526	543	562	583
Stage Manager	1753	1810	1873	1943
Technology Club	526	543	562	583
TV Broadcast Club	526	543	562	583
Wind Ensemble	572	591	612	635
Yearbook	2688	2775	2872	2980

<b>EXTRA CURRICULAR ACTIVITIES/CLUBS HIGH SCHOOL</b>	<b>94/95</b>	<b>95/96</b>	<b>96/97</b>	<b>97/98</b>
Academic Competition	\$585	\$604	\$625	\$648
African-American Club	511	528	546	566
Animal Rights	550	568	588	610
Art Club	511	528	546	566
Biology Club	511	528	546	566

<b>EXTRA CURRICULAR ACTIVITIES/CLUBS HIGH SCHOOL</b>	<b>94/95</b>	<b>95/96</b>	<b>96/97</b>	<b>97/98</b>
Camera Club	406	419	434	450
Chamber Orchestra	959	990	1025	1063
Chamber Singers	653	674	698	724
Choraleers	509	526	544	564
Closeup Club	511	528	546	566
Computer Club	526	543	562	583
Concert Band	290	299	309	321
Concert Choir	364	376	389	404
Concert Orchestra	566	584	604	627
Context	877	906	938	973
Debate Club	511	528	546	566
DECA	1170	1208	1250	1297
Drama Guild	565	583	603	626
Dramatic Prod. Director	2337	2413	2497	2591
Earth Science Club	511	528	546	566
Environmental & Political Awareness Cl	584	603	624	647
Foreign Exchange - French	1870	1931	1999	2074
Foreign Exchange - Spanish	1870	1931	1999	2074
French Club	511	528	546	566
Freshman Class	877	906	938	973
Greenhouse Exchange	347	358	371	385
Hope Club	511	528	546	566
Human Relations	511	528	546	566
International Relations\H.E.L.P.	467	482	499	518
Jazz Ensemble	496	512	530	550
J. E. T. S.	511	528	546	566
Junior Class	1402	1448	1499	1555



<b>EXTRA CURRICULAR ACTIVITIES/CLUBS HIGH SCHOOL</b>	<b>94/95</b>	<b>95/96</b>	<b>96/97</b>	<b>97/98</b>
Key Club	1170	1208	1250	1297
Latin Club	585	604	625	648
Latino	550	568	588	610
Life Savers Club	585	604	625	648
LINK/SMILE	1053	1087	1125	1167
Marching Band	701	724	749	777
Mathletes	1021	1054	1091	1132
Model Congress	578	597	618	641
Musical Prod. Choral	2455	2535	2624	2722
Musical Prod. Director	3156	3259	3373	3499
Musical Prod. Orchestra	1988	2053	2125	2205
National Honor Society	818	845	875	908
Newspaper Financial Advisor	585	604	625	648
Newspaper Advisor	2923	3018	3124	3241
Poetry Club	511	528	546	566
Russian Club	511	528	546	566
SADD	1021	1054	1091	1132
School Store	1227	1267	1311	1360
Science Projects	907	936	969	1105
Senior Class	1988	2053	2135	2205
SHOP	500	516	534	554
Ski Club		482	499	518
Sophomore Class	935	965	999	1036
Spanish Club	511	528	546	566
Stage Crew Advisor	1847	1907	1974	2048
Stage Band	281	290	300	311
Student Government Advisor	2688	2775	2872	2980

<b>EXTRA CURRICULAR ACTIVITIES/CLUBS HIGH SCHOOL</b>	<b>94/95</b>	<b>95/96</b>	<b>96/97</b>	<b>97/98</b>
Student Government Comptroller	2922	3017	3123	3240
T V Production	877	906	938	973
Think Club	511	528	546	566
Ticket Accounts	659	680	704	730
Touchdown Club	444	458	474	492
Wind Ensemble	509	526	544	564
Yearbook Advisor	5666	5850	6055	6282
<b>ALL DISTRICT EXTRA CURRICULAR ACTIVITIES</b>	<b>94/95</b>	<b>95/96</b>	<b>96/97</b>	<b>97/98</b>
All District Chorus, Orchestra and Band	2,505	2,586	2,677	2,777

## INTRAMURALS

INTRAMURALS - Elementary, Middle School and High School – \$26.80 per session for the 1994/95 school year, \$27.67 per session for the 1995/96 school year, \$28.70 per session for the 1996/97 school year and \$29.80 per session for the 1997/98 school year.

## SPECIAL EVENTS

- A) Chaperones shall receive \$16.00 per hour for during the 1994/95 school year, \$16.52 per hour for the 1995/96 school year, \$17.15 for the 1996/97 school year and \$17.80 for the 1997/98 school year, not to exceed \$48.00 during the 1994/95 school year, \$49.56 during the 1995/96 school year, \$51.45 during the 1996/97 school year and \$53.40 during the 1997/98 school year.

Effective September 1, 1993, a teacher who is otherwise uncompensated who is asked to serve as a chaperone on a school sponsored trip which begins after the school day ends or continues overnight, shall be compensated as chaperone in accordance with the contract. For the purpose of this agreement, otherwise uncompensated shall mean that the teacher is not being paid as a club advisor or coach of a team which is participating in the trip.

- B) Red and Blue Meet at High School – One Director to be compensated \$3,055 for the 1994/95 school year, \$3,154.28 for the 1995/96 school year, \$3,264.67 for the 1996/97 school year and \$3,387.09 for the 1997/98 school year. Two advisors per team at \$936 for the 1994/95 school year, \$966 for the 1995/96 school year, \$1,000 for the 1996/97 school year and \$1037.50 for the 1997/98 school year.
- C) Ashokan Teachers to be compensated at \$53.00 a day for the 1994/95 school year, \$54.72 a day for the 1995/96 school year, \$56.70 a day for the 1996/97 school year and \$58.90 for the 1997/98 school year.

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