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#### **Contract Database Metadata Elements**

Title: **Southwestern Central School District and Southwestern Teachers Association (2005) (MOA)**

Employer Name: **Southwestern Central School District**

Union: **Southwestern Teachers Association**

Local:

Effective Date: **07/01/2005**

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TA/6248

**AGREEMENT**

**between**

**SOUTHWESTERN CENTRAL SCHOOL DISTRICT**

**AND**

**SOUTHWESTERN TEACHERS' ASSOCIATION**

**JULY 1, 2005 – JUNE 30, 2006**

2005-2006 - 145 employees



MEMORANDUM OF AGREEMENT

BETWEEN

SOUTHWESTERN CENTRAL SCHOOL DISTRICT

AND

SOUTHWESTERN TEACHERS' ASSOCIATION

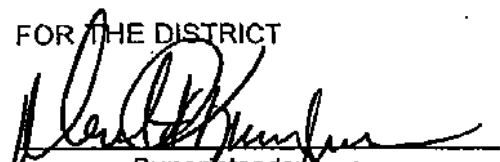
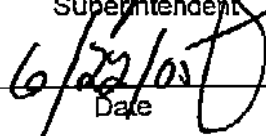
In full and complete settlement of all issues submitted to bargaining by Southwestern Central School District (hereafter referred to as the "District") and the Southwestern Teachers' Association (hereafter referred to as the "STA") for settlement of the Contract between such parties effective July 1, 2005, the parties agree to the following:

1. **Duration:** The Contract will reflect an agreement for a one (1) year period of time (July 1, 2005 through June 30, 2006).
2. **Salary:** The parties have agreed that the base salary will be increased by four and one-quarter percent (4.25%), including increment, for the year July 1, 2005 through June 30, 2006. The parties will attach to this Memorandum of Settlement, prior to ratification, the agreed upon 2005-2006 Salary Schedule, plus the Extra-Curricular Schedule for the year in question.
3. **Extra-Curricular/Coaching.** There will be Step movement only in these positions for the period of July 1, 2005 through June 30, 2006. The parties will attach to this Memorandum of Settlement the agreed upon 2005-2006 Extra-Curricular/Coaching Schedule. It is understood by and between the parties that reference to Coaching/Extra-Curricular activities is found in Article VI-D of the current Contract, entitled "Pay for Extra-Curricular Duties" and that such pertains only to the positions identified in Article VI-D.
4. **TEACHING HOURS AND TEACHING LOAD Article VIII.A.6.c.5 (new):** All teaching assignments will be filled first, with supervisory duties assigned next in order to fill all full and part-time faculty members' schedules. After all faculty members' schedules have been filled, any remaining necessary supervisory duties may be assigned to non-bargaining unit members.


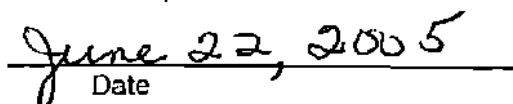
Old Article VIII.6.c.5 becomes Article VIII.1.6.c.6: Delete from this article "...and any future "supervisory duties" created" and replace with "...and any other supervisory duties necessary to the normal operation and running of the school day as described in this document."

These specific changes will not be applicable to any agreements beyond July 1, 2006. The parties agree to revisit these issues once formal negotiations begin for the 2006-2007 school year.

FOR THE DISTRICT

  
\_\_\_\_\_  
Superintendent  
  
\_\_\_\_\_  
Date

FOR THE ASSOCIATION

  
\_\_\_\_\_  
President, STA Association  
  
\_\_\_\_\_  
Date

SOUTHWESTERN CENTRAL SCHOOL  
SALARY SCHEDULE 2005-2006

STEP	COLUMN I BA/BS	COLUMN II BA +30	COLUMN III MA/MS	COLUMN IV MA/MS +30
1	\$ 33,578	\$ 34,829	\$ 35,469	\$ 37,278
2	\$ 35,591	\$ 36,842	\$ 37,482	\$ 39,291
3	\$ 36,181	\$ 37,455	\$ 38,105	\$ 39,947
4	\$ 36,842	\$ 38,141	\$ 38,803	\$ 40,682
5	\$ 37,682	\$ 39,008	\$ 39,699	\$ 41,603
6	\$ 39,049	\$ 40,348	\$ 41,011	\$ 42,888
7	\$ 39,488	\$ 40,811	\$ 41,473	\$ 43,397
8	\$ 39,911	\$ 41,249	\$ 41,919	\$ 44,952
9	\$ 41,035	\$ 42,447	\$ 43,176	\$ 45,195
10	\$ 42,160	\$ 43,645	\$ 44,436	\$ 46,521
11	\$ 43,287	\$ 44,841	\$ 45,690	\$ 47,849
12	\$ 44,470	\$ 46,096	\$ 47,004	\$ 49,235
13	\$ 45,655	\$ 47,353	\$ 48,291	\$ 50,621
14	\$ 46,780	\$ 48,608	\$ 49,595	\$ 52,065
15	\$ 47,963	\$ 49,863	\$ 51,010	\$ 53,509
16	\$ 49,120	\$ 51,178	\$ 52,384	\$ 55,013
17	\$ 50,449	\$ 52,548	\$ 53,758	\$ 56,515
18	\$ 51,693	\$ 53,865	\$ 55,190	\$ 58,018
19	\$ 52,935	\$ 55,297	\$ 56,624	\$ 59,522
20	\$ 54,295	\$ 56,810	\$ 58,156	\$ 61,024
21	\$ 55,655	\$ 58,101	\$ 59,605	\$ 62,528
22	\$ 57,015	\$ 59,473	\$ 61,007	\$ 64,149
23	\$ 58,375	\$ 60,905	\$ 62,372	\$ 65,651
24	\$ 59,735	\$ 61,908	\$ 63,983	\$ 67,154
25	\$ 61,095	\$ 63,768	\$ 65,407	\$ 68,657

Teachers not on the schedule will receive an increase of \$2,013.00.

Step placement for new hires shall be in accordance with Appendix A.

D. Pay for Extra-Curricular Duties.

2005-2006

1. Schedule for Pay. The following schedule of payment was determined after careful consideration of the many duties and responsibilities required in each position. The schedule is arranged in five (5) service areas and four (4) annual steps for sports and four (4) service areas and four (4) annual steps for activities.

Extra-Curricular - Sports  
Service Area

	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>
Athletic Director	\$6,506	\$7,088	\$7,728	\$ 9,384
Athletic Trainer	\$7,339	\$8,001	\$8,717	\$10,587

AREA 5

## Football

Head	\$3,642	\$3,969	\$4,330	\$5,247
Assistants (5)	\$2,405	\$2,616	\$2,855	\$3,467

AREA 4

## Basketball - (Boys)

Head	\$3,406	\$3,712	\$4,049	\$4,919
Assistants (2)	\$2,277	\$2,481	\$2,702	\$3,283
Asst. (MS)	\$1,370	\$1,494	\$1,629	\$1,982

## Basketball - (Girls)

Head	\$3,406	\$3,712	\$4,049	\$4,919
Assistants (2)	\$2,277	\$2,481	\$2,702	\$3,283
Asst. (MS)	\$1,370	\$1,494	\$1,629	\$1,982

## Wrestling

Head	\$3,406	\$3,712	\$4,049	\$4,919
Assistant(s)	\$2,277	\$2,481	\$2,702	\$3,283
Asst. (MS)	\$1,370	\$1,494	\$1,629	\$1,982

Extra-Curricular - Sports  
Service Area (cont'd.)

	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>
<b><u>AREA 3</u></b>				
Baseball				
Head	\$2,312	\$2,518	\$2,748	\$3,338
Assistant(s)	\$1,419	\$1,543	\$1,682	\$2,039
Competitive Cheerleading				
Head	\$2,312	\$2,518	\$2,748	\$3,338
Assistant	\$1,419	\$1,543	\$1,682	\$2,039
Soccer - (Boys)				
Head	\$2,312	\$2,518	\$2,748	\$3,338
Assistant	\$1,419	\$1,543	\$1,682	\$2,039
Soccer - (Girls)				
Head	\$2,312	\$2,518	\$2,748	\$3,338
Assistant	\$1,419	\$1,543	\$1,682	\$2,039
Softball				
Head	\$2,312	\$2,518	\$2,748	\$3,338
Assistant	\$1,419	\$1,543	\$1,682	\$2,039
Asst. (MS)	\$1,419	\$1,543	\$1,682	\$2,039
Swimming - (Boys)				
Head	\$2,312	\$2,518	\$2,748	\$3,338
Assistant	\$1,419	\$1,543	\$1,682	\$2,039
Swimming - (Girls)				
Head	\$2,312	\$2,518	\$2,748	\$3,338
Assistant	\$1,419	\$1,543	\$1,682	\$2,039
Track - (Boys)				
Head	\$2,312	\$2,518	\$2,748	\$3,338
Assistant	\$1,419	\$1,543	\$1,682	\$2,039
Asst. (MS)	\$ 852	\$ 926	\$1,009	\$1,223
Track - (Girls)				
Head	\$2,312	\$2,518	\$2,748	\$3,338
Assistant	\$1,419	\$1,543	\$1,682	\$2,039
Asst. (MS)	\$ 852	\$ 926	\$1,009	\$1,223
<b><u>AREA 2</u></b>				
Cross Country	\$1,472	\$1,613	\$1,761	\$2,131
Tennis				
Boys	\$1,472	\$1,613	\$1,761	\$2,131
Girls	\$1,472	\$1,613	\$1,761	\$2,131

Extra-Curricular - Sports  
Service Area (cont'd.)

	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>
Volleyball - (Girls)				
Head	\$1,472	\$1,613	\$1,761	\$2,131
Assistant	\$ 974	\$1,060	\$1,159	\$1,407
Asst. (MS)	\$ 974	\$1,060	\$1,159	\$1,407

**AREA 1**

Bowling	\$1,183	\$1,291	\$1,403	\$1,706
Cheerleading (per sport)	\$1,183	\$1,291	\$1,403	\$1,706
Golf	\$1,183	\$1,291	\$1,403	\$1,706
Volleyball - (Boys)				
Head	\$1,183	\$1,291	\$1,403	\$1,706

Extra-Curricular - Other  
Service Area

Transition Coordinator	\$6,506	\$7,088	\$7,728	\$9,384
Computer Coordinator	\$3,566	\$3,886	\$4,235	\$5,146
Dramatics (3 plays)	\$2,495	\$2,723	\$2,968	\$3,606
Student Activities Coordinator	\$2,255	\$2,457	\$2,697	\$3,253

**AREA 4**

Marching Band				
Director	\$2,020	\$2,199	\$2,397	\$2,914
Assistant	\$1,433	\$1,562	\$1,701	\$2,070
Percussion Instructor	\$1,433	\$1,562	\$1,701	\$2,070
Steel Drums				
Director	\$2,020	\$2,199	\$2,397	\$2,914
Yearbook	\$2,020	\$2,199	\$2,397	\$2,914



Extra-Curricular - Other  
Service Area (cont'd.)

1st Step    2nd Step    3rd Step    4th Step

AREA 3

Color Guard	\$1,471	\$1,601	\$1,752	\$2,126
Technical Crew	\$1,471	\$1,601	\$1,752	\$2,126

AREA 2

Honor Society	\$1,1088	\$1,186	\$1,292	\$1,568
Newspaper	\$1,088	\$1,186	\$1,292	\$1,568
School Store Advisor	\$1,088	\$1,186	\$1,292	\$1,568
Student Counsel - (HS) & (MS)				
Head	\$1,088	\$1,186	\$1,292	\$1,569
Assistant	\$ 664	\$ 723	\$ 789	\$ 957

AREA 1

Art Club	\$ 916	\$ 997	\$1,085	\$1,323
DECA Club	\$ 916	\$ 997	\$1,085	\$1,323
High School Bowl	\$ 916	\$ 997	\$1,085	\$1,323
Language Advisor				
Spanish	\$ 916	\$ 997	\$1,085	\$1,323
German	\$ 916	\$ 997	\$1,085	\$1,323
French	\$ 916	\$ 997	\$1,085	\$1,323
Mock Trial	\$ 916	\$ 997	\$1,085	\$1,323
Musical Director				
Instrumental Dir.	\$ 916	\$ 997	\$1,085	\$1,323
Vocal Director	\$ 916	\$ 997	\$1,085	\$1,323
Art Director	\$ 916	\$ 997	\$1,085	\$1,323
Technical Dir./				
Musical	\$ 916	\$ 997	\$1,085	\$1,323
Theatrical Dir.	\$ 916	\$ 997	\$1,085	\$1,323
Business Mgr.	\$ 550	\$ 597	\$ 652	\$ 794
Odyssey of the Mind - (HS & MS)				
Head	\$ 916	\$ 997	\$1,085	\$1,323
Assistant	\$ 550	\$ 597	\$ 652	\$ 794

Photography	\$ 916	\$ 997	\$1,085	\$1,323
Quiz Bowl	\$ 550	\$ 597	\$ 652	\$ 794
SADD Advisor	\$ 916	\$ 997	\$1,085	\$1,323

a. Implementation. All personnel currently serving in one of the above positions shall be placed on Step in that position. An assistant coach who is named head coach shall be placed on the First Step and shall proceed according to provision Number 1 above. A person who is appointed to an assistant coaching position in a sport in which he/she has served as a head coach, will maintain the years of experience as a head coach and shall be placed according to schedule in the assistant coaching position. In all newly created positions, the person will be placed at the First Step and shall proceed accordingly to provision Number 1 above.

2. Class Advisor. In order to encourage an advisor to remain with a given class and to assume leadership with succeeding classes, the following schedule of one year Steps is arranged:

<u>Class Advisor</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>
Senior	\$ 996	\$1,080	\$1,162	\$1,295
Junior	\$ 996	\$1,080	\$1,162	
Sophomore	\$ 498	\$ 571		
Freshman	\$ 498			

a. Implementation. All personnel currently serving in one of the above positions shall be placed on Step in that position. In the newly created positions, (Sophomore and Freshman Class Advisor), the person will be placed on the First Step. For each succeeding year that a person serves as Class Advisor for a given class, he/she will be advanced to the next Step. If he/she assumes leadership of another class, he/she will be placed at the appropriate Step dependent upon his/her previous experience with a class or classes at that level.

3. Other Positions.

Bus Loading Supervisor	\$900.00 per year
Ticket Sellers	\$33.93 per ticket session

Timers-Basketball, Wrestling, Football	\$33.93 per event
School Bus Chaperone	\$50.90 per round trip- (LESS than 100 miles)
School Bus Chaperone	\$63.58 per round trip- (MORE than 100 miles)
Middle School Intramurals	\$50.90 per session
Sporting Event Supervisors	\$33.93 per ticket session. Such positions are filled by the Administration and serve at the discretion of the Athletic Director under the provisions of this Article.

a. Athletic Director - "Security Pay": The District will pay "security pay" to the Athletic Director subject to prior approval by the Superintendent when administrators will not be present at Varsity boy's football, Varsity boy's basketball, JV and Varsity wrestling events, and Varsity girl's basketball, or for any sport on a case-by-case basis when both the Athletic Director and the Superintendent believe such is warranted. When prior approval is unable to be obtained, the matter will be reasonably resolved by the Athletic Director and the Superintendent. The parties understand that the amount of security pay will be \$33.93 per event.

4. All extra-curricular positions will be posted (also see: Article XV, C., Page 58 infra).
5. Appointments are made on an annual basis and shall terminate on June 30th of each school year.
6. The appointment process will give preference to unit members over non-unit members.
7. Appointments in coaching and athletic related appointments shall be upon recommendation of the Athletic Director, pursuant to the selection rules set forth above. Recommendation in the non-athletic extra-curricular area shall be upon the recommendation of the Superintendent, or his designated principal. Final appointment shall be

by the Board of Education, pursuant to the selection rules herein.

- E. Pay for Department Chairperson, Middle School Team Leader, and Grade Level Chairperson. During the ~~2004~~ <sup>2005-</sup> ~~2005~~ <sup>2006</sup> year, Department Chairperson(s), Middle School Team Leader(s) and Grade Level Chairperson(s) will receive a base stipend of \$1,999, plus \$213 for each non-tenured teacher in his/her department and \$148 for each tenured teacher.
- F. Pay for Home Teaching. During the ~~2004-2005~~ <sup>2005-2006</sup> year, when home teaching is deemed necessary by the administration for certain individuals, the child's regular teacher(s) is encouraged to attend to this instruction. The pay for home teaching is \$35.27 per hour plus mileage at the rate as set in Board policy for School Administration per mile from the school to the place of home teaching and back to the school or teacher's home, whichever is closer.
- G. Staff Presenters. It is agreed by and between the parties that subject to administrative/superintendent approval, any teacher may be a Staff Presenter. The District will make available to the Staff Development Committee the sum of \$1,500.00 per year and the said Committee will determine how much money will be allocated to an individual presenter for preparation time.

