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AGREEMENT

BETWEEN THE

**BOARD OF EDUCATION
DOVER UNION FREE SCHOOL DISTRICT**

**TOWNS OF DOVER, AMENIA, WASHINGTON AND UNION VALE
DUTCHESS COUNTY
DOVER PLAINS, NEW YORK 12522**

AND

THE DOVER-WINGDALE TEACHERS ASSOCIATION

JULY 1, 2004 - JUNE 30, 2007

RECEIVED

DEC 13 2004

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

128

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ARTICLE I: RECOGNITION

The Board of Education recognizes the Dover-Wingdale Teachers Association as the exclusive representative of all the professional staff except per diem substitute teachers, and persons in more than half-time administrative positions.

ARTICLE II: ASSOCIATION RIGHTS

Section 2:1 - In each building, duly authorized Association representatives shall be permitted to transact official business on school property, provided that such transactions shall not interfere with or interrupt normal school operations, administration, or classroom instruction periods.

Section 2:2 - The Association shall have the use of bulletin boards located in areas designated as teachers room and individual teacher mailboxes. The Association shall have the use of building facilities for the purpose of meetings during the times when the buildings are manned by a custodial staff, provided permission is obtained reasonably in advance from the building principal. Such permission shall not unreasonably be withheld.

Section 2:3 - The Association shall have the use of the daily bulletin to announce Association meetings; the use of a duplicator and other copy equipment; the use of a school phone. It is understood that the Association will reimburse the District for materials and supplies used in connection with the copy equipment, as well as toll calls made by the Association.

Section 2:4 - The President of the Association or his designee shall receive reasonable amounts of free time to conduct Association business. The Association President shall direct requests for such free time to the Superintendent of Schools, and the Superintendent of Schools shall not unreasonably deny any such request. In order to minimize disruption to regular school activities, the Association President shall appoint a designee to act in his behalf whenever reasonably possible.

Section 2:5 - A total of six (6) days during each school year will be granted to the D.W.T.A. in order that its officers or delegates attend professional meetings, without loss of pay or "leave" days.

Section 2:6 - The District agrees to make office space available to the D.W.T.A. Such space will be subject to return for use by the District in the event of programmatic or administrative needs.

Section 2:7 - If unit members are to participate on a committee, the Superintendent will discuss such participation with the D.W.T.A. President as to the type of committee and the

number of members needed, whereupon the members will be selected by the D.W.T.A., to serve on a non-compensable basis. In the event that the D.W.T.A. does not provide a sufficient number of members, volunteers will be sought by the Superintendent.

Section 2:8 - Two hundred fifty (250) copies of the Agreement shall be produced at the District's expense for the D.W.T.A.'s use and distribution to its bargaining unit members.

Section 2:9 - The D.W.T.A. President shall be relieved of non-instructional supervisory duties, and; shall be granted at least two periods per week (either 35 or 45 minutes) for the purpose of Association business where feasible and with the Superintendent's approval.

ARTICLE III: DECLARATION OR PLEDGE OF NO-STRIKE POLICY

The Dover-Wingdale Teachers Association does hereby offer a policy that it does not assert the right to strike against the school system, nor indulge in a slow-down of work, nor impose sanctions upon the School District, nor will it impose any obligation on said employees to conduct, assist, or participate in a strike.

ARTICLE IV: GRIEVANCE PROCEDURE

Section 4:1 - General Provisions

A. A grievance is a claim by any employee or group of employees, or the D.W.T.A., that there has been or is a violation or deprivation of a term and/or condition of employment under this Contract.

B. All grievances shall include the name and position of the aggrieved party, the time and place of the grievance, the contract provision allegedly violated, a general statement of the nature of the grievance, and the redress sought.

C. A grievance shall be deemed waived unless it is submitted within thirty (30) school days after the aggrieved party knew or should have known of the events or conditions on which it is based. During the summer recess, workdays shall be considered as school days.

Continuing alleged violations may be grieved at any time, provided that any redress may not be retroactive prior to the date the grievance was filed.

D. The District and the Association will facilitate any investigation, which may be required and will make available any and all materials and relevant documents, communications and records concerning the grievance.

E. The grievant shall have the right to representation at all stages of the grievance procedure and to confront and cross-examine all witnesses called against him or her, and to testify and call witnesses on his or her own behalf.

F. In any grievance brought by an employee or group of employees, the D.W.T.A. shall be notified of all hearing dates, given copies of all exhibits and decisions, and have the opportunity to cross-examine all witnesses.

G. No interference, coercion, restraint, discrimination, or reprisal of any kind at any time will be taken by the District or by any member of the administration against the Association or any other participant in the grievance procedure.

H. Failure by the District to hold a hearing or submit decisions within the time limits set forth herein shall be construed as a denial of the grievance and the grievance may be appealed to the next stage.

I. Grievances shall be submitted at the lowest possible stage where relief may be granted.

Section 4:2 - Procedures:

A. Stage I: The grievance shall be presented in writing to the appropriate Superintendent's designee who shall hold a hearing within five (5) school days of the submission of the grievance and render a written decision within five (5) school days thereafter.

B. Stage II: Within ten (10) school days of the disposition of the grievance at Stage I, the grievant may appeal in writing to the Superintendent of Schools. The Superintendent of Schools shall hold a hearing within five (5) school days of the submission of the appeal and render a written decision within five (5) school days thereafter.

C. Stage III: Within ten (10) school days of the disposition of the grievance at Stage II, the Association may request the Board to schedule a further hearing with respect to the grievance or may file with the Clerk of the Board a Demand for Arbitration.

If the Board agrees to hold a further hearing, the hearing, before the Board or a committee thereof, shall be held within ten (10) school days of the submission of the request. The written decision of the Board shall be rendered within five (5) school days of the hearing.

In the event the decision of the Board does not resolve the grievance or if the Board declines to schedule the hearing, the Association may demand arbitration of the grievance by filing a Demand for Arbitration with the Clerk of the Board within ten (10) school days of the date of the Board's decision or the date when the Board declined to schedule the further hearing.

Section 4:3 - Arbitration

A. Following the submission of the Demand for Arbitration to the Clerk of the Board of Education, the parties shall select one of the four arbitrators listed below on the basis of availability and to the extent possible, on a rotating basis:

Herbert Haber
Jeffrey Selchick
Daniel Collins
Bonnie Siber Weinstock

B. All arbitration proceedings shall be conducted pursuant to the voluntary Labor Arbitration Rules of the American Arbitration Association.

C. The parties reserve the right to resort to the American Arbitration Association's procedures where the arbitrators are not available within a reasonable time.

D. The arbitrator shall be without power or authority to make any decision which requires the commission of any act prohibited by law or which violates the terms of this Agreement. The arbitrator shall have no power to alter, add to, or detract from the provisions of this Agreement. The arbitrator shall be without power to modify, change or alter a decision of the sick bank committee pursuant to Article XIV, 14:11.

E. The cost of the services of the arbitrator will be divided equally between the Board and the Association.

F. The decision of the arbitrator shall be final and binding on the parties.

G. Either party may, with the consent of the other party, request the expedited Labor Arbitration Tribunal.

ARTICLE V: TEACHING CONDITIONS

Section 5:1 - Calendar

The Superintendent of Schools shall submit to the D.W.T.A. the proposed school calendar for the following year and will consider any recommendations made by the D.W.T.A. The teacher work year shall not exceed 183 workdays effective 7/1/2002 and, 184 workdays effective 7/1/2006.

Section 5:2 - Teacher Facilities

A. Classes will not be held in any room or building in which conditions are below minimal health and safety standards, as determined by the appropriate public authorities.

B. The District shall make every reasonable effort that each school has adequate lavatory facilities for faculty use only, and at least one room designed as a faculty work room. The facilities shall be cleaned daily.

Section 5:3 - Class Size and Teacher Load

In an effort to recognize and aid in implementing scheduling innovations, the emphasis will move from class load to "pupil responsibility". The term "pupil responsibility" shall mean "the number of students for which a teacher must keep evaluation records and guides toward completion of a course of study."

PUPIL RESPONSIBILITY

MANDATORY LIMITS

K - 3 - 26/class

4 - 6 - 28/class

7 - 12 - 132 teacher load

P.E. - K - 12 - 35/class

Section 5:4 - Elementary (K - 5)

In the event the building configuration changes, this reference (K-5) will be changed accordingly to reflect the actual situation that exists.

A. Teachers in the elementary schools shall be entitled to an elementary preparation period of at least thirty (30) continuous minutes per day (effective July 1, 1999) and thirty-five (35) continuous minutes per day (effective January 1, 2001).

Special education classes may have assistants run study hall periods on days when art, physical education or other assigned specials are not available to provide release time for the daily preparation period.

Section 5:5 - Secondary (6 - 12)

In the event the building configuration changes, this reference (6-12) will be changed accordingly to reflect the actual situation that exists.

A. Preparation shall be defined as different ability levels of the same course requiring different textbooks or a separate and distinct course of study consisting of district goals, objectives, materials, and tests. Laboratory assignments shall not be considered as separate preparations.

B. No teacher shall have more than five (5) teaching periods per day or thirty (30) teaching periods per six-day cycle. A teaching period is a period of instruction scheduled at least once in each six-day cycle of rotation. In the case of teachers assigned to science laboratory courses which require the teacher to teach more than twenty-five (25) periods per five-day cycle or thirty (30) periods per six-day cycle, they shall be entitled to pay of 1/25th of the BA Step 1 for each such period assigned.

C. Notwithstanding the provisions of Paragraph "B" above, teachers who are assigned a sixth teaching assignment shall be entitled to a stipend equivalent to 1/5th of the starting teachers' salary rate (BA, Step 1).

D. If there is no volunteer, the District may assign a sixth teaching period at the same rate of pay as described in Paragraph "C" above. The decision to implement sixth assignments shall be solely within the discretion of the Superintendent and the Board of Education. The teaching of laboratory classes shall not be considered as a sixth assignment for the purposes of paragraphs "C" and "D" herein.

E. If there is more than one volunteer for a sixth teaching assignment or no volunteers, the assignment shall be rotated among those volunteers or those certified in the department of the assigned class. Such assignment procedures shall be implemented on an annual basis. There shall be a limit of five (5) sixth assignments plus science laboratory assignments. Class load for teachers assigned six (6) classes shall not exceed 160 students.

F. All teachers assigned to four (4) preparations or to a voluntary or involuntary sixth assignment, shall be exempt from non-instructional assignments or any other supervisory duty. No first year teacher may be assigned a sixth class.

G. All secondary teachers shall have a minimum of one (1) free period for lunch and one (1) preparation period per day, equal to one normal class period.

Preparation period at the elementary level is not to be less than thirty (30) minutes (effective July 1, 1999) and thirty-five (35) minutes (effective January 1, 2001).

H. All psychologists, counselors, librarians, school nurses, special education teachers, speech therapists, school social workers, physical education, Band and Chorus shall be exempt from the requirements of the teacher load proposal.

I. Regents Science teachers will conduct at least one (1) forty-five (45) minute laboratory period per week and will receive the contractual stipend of 1/10 of Bachelor's step 1.

Section 5:6 - Nine Period Day

A. The parties agree that if the District chooses to opt for a nine (9) period instructional day at the secondary schools, that an assignment to a period of tutorial work would constitute neither an additional preparation period nor a sixth assignment for a teacher so assigned. If the nine (9) instructional period secondary schedule is adopted, the tutorial assignment shall be viewed as a permissible exception to the language contained in Article V - 5:5(B).

B. The following conditions shall apply with respect to teachers assigned to tutorials.

1. No lesson planning shall be required.
2. Teachers may be assigned to one (1) period of tutorial every second semester.
3. Tutorial teachers would be required to coordinate with classroom teachers when necessary (i.e., when the tutorial teacher doesn't understand the assignment given to a student). Teacher contact time on the average would not increase by more than forty (40) minutes per week per school year.
4. No unit member shall be responsible for coordination of the program.
5. Teachers shall not be evaluated regarding instruction in the tutorial sessions.

Section 5:7 - Travel Between Buildings

Traveling teachers shall work the length of workday of the teachers in the building to which they are assigned for a majority of the day. Such teachers shall have at least a thirty (30) minute lunch period based on the building at which the teacher is scheduled to eat lunch and one prep period daily, as well as a reasonable amount of off time for travel between buildings. The IRS rate shall be paid to traveling teachers to reimburse for their automobile expenses.

Section 5:8 - Block Schedule

a. Whenever the District implements the block schedule, in a semester (or on alternating days) that a teacher is assigned to two (2) long blocks, the District may assign such teachers to one-half of a double period to academic intervention services, tutorial services or student supervision (e.g., study hall/lunch duty). Tutorial and AIS assignments will not require lesson planning or paperwork other than that required by the state or necessary for attendance purposes. In the four (4) block schedule, no teacher may be assigned three (3) consecutive long blocks without the teacher's consent.

ARTICLE VI: TEACHER ASSIGNMENTS

Section 6:1 - Not later than June 1 of each year, each teacher shall be notified as to his teaching assignment for the following year. The teacher shall have an opportunity to discuss such assignment with his principal. Should rescheduling become necessary over the summer, or in light of unusual circumstances or program necessity during the school year, all teachers concerned shall be notified by mail and be given an opportunity to consult with the principal. Effective July 1, 2001, the teacher work day at all levels of instruction shall be increased by ten (10) minutes per day beyond the length of the teacher work day that was in effect during the 2000-2001 school year. The High School workday shall not start before 7:15 a.m. and the Elementary workday shall not end after 3:45 p.m. In the event of increased enrollment at the HS/MS level the Association shall not unreasonably withhold its consent to consider an alternative schedule by the District to alleviate overcrowding. Such alternate scheduling shall not impact the present length of the teacher workday.

Section 6:2 - Teacher Transfer

A. Teachers who desire a change in area and/or subject assignment, or who desire to transfer to another building, or simply wish to express their desire for specific assignments the following year, shall file a written statement of such desire with both the current and prospective building principals, through channels to the Superintendent of Schools, prior to April. Such statement shall include the area, and/or subject to which he desires to be transferred, or the school or schools to which he desires to be transferred, in order of preference.

B. Teachers filing for a transfer for an opening within the District shall be given due consideration in light of the desires of such tenured teachers and the instructional needs of the District. An interview with the building administrator shall be conducted.

Section 6:3 - Coordinators

When the District employs coordinators, the yearly stipend shall be set at:

	Effective July 1, 2004	Effective July 1, 2005	Effective July 1, 2006
Tier I Coordinators (5 or fewer in the department and elementary coordinators)	\$1,751	\$1,804	\$1,858
	Effective July 1, 2004	Effective July 1, 2005	Effective July 1, 2006
Tier II Coordinators (more than 5 teachers in the department)	\$1,957	\$2,016	\$2,076

Section 6:4 - Extra-curricular Activities

Teachers' participation in extra-curricular activities may be on a voluntary basis. In the event that there is no volunteer for an extra-curricular activity, the administration may assign a teacher to that activity.

Section 6:5 - Teachers will not be expected to keep registers or score standardized tests except when the administration requires grading of subjective standardized examinations which must be graded by professional educators. In such event, release time shall be granted to those teachers and the administration shall make every reasonable effort to retain substitute teachers.

In emergency situations when substitutes are not available, students of released teachers shall be assigned to supervised study hall or union.

ARTICLE VII: STUDENT DISCIPLINE

Section 7:1 - A disruptive student shall be referred to the appropriate administrator. Teachers shall be required to submit a written report regarding any incident underlying such referral.

Section 7:2 - The appropriate administrator or his designee shall make every reasonable effort to discuss the problem with the teacher prior to the student's returning to class.

Section 7:3 - Classroom discipline is the primary responsibility of the teacher and should be handled by the teacher in most cases.

ARTICLE VIII: EVALUATIONS AND PERSONNEL FOLDER

Section 8:1 - Procedures

- A.
 - 1. The primary objective of teacher evaluation is for improvement of instruction.
 - 2. To meet this objective, teachers shall be entitled to fair and objective evaluations.
- B. The evaluation procedure implemented by the District shall entitle each teacher to the following rights:
 - 1. To know what is expected of them. Probationary teachers shall have at least three (3) formal observations per year, one (1) prior to December 1.
 - 2. How they are doing with those expectations, including a written observation report within ten (10) working days.
 - 3. Specific constructive suggestions on ways they can better meet the expectations as stated in their written observation reports.
 - 4. Being informed, in writing, of the consequences if they do not satisfactorily overcome the difficulties.
 - 5. Time to correct problems that they may be having in meeting the expectations within an appropriate period of time.
 - 6. Non-tenured teachers will be notified, in writing, of the Superintendent's recommendation of termination of employment no later than four (4) months prior to the end of the final year of probation. First and second year probationary teachers shall be entitled to at least sixty (60) days notice, but no later than June 1st prior to the termination of employment.
 - 7. Evaluation by certified administrators.
 - 8. The District shall utilize only one evaluation form which may only be modified after consultation with the D.W.T.A.
 - 9. All evaluations shall be conducted openly.
 - 10. Whenever the instructional period being observed is scheduled for forty-five (45) minutes, the observation shall be for the entire period to be recorded as a formal observation.

11. Formal observation of a block period class shall be for a minimum one-half of the period.

12. Formal observations shall not be performed in tutorial and/or academic intervention services periods.

Section 8:2 - Personnel Folders

A. Every teacher has the right at such reasonable hours and in the presence of a school official, to review and to photocopy his/her personnel folder.

B. No material uncomplimentary to a teacher's conduct, service, character, or personality will be placed in his personnel file unless the teacher has had an opportunity to review the report. The teacher should sign the material, and should be able to attach an explanation to that material, which may include written statements of others.

C. When the Board receives information from placement agencies, universities, or referents which state the information is confidential, then it shall not be available to the teacher.

ARTICLE IX: SUBSTITUTES

Section 9:1 - The District shall make a reasonable effort to obtain qualified substitutes for absent teachers.

Section 9:2 - Teachers have the right to make a request from a list of qualified substitutes.

Section 9:3 - Class Coverage

Payment to teachers who cover for the classes of an absent teacher shall be paid at the rate of:

	7/1/00	7/1/01
Block Period (e.g. 80 -90 min.)	\$45.00	\$50.00
Regular Period (e.g. 40-45 min.)	\$22.00	\$25.00
Elementary Period (e.g. 30 min.)	\$15.00	\$17.00

Where practicable, teachers in the subject area or grade level of the absent teacher will be given the first opportunity to volunteer before other volunteers are solicited or any teacher is required to perform such coverage.

Section 9:4 - Long-term substitutes shall be defined as teachers hired for thirty (30) days or more in the same assignment. Such teachers shall be paid no less than entry salary at Bachelor's, Step 1.

ARTICLE X: IN-SERVICE AND CONFERENCES

Section 10:1

- A. The District shall strive to provide adequate in-service and professional training for its staff, both for new teachers and returning personnel.
- B. Curriculum Writing Rate:
-\$20.00 per hour effective July 1, 1999; \$22.00 per hour effective July 1, 2000; \$24.00 per hour effective July 1, 2001 and **\$25.00 per hour** effective July 1, 2002.

Section 10:2 - Conferences and Seminars

The Board shall provide all necessary expenses for the teacher who is asked to or is approved to attend Workshops, Seminars or Conferences.

Section 10:3 - The following shall be the reimbursement schedule for travel:

- A. Mileage rate to be set in accordance with the I.R.S. rate plus all tolls and parking.
All bills and receipts for tolls and parking must accompany the voucher.
- B. Train, bus, or airplane ticket costs are reimbursable.

Section 10:4 - Meals and Lodging

All reasonable costs shall be reimbursed, as per voucher procedures.

Section 10:5 - All expenses must be substantiated by receipted bills, vouchers, etc. A mileage check must be kept for mileage report. No payment will be made except on this basis.

Section 10:6 - Monies intended for inclusion in the budget for the purpose of teacher conferences shall be made known to and discussed by the Instructional Curriculum Management Committee (I.C.M.C.).

The I.C.M.C. may make recommendations to the District with respect to proposed budget allocations.

Section 10:7 - The District may offer after school hours or summertime in-service activities in which a teacher may participate with the prior approval of the Superintendent of Schools. Such activities may be offered for credit hour compensation pursuant to this Agreement or at the same dollar amounts as above for the curriculum writing rates. If offered for

the dollar rate, referenced above, a teacher who has been approved for participation, may opt for credit in lieu of the dollar rate.

ARTICLE XI: JOB SECURITY

Section 11:1 - Just Cause

No tenured teacher shall be disciplined except for just cause. For the purposes of this provision, discipline shall not refer to matters of teaching competency, which shall be subject to the evaluation procedure therein.

Where applicable, the unit member must opt between Section 3020-a proceedings and just cause arbitration within a fourteen (14) calendar day period of receipt of the Section 3020-a charges or shall be deemed to have waived his/her right to just cause arbitration.

Section 11:2 - Abolition of Positions

A. The Association shall be notified in writing at least forty-five (45) days in advance of any Board meeting at which action shall be taken upon an intended reduction in teacher staff.

B. The Association shall be entitled to request the reason(s) underlying the proposed action. The District shall furnish the same in writing within seven (7) days of the request. No later than ten (10) days preceding said Board meeting, the Association shall be entitled to meet in executive session with the Board to discuss alternative proposals suggested by the Association.

C. Any teachers laid off shall be entitled to positions in the District on the basis of Certification or Qualification as evidenced by a Certificate of Default.

ARTICLE XII: NON-INSTRUCTIONAL DUTIES

Where the District reduces aides or para-professional positions, teachers shall not be required to perform tasks outside of teachers' present professional responsibilities.

ARTICLE XIII: MAINTENANCE OF STANDARDS

A. Existing terms and conditions of employment may only be changed by mutual agreement. New terms and conditions of employment shall be negotiated with the Association as required by the Public Employment Relations Board.

B. In the event that this provision is subject to arbitration, the Arbitrator shall be without power to determine that a subject does or does not constitute a term or condition of

employment where such determination would be inconsistent with decisions of the Court of Appeals or PERB.

ARTICLE XIV: LEAVES

Section 14:1 - Sick Leave

A. Teachers shall be entitled to fifteen (15) sick days per year with unlimited accumulation, five (5) of which may be used for illness in the family.

B. Those unit members who, upon retirement from the School District, have worked in the District for at least fifteen years and who have at least 180 accumulated sick leave days at the time of retirement, shall be entitled to the following Employer contributions towards the premium costs of the District's health insurance plan:

- 85% of individual and 70% of family coverage.

In the event a teacher has a prolonged or catastrophic illness, the Superintendent at his discretion may waive the 180-day requirement.

All other unit members who retire on or after July 1, 1989 shall be entitled to 55% District contribution towards the cost of family health insurance and 70% of the cost of individual health insurance premiums under the District's health insurance plan.

Effective July 1, 2004 the District shall not reimburse retirees for Medicare Part B expenses. This does not apply to any retired unit member already receiving this benefit.

C. The Superintendent of Schools may, at his discretion, request a physician's verification of illness after any three (3) consecutive days of sick leave absence from school.

Physician's examination for verification is to be billed to the Dover Union Free School District.

D. Total sick leave allotment for all teachers becomes effective the first day of the school year.

E. The unit member's total accumulation of sick leave shall be reported at the beginning and again in the middle of the school year on the pay stub attached to the unit member's paycheck.

F. Up to three (3) personal sick leave days may be carried forward from the previous year's unused allotment of fifteen (15) days towards accumulated family illness leave. The total accumulation of family illness leave shall not exceed five (5) days, which may be used in

addition to the five (5) days referenced in paragraph "A" above.

Section 14:2 - Sick Leave Bank

A Sick Leave Bank shall be created upon the contribution of an equal number of days from participating unit members and the District. Teachers electing to participate in such a bank shall submit to the District a waiver of a sick day each time the bank is established or renewed. This day is lost to the teacher as accumulated sick leave.

All teachers shall be eligible to participate, but teachers not electing to waive time shall not be eligible to receive time from the Sick Leave Bank.

The Bank shall be administered by a Committee of one (1) administrator appointed by the Superintendent of Schools, and two (2) teachers appointed by the Association, and one (1) Board Member, who shall act as Chairman of the Committee. The Committee shall act upon all requests for withdrawals. The decision of the Sick Bank Committee shall be final.

Withdrawals from the Bank shall be limited to teachers who are involved in personal catastrophic, prolonged, or disabling illnesses or accidents and who have exhausted their regular sick leave time. No one individual case may exceed one year (180 days).

The Bank shall be renewable once all days contributed have been used. The renewal should be subject to the terms set forth above.

Section 14:3 - Bereavement Leave

A. Teachers shall be entitled to up to five (5) days in the event of the death of a parent, child, spouse, or designated household member;

B. Three (3) days in the event of the death of a brother, sister, grandparent, mother-in-law, father-in-law, aunt or uncle.

C. The Superintendent of Schools shall have final discretion in allowing additional days of bereavement leave.

Section 14:4 - Religious Holiday Leave

Professional employees who observe the major recognized religious holidays of their faith on regular school days, shall be permitted to be absent without loss of pay for up to five (5) days for each two-year period. Such absences shall not be charged against the employee's sick leave or personal leave.

A request for a religious leave day shall be submitted to the Building Principal through

channels to the District Office at least one (1) week prior to the requested leave.

Section 14:5 - Personal Days

A. Each teacher shall be allowed up to three (3) days of personal leave per school year as follows:

One (1) day upon 24-hour prior notice to the Building Principal.

Two (2) days upon 24-hour prior notice, with written reasons subject to the approval of the Superintendent of Schools.

B. Personal leave shall be granted only for business, which cannot be conducted at times other than during the teacher's workday.

C. The 24-hour prior notice requirement may be waived by the Building Principal in light of emergency circumstances.

D. A request for additional personal days may be granted only by going through the Superintendent of Schools, who will submit the teacher's request to the Board of Education.

E. Personal leave days should not be taken the day before or the day after a vacation, except in emergency situations, with reason given.

Section 14:6 - Jury Duty

Employees serving on jury duty shall be granted leave of absence for the period of such service.

Teacher's salary shall continue throughout the duration of jury duty. Compensation received by teacher as jurist, except carfare, shall be turned over to the Board of Education when received. However, the faculty member should demonstrate a request for stay of jury duty until the summer.

Section 14:7 - Extended Leave

A teacher may be granted, at Board discretion, extended leave of absence without pay for a period of up to one (1) school year, except such leaves may be for a period exceeding one year where the Superintendent and the teacher mutually agree that the return date should coincide with the beginning of an academic semester.

This shall include leave for education, family illness or other extenuating circumstances. Upon return, the teacher will be placed in a position within his/her tenure area of employment,

which is similar to that from which leave was taken. This leave shall not accrue toward salary or benefits.

Section 14:8 - Child Rearing

A teacher may request and shall be granted leave without pay for child-rearing purposes for a period not to exceed two (2) years, except such leaves may be for a period exceeding two (2) years where the Superintendent and the teacher mutually agree that the return date should coincide with the beginning of an academic semester.

Teachers requesting leave shall give reasonable notice (i.e.: 60 days) to the District prior to commencement of such leave. The notice shall include tentative commencement and termination of leave.

Child-rearing leave shall apply equally for adoption of a child less than five (5) years of age.

Section 14:9 - Non-Payable Absence

Absences, other than those described in this Contract or in excess of those described, will not be allowed with pay. A deduction will be made for each day of non-payable absence at the legal rate of 1/200th of the teacher's contractual salary.

Such deductions shall be taken from the last paycheck received by the employee in that school year.

Section 14:10 - Pro-Rating of Leave Benefits

Teachers employed after September of a school year will be granted all leave of absence benefits established, pro-rata.

Those who work twenty (20) or fewer hours per week shall be entitled to a pro-ration of leave days (i.e., fifteen [15] partial Sick Leave Days).

ARTICLE XV: SALARY CONSIDERATIONS

Section 15:1

A. Complete salary schedules for the 2004-2005, 2005-2006, and 2006-2007 school years are annexed hereto, respectively, as Schedules A, B and C.

Effective July 1, 1994, the salary schedule will contain added columns for B+6, B+36, M+6 and M+36. The columns shall be distanced by \$50.00 per credit from the previous

columns; provided, however, that the costs of the new columns for 1994-95 and 1995-96 shall not exceed \$10,000. Also, effective July 1, 1994, a Step 16 shall be added to each column of the salary schedule, \$750 more than Step 15.

Effective July 1, 2001 add the M+42, M+48, M+54 and M+60 columns on the salary schedule. Dollar amounts to be calculated based on the dollar range between M+45 and Doctorate column in the present contract.

B. Each teacher shall be allowed step advancement in each of the three (3) years.

C. Ninety (90) days or more shall constitute one year's service for purposes of step advancement.

Section 15:2 - Longevity

A. Longevity increases shall be paid cumulatively as follows:

2004-2005

\$3,500.00 - for 18 years of service.

\$5,100.00 - for 22 years of service. [\$8,600]

\$5,050.00 - for 26 years of service. [\$13,650]

2005-2006

\$3,600.00 - for 18 years of service.

\$5,250.00 - for 22 years of service. [\$8,850]

\$5,200.00 - for 26 years of service. [\$14,050]

2006-2007

\$3,700.00 - for 18 years of service.

\$5,400.00 - for 22 years of service. [\$9,100]

\$5,350.00 - for 26 years of service. [\$14,450]

B. Longevity increases shall be paid when the teacher reaches the 18th, 22nd and 26th years, respectively.

C. The parties acknowledge that longevity increases are based upon years of service and that the numerical step upon which a teacher is placed on the salary schedule may not accurately reflect longevity (see particularly Article XV, Section 15:1 of the 1986-89 Agreement which refers to the salary schedule numerical step reduction agreement for the years 1987-88 and 1988-89).

D. At the end of each school year, each teacher shall be notified in writing of his/her credited years of service in the District for longevity purposes.

Section 15:3 - Completion of Credit Hours

A. Uncertified teachers who must yearly complete six (6) credits of graduate work to be eligible for re-employment, must take courses clearly recognized to be within the scope of certification, and must have prior written approval of either the Department of Certification or the Superintendent of Schools.

B. With the exception of courses taken as part of a graduate degree program in a teacher's area of certification, all course work for credit advancement shall be subject to the Superintendent's prior approval, which shall not be unreasonably withheld.

C. In-service credit will be awarded for each sixteen (16) hours (effective July 1, 1999) and fifteen (15) hours (effective July 1, 2000) of accumulated in-service attendance approved by the Superintendent, for the purpose of salary schedule advancement.

D. Audit adjustments shall be made as of October 1 and February 1 for all in-service and course work, pursuant to "B" and "C" above. Salary adjustments shall be retroactive to the beginning of the semester.

Section 15:4 - Previous Experience

New employees may receive credited years of previous experience and may include up to two (2) years of military experience.

Section 15:5 - Method of Salary Payment

Salary payment shall be made every other Friday throughout the school year. Teachers will still have the option to elect payment on a ten-month or a twelve-month basis. Teachers shall have the paycheck option of Direct Deposit.

Teachers will not receive their final payment until all their work for the school year is completed.

Section 15:6 – National Board Certification

A one-time stipend of \$1,500 will be paid to current employees who achieve National Board Certification. The \$1,500 will not remain a part of their salary in future years.

Section 15:7 – Tutoring (Home Study)

A stipend of \$25 per hour shall be paid to unit members for tutoring or home study work.

ARTICLE XVI: HEALTH BENEFITS

Section 16:1 - Medical Insurance

A. Effective September 1, 2000 bargaining unit members shall be required to contribute 5% toward the cost of both individual and family health insurance premiums. The District shall also implement as of September 1, 2000 a Section 125 Internal Revenue Premium Only Plan. Effective September 1, 2002 the contribution shall be increased to 7% for both individual and family plans. Effective July 1, 2004, the District's health plan shall be the DEHC P.P.O. Alternate Plan.

B. Part-time teachers (those employed 20 or fewer hours per week) shall contribute one-half of the cost of the Health Insurance Plan. Effective July 1, 2004 new part-time teachers shall pay a pro-rata cost of the Health premium based on the percentage of time employed by the District. Part-time teachers shall be eligible for one-half of the buy-out amount set forth in Paragraph "F" below.

C. By mutual agreement of the parties, the District may select an equivalent alternative health insurance plan to the Dutchess Educational Health Insurance Cooperative Plan (P.P.O. Alternate). The D.W.T.A. will not unreasonably withhold its consent to change to such alternative health insurance plan. In the event that there is a dispute regarding the failure of the D.W.T.A. to consent to a change, either party may demand expedited arbitration pursuant to the Voluntary Labor Arbitration Rules of the American Arbitration Association and in accordance with Article IV, 4:3 of this Agreement.

D. In the event that the District provides health insurance in accordance with paragraph "C" above through a plan other than the Dutchess Plan, it will make contributions toward the health insurance coverage of retirees under any such alternative equivalent plan to the same extent as the District would have been required to make contributions under the State Health Insurance Plan.

E. The employer's obligation to contribute towards the cost of HMO coverage shall not exceed in dollar amount its individual and family contribution costs toward funding employees who participate in the Dutchess Plan, or paragraph "C" alternative coverage.

F. Health Insurance Buy-Out Program. Unit members who are otherwise health insured may voluntarily opt out of, and spouses subject to the provisions of "G", below, who must opt out of the District's Health Insurance Program, and receive a payment of \$1,800.00 for opting out, payable in twelve (12) monthly installments of \$150.00 each. The employees must give written notice of opting out at the date specified below and must also produce proof of other health insurance at the time of making application for the buy-out.

Application must be made at least one month before the first day of the next following month at which time the buy-out will become effective (i.e.: on or before August 1st for a buy-

out effective September 1st). The buy-out payment shall be pro-rated for those employees who exercise their option on or after the September 1st deadline.

Written notice and proof of alternative health insurance coverage must be submitted to the Business Office by no later than June 1st for buy-outs effective July 1 of the following school year.

Re-entry into the District's health insurance program shall be allowed at any time, subject only to the waiting period, if any, of the health insurance program's rules and regulations. Immediately upon re-entry or immediately upon termination of employment, the monthly buy-out payments shall cease. New hires may opt-out and receive this benefit on a pro-rated basis, where applicable, effective the time of hire, provided that proof of other health insurance is furnished to the Business Office at the time of making written application.

G. Spouses, both of whom are employed by the District, shall be entitled to single-family health insurance coverage or each to individual health insurance coverage. In the event that the spouses opt for the family coverage, they shall be entitled to one health insurance buy-out as referenced in Paragraph "F", above.

Section 16.2 - Welfare Benefit Trust

The District shall contribute \$995.00 per unit member per school year effective July 1, 2004; \$1,045 per school year effective July 1, 2005 and \$1,095 per school year effective July 1, 2006 in a Welfare Fund under the auspices of the D.W.T.A. for the purposes of purchasing dental insurance and other insurance benefits. The D.W.T.A. shall indemnify the District and pay the District's reasonable attorney's fees in defending litigations arising out of any claim made against the D.W.T.A. Welfare Fund, except with respect to a failure to timely remit monies to the Welfare Fund. The District shall have the right to periodic audits of the books and records of said Welfare Fund.

Section 16.3 - Workers' Compensation Payment

A. Employees covered hereunder who are injured at school in the course of their employment and thus entitled to Workers' Compensation payments shall be compensated in the following manner:

1. Any payment received as Workers' Compensation benefits for absence for which the employee is paid or payable will be returned to the District so long as the employee receives full salary.
2. The employee shall be entitled to retain any Workers' Compensation for any period for which the employee is not paid or payable. Upon receipt of payments the District, sick leave days shall be reinstated on a prorated basis by reinstating one (1) day when one (1) day's pay equivalent is received from Workers' Compensation.

Section 16:4 - Health Examination

New teachers are required to have a health examination. They may obtain the required health examination (on the approved forms) at school expense by private appointment with the school physician at the doctor's office; or, they may consult their own physician at their own expense.

ARTICLE XVII: PAYROLL DEDUCTIONS

A. The Central Office shall extend the service of deducting the following:

- Membership dues for professional organizations;
- Tax Sheltered Annuity payments;
- Payroll Savings;
- NYSUT Benefit Trust;
- D.W.T.A. Welfare Fund;
- Premiums for income protection insurance;
and/or
- Savings Bonds, as well as Health Benefits;
- Credit Union;
- Vote/Cope payroll deduction;
- Direct Deposit of paychecks.

B. Such deductions, should a teacher elect to use payroll deduction, shall be authorized on forms supplied by the Board of Education and returned to the District Clerk not later than October 1 (if deductions are to begin the first semester); or January 1 (if the deductions are to begin the second semester).

C. Authorization of deduction shall be continuous while the person is employed by the Dover Union Free School District, or until withdrawn by written notice of the employee.

D. The District may enter into contracts with tax sheltered annuity clearinghouses for the purpose of limiting the number of transactions, which might otherwise be required pursuant to the provisions of this Agreement. However, in all cases, the District shall make prompt remittances to the tax sheltered annuity company or clearinghouses in accordance with the pay-in requirements of the TSA contracts.

ARTICLE XVIII: EXTRA-CURRICULAR SCHEDULES

Section 18:1 - Non-Athletic Responsibilities:

It is recognized that job descriptions are needed for all Club and/or Activity Organizations. Job description will be prepared by the individuals involved with the assistance and approval of the Building Principal.

GROUP I

1 hour per week
36 hours per year

HIGH SCHOOL/MIDDLE SCHOOL

1. Art Club
2. 10th Grade Advisor
3. 9th Grade Advisor
4. 8th Grade Advisor
5. 7th Grade Advisor
6. Math Club
7. Senior Honor Society
8. Junior Honor Society
9. F.C.C.L.A.
10. Student Literary Club
11. Diversity Club
12. Training/Fitness Club
13. Intramurals (per season)
14. MS Team Leader
15. Debate Club
16. Mock Trial
17. HS Art Club
18. Chess Club
19. SADD Club
20. Peer Leadership
21. Student Newspaper
22. LEO Club
23. 6th Grade Newspaper Club
24. 6th Grade Advisor

ELEMENTARY SCHOOL

1. Library Club
2. French Club
3. Community Service Coordinator
4. Intramurals (per season)
5. Elementary Yearbook
6. Chess Club
7. School Improvement thru Arts
8. Festival of Excellence Liaison
9. 5th Grade Newspaper Club
10. Yoga Club

GROUP II

2 hours per week
72 hours per year

HIGH SCHOOL/MIDDLE SCHOOL

1. Chorus
2. 11th Grade Advisor
3. School Paper
4. Festival of Excellence
5. Jazz Band
6. M.S. Community Service Coordinator
7. M.S. Yearbook

ELEMENTARY SCHOOL

1. Young Authors
2. Computer Club
3. Elementary Band
4. Student Council
5. Creative Arts Advisor
6. Select Chorus
7. Odyssey of the Mind

8. JV Basketball Cheerleading
9. M.S. Student Council
10. Computer Club
11. Photography Club
12. Stage Manager (per performance)
13. Art Director-Drama (per performance)

GROUP III

3 hours per week
108 hours per year

8. Set Production
9. Peer Mediation

GROUP IV

4 hours per week
144 hours per year

HIGH SCHOOL/MIDDLE SCHOOL

1. 12th Grade Advisor
2. Community Service Coordinator
3. Varsity Football Cheerleading
4. Varsity Basketball Cheerleading

HIGH SCHOOL/MIDDLE SCHOOL

1. Band
2. Drama Director (per performance)
3. Student Council

ELEMENTARY SCHOOL

1. SYSOP

GROUP V

5 hours per week
180 hours per year

HIGH SCHOOL/MIDDLE SCHOOL

1. Yearbook
2. SYSOP

SCHEDULE

	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>
GROUP I	\$ 968.00	\$ 997.00	\$1,027.00
GROUP II	\$1,507.00	\$1,552.00	\$1,599.00
GROUP III	\$2,058.00	\$2,120.00	\$2,183.00
GROUP IV	\$2,750.00	\$2,833.00	\$2,918.00
GROUP V	\$3,333.00	\$3,433.00	\$3,536.00

Section 18:2 - Chaperoning

Includes dances, fan buses, sports activities, educational trips (outside school days), or

supervising of weekend school activities.

An advisor for an activity outlined in Group I shall be paid for chaperoning an activity as outlined in the preceding paragraph.

An advisor for an activity outlined in Groups II, III and IV shall not be paid for chaperoning when it is related to their activity.

SCHEDULE

Effective	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>
	\$63.00	\$64.00	\$65.00

Section 18.3 - Athletic Responsibilities

A. Effective July 1, 2000 the Varsity position indexes will be adjusted by +1.0 as indicated on the attached chart. The athletic coaching payment schedule shall remain a system based on the indexing of the base salary (Bachelors Step 1) for each year of the agreement.

ATHLETIC COACHING PAYMENT SCHEDULE

A. The athletic coaching payment schedule shall be based upon the indexing of the base salary (Bachelors Step 1) of \$37,416.00 for 2004-05, \$38,688.00 for 2005-06, \$40,004.00 for 2006-07. Effective July 1, 2004 Basketball Scorer and Basketball Timer positions shall be established and paid at the per-game rate of \$35.00 on the JV and the Varsity level. Modified Scorer and Timer shall be paid at the rate of \$25 per game.

<u>ACTIVITY</u>	<u>Index Rate</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>
Director of Athletics*	15.8	\$5,912	\$6,113	\$6,321
Head Varsity Football	11.5	\$4,303	\$4,449	\$4,600
Varsity Wrestling	11.0	\$4,116	\$4,256	\$4,400
Varsity Basketball	10.5	\$3,929	\$4,062	\$4,200
Varsity Field Hockey	10.0	\$3,742	\$3,869	\$4,000
Varsity Volleyball	10.0	\$3,742	\$3,869	\$4,000
Varsity Soccer	10.0	\$3,742	\$3,869	\$4,000
Varsity Baseball	10.0	\$3,742	\$3,869	\$4,000

<u>ACTIVITY</u>	<u>Index Rate</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>
Varsity Softball	10.0	\$3,742	\$3,869	\$4,000
Asst. Varsity Football	8.6	\$3,218	\$3,327	\$3,440
2 nd Asst. Var. Football	7.5	\$2,806	\$2,902	\$3,000
Head Mod. Football	7.5	\$2,806	\$2,902	\$3,000
Varsity Golf	7.0	\$2,619	\$2,708	\$2,800
J.V. Basketball	7.0	\$2,619	\$2,708	\$2,800
J.V. Soccer	7.0	\$2,619	\$2,708	\$2,800
Asst. Modified Football	7.0	\$2,619	\$2,708	\$2,800
J.V. Baseball/Softball	7.0	\$2,619	\$2,708	\$2,800
Varsity Cross Country	7.0	\$2,619	\$2,708	\$2,800
Modified Wrestling	6.0	\$2,245	\$2,321	\$2,400
J.V. Volleyball	6.0	\$2,245	\$2,321	\$2,400
J.V. Field Hockey	6.0	\$2,245	\$2,321	\$2,400
Modified Basketball	5.5	\$2,058	\$2,128	\$2,200
Modified Baseball	5.5	\$2,058	\$2,128	\$2,200
Modified Softball	5.5	\$2,058	\$2,128	\$2,200
Modified Soccer	5.5	\$2,058	\$2,128	\$2,200
Modified Field Hockey	5.5	\$2,058	2,128	\$2,200
J.V. Football	5.5	\$2,058	\$2,128	\$2,200
Modified Volleyball	5.5	\$2,058	\$2,128	\$2,200

* Effective July 1, 2000, the Athletic Director shall be paid for summer work at the per diem rate of 1/200th of his/her base salary (for a maximum of 10 days).

Section 18:4 - Extra Duty Pay

All extra duty pay will be issued in two (2) installments, one check on the seasonal mid-point date and one at the seasonal end date.

ARTICLE XIX: CONFORMITY TO LAW - SAVING CLAUSE

The parties hereto shall comply with all provisions of this Agreement, unless and until any provision or provisions are held to be contrary to law by Legislation, by the Court of Appeals of the State of New York, or any lower court of competent jurisdiction from whose judgment no appeal has been permitted or taken by the aggrieved party.

In the event any provision or provisions hereof are so held to be unlawful, the remaining provisions of this Agreement shall remain in effect and the parties thereto shall meet forthwith for the purposes of modifying the same to conform with law and/or negotiating provision or provisions in lieu thereof.

ARTICLE XX: REQUIREMENT PER TAYLOR LAW

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

ARTICLE XXI: EARLY RETIREMENT INCENTIVE PROGRAM

A. All unit members who are or who will become 55 years of age or older and who have or will have fifteen (15) years of credited service on or before June 30, 1984, shall be entitled to a retirement incentive of 38% of their last year's compensation provided that notice of retirement is given on or before April 1, 1984.

B. Those unit members who will reach the age of 55 with fifteen (15) or more years of credited service in any succeeding school year shall be entitled to such benefit, unless previously eligible, as referenced in Paragraph "A" above, provided that notice is given by February 1 in advance of the retirement date of June 30.

C. The Employer shall pay such incentives between July 1 and November 1 of the calendar year in which the teacher retires. Effective July 1, 2004, the employer shall pay these incentives as a **non-elective contribution** to the employee's 403-b Plan as referenced in a separate Memorandum of Agreement (MOA). This MOA shall be subject to IRS rules and regulations.

ARTICLE XXII: DURATION OF THE AGREEMENT

It is agreed that all items presented for negotiations have been discussed by the parties in the negotiations leading to this Agreement.

This Agreement shall be effective as of July 1, 2004, and shall continue through June 30, 2007.

ASSOCIATION

BY: William J. Emery
DOWTA PRESIDENT

BY: William J. Emery
CHAIRMAN, NEGOTIATING
COMMITTEE

BY: Karen Mosca
NEGOTIATING COMMITTEE

BY: Lorraine Cleaveland
NEGOTIATING COMMITTEE

BY: Michael Ho
NEGOTIATING COMMITTEE

DOVER UNION FREE SCHOOL

BY: Craig T. Knafly
SUPERINTENDENT OF SCHOOLS

BY: Kath Schibanoff
PRESIDENT
BOARD OF EDUCATION

BY: Lail Gasparro
DISTRICT CLERK

DATED THIS 12th DAY OF FEBRUARY 2004.

Step	B	B+8	B+12	B+18	B+24	B+30	B+36	M/B+48	M+12	M+18	M+24	M+30	M+36	M+42	M+48	M+54	D/M+60
16	37416	37825	38178	38580	38944	39331	39739	40162	40599	41041	41489	41944	42405	42872	43344	43822	44306
15	37166	37575	37984	38393	38802	39211	39620	40029	40438	40847	41256	41665	42074	42483	42892	43301	43710
14	36917	37326	37735	38144	38553	38962	39371	39780	40189	40598	41007	41416	41825	42234	42643	43052	43461
13	36668	37077	37486	37895	38304	38713	39122	39531	39940	40349	40758	41167	41576	41985	42394	42803	43212
12	36419	36828	37237	37646	38055	38464	38873	39282	39691	40100	40509	40918	41327	41736	42145	42554	42963
11	36170	36579	36988	37397	37806	38215	38624	39033	39442	39851	40260	40669	41078	41487	41896	42305	42714
10	35921	36330	36739	37148	37557	37966	38375	38784	39193	39602	40011	40420	40829	41238	41647	42056	42465
9	35672	36081	36490	36899	37308	37717	38126	38535	38944	39353	39762	40171	40580	40989	41398	41807	42216
8	35423	35832	36241	36650	37059	37468	37877	38286	38695	39104	39513	39922	40331	40740	41149	41558	41967
7	35174	35583	35992	36401	36810	37219	37628	38037	38446	38855	39264	39673	40082	40491	40900	41309	41718
6	34925	35334	35743	36152	36561	36970	37379	37788	38197	38606	39015	39424	39833	40242	40651	41060	41469
5	34676	35085	35494	35903	36312	36721	37130	37539	37948	38357	38766	39175	39584	39993	40402	40811	41220
4	34427	34836	35245	35654	36063	36472	36881	37290	37699	38108	38517	38926	39335	39744	40153	40562	40971
3	34178	34587	34996	35405	35814	36223	36632	37041	37450	37859	38268	38677	39086	39495	39904	40313	40722
2	33929	34338	34747	35156	35565	35974	36383	36792	37201	37610	38019	38428	38837	39246	39655	40064	40473
1	33680	34089	34498	34907	35316	35725	36134	36543	36952	37361	37770	38179	38588	38997	39406	39815	40224

2004-2008

Step	B	B+8	B+12	B+18	B+24	B+30	B+36	M/B+48	M+12	M+18	M+24	M+30	M+36	M+42	M+48	M+54	D/M+60
16	35166	35575	35984	36393	36802	37211	37620	38029	38438	38847	39256	39665	40074	40483	40892	41301	41710
15	34917	35326	35735	36144	36553	36962	37371	37780	38189	38598	39007	39416	39825	40234	40643	41052	41461
14	34668	35077	35486	35895	36304	36713	37122	37531	37940	38349	38758	39167	39576	39985	40394	40803	41212
13	34419	34828	35237	35646	36055	36464	36873	37282	37691	38100	38509	38918	39327	39736	40145	40554	40963
12	34170	34579	34988	35397	35806	36215	36624	37033	37442	37851	38260	38669	39078	39487	39896	40305	40714
11	33921	34330	34739	35148	35557	35966	36375	36784	37193	37602	38011	38420	38829	39238	39647	40056	40465
10	33672	34081	34490	34899	35308	35717	36126	36535	36944	37353	37762	38171	38580	38989	39398	39807	40216
9	33423	33832	34241	34650	35059	35468	35877	36286	36695	37104	37513	37922	38331	38740	39149	39558	39967
8	33174	33583	33992	34401	34810	35219	35628	36037	36446	36855	37264	37673	38082	38491	38900	39309	39718
7	32925	33334	33743	34152	34561	34970	35379	35788	36197	36606	37015	37424	37833	38242	38651	39060	39469
6	32676	33085	33494	33903	34312	34721	35130	35539	35948	36357	36766	37175	37584	37993	38402	38811	39220
5	32427	32836	33245	33654	34063	34472	34881	35290	35699	36108	36517	36926	37335	37744	38153	38562	38971
4	32178	32587	32996	33405	33814	34223	34632	35041	35450	35859	36268	36677	37086	37495	37904	38313	38722
3	31929	32338	32747	33156	33565	33974	34383	34792	35201	35610	36019	36428	36837	37246	37655	38064	38473
2	31680	32089	32498	32907	33316	33725	34134	34543	34952	35361	35770	36179	36588	36997	37406	37815	38224
1	31431	31840	32249	32658	33067	33476	33885	34294	34703	35112	35521	35930	36339	36748	37157	37566	37975

2003-2004

DWTA
Salary Schedule

2005-2006

Step	B	B+6	B+12	B+18	B+24	B+30	B+36	M/B+48	M+6	M+12	M+18	M+24	M+30	M+36	M+42	M+48	M+54	D/M+60
1	38888	38111	39474	39871	40288	40689	41090	41983	42405	42776	43175	43569	43964	44367	44748	45117	45484	45852
2	40465	40887	41268	41856	42055	42457	42879	43764	44248	44677	44978	45376	45777	46197	46582	46968	47351	47738
3	42000	42423	42800	43183	43596	43988	44411	45322	45745	46177	46518	46911	47313	47738	48099	48462	48826	49189
4	43644	44066	44445	44839	45237	45641	46062	46969	47391	47787	48184	48673	49086	49368	49769	50131	50501	50873
5	46080	46501	46890	47304	47707	48115	48539	49476	49901	50296	50703	51076	51432	51890	52300	52709	53118	53514
6	47569	47992	48384	48796	49201	49610	50033	50972	51394	51794	52198	52606	53019	53442	53806	54170	54534	54898
7	49102	49523	49927	50337	50739	51156	51580	52524	52946	53338	53748	54165	54571	54992	55429	55864	56302	56738
8	50582	51276	51878	52069	52505	52917	53338	54281	54713	55113	55530	55944	56351	56776	57161	57565	57969	58393
9	52394	52815	53220	53630	54047	54456	54879	55837	56250	56668	57078	57490	57902	58325	58734	59145	59555	59965
10	54189	54621	55029	55449	55863	56279	56701	57666	58080	58502	58917	59330	59716	60139	60573	61008	61444	61878
11	56057	56479	56889	57320	57739	58158	58580	59552	59974	60398	60808	61226	61649	62072	62488	62904	63319	63735
12	58276	58700	59124	59550	60972	60398	60818	61616	62237	62864	63086	63514	63939	64360	64783	65207	65632	66056
13	60562	60984	61423	61854	62278	62715	63139	64150	64572	65008	65441	65873	66302	66725	67180	67593	68027	68461
14	62920	63342	63793	64227	64663	65102	65523	66556	66980	67425	67861	68301	68733	69155	69600	70044	70488	70933
15	65072	65494	66013	66413	66862	67313	67731	68804	69228	69698	70148	70599	71043	71488	71930	72393	72857	73321
16	67077	67501	68019	68417	68866	69318	69741	70811	71233	71704	72157	72603	73048	73471	73934	74398	74861	75326

Longevity Payments

L18	3600	3600
L22	6250	8650
L26	5200	14050

2006-2007

Step	B	B+6	B+12	B+18	B+24	B+30	B+36	M/B+48	M+6	M+12	M+18	M+24	M+30	M+36	M+42	M+48	M+54	D/M+60
1	40004	40441	40816	41227	41837	42051	42487	43410	43847	44230	44643	45051	45456	45895	46270	46851	47030	47411
2	41841	42277	42871	43073	43485	43901	44336	45273	45763	46093	46505	46919	47333	47768	48166	48563	48961	49359
3	43426	43885	44256	44661	45076	45484	45921	46862	47300	47855	48097	48508	48922	49359	49735	50109	50488	50861
4	45126	45565	45966	46384	46776	47193	47629	48566	49003	49391	49802	50328	50630	51067	51450	51835	52218	52602
5	47646	48062	48464	48912	49329	49751	50169	51161	51597	52008	52428	52815	53160	53565	54078	54502	54924	55334
6	49166	49624	50029	50455	50874	51297	51734	52705	53142	53555	53973	54394	54822	55259	55696	56102	56539	56974
7	50772	51207	51625	52048	52464	52895	53334	54310	54748	55152	55575	56006	56426	56862	57314	57784	58269	58667
8	52561	53019	53435	53860	54280	54716	55152	56137	56573	56987	57418	57846	58287	58707	59125	59543	59961	60378
9	54175	54611	55030	55453	55884	56306	56745	57735	58173	58595	59019	59444	59871	60308	60731	61158	61580	62003
10	56041	56478	56900	57334	57783	58193	58628	59629	60086	60491	60920	61347	61746	62164	62633	63082	63534	63982
11	57983	58400	58834	59288	59702	60195	60672	61577	62013	62441	62874	63310	63745	64182	64612	65043	65474	65902
12	60256	60696	61136	61576	62011	62451	62886	63918	64353	64785	65230	65674	66113	66548	66988	67424	67864	68302
13	62621	63057	63511	63957	64396	64847	65286	66332	66787	67216	67666	68113	68556	68994	69444	69891	70340	70789
14	65059	65496	65962	66411	66861	67315	67751	68819	69289	69718	70169	70623	71070	71506	71969	72425	72885	73345
15	67284	67721	68257	68711	69135	69602	70034	71144	71582	72088	72533	72999	73459	73965	74375	74848	75334	75813
16	69357	69796	70331	70744	71206	71674	72112	73219	73654	74142	74611	75072	75532	76089	76446	76928	77407	77887

Longevity Payments

L18	3700	3700
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