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NEGOTIATED AGREEMENT  
BETWEEN  
GOSHEN CENTRAL SCHOOL DISTRICT  
AND  
GOSHEN TEACHERS' ASSOCIATION

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

APR 14 2009

**ADMINISTRATION**

JULY 1, 2007 - JUNE 30, 2010



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**THIS AGREEMENT** made the 20<sup>th</sup> day of FEBRUARY, 2007, between THE GOSHEN CENTRAL SCHOOL DISTRICT, ORANGE COUNTY, NEW YORK having its principal office at Main Street Building, Main Street in the Village of Goshen, Orange County, New York (hereinafter referred to as the "District") and THE GOSHEN TEACHERS' ASSOCIATION, an unincorporated membership association having its principal office at Goshen, New York (hereinafter referred to as the "Association");

**WITNESSETH:**

**WHEREAS**, a resolution was duly adopted by the Board of Education on December 19, 1967, pursuant to Section 207 of the Civil Service Law, determining that the employee negotiating unit of said Central School District shall consist of two units, to wit, Instructional Unit and Non-Instructional Unit; and

**WHEREAS**, the Goshen Board of Education has recognized the Goshen Teachers' Association as the exclusive collective negotiation representative of the employees in the Instructional Unit, as hereinafter defined, until one hundred twenty (120) days prior to the budget submission date in the year ; and

**WHEREAS**, the parties hereto desire to enter into a written agreement setting forth the terms and conditions of employment of employees of the Goshen Central School District comprising said Instructional Unit, pursuant to Section 204 of the Civil Service Law; and

**WHEREAS**, both parties recognize that the pupils in their charge deserve the best instruction that every professional staff member can give in accordance with District objectives;

**NOW, THEREFORE**, it is mutually agreed as follows:

**ARTICLE I. FORWARD**

**1.1 PUBLIC EMPLOYEES FAIR EMPLOYMENT ACT**

In order to carry out the provisions of Chapter 392 of the Laws of the State of New York, 1967 (The Public Employees Fair Employment Act), to encourage and increase effective and harmonious working relationships between the Goshen Central School District and the professional staff represented by the Goshen Teachers' Association and to enable the professional employee more fully to participate in and contribute to the development of policies for the School District so that public education may better be served in the Goshen Central School District, this Agreement is made.

**ARTICLE II. RECOGNITION**

**2.1 INSTRUCTIONAL UNIT DEFINED**

An Instructional Unit, as herein used, shall consist of the following personnel of the District: teachers, professional guidance personnel, school nurse teachers, librarians, school psychologists, social workers, reading specialists, speech therapists, learning disabilities specialists and teaching assistants.



## 2.2 PAYROLL DEDUCTIONS

The District shall make payroll deductions for dues for the Goshen Teachers' Association, Orange County Teachers' Association, New York State United Teachers and the American Federation of Teachers. Such payroll deductions shall be made from the salaries of teachers requesting such deductions in equal installments beginning with the first pay period in September.

## 2.3 USE OF DISTRICT INFORMATION AND MATERIALS

The District agrees to make available to the Association, through the Superintendent, any public information. Other information and materials requested by the Association for negotiating purposes may be released by consent of the Superintendent.

## 2.4 NEGOTIATIONS WITH OTHER ORGANIZATIONS PROHIBITED

The District agrees not to negotiate with any employee group or organization other than the Association, in regards to wages, hours, the terms or conditions of employment of employees in the unit represented by the Association.

## 2.5 DISTRIBUTION OF AGREEMENT

Copies of this Agreement will be distributed by the District at the beginning of the school year to the employees of the Instructional Unit.

## **ARTICLE III. PROFESSIONAL IMPROVEMENT**

### 3.1 EDUCATIONAL CONFERENCES

The District will reimburse teachers for reasonable expenses incurred while attending conferences and workshops approved by the Superintendent. Teachers will write a report and distribute the same within a week to administrators and appropriate teachers if required by an administrator.

### 3.2 NYSUT AND NYSTRS MEETINGS

The District will allow voting delegates or voting alternates of the Association to attend NYSUT conventions and the delegate to the NYS Teachers' Retirement System to attend its annual meeting, not to exceed three (3) work days each, without charging days to leave and without loss of pay. The District agrees to pay the reasonable expenses of the delegate to the Retirement System annual meeting.

### 3.3. INNOVATIVE AND EXPERIMENTAL PROGRAMS

The District and the teaching staff will research promising experimental or innovative programs, methods and techniques involving curriculum, staffing, instruction or other aspects of the teaching/learning situation.

Visitation to other schools for these and other educational purposes will be encouraged by the District.

## **ARTICLE IV. GRIEVANCE PROCEDURE**

### 4.1 BASIC PRINCIPLES

The intent of the following procedures is to provide for the orderly settlement of differences in a fair and equitable manner. It is the policy of the Board of Education and the Goshen Teachers' Association to encourage that all grievances be resolved at the earliest possible stage. No formal grievance shall be commenced without the aggrieved party first having made an earnest informal effort to resolve the grievance. The aggrieved party and any party in interest who is a member of the Instructional Unit shall be permitted to have a representative of his/her choice represent him/her at all stages of the procedure except the informal stage. Failure by the aggrieved party to comply with any of the time limits specified herein shall terminate the grievance and preclude any further relief. Failure at any stage of the grievance procedure to communicate a decision to the aggrieved party within the specified time limit shall permit the lodging of an appeal at the next stage of the procedure within the time which would have been allotted had the decision been communicated by the final day. The aggrieved party shall have the right to present evidence and to call and cross-examine witnesses at grievance hearings. All parties in interest shall have access to the minutes or other records of the grievance proceedings. Grievances commenced in the month of June shall proceed on the basis of calendar rather than school days for the time limits set forth herein.

### 4.2 DEFINITIONS

a. "Grievance" is any alleged violation of a specific term or provision of this Agreement, except for the District's decision reference in Article XV, Section 15.1(c).

b. "Aggrieved Party" shall mean any teacher or group of teachers in the negotiating unit who claim a grievance, which affects them personally. The Goshen Teachers' Association may present a claimed grievance relating to it as the Association but may not act as the aggrieved party in behalf of a teacher or group of teachers who could present the claimed grievance themselves.

c. "Party in Interest" shall mean any party named in the grievance other than the aggrieved party.

#### 4.3 PROCEDURE

A. **BUILDING PRINCIPAL** - A grievance shall be deemed to accrue as of the time when the aggrieved party knew or should have known of the first occurrence of the facts upon which the claimed grievance is based. Within thirty (30) calendar days of the time when a grievance accrues, the aggrieved party may submit to the Building Principal a written statement of the claimed grievance identifying the aggrieved party, the provision or provisions of this Agreement involved, the time and place where the alleged events or conditions constituting the grievance occurred, the identity of the party responsible for causing such events or conditions, the facts constituting the claimed grievance, what informal effort was made to resolve the claimed grievance, any determination previously made, whether a hearing is requested, the relief sought and the identity of the aggrieved party's designated representative, if any. A grievance shall be deemed waived unless it is so submitted within thirty (30) calendar days after its accrual, provided, however, that the thirty-day period may be extended by the number of days necessary to have the required informal effort to resolve the grievance considered but not to exceed forty (40) calendar days. If a hearing is requested in the written statement of the grievance, the Building Principal shall hold such a hearing within five (5) school days of his/her receipt of such grievance and give at least three (3) school days notice of such hearing to the aggrieved party and to all parties in interest. The Building Principal shall render his/her determination in writing stating the facts, reasons and conclusions within ten (10) school days from the date on which the case is fully submitted for his/her consideration. If the Principal feels that he/she does not have effective authority to resolve the claimed grievance, he/she may refer the grievance directly to the Superintendent.

B. **SUPERINTENDENT** - Within ten (10) school days after a determination has been made by the Building Principal, the aggrieved party may submit the grievance to the Superintendent by giving written notice thereof, together with any determination previously rendered, all other documents affecting the grievance and a request for a hearing, if desired. If a hearing is requested, the Superintendent shall hold such a hearing within five (5) school days of his/her receipt of such grievance and give at least three (3) school days notice of such hearing to the aggrieved party and to all parties in interest. The Superintendent shall render his/her determination in writing stating the facts, reasons and conclusions within ten (10) school days from the date on which the case is fully submitted for his/her consideration.

C. **BOARD STAGE** - Within ten (10) school days after a determination has been made by the Superintendent, the aggrieved party may submit the grievance to the Board of Education by giving written notice thereof, together with any determination previously rendered, all other documents affecting the grievance and a request for a hearing, if desired. If a hearing is requested, the Board of Education, or a committee thereof shall hold such hearing within ten (10) school days of the receipt of such grievance and give at least three (3) school days notice of such hearing to the aggrieved party and to all parties in interest. A Board Level hearing shall be limited in time to up to two (2) hours and no attorneys may appear on behalf of any party at such hearing. The Board of Education shall render its determination in writing stating facts, reasons and conclusions within ten (10) school days from the date on which the case is fully submitted for its consideration.

D. **ARBITRATION** - Within fifteen (15) school days of the determination by the Board of Education and upon the advice and consent of the grievance committee of the Goshen Teachers' Association, the aggrieved party and the Goshen Teachers' Association may submit the grievance to arbitration by submitting written notice to the Board of Education and to the American Arbitration Association. The arbitrator's decision will be in writing and will set forth the issue, decision and reasoning. The arbitrator will be without power or authority to make any decision which requires the commission of an illegal act or which is violative of the terms of the agreement. The arbitrator shall have no power to alter, add or to detract from the provisions of the Agreement. The decision of the arbitrator shall be binding on both parties, and the costs and expenses of arbitration shall be shared equally by the Board of Education and the Goshen Teachers' Association.

## **ARTICLE V. CLASS SIZE**

### **5.1 CLASS SIZE**

It is the desire of the District to maintain a level of class size which will ensure efficient quality education consistent with the financial ability of the District and the limitations on space presently available that would permit the scheduling of additional classes. It is recognized that class sizes are affected by school enrollment, curriculum, transfers, economics and organizational efficiency.

The District will endeavor to maintain a professional staff size ratio (excluding administrators) of fifty-five (55) persons per one thousand (1,000) students. Where feasible, class size will not exceed thirty (30) students, except for special instructional situations, and team teaching.

## **ARTICLE VI. SCHOOL YEAR AND SCHOOL DAY**

### **6.1A SCHOOL YEAR**

The teacher work year shall consist of 180 student instructional days and 4 Superintendent's Conference Days (effective July 1, 2002). In addition, all new teachers shall attend a 2-day orientation program before the work year commences. At the elementary and intermediate schools, during the last week of school, students shall be released after one-half day on 3 days to facilitate the teachers' end-of-year activities. In the event that the release of the elementary students for 3 one-half days would adversely affect the District's state aid, the early release of elementary students shall be limited to avoid any loss of state aid.

Should it become necessary to reduce the calendar of workdays to meet the requirements set forth above, the same shall be accomplished after consultation between the District and the Association by no later than April 1st.

The Superintendent's Conference Day(s) will be selected jointly by the Superintendent and the Goshen Teachers' Association. However, if agreement cannot be reached, the Superintendent shall have the sole authority to select the day(s).

## 6.1B GUIDANCE COUNSELORS

The work year of Guidance Counselors shall include the five business days immediately preceding the first day of the regular teachers' work year and the five business days immediately following the last day of the teachers' work year. In addition, Guidance Counselors may be required to work at three evening activities in addition to those required of teachers in the bargaining unit.

Guidance Counselors are expected to perform additional professional duties beyond the regular school day during the regular school year. Such time shall be equivalent to ten (10) additional workdays per year.

In consideration of these additional duties, Guidance Counselors shall be paid salary based on 1.1 times their step placement on the salary schedule (Appendix "A").

## 6.1C SCHOOL CALENDAR

The Goshen Teachers' Association will be consulted at least two (2) weeks prior to the adoption of a school calendar.

## 6.1D IN-SERVICE FOR FIRST YEAR PROBATIONARY TEACHERS

First year probationary teachers shall be required to participate in up to thirty (30) hours of District provided in-service training, up to two (2) days of which may take place within the five (5) business days preceding the orientation day. The remaining hours will be scheduled in one to two hour sessions in the afternoon, one each week, immediately after student dismissal. The weekday upon which such sessions will be scheduled shall be made known to the teachers by orientation day. Two in-service credits shall be granted upon completion of all in-service training referenced above.

## 6.2 SNOW DAYS

All unused snow days will be returned as per the published student calendar. The Superintendent and GTA President will meet to finalize dates for the return of snow days.

## 6.3. ADDITIONAL TEACHING PERIODS

Any secondary teacher who is assigned to more than 27 periods in a 5 day cycle or more than 32 periods in a 6 day cycle, including lab assignments, shall receive compensation of an additional \$61.89\* per period for each period in excess of 27 or 32, respectively. Such teaches who teach in excess of 25 periods in a 5 day cycle or 30 periods in a 6 day cycle shall be relieved of two (2) supervisory periods per cycle for each additional period beyond 25 or 30 up to 27 or 32, respectively. These supervisory periods will be subtracted from the normal full load of supervisory periods in effect at the time of assignment for a teacher with a schedule of 25 or 30 teaching periods, respectively.

\* The \$61.89 amount shall be increased by the percentage increase to the Teachers' Salary Schedule effective July 1, 2008 (\$64.18) and July 1, 2009 (\$66.59).

#### 6.4 DUTY HOURS\*\*

The duty hours for the instructional staff shall be seven and one-half (7-1/2) hours for all levels. Building Principals may shorten the duty hours for their building up to fifteen (15) minutes when scheduling and other conditions permit.

#### 6.5 PLANNING PERIODS

Every teacher shall have a minimum of one (1) planning period within the student instructional day. Each planning period shall be forty (40) minutes, uninterrupted and duty free.

#### 6.6 FACULTY MEETINGS

The Building Principals will endeavor to limit general faculty meetings held after duty hours to one (1) hour in duration.

#### 6.7 DURING AND AFTER SCHOOL DUTIES

The Professional Staff recognizes its responsibility to give extra time for faculty and staff meetings, parent and student meetings and conferences and for other professional activities. In the event teachers will be supervising students, attendance will be taken. Attendance records at any tutorial or extra help sessions may not be used as an evaluative tool by the administration.

#### 6.8 SUBSTITUTES

The District will endeavor to hire a qualified substitute in the absence of the regular teacher. A regular teacher may be assigned to cover a class at the rate of .8 x 1/180th x 1/8th of the BA1 salary per period. Under these circumstances, teachers are not to be taken out of their regular teaching assignments. However, in the absence of adequate substitute coverage, after utilizing available teachers to cover, as provided for above, students whose teachers are absent may be assigned in groups not to exceed ten (10) in number to study halls and, if overcrowding conditions exist in study hall(s), then up to five (5) students may be placed in the classroom of another teacher or teachers so long as the number in the classroom(s) will not exceed thirty (30) students. This provision will apply only to classes at the Middle School and High School levels.

#### 6.9 NON-TEACHING DUTIES

Teachers may be assigned to one of the following non-teaching duties each school day: Study Hall; Hall Duty; Cafeteria Duty; Parking Lot Duty. In addition, teachers may be assigned on an equitable basis to supplemental duty such as homeroom, bus duty and administrative detention.

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\*\*This item is subject to results of July 1, 1978 arbitration decision

## 6.10 NON-TEACHING DUTIES OF K-2 ELEMENTARY SCHOOL TEACHERS

So long as teachers in the Scotchtown Elementary School are required to supervise their students' lunch periods, teachers shall not be required to perform more than six (6) weeks of bus duty per school year.

## 6.11 REMEDIATION DUTIES

Schedules for intermediate level teachers may be determined by the District to include a period of time, within the regular school day, in lieu of lunch and recess duties as they are currently assigned, for the remediation of students.

# **ARTICLE VII. TEACHER EVALUATION, RECORDS AND TENURE**

## 7.1 TEACHER EVALUATION

In order to assist all teachers, especially probationary teachers, to reach and maintain the high standard of instruction valued by the District, the following procedures may be employed:

a. All probationary teachers will be observed and evaluated three (3) times annually prior to tenure. Each evaluation by a building or district level administrator will be followed within two (2) school days by a personal conference between the teacher and the administrator to discuss the evaluation. This evaluation may contain a statement of any deficiencies that may exist together with a statement of recommendations for improvement. The teacher shall be given a copy of the evaluation report and will be required to sign the office copy to indicate that he/she has received the same. The teacher may write a reaction to the evaluation report, this reaction to be attached to the evaluation report and placed in the evaluation folder. If the evaluation is unfavorable, the same administrator may conduct another evaluation within thirty (30) to sixty (60) calendar days of the initial evaluation.

b. All tenured teachers will be evaluated annually, as per the APPR (Annual Professional Performance Review). The GTA and District will collaboratively review the APPR guidelines and establish a process for tenure teacher evaluation.

c. When an administrator conducts a formal observation and evaluation of a tenured teacher, the teacher and administrator will meet within two (2) school days for a personal conference to discuss the evaluation. This evaluation may contain a statement of any deficiencies that may exist together with a statement of recommendations for improvement. The teacher shall be given a copy of the evaluation report and will be required to sign the office copy to indicate that he/she has received the same. The teacher may write a reaction to the evaluation report, this reaction to be attached to the evaluation report and placed in the evaluation folder. If the evaluation is unfavorable, the teacher and administrator may agree to a second observation and evaluation within thirty (30) to sixty (60) calendar days of the initial evaluation.

## 7.2 TEACHER PERSONNEL FILE

No material derogatory to a teacher's conduct, service, character or personality shall be placed in his/her personnel file unless the teacher has had an opportunity to review the material. The teacher shall also have the right to submit a written answer to such material and his/her answer shall be reviewed by the Chief School Administrator and attached to the file copy.

Each teacher shall have the right to examine his or her personnel file, excluding traditionally confidential material, annually, providing forty-eight (48) hours written advance notice has been given.

## 7.3 TENURE NOTIFICATION

Tenure recommendation by the Chief School Administrator will, when possible, be communicated in writing to affected teachers by April 1, or five (5) months prior to the expiration date of the last probationary year.

## 7.4 PROBATIONARY NOTIFICATION

Probationary teachers will receive notice of reappointment for the coming school year by May 15. The Chief School Administrator will notify the Goshen Teachers' Association in writing when staffing circumstances preclude such notice.

## 7.5 MENTORING PROGRAM

The District and Association encourage first and second year probationary teachers to participate in a peer-mentoring program. The District reserves its right to require mentoring for all first year probationers and those second year probationers whose evaluations do not tend to support a tenure conferral recommendation. The mentors shall be assigned by the building principal with the consent of the mentoring teachers. The mentors and mentorees shall be given at least two (2) common non-duty periods per week of at least 30 minutes duration, during which time mentoring consultation shall take place. Administration shall also support the mentoring program by permitting teacher modeling opportunities. Mentors shall not be called upon by the District to evaluate the job performance of their mentorees.

## **ARTICLE VIII. TEACHER AIDES**

### 8.1 TEACHER AIDES

The District will attempt to engage aides in accordance with the budget allowance for this item. The available aides will be assigned by the principal to relieve teachers of non-teaching duties to the extent possible. The specific non-teaching duties will be determined by the principal.

The District agrees that the teacher aides will be used in instruction only under the supervision of a teacher, in conformity with State Law, and that the use of aides will not serve as justification for larger class sizes or additional classes.



## **ARTICLE IX. COMPENSATED LEAVE**

### **9.1 BEREAVEMENT LEAVE**

Teachers shall receive up to four (4) days leave as needed in the event of death in the immediate family - spouse, companion-partner, parent, grandparent, child, sister, brother, corresponding in-law or legal guardian. Such leave is available upon each such death in the immediate family. Days are not cumulative and shall not be deducted from sick leave or personal leave.

### **9.2 PERSONAL LEAVE**

Teachers shall receive three (3) days leave in each school year. Written notice must be submitted to the Chief School Administrator forty-eight (48) hours in advance except in an emergency. No reason need be given for taking personal leave; however, each teacher will certify that the personal business could not be performed on other than school time. Unused personal days shall be credited at the end of each school year to the teacher's accumulated sick leave.

Personal leave may not be granted the day before or the day following scheduled school vacations at the discretion of the Chief School Administrator.

One personal leave day may be used for a Title VII accommodation that creates a conflict between the accommodation and the employee's workday. The Title VII accommodation day shall not count as a day utilized against the attendance bonus set forth in this Agreement (Article 11.3).

The District shall have the right to limit to 7.5% the number of employees taking personal leave on any given day in any given building(s).

### **9.3 SICK LEAVE**

a. Teachers shall be entitled to fifteen (15) days on account of personal illness during the school year.

b. The unused sick leave days shall be accumulated to one hundred eighty (180) days. After a bargaining unit member has reached one hundred eighty (180) days, he or she may accumulate unused sick days up to seven (7) days per year.

c. The District reserves the right to require an employee to submit to a medical examination by a doctor of the District's choice at District expense. On the second occasion of an absence on a day following a school vacation, the District may require a doctor's note.

d. Any employee shall be entitled to utilize cumulative paid sick leave for absences directly resulting from disability incidental to pregnancy and birth. Such paid sick leave shall commence a reasonable period prior to the birth and terminate a reasonable period after the birth, provided that the employee submits medical verification of the disability and its duration reasonably satisfactory to the District.

#### 9.4 SICK LEAVE BANK

a. Effective July 1, 2001, a Sick Leave Bank (SLB) has been established and shall be administered by a joint GTA/District SLB Committee. Committee membership shall be comprised of one (1) district level administrator, one (1) building level administrator, and four (4) teachers [one (1) per building].

b. Withdrawals from the SLB shall be limited to teachers who are involved in catastrophic or prolonged or disabling illnesses or accidents. Withdrawals from the SLB will be limited to those teachers who have utilized all personal sick leave accruals.

c. Each teacher will contribute one (1) sick leave day to the SLB on September 1, 2001. Teachers in their first year of employment shall not contribute a day nor shall they participate in the SLB. All first year teachers shall become members of the SLB effective in September, of the second school year of their employment. Such teachers shall then contribute one (1) day to the SLB.

d. Teachers shall be eligible to draw days from the SLB based on the following:

1. Teachers in their second school year of employment shall be eligible to draw a maximum number of forty-five (45) days from the SLB.

2. Teachers in their third school year of employment shall be eligible to draw a maximum number of seventy (70) days from the SLB.

3. Tenured teachers shall be entitled to draw up to ninety (90) days from the SLB for each request, and may draw up to one hundred eighty (180) sick leave days over his or her career in Goshen.

4. Teachers hired on a two year tenure track will be placed on "1" above and shall skip "2" and move to "3" upon receipt of tenure in Goshen.

e. The SLB Committee may require medical releases and/or periodic medical updates prior to dispensing SLB days. Failure of the teacher to provide requested medical data may result in delay or denial of SLB days.

f. The decision of the SLB Committee to dispense or not dispense SLB days shall be final and binding upon all parties and not subject to the grievance procedure set forth in this Agreement. In the event of a tie vote by the SLB Committee, the SLB Committee shall establish a means of breaking the tie. The SLB Committee may establish any forms and procedures needed to efficiently operate the SLB.

g. The SLB will strictly adhere to maintaining confidential any and all medical information requested in order to determine eligibility for SLB days.

h. Upon retirement 10% of each bargaining unit member's accumulated sick days will be credited to the Sick Leave Bank.

i. When the number of SLB days falls below ninety (90) days, the SLB shall be replenished as per "c" above.

## 9.5 ON THE JOB INJURY

If a teacher is unable to work as a result of an accident which happened on the job, the teacher will receive full salary during such period which will be charged against sick leave at the rate of one-half (½) day of sick leave for each day the teacher is unable to work up to a maximum of available sick leave or one hundred eighty (180) school days of lost work, whichever comes sooner. In order to be eligible for this benefit, the teacher must apply for and be declared eligible to receive Workers' Compensation benefits. Income protection benefits available under Workers' Compensation shall be paid to the District for such period as the teacher continues on full salary.

## 9.6 FAMILY ILLNESS

Any teacher who is necessarily absent from duty because of illness of spouse, child, or parent, may be permitted to use up to three (3) days of his/her annual sick leave entitlement for said purpose.

## 9.7 NOTICE

The District will furnish to each teacher a report by October 15th, showing the status of sick leave as of September 1st.

## 9.8 JURY DUTY

Any employee will be granted time off while performing jury duty or when he/she is required by subpoena to serve as a witness. During such jury service, the employee will continue to receive full pay reduced by the amount of compensation received for jury duty, provided however, that the employee shall receive credit for reasonable and necessary expenses incurred in connection with his/her performing jury duty not to exceed the amount of jury duty pay. The employee shall submit a claim form with necessary receipts in order to obtain such credit.

Any teacher who is released from jury duty prior to 12 noon and who is within 45 minutes travel time of the District (at Orange County Courts in Goshen) shall be obligated to report to work upon release from jury duty.

Teachers who are on a one-hour call for jury duty at a court seated in Goshen shall be expected to report to work and perform their duties until called by the Court.

\*\*\*9.9 PROFESSIONAL IMPROVEMENT LEAVE

Professional Improvement Leave will be granted to qualified teachers who have been in service of the Goshen Central School District for a continuous period of at least seven (7) years, under the following conditions:

- a. The leave is to be of demonstrable benefit to the school system.
- b. Application is to be made at least six (6) months before the beginning of the school year, in writing, with a detailed plan of how the time is to be spent and how it will benefit the District.
- c. The applicant is to sign a statement agreeing that:
  1. The leave is not for the purpose of additional employment;
  2. Leave will only be granted pending the employment of a fully qualified replacement;
  3. Upon return the teacher will give at least two (2) full years of full-time employment to the system, he/she will submit a written report of accomplishment and evaluation within two (2) months to the appropriate administrator, and he/she will cooperate in an appropriate supervisory follow-up within six (6) months of return.
- d. Leave will be granted for two (2) semesters at one-half pay or one semester at full pay, under the above conditions. Full tenure rights will be retained and payments for social security, retirement and health insurance will be maintained by the District at the normal rate. The term of leave will be considered a period of full employment for all purposes. Up to two (2%) percent of the Instructional Unit as of October 1 will be granted leave during any one year.
- e. The Board of Education reserves the final right of acceptance or rejection of all applications for Professional Improvement Leave. Its decision will be based on benefit of such leave to the Goshen Central School District and the availability of qualified substitute teachers.

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\*\*\* Agreed to moratorium during the term of this Contract.

\*\*\*\* 9.10 SUMMER IMPROVEMENT PLAN FOR GRADUATE STUDY

a. Eligibility and other standards will conform to existing Professional Improvement Leave Plan. Approval will be granted for one summer.

b. 1. If no teacher uses the Professional Improvement Leave Plan, then two (2) teachers are eligible for the Summer Improvement Plan.

2. If one (1) teacher uses the Professional Improvement Leave Plan, then one (1) teacher is eligible for the Summer Improvement Plan.

3. If two (2) teachers use the Professional Improvement Leave Plan, then one (1) teacher is eligible for the Summer Improvement Plan.

4. If the Professional Improvement Leave Plan is fully used, then one (1) teacher is eligible for the Summer Improvement Plan.

c. Any teacher who successfully completes an approved graduate program under the Summer Improvement Plan will be paid one-tenth his/ her basic annual salary.

**ARTICLE X. LEAVE WITHOUT PAY**

10.1 CHILD CARE LEAVE

An employee may request a child care leave of absence not to exceed two (2) years provided that three (3) months advance written request be submitted specifying, respectively, the first day upon which the leave is to commence and the first day upon which it is to terminate.

Teachers are encouraged to return to work from child care leaves of absences on the first day of the school year in September or the first day of the second semester in January, as circumstances permit.

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\*\*\*\* Agreed to moratorium during the term of this Contract.

## ARTICLE XI. SALARY

### 11.1 SALARY SCHEDULE

- a. Add an M+60 column effective July 1, 2001.
- b. Increase all career increments by the same percentage each year of this agreement (2007-2008 through 2009-2010) as the percentage application to the Teachers' Salary Schedule.
- c. Increase the teachers' salary schedule by 3.6% effective July 1, 2007; an additional 3.7% effective July 1, 2008; and an additional 3.75% effective July 1, 2009.
- d. During each year of this Agreement, employees who are eligible will advance a step on the salary schedule.
- e. Career increments will be granted automatically to unit members as follows: the first career increment will be granted at Step 12; the second career increment will be granted at step 16; the third career increment will be granted at Step 20; the fourth career increment will be granted at Step 24; the fifth career increment will be granted at Step 28 and the sixth career increment will be granted at Step 32.
- f. Any unit member hired with prior service credit and placed beyond Step 5 of the Teachers' Salary Schedule will be subject to the following conditions:
  1. He or she must work for at least six (6) years in the District before being credited with the first career increment.
  2. Any such unit member who could claim multiple career increments shall be entitled to no more than one career increment per school year.
- g. In-service coursework for credit completed before September 1, 1986 shall be compensated for at the previous rate of ten (10) clock hours per unit. In-service coursework completed after September 1, 1986, upon the prior approval of the Superintendent of Schools, shall be reimbursed at the same rate as the rate paid for graduate courses. For the purposes of reimbursement, twenty (20) clock hours of instruction shall constitute one (1) in-service unit [the twenty (20) clock hours of instruction shall equate to one (1) graduate credit for salary purposes]. All credits based upon in-service course work taken on or after June 1, 2004 shall be counted towards column movement. In addition, credit caps shall not apply to either in-service course work or graduate course work for all salary columns.
- h. Teachers and teaching assistants who possess a B.A. degree shall be paid \$459.00 at tenure effective July 1, 2007; \$476.00 effective July 1, 2008 and \$494.00 effective July 1, 2009.
- i. Each approved graduate hour shall be compensated as follows:
  1. Earned prior to July 1, 1986 \$24.00 from B to MA+30 or B+90.

2. Earned prior to July 1, 1986 \$26.00 from MA+30 to MA+60.
3. Earned on or after July 1, 1986, each hour shall be compensated at \$30.00 through B+90 or MA+60.
4. Earned after July 1, 1989, each hour shall be compensated at \$35.00 through BA+90 or MA+60
5. Earned on or after July 1, 1998, each hour shall be compensated at \$45.00 for credits beyond MA+30, up to MA+60.
6. Earned on or after June 1, 2004, each hour shall be compensated at \$45.00 for credit beyond MA+30.

j. Increments are automatic.

## 11.2 TEACHING ASSISTANTS

a. The salary of full time teaching assistants shall be in accordance with the following formula:

**Level I** (teaching assistants with at least 6 college credits) 50% of BA Step 1 of the Teachers Salary Schedule.

**Level II** (teaching assistants with at least 12 college credits) 55% of BA step 1 of the Teachers Salary Schedule.

**Level III** (teaching assistants with at least 18 college credits ) 60% of BA Step 1 of the Teachers Salary Schedule.

**Level IV – A** (teaching assistants with a minimum BA degree and less than seven (7) years of service in the District) 70% of BA Step 1 of the Teachers Salary Schedule.

**Level IV – B** (teaching assistants with a minimum BA degree and seven (7) or more years of service in the District) 80% of BA Step 1 of the Teachers Salary Schedule.

k. Teaching assistants shall work the same length of workday and calendar as teachers in the bargaining unit.

### 11.3 ATTENDANCE BONUS

A teacher who does not use sick days and personal days shall be entitled to a bonus to be paid at the conclusion of the fiscal year as follows:

<u>Total # of Sick Days and Personal Days Utilized</u>	<u>Bonus</u>	<u>Total # of Sick Days and Personal Days Utilized</u>	<u>Bonus</u>
0	\$400.00	3	\$250.00
1	\$350.00	4	\$200.00
2	\$300.00	5 or more	-0-

### 11.4 SALARY NOTICE

Teachers will receive a salary notice indicating their total salary and the specific elements included in its computation as soon as practicable after the beginning of the school year.

### 11.5 FIFTEEN YEAR ADJUSTMENT

Each certificated employee with fifteen (15) years of service in the Goshen School District shall be eligible to elect to receive a salary raise of seventy-five (\$75.00) Dollars each year per year of service with the Goshen District payable the year following the teacher's written request. For any year following the year in which the salary raise was paid, the salary of such employee shall be computed excluding twice the amount of such salary raise. Each such employee shall be entitled to exercise such election only once during the teacher's employment within the District.

## ARTICLE XII. COMPENSATION FOR ADDITIONAL DUTIES

### 12.1 DEPARTMENT CHAIRS SCHEDULE

a. Department Chairs shall be compensated according to the following schedules:

<b>Number of Teachers, excluding Department Chairs</b>	<b>Year</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
<b>2-7</b>	<b>2007-08</b>	<b>\$2,282</b>	<b>\$3,040</b>	<b>\$3,796</b>
	<b>2008-09</b>	<b>\$2,367</b>	<b>\$3,152</b>	<b>\$3,936</b>
	<b>2009-10</b>	<b>\$2,456</b>	<b>\$3,270</b>	<b>\$4,084</b>
<b>8 or more</b>	<b>2007-08</b>	<b>\$2,657</b>	<b>\$3,419</b>	<b>\$4,178</b>
	<b>2008-09</b>	<b>\$2,756</b>	<b>\$3,545</b>	<b>\$4,333</b>
	<b>2009-10</b>	<b>\$2,859</b>	<b>\$3,678</b>	<b>\$4,495</b>

Teaching Load: Department Chairs shall teach four class periods per day (one less than others in their department). In addition, Department Chairs may be assigned one non-teaching duty as necessary.

All ranges reflect three (3) experience steps.



b. Part-time teachers within the department are collectively counted as one (1) when the sum of classes is three (3) or more.

c. Department Chairs will advance on the schedule each year when advancement is recommended by the Building Principal and Superintendent.

**12.2 GRADE LEVEL CHAIRS (K-5) AND TEAM LEADERS (6-8)**

a. Any Grade Level Chair or Team Leader with 2-7 teachers in their grade or team shall be paid 80% of the stipend applicable to Department Chairs with 2-7 members in their Department.

b. Any Grade Level Chair or Team Leader with eight or more teachers in their grade or team shall be paid 80% of the stipend applicable to Department Chairs with eight or more members in their Department. Should two or more bargaining unit members serve as Grade Level Chairs for the same grade level each will be entitled to the full 80% compensation, as outlined below.

c. A team is defined as core academic subject teachers and special education teachers.

<b>Number of Teachers, excluding Team Leaders/Grade Level Chairs</b>	<b>Year</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
<b>2-7</b>	<b>2007-08</b>	<b>\$1,826</b>	<b>\$2,432</b>	<b>\$3,037</b>
	<b>2008-09</b>	<b>\$1,894</b>	<b>\$2,521</b>	<b>\$3,149</b>
	<b>2009-10</b>	<b>\$1,965</b>	<b>\$2,616</b>	<b>\$3,267</b>
<b>8 or more</b>	<b>2007-08</b>	<b>\$2,126</b>	<b>\$2,735</b>	<b>\$3,342</b>
	<b>2008-09</b>	<b>\$2,205</b>	<b>\$2,836</b>	<b>\$3,466</b>
	<b>2009-10</b>	<b>\$2,287</b>	<b>\$2,943</b>	<b>\$3,596</b>

**12.3 COORDINATORS**

Coordinators on less than full-time assignment shall receive compensation for the school year as follows:

<b>Year</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
<b>2007-08</b>	<b>\$1,710</b>	<b>\$1,899</b>	<b>\$2,090</b>
<b>2008-09</b>	<b>\$1,774</b>	<b>\$1,969</b>	<b>\$2,167</b>
<b>2009-10</b>	<b>\$1,840</b>	<b>\$2,043</b>	<b>\$2,248</b>

## 12.4 EXTRA-CURRICULAR PAY SCHEDULE

a. Extra-curricular assignments will be compensated in accordance with the four step schedule in Appendix B.

b. Assignments are reconsidered annually. Class advisors shall move diagonally on the schedule as they progress with the class.

c. Payment is to be made in one lump sum at the end of the service.

d. The parties share a mutual commitment to expanding the opportunities for co-curricular clubs and activities throughout the district. The Superintendent will establish with the GTA, a club advisory committee to determine appropriate procedures for the formation of new clubs and to assess existing clubs for the equitable allocation of available resources. The committee will meet periodically with the Superintendent or his/her designee, as necessary.

## 12.5 EVENING HIGH SCHOOL

An employee in the Instructional Unit teaching in the Evening High School Program shall be paid an hourly rate of  $1/180^{\text{th}} \times 1/8^{\text{th}}$  of the BA-1 salary during their first year of service.

Thereafter, the hourly rate will be increased by 3% for each year of service in the Evening High School program.

## 12.6 COMPENSATION FOR INSTRUCTIONAL WORK, TEACHER TRAINING AND CURRICULUM DEVELOPMENT RATE

An employee in the Instructional Unit performing teacher training, curriculum development and instructional work including summer school shall be at the hourly rates described below:

	2007-08	2008-09	2009-10
<b>Instructional Work &amp; Summer School</b>	<b>\$39.61/hr.</b>	<b>\$41.08/hr.</b>	<b>\$42.62/hr.</b>
<b>Teacher Training Rate</b>	<b>\$29.71/hr.</b>	<b>\$30.81/hr.</b>	<b>\$31.97/hr.</b>
<b>Curriculum Development Rate</b>	<b>\$34.67/hr.</b>	<b>\$35.95/hr.</b>	<b>\$37.30/hr.</b>

The above rates reflect percentage increases equal to the percentage increases applied to the teacher's salary schedule.

## 12.7 SUPERVISION AT HIGH SCHOOL ATHLETIC EVENTS

Effective July 1, 2007 through June 30, 2008, employees in the Instructional Unit shall be paid from \$46.56 to \$56.36 per athletic event for services performed in the supervision of high school athletic events, the exact sum within such range to depend upon the responsibility and to be fixed and determined by the Athletic Director and approved by the High School Principal. The assignment of supervisory duties shall be on a fair and timely basis.

Effective July 1, 2008 through June 30, 2009, the range of such pay shall be \$48.28 to \$58.45.

Effective July 1, 2009 through June 30, 2010, the range of such pay shall be \$50.09 to \$60.64.

## 12.8 TEACHER ATTENDANCE AT EVENING ACTIVITIES

Teachers may be required to attend up to three (3) evening events of approximately two (2) hours as part of professional responsibilities. Additional evening events at the request of the District shall be compensated for at the rate of 1/8th of 1/180th of the BA-1 salary per hour. No teacher who receives compensation for evening assignments as part of his/her teaching assignment or pursuant to another provision of this Agreement shall be entitled to pay hereunder. The remuneration provided by this provision does not apply to individuals receiving a stipend for extra duties that might include additional evening meetings, or to individuals who have traditionally been involved with evening events as part of their academic disciplines. The following is a partial list of the exclusions: Department Chairs, Grade Level Chairpersons, Team Leaders, Coordinators, Coaches, Advisors, Band Director and Guidance Personnel. Likewise, teachers who voluntarily initiate field trips or other special events shall not be entitled to pay hereunder.

## 12.9 CHAPERONES

Chaperone fees for District approved activities conducted at school district premises shall be paid for by the District at the hourly rate of 1/8th of 1/180th of the BA-1 salary.

Effective	July 1, 2007	\$30.06
	July 1, 2008	\$31.18
	July 1, 2009	\$32.35

## 12.10 MENTORS

Teachers serving as mentors shall be provided time as per 7.5 of the contract and compensated for their service as follows:

	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>
Level I Mentor [For Interns new to teaching]	\$1,500	\$1,556	\$1,614
Level II Mentor [For experienced Interns]	\$ 750	\$ 778	\$ 807
Teaching Assistant Mentor [For all Teaching Assistants]	\$1,000	\$1,037	\$1,076

Mentor teachers may be assigned to two or more interns during an academic school year. For each assigned intern, mentors will be compensated, as outlined above.

Compensation for mentors may be prorated based on actual service in any academic year.

## **ARTICLE XIII. ASSOCIATION USE OF DISTRICT PROPERTY AND TIME**

### 13.1 USE OF BUILDINGS

The Association may use school and office equipment when approved by the building principal. Also, bulletin board space will be designated for the explicit use of the Association.

Uses of the buildings and bulletin boards will be granted in accordance with administrative rules and regulations.

### 13.2 USE OF EQUIPMENT

The Association may use school and office equipment when approved by the building principal. Such use shall be granted subject to administrative rules and regulations and shall be at no cost to the Association.

The use of office equipment shall be at no cost to the District and the Association shall be charged only for the cost of supplies and materials used in conjunction with the equipment unless furnished by the Association.

Supplies used in conjunction with the equipment shall be provided by that Association.

### 13.3 USE OF TIME

The President of the Goshen Teachers' Association shall be released from all non-teaching period assignments. During the period of this agreement (July 1, 2007 - June 30, 2010), the GTA President's schedule of duty time shall end prior to period 8 at the High School or equivalent accommodation in any other building.

## **ARTICLE XIV. STAFF VACANCIES, TRANSFERS, STUDENT TEACHERS**

### 14.1 ANNOUNCING STAFF VACANCIES

All professional vacancies, including summer programs and adult education, shall be communicated to the staff as soon as feasible.

The District will continue its general policy of staff notification of vacancies prior to general notification to the public.

Each qualified applicant from the school system shall be given consideration for the vacancy.

## 14.2 TRANSFERS

In the case of transfers, volunteering for transfer will continue to be given consideration as a major factor among others in reaching a determination.

## 14.3 STUDENT TEACHERS

a. Placement of a student teacher will not be made prior to a meeting of the student teacher and the cooperating teacher.

b. Teachers may consult with building administrators concerning any problems related to student teachers.

## ARTICLE XV. INSURANCE AND ANNUITY

### 15.1 HEALTH INSURANCE

a. The District shall provide bargaining unit members with individual or family coverage in the Orange-Ulster School District Health Insurance Plan, with the District contributing toward the full cost of the premium the difference in amount between the full cost and the employee premium contribution as described below:

<b>Employee Premium Contributions</b>		
<b>Year</b>	<b>Individual</b>	<b>Family</b>
Effective July 1, 2007	\$375.00	\$750.00
Effective July 1, 2008	\$412.50	\$825.00
Effective July 1, 2009	\$450.00	\$900.00

b. Unit members may participate in health maintenance organization plans with the District's funding obligation to be no greater than that for individual or family coverage in the District's main health insurance plan as described above.

c. A change to any other health insurance plan shall require an agreement between the District and the Association. Further, such change in plans shall not be implemented unless there is an open enrollment period for unit members to choose coverage in a health maintenance organization plan as described in (b) above.

d. The District shall implement a Section 125 Internal Revenue Code, Flexible Benefit Plan. The Plan shall include salary reduction for premium payments (if any); payments for unreimbursed medical expenses (with a minimum of \$200.00 and a maximum of \$3,000.00 per annum); and dependent care pursuant to Internal Revenue Code, Section 129.

## 15.2 RETIREES HEALTH INSURANCE

A. Unit members who retire from the District on or after July 1, 1986, shall be entitled to a district contribution beyond 50% towards the cost of individual health insurance coverage and 35% towards the cost of family health insurance coverage as follows:

<b>Percentage of Contribution</b>	
<b>Years of Service in the District</b>	<b>Toward Individual/Family</b>
10	60/40
15	80/45
20	100/50

\* Refers to years of service in the District during which the unit member was entitled to receive health insurance benefits.

B. Unit members who retire from the District on or after July 1, 2001 shall be entitled to a District contribution beyond that set forth in paragraph "A", above, as follows:

<b>Percentage of Contribution</b>	
<b>Years of Service in the District</b>	<b>Toward Individual/Family</b>
10	60/40
12	80/45
15	100/50

\* Refers to years of service in the District during which the unit member was entitled to receive health insurance benefits.

For those unit members retiring pursuant to this paragraph (B), up to 10 years of previous teaching service that was recognized for salary schedule placement upon hire, shall apply to this provision, so long as the unit member has worked for at least 7 years at the time of retirement.

## 15.3 BENEFIT TRUST

The District shall contribute \$1,000.00 effective July 1, 2007, \$1,070.00 effective July 1, 2008 and \$1,140.00 effective July 1, 2009, annually per participating teacher, to a fund to be administered by the Goshen Teachers' Association for the payment of dental and/or health related benefits. These rates have been negotiated solely for the teachers' bargaining unit and are expressly not applicable to any other unit.

While the District's Chief Financial Officer shall have complete access to all Goshen Teachers' Association records and accounts concerning said funds, the Goshen Teachers' Association shall be responsible for the proper use and accounting of said funds and shall hold the District harmless from any liability or litigation involving said funds or their use.

#### 15.4 DUAL FAMILY HEALTH INSURANCE RESTRICTION

Unit members whose spouse is entitled to coverage under the District's health plan shall be prohibited from receiving family health insurance coverage paid for by this District. Such employee shall be entitled to individual coverage at District expense if his/her spouse, likewise, elects individual coverage. If the spouse is subject to the same restriction by contract, the spouse with the earlier birthday shall be entitled to the family coverage, or however such conflicts are determined by the Plan rules. However, if both spouse are employees of this School District, both may enroll for individual coverage or either one may elect to be the covered employee for a single family coverage.

Notwithstanding the above, this dual coverage restriction shall not apply if the effect would be; to leave the spouse's children uninsured by reason of how custody and support issues have been determined by the parents or a Court of law; would act to preclude coverage in retirement; would result in an inability to be insured by reason of the spouse's coverage maximum being exhausted and shall not result in forcing the spouse to relinquish Plan I or II coverage where the spouse has the other coverage, until the window period for a change-over occurs.

An employee who is ineligible for coverage by reason of the restriction set forth above shall be entitled to receive a mandatory buyout payment as follows:

##### **Mandatory Health Insurance Buyout**

<b>Year</b>	<b>Buyout Payment</b>
Effective July 1, 2007	\$2,800.00
Effective July 1, 2008	\$3,000.00
Effective July 1, 2009	\$3,200.00

Payments will be made in ten (10) equal installments, to be paid between September and June. The buyout payment may be redirected in whole or in part to the employee's Section 125/129 accounts. Such election shall be in accordance with the Plan's rules and regulations.

#### 15.5 HEALTH INSURANCE BUY-OUT OPTION

Unit members who are otherwise health insured may opt out of the District's health insurance program. Members electing to opt out are entitled to receive a voluntary buy out payment as follows:

##### **Voluntary Health Insurance Buyout**

<b>Year</b>	<b>Buyout Payment</b>
Effective July 1, 2007	\$2,800.00
Effective July 1, 2008	\$3,000.00
Effective July 1, 2009	\$3,200.00

Notice of opting out and proof of alternate health insurance coverage must be provided to the Business Office in writing. The health insurance buy out will be prorated from the effective date.

Re-entry into the health insurance program shall be allowed at any time, subject only to the waiting period, if any, of the health insurance program rules and regulations.

## 15.6 TAX-SHELTERED ANNUITY

The District shall continue to provide a tax-sheltered annuity program.

## **ARTICLE XVI. RETIREMENT INCENTIVE PLAN**

### 16.1 RETIREMENT INCENTIVE

a. Beginning in September 2007, bargaining unit members who are eligible to receive retirement payments from the Teacher's Retirement system shall be entitled to the retirement incentive referenced in paragraph "b" below if:

1. They retire during or prior to the school year they will be 62 years of age, and
2. They have completed (10) ten or more years of service in the district, and
3. They have completed (12) twelve or more years of Teacher Retirement System creditable service.

b. The benefit for retirement at the time indicated in paragraph "a" above shall be forty percent (40%) of the unit member's final school year's salary, including all additional compensation with the exception of Schedule "B", Chaperoning, and Coaching stipends. The early retirement benefit will be payable on or before December 1st of the calendar year of retirement. To be eligible for this payment, a written notice of retirement must be submitted in advance of the retirement date.

c. In addition to the retirement incentive of paragraph "b", above, any unit member who possesses 150 or more accumulated days of sick leave upon retirement and uses ten (10) or fewer sick leave days during that school year, shall be entitled to \$500.00 pay upon retirement.

d. In the event that the District opts to participate in a State Retirement Incentive Plan, eligible unit members who had previously given timely notice of application for the District's contractual Retirement Incentive Plan may withdraw their application for the District's Retirement Incentive in order to opt for participation in the State Retirement Incentive Plan, if they are eligible under the terms of such plan.

## **ARTICLE XVII. MISCELLANEOUS**

### 17.1 PRECEDENCE OF AGREEMENT

This Contract governs the terms and conditions of employment of the members of the Instructional Unit of the District and shall supersede any contrary provisions contained in the Board of Education Policy Manual.



## 17.2 COMPLETE AGREEMENT

The parties agree that all negotiable items have been discussed in the negotiations leading to this Agreement; that this Agreement constitutes the full and complete agreement between the parties; and that negotiations will not be reopened on any item, whether contained herein or not, during the life of this Agreement. Any District policies unaltered or unchanged by the language of this Agreement shall remain in force, and it shall be the prerogative of this District to initiate and announce new policies not affecting or changing matters contained in this Agreement.

Notwithstanding the above, during the term of this agreement, following consultation with the parties, a supplemental memorandum of agreement may be entered into that alters the provisions of this agreement.

## 17.3 SEVERABILITY

If any provision of this Agreement is found to be invalid or contrary to law, then such provision shall be deemed to be severed from this Agreement, but the remainder of this Agreement shall remain in full force and effect.

## 17.4 EFFECTIVE DATE AND TERM

All of the terms and conditions of this Agreement except as provided below shall become effective upon the authorized execution hereof by both parties and shall continue in effect until June 30, 2010, subject to the provisions of paragraph 17.5 herein.

**17.5 NOTICE REQUIRED BY SECTION 204a, CIVIL SERVICE 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 THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL."

## 17.6 STAFF REDUCTIONS

The District shall look first to attrition due to resignations, retirements or deaths before terminating or reducing staff.

17.7 The parties agree to reopen negotiations regarding the subject of the impact of Academic Intervention Services assignments upon teachers.

## 17.8 NEGOTIATIONS FOR SUCCESSOR AGREEMENT

Negotiations between the parties hereto for a successor agreement shall commence no later than January 10, 2010.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals the date and year first above written.

~~GOSHEN CENTRAL SCHOOL DISTRICT~~

BY: \_\_\_\_\_

DATE: 11/1/07

GOSHEN TEACHERS' ASSOCIATION

BY: Robert B. Karchman

DATE: 11.1.07

GOSHEN CENTRAL SCHOOL DISTRICT  
 GTA SALARY SCHEDULE  
**APPENDIX "A" 2007-2008 SALARY SCHEDULE**  
 3.60% Increase Over Fiscal 06/07

<u>STEP</u>	<u>BA</u>	<u>BA30</u>	<u>MA</u>	<u>MA30</u>	<u>MA60</u>
1	43,293	46,329	47,893	50,724	53,554
2	44,698	47,797	49,474	52,342	55,211
3	46,104	49,266	51,053	53,960	56,868
4	47,509	50,734	52,634	55,579	58,525
5	48,915	52,202	54,214	57,199	60,182
6	50,320	53,671	55,794	58,817	61,839
7	51,725	55,139	57,374	60,435	63,496
8	53,130	56,607	58,954	62,053	65,154
9	54,536	58,076	60,535	63,673	66,811
10	55,941	59,544	62,114	65,291	68,467
11	57,347	61,013	63,694	66,910	70,125
12	58,752	62,480	65,274	68,528	71,782
13	60,157	63,949	66,855	70,147	73,439
14	61,562	65,417	68,434	71,766	75,097
15	62,968	66,988	70,015	73,384	76,754
16	64,372	68,354	71,594	75,002	78,412
17	65,779	69,822	73,175	76,622	80,067
18	67,184	71,290	74,756	78,240	81,725
19	69,537	72,758	76,335	79,859	83,382
20		75,194	78,826	81,477	85,039
21				84,024	87,698
CAREER INCREM	1,807	1,868	1,982	2,020	2,059

GOSHEN CENTRAL SCHOOL DISTRICT  
 GTA SALARY SCHEDULE  
 FISCAL 08/09

APPENDIX "A" 2008-2009 SALARY SCHEDULE  
 3.70% Increase Over Fiscal 07/08

<u>STEP</u>	<u>BA</u>	<u>BA30</u>	<u>MA</u>	<u>MA30</u>	<u>MA60</u>
1	44,895	48,043	49,665	52,600	55,535
2	46,352	49,565	51,305	54,278	57,253
3	47,810	51,089	52,942	55,957	58,972
4	49,267	52,611	54,581	57,636	60,690
5	50,725	54,133	56,220	59,315	62,409
6	52,181	55,657	57,858	60,993	64,127
7	53,639	57,179	59,497	62,671	65,846
8	55,096	58,702	61,135	64,349	67,565
9	56,554	60,225	62,774	66,028	69,283
10	58,011	61,747	64,413	67,707	71,000
11	59,469	63,271	66,051	69,386	72,719
12	60,925	64,792	67,689	71,064	74,438
13	62,383	66,315	69,329	72,742	76,156
14	63,840	67,838	70,966	74,421	77,875
15	65,298	69,466	72,606	76,099	79,594
16	66,754	70,883	74,243	77,777	81,313
17	68,213	72,406	75,882	79,457	83,030
18	69,669	73,928	77,522	81,135	84,749
19	72,110	75,450	79,159	82,814	86,468
20		77,976	81,743	84,492	88,185
21				87,133	90,943
CAREER INCREM	1,874	1,937	2,055	2,095	2,135

GOSHEN CENTRAL SCHOOL DISTRICT  
 GTA SALARY SCHEDULE  
 FISCAL 09/10

APPENDIX "A" 2009-2010 SALARY SCHEDULE  
 3.75% Increase Over Fiscal 08/09

<u>STEP</u>	<u>BA</u>	<u>BA30</u>	<u>MA</u>	<u>MA30</u>	<u>MA60</u>
1	46,579	49,845	51,528	54,573	57,618
2	48,090	51,424	53,229	56,314	59,400
3	49,603	53,005	54,927	58,055	61,184
4	51,114	54,584	56,628	59,797	62,966
5	52,627	56,163	58,328	61,539	64,749
6	54,138	57,744	60,028	63,280	66,532
7	55,651	59,323	61,728	65,021	68,315
8	57,162	60,903	63,427	66,762	70,098
9	58,675	62,483	65,128	68,505	71,881
10	60,186	64,063	66,828	70,246	73,663
11	61,699	65,643	68,528	71,988	75,446
12	63,210	67,222	70,228	73,729	77,230
13	64,723	68,802	71,929	75,470	79,012
14	66,234	70,382	73,627	77,212	80,795
15	67,747	72,071	75,328	78,953	82,579
16	69,257	73,541	77,027	80,694	84,362
17	70,771	75,121	78,728	82,436	86,143
18	72,282	76,700	80,429	84,177	87,927
19	74,814	78,279	82,127	85,920	89,711
20		80,900	84,808	87,660	91,492
21				90,400	94,354
CAREER INCREM	1,944	2,010	2,132	2,174	2,215

GOSHEN CENTRAL SCHOOL DISTRICT  
 GTA Co-Curricular Stipends  
 Fiscal 2007-2008

**Appendix "B" - Co-Curricular Stipend 2007-2008**

	FTE	STEP A	STEP B	STEP C	STEP D
<b>HIGH SCHOOL</b>					
Academic League Advisors (2)	0.5	954	1090	1235	1376
Cultural Diversity	0.4	763	872	988	1101
Drama Club Advisors (2)	1.0	1908	2180	2470	2752
Environmental Club	0.4	763	872	988	1101
Foreign Language Honor Society	0.5	954	1090	1235	1376
Freshman Class Advisors (2)	0.6	1145	1308	1481	1650
High School Musical Director	1.5	2862	3270	3704	4127
Assistant HS Musical Directors (2)	0.5	954	1090	1235	1376
Interact Club Advisor	0.8	1527	1744	1976	2202
Junior Class Advisors (2)	0.8	1527	1744	1976	2202
Math Team Advisor	0.8	1527	1744	1976	2202
Mindscales	0.6	1145	1308	1481	1650
Mock Trial Advisor	1.1	2099	2398	2717	3027
Model U.N. Advisor	0.6	1145	1308	1481	1650
Musical Accompanist	0.8	1527	1744	1976	2202
Music Accompanist - concerts & music programs	1.4	2671	3052	3458	3853
National Honor Society Advisor	1.0	1908	2180	2470	2752
National Honor Society - Assistant Advisor	0.5	954	1090	1235	1376
Odyssey of the Mind Advisors (2)	0.6	1145	1308	1481	1650
Olympics of the Visual Arts (2)	0.5	954	1090	1235	1376
Peer Connection Advisor	0.7	1336	1526	1729	1926
Political Debate Club Advisors (2)	0.5	954	1090	1235	1376



**Appendix "B" - Co-Curricular Stipend 2007-2008**

SADD - Students Against Destructive Decisions	0.5	954	1090	1235	1376
School Newspaper	0.5	954	1090	1235	1376
Science Olympiad Advisor	1.3	2480	2834	3211	3578
Senior Class Advisors (2)	1.0	1908	2180	2470	2752
Ski Club	0.5	954	1090	1235	1376
Sophomore Class Advisors (2)	0.7	1336	1526	1729	1926
Stage Band	0.8	1527	1744	1976	2202
Stage Managers (2)	1.0	1908	2180	2470	2752
Student Activities Advisors (2)	0.5	954	1090	1235	1376
Student Senate Advisors	1.0	1908	2180	2470	2752
Ultimate Frisbee	0.4	763	872	988	1101
Video Club Advisor	0.5	954	1090	1235	1376
Yearbook Advisor	1.5	2862	3270	3704	4127
Yearbook Advisor - Assistants (2)	0.8	1527	1744	1976	2202
Youth-In-Government Advisors (2)	0.5	954	1090	1235	1376

**MIDDLE SCHOOL**

Art Club Advisor	0.6	1145	1308	1481	1650
Author's Studio	0.4	763	872	988	1101
Boy's Basketball Club	0.8	1527	1744	1976	2202
Culinary Club	0.8	1527	1744	1976	2202
Drama Club (2)	0.6	1145	1308	1481	1650
Garden Club	0.6	1145	1308	1481	1650
Girl's Fitness	0.8	1527	1744	1976	2202
7th & 8th Grade Girl's Leadership Advisors (2)	0.4	763	872	988	1101
Math Team Advisor	0.6	1145	1308	1481	1650





**Appendix "B" - Co-Curricular Stipend 2007-2008**

Newspaper Advisor	0.8	1527	1744	1976	2202
Peer Mediation Advisor	0.6	1145	1308	1481	1650
Quiz Bowl Advisors (2)	0.8	1527	1744	1976	2202
School Store	0.6	1145	1308	1481	1650
Science Olympiad Advisors (2)	1.0	1908	2180	2470	2752
Science Olympiad Assistant	1.0	1908	2180	2470	2752
Service Club Advisor	0.8	1527	1744	1976	2202
Ski Club Advisor	0.8	1527	1744	1976	2202
Stage Lighting	0.5	954	1090	1235	1376
Step Aerobics	0.5	954	1090	1235	1376
Student Activities Advisor	1.0	1908	2180	2470	2752
Student Government	1.0	1908	2180	2470	2752
Student Yearbook Advisor	0.8	1527	1744	1976	2202
Young Hispanic Leadership	0.4	763	872	988	1101
Video Yearbook	0.4	763	872	988	1101
Wind Ensemble	0.5	954	1090	1235	1376

**Goshen Intermediate School**

Drama Club	0.8	1527	1744	1976	2202
Jazz Band	1.0	1908	2180	2470	2752
Jazz Band Assistant	0.5	954	1090	1235	1376
Newspaper Club	0.8	1527	1744	1976	2202
Odyssey of the Mind	0.6	1145	1308	1481	1650
Youth Ending Hunger	0.4	763	872	988	1101

Note: The administration may adjust the (FTE) for clubs during the term of this contract.



## Appendix "B" - Co-Curricular Stipend 2008-2009

	FTE	STEP A	STEP B	STEP C	STEP D
<b>HIGH SCHOOL</b>					
Academic League Advisors (2)	0.5	989	1130	1281	1427
Cultural Diversity	0.4	791	904	1025	1142
Drama Club Advisors (2)	1.0	1979	2260	2561	2853
Environmental Club	0.4	791	904	1025	1142
Foreign Language Honor Society	0.5	989	1130	1281	1427
Freshman Class Advisors (2)	0.6	1187	1356	1536	1711
High School Musical Director	1.5	2968	3391	3841	4280
Assistant HS Musical Directors (2)	0.5	989	1130	1281	1427
Interact Club Advisor	0.8	1583	1809	2049	2283
Junior Class Advisors (2)	0.8	1583	1809	2049	2283
Math Team Advisor	0.8	1583	1809	2049	2283
Mindscapes	0.6	1187	1356	1536	1711
Mock Trial Advisor	1.1	2177	2487	2818	3139
Model U.N. Advisor	0.6	1187	1356	1536	1711
Musical Accompanist	0.8	1583	1809	2049	2283
Music Accompanist - concerts & music programs	1.4	2770	3165	3586	3996
National Honor Society Advisor	1.0	1979	2260	2561	2853
National Honor Society - Assistant Advisor	0.5	989	1130	1281	1427
Odyssey of the Mind Advisors (2)	0.6	1187	1356	1536	1711
Olympics of the Visual Arts (2)	0.5	989	1130	1281	1427
Peer Connection Advisor	0.7	1385	1582	1793	1997
Political Debate Club Advisors (2)	0.5	989	1130	1281	1427
SADD - Students Against Destructive Decisions	0.5	989	1130	1281	1427



**Appendix "B" - Co-Curricular Stipend 2008-2009**

School Newspaper	0.5	989	1130	1281	1427
Science Olympiad Advisor	1.3	2572	2939	3330	3710
Senior Class Advisors (2)	1.0	1979	2260	2561	2853
Ski Club	0.5	989	1130	1281	1427
Sophomore Class Advisors (2)	0.7	1385	1582	1793	1997
Stage Band	0.8	1583	1809	2049	2283
Stage Managers (2)	1.0	1979	2260	2561	2853
Student Activities Advisors (2)	0.5	989	1130	1281	1427
Student Senate Advisors	1.0	1979	2260	2561	2853
Ultimate Frisbee	0.4	791	904	1025	1142
Video Club Advisor	0.5	989	1130	1281	1427
Yearbook Advisor	1.5	2968	3391	3841	4280
Yearbook Advisor - Assistants (2)	0.8	1583	1809	2049	2283
Youth-In-Government Advisors (2)	0.5	989	1130	1281	1427

**MIDDLE SCHOOL**

Art Club Advisor	0.6	1187	1356	1536	1711
Author's Studio	0.4	791	904	1025	1142
Boy's Basketball Club	0.8	1583	1809	2049	2283
Culinary Club	0.8	1583	1809	2049	2283
Drama Club (2)	0.6	1187	1356	1536	1711
Garden Club	0.6	1187	1356	1536	1711
Girl's Fitness	0.8	1583	1809	2049	2283
7th & 8th Grade Girl's Leadership Advisors (2)	0.4	791	904	1025	1142
Math Team Advisor	0.6	1187	1356	1536	1711
Newspaper Advisor	0.8	1583	1809	2049	2283



**Appendix "B" - Co-Curricular Stipend 2008-2009**

Peer Mediation Advisor	0.6	1187	1356	1536	1711
Quiz Bowl Advisors (2)	0.8	1583	1809	2049	2283
School Store	0.6	1187	1356	1536	1711
Science Olympiad Advisors (2)	1.0	1979	2260	2561	2853
Science Olympiad Assistant	1.0	1979	2260	2561	2853
Service Club Advisor	0.8	1583	1809	2049	2283
Ski Club Advisor	0.8	1583	1809	2049	2283
Stage Lighting	0.5	989	1130	1281	1427
Step Aerobics	0.5	989	1130	1281	1427
Student Activities Advisor	1.0	1979	2260	2561	2853
Student Government	1.0	1979	2260	2561	2853
Student Yearbook Advisor	0.8	1583	1809	2049	2283
Young Hispanic Leadership	0.4	791	904	1025	1142
Video Yearbook	0.4	791	904	1025	1142
Wind Ensemble	0.5	989	1130	1281	1427

**Goshen Intermediate School**

Drama Club	0.8	1583	1809	2049	2283
Jazz Band	1.0	1979	2260	2561	2853
Jazz Band Assistant	0.5	989	1130	1281	1427
Newspaper Club	0.8	1583	1809	2049	2283
Odyssey of the Mind	0.6	1187	1356	1536	1711
Youth Ending Hunger	0.4	791	904	1025	1142

Note: The administration may adjust the (FTE) for clubs during the term of this contract.





**Appendix "B" - Co-Curricular Stipend 2009/2010**

	FTE	STEP A	STEP B	STEP C	STEP D
<b>HIGH SCHOOL</b>					
Academic League Advisors (2)	0.5	1026	1172	1329	1481
Cultural Diversity	0.4	821	938	1063	1185
Drama Club Advisors (2)	1.0	2053	2345	2657	2960
Environmental Club	0.4	821	938	1063	1185
Foreign Language Honor Society	0.5	1026	1172	1329	1481
Freshman Class Advisors (2)	0.6	1232	1407	1594	1775
High School Musical Director	1.5	3079	3518	3985	4441
Assistant HS Musical Directors (2)	0.5	1026	1172	1329	1481
Interact Club Advisor	0.8	1642	1877	2126	2369
Junior Class Advisors (2)	0.8	1642	1877	2126	2369
Math Team Advisor	0.8	1642	1877	2126	2369
Mindscales	0.6	1232	1407	1594	1775
Mock Trial Advisor	1.1	2259	2580	2924	3257
Model U.N. Advisor	0.6	1232	1407	1594	1775
Musical Accompanist	0.8	1642	1877	2126	2369
Music Accompanist - concerts & music programs	1.4	2874	3284	3720	4146
National Honor Society Advisor	1.0	2053	2345	2657	2960
National Honor Society - Assistant Advisor	0.5	1026	1172	1329	1481
Odyssey of the Mind Advisors (2)	0.6	1232	1407	1594	1775
Olympics of the Visual Arts (2)	0.5	1026	1172	1329	1481
Peer Connection Advisor	0.7	1437	1641	1860	2072
Political Debate Club Advisors (2)	0.5	1026	1172	1329	1481
SADD - Students Against Destructive Decisions	0.5	1026	1172	1329	1481



**Appendix "B" - Co-Curricular Stipend 2009/2010**

School Newspaper	0.5	1026	1172	1329	1481
Science Olympiad Advisor	1.3	2668	3049	3455	3849
Senior Class Advisors (2)	1.0	2053	2345	2657	2960
Ski Club	0.5	1026	1172	1329	1481
Sophomore Class Advisors (2)	0.7	1437	1641	1860	2072
Stage Band	0.8	1642	1877	2126	2369
Stage Managers (2)	1.0	2053	2345	2657	2960
Student Activities Advisors (2)	0.5	1026	1172	1329	1481
Student Senate Advisors	1.0	2053	2345	2657	2960
Ultimate Frisbee	0.4	821	938	1063	1185
Video Club Advisor	0.5	1026	1172	1329	1481
Yearbook Advisor	1.5	3079	3518	3985	4441
Yearbook Advisor - Assistants (2)	0.8	1642	1877	2126	2369
Youth-In-Government Advisors (2)	0.5	1026	1172	1329	1481

**MIDDLE SCHOOL**

Art Club Advisor	0.6	1232	1407	1594	1775
Author's Studio	0.4	821	938	1063	1185
Boy's Basketball Club	0.8	1642	1877	2126	2369
Culinary Club	0.8	1642	1877	2126	2369
Drama Club (2)	0.6	1232	1407	1594	1775
Garden Club	0.6	1232	1407	1594	1775
Girl's Fitness	0.8	1642	1877	2126	2369
7th & 8th Grade Girl's Leadership Advisors (2)	0.4	821	938	1063	1185
Math Team Advisor	0.6	1232	1407	1594	1775
Newspaper Advisor	0.8	1642	1877	2126	2369



**Appendix "B" - Co-Curricular Stipend 2009/2010**

Peer Mediation Advisor	0.6	1232	1407	1594	1775
Quiz Bowl Advisors (2)	0.8	1642	1877	2126	2369
School Store	0.6	1232	1407	1594	1775
Science Olympiad Advisors (2)	1.0	2053	2345	2657	2960
Science Olympiad Assistant	1.0	2053	2345	2657	2960
Service Club Advisor	0.8	1642	1877	2126	2369
Ski Club Advisor	0.8	1642	1877	2126	2369
Stage Lighting	0.5	1026	1172	1329	1481
Step Aerobics	0.5	1026	1172	1329	1481
Student Activities Advisor	1.0	2053	2345	2657	2960
Student Government	1.0	2053	2345	2657	2960
Student Yearbook Advisor	0.8	1642	1877	2126	2369
Young Hispanic Leadership	0.4	821	938	1063	1185
Video Yearbook	0.4	821	938	1063	1185
Wind Ensemble	0.5	1026	1172	1329	1481

**Goshen Intermediate School**

Drama Club	0.8	1642	1877	2126	2369
Jazz Band	1.0	2053	2345	2657	2960
Jazz Band Assistant	0.5	1026	1172	1329	1481
Newspaper Club	0.8	1642	1877	2126	2369
Odyssey of the Mind	0.6	1232	1407	1594	1775
Youth Ending Hunger	0.4	821	938	1063	1185

Note: The administration may adjust the (FTE) for clubs during the term of this contract.

**Appendix B - Athletic Stipends 2007-2008**

FOOTBALL:		STEP A	STEP B	STEP C	STEP D
VARSITY	1.1	3689	4241	4798	5347
ASST VARSITY	1.0	3354	3856	4362	4861
J V	0.8	2683	3085	3489	3889
Asst JV	0.8	2683	3085	3489	3889
MODIFIED	0.7	2348	2699	3053	3402
SOCCKER-BOYS:					
VARSITY	1.0	3354	3856	4362	4861
ASST VARSITY	0.9	3018	3471	3925	4375
J V	0.8	2683	3085	3489	3889
MODIFIED	0.7	2348	2699	3053	3402
SOCCKER-GIRLS:					
VARSITY	1.0	3354	3856	4362	4861
ASST VARSITY	0.9	3018	3471	3925	4375
J V	0.8	2683	3085	3489	3889
MODIFIED	0.7	2348	2699	3053	3402
BASKETBALL-BOYS:					
VARSITY	1.0	3354	3856	4362	4861
PROGRAM ASSISTANT	0.9	3018	3471	3925	4375
J V	0.8	2683	3085	3489	3889
FRESHMAN	0.8	2683	3085	3489	3889
MODIFIED	0.7	2348	2699	3053	3402
BASKETBALL-GIRLS:					
VARSITY	1.0	3354	3856	4362	4861
PROGRAM ASSISTANT	0.9	3018	3471	3925	4375
J V	0.8	2683	3085	3489	3889
MODIFIED	0.7	2348	2699	3053	3402
WRESTLING:					
VARSITY	1.0	3354	3856	4362	4861
J V	0.8	2683	3085	3489	3889
MODIFIED	0.7	2348	2699	3053	3402
BASEBALL:					
VARSITY	1.0	3354	3856	4362	4861
ASST VARSITY	0.9	3018	3471	3925	4375
J V	0.8	2683	3085	3489	3889
JV ASST	0.7	2348	2699	3053	3402
MODIFIED	0.7	2348	2699	3053	3402
SPRING TRACK-BOYS:					
VARSITY	1.0	3354	3856	4362	4861
ASST VARSITY	0.9	3018	3471	3925	4375
J V	0.8	2683	3085	3489	3889
MODIFIED	0.7	2348	2699	3053	3402
SPRING TRACK-GIRLS:					
VARSITY	1.0	3354	3856	4362	4861
ASST VARSITY	0.9	3018	3471	3925	4375
J V	0.8	2683	3085	3489	3889
MODIFIED	0.7	2348	2699	3053	3402

INDOOR TRACK-B&G:					
VARSITY BOYS	0.8	2683	3085	3489	3889
VARSITY GIRLS	0.8	2683	3085	3489	3889
ASST VARSITY	0.7	2348	2699	3053	3402
CROSS-COUNTRY:					
VARSITY BOYS	0.8	2683	3085	3489	3889
VARSITY GIRLS	0.8	2683	3085	3489	3889
MODIFIED	0.7	2348	2699	3053	3402
TENNIS-BOYS:					
VARSITY	0.9	3018	3471	3925	4375
J V	0.8	2683	3085	3489	3889
TENNIS-GIRLS:					
VARSITY	0.9	3018	3471	3925	4375
J V	0.8	2683	3085	3489	3889
SKIING-ALPINE:					
VARSITY(B&G)	0.8	2683	3085	3489	3889
ASST(B&G)	0.7	2348	2699	3053	3402
VOLLEYBALL:					
VARSITY	1.0	3354	3856	4362	4861
J V	0.8	2683	3085	3489	3889
MODIFIED	0.7	2348	2699	3053	3402
SOFTBALL:					
VARSITY	1.0	3354	3856	4362	4861
ASST VARSITY	0.9	3018	3471	3925	4375
J V	0.8	2683	3085	3489	3889
ASST JV	0.7	2348	2699	3053	3402
MODIFIED	0.7	2348	2699	3053	3402
GOLF:					
VARSITY BOYS	0.7	2348	2699	3053	3402
VARSITY GIRLS	0.7	2348	2699	3053	3402
CHEERLEADING:					
FOOTBALL	0.7	2348	2699	3053	3402
JV FOOTBALL	0.6	2012	2313	2617	2916
SOCCER	0.7	2348	2699	3053	3402
VARSITY-BASKETBALL	0.7	2348	2699	3053	3402
J V BASKETBALL	0.6	2012	2313	2617	2916
HEAD CHEERLEADING	0.2	670	771	872	972
CLUB SPORTS:					
EACH ACTIVITY	0.5	1677	1928	2181	2430

Note: The administration may adjust the (FTE) for clubs during the term of this contract.



**Appendix B – Athletic Stipends 2008-09**

FOOTBALL:		STEP A	STEP B	STEP C	STEP D
Varsity	1.1	3826	4398	4975	5545
ASST Varsity	1.0	3478	3999	4523	5041
J V	0.8	2783	3199	3618	4033
ASST JV	0.8	2783	3199	3618	4033
MODIFIED	0.7	2434	2799	3166	3528
SOCCER-BOYS:					
Varsity	1.0	3478	3999	4523	5041
ASST Varsity	0.9	3130	3599	4071	4537
J V	0.8	2783	3199	3618	4033
MODIFIED	0.7	2434	2799	3166	3528
SOCCER-GIRLS:					
Varsity	1.0	3478	3999	4523	5041
ASST Varsity	0.9	3130	3599	4071	4537
J V	0.8	2783	3199	3618	4033
MODIFIED	0.7	2434	2799	3166	3528
BASKETBALL-BOYS:					
Varsity	1.0	3478	3999	4523	5041
PROGRAM ASSISTANT	0.9	3130	3599	4071	4537
J V	0.8	2783	3199	3618	4033
FRESHMAN	0.8	2783	3199	3618	4033
MODIFIED	0.7	2434	2799	3166	3528
BASKETBALL-GIRLS:					
Varsity	1.0	3478	3999	4523	5041
PROGRAM ASSISTANT	0.9	3130	3599	4071	4537
J V	0.8	2783	3199	3618	4033
MODIFIED	0.7	2434	2799	3166	3528
WRESTLING:					
Varsity	1.0	3478	3999	4523	5041
J V	0.8	2783	3199	3618	4033
MODIFIED	0.7	2434	2799	3166	3528
BASEBALL:					
Varsity	1.0	3478	3999	4523	5041
ASST Varsity	0.9	3130	3599	4071	4537
J V	0.8	2783	3199	3618	4033
JV ASST	0.7	2434	2799	3166	3528
MODIFIED	0.7	2434	2799	3166	3528
SPRING TRACK-BOYS:					
Varsity	1.0	3478	3999	4523	5041
ASST Varsity	0.9	3130	3599	4071	4537
J V	0.8	2783	3199	3618	4033
MODIFIED	0.7	2434	2799	3166	3528

SPRING TRACK-GIRLS:					
VARSITY	1.0	3478	3999	4523	5041
ASST VARSITY	0.9	3130	3599	4071	4537
J V	0.8	2783	3199	3618	4033
MODIFIED	0.7	2434	2799	3166	3528
INDOOR TRACK-B&G:					
VARSITY BOYS	0.8	2783	3199	3618	4033
VARSITY GIRLS	0.8	2783	3199	3618	4033
ASST VARSITY	0.7	2434	2799	3166	3528
CROSS-COUNTRY:					
VARSITY BOYS	0.8	2783	3199	3618	4033
VARSITY GIRLS	0.8	2783	3199	3618	4033
MODIFIED	0.7	2434	2799	3166	3528
TENNIS-BOYS:					
VARSITY	0.9	3130	3599	4071	4537
J V	0.8	2783	3199	3618	4033
TENNIS-GIRLS:					
VARSITY	0.9	3130	3599	4071	4537
J V	0.8	2783	3199	3618	4033
SKIING-ALPINE:					
VARSITY(B&G)	0.8	2783	3199	3618	4033
ASST(B&G)	0.7	2434	2799	3166	3528
VOLLEYBALL:					
VARSITY	1.0	3478	3999	4523	5041
J V	0.8	2783	3199	3618	4033
MODIFIED	0.7	2434	2799	3166	3528
SOFTBALL:					
VARSITY	1.0	3478	3999	4523	5041
ASST VARSITY	0.9	3130	3599	4071	4537
J V	0.8	2783	3199	3618	4033
ASST JV	0.7	2434	2799	3166	3528
MODIFIED	0.7	2434	2799	3166	3528
GOLF:					
VARSITY BOYS	0.7	2434	2799	3166	3528
VARSITY GIRLS	0.7	2434	2799	3166	3528
CHEERLEADING:					
FOOTBALL	0.7	2434	2799	3166	3528
JV FOOTBALL	0.6	2086	2399	2714	3024
SOCCER	0.7	2434	2799	3166	3528
VARSITY-BASKETBALL	0.7	2434	2799	3166	3528
J V BASKETBALL	0.6	2086	2399	2714	3024
HEAD CHEERLEADING	0.2	695	799	905	1008
CLUB SPORTS:					
EACH ACTIVITY	0.5	1739	1999	2261	2520

Note: The administration may adjust the (FTE) for clubs during the term of this contract.

**Appendix B - Athletic Stipends 2009-2010**

		STEP A	STEP B	STEP C	STEP D
<b>FOOTBALL:</b>					
VARSITY	1.1	3969	4563	5162	5753
ASST VARSITY	1.0	3608	4149	4693	5230
J V	0.8	2887	3319	3754	4184
Asst JV	0.8	2887	3319	3754	4184
MODIFIED	0.7	2526	2904	3285	3660
<b>SOCCER-BOYS:</b>					
VARSITY	1.0	3608	4149	4693	5230
ASST VARSITY	0.9	3247	3734	4223	4707
J V	0.8	2887	3319	3754	4184
MODIFIED	0.7	2526	2904	3285	3660
<b>SOCCER-GIRLS:</b>					
VARSITY	1.0	3608	4149	4693	5230
ASST VARSITY	0.9	3247	3734	4223	4707
J V	0.8	2887	3319	3754	4184
MODIFIED	0.7	2526	2904	3285	3660
<b>BASKETBALL-BOYS:</b>					
VARSITY	1.0	3608	4149	4693	5230
PROGRAM ASSISTANT	0.9	3247	3734	4223	4707
J V	0.8	2887	3319	3754	4184
FRESHMAN	0.8	2887	3319	3754	4184
MODIFIED	0.7	2526	2904	3285	3660
<b>BASKETBALL-GIRLS:</b>					
VARSITY	1.0	3608	4149	4693	5230
PROGRAM ASSISTANT	0.9	3247	3734	4223	4707
J V	0.8	2887	3319	3754	4184
MODIFIED	0.7	2526	2904	3285	3660
<b>WRESTLING:</b>					
VARSITY	1.0	3608	4149	4693	5230
J V	0.8	2887	3319	3754	4184
MODIFIED	0.7	2526	2904	3285	3660
<b>BASEBALL:</b>					
VARSITY	1.0	3608	4149	4693	5230
ASST VARSITY	0.9	3247	3734	4223	4707
J V	0.8	2887	3319	3754	4184
JV ASST	0.7	2526	2904	3285	3660
MODIFIED	0.7	2526	2904	3285	3660
<b>SPRING TRACK-BOYS:</b>					
VARSITY	1.0	3608	4149	4693	5230
ASST VARSITY	0.9	3247	3734	4223	4707
J V	0.8	2887	3319	3754	4184
MODIFIED	0.7	2526	2904	3285	3660

SPRING TRACK-GIRLS:

ASST VARSITY	0.9	3247	3734	4223	4707
J V	0.8	2887	3319	3754	4184
MODIFIED	0.7	2526	2904	3285	3660

INDOOR TRACK-B&G:

VARISITY BOYS	0.8	2887	3319	3754	4184
VARISITY GIRLS	0.8	2887	3319	3754	4184
ASST VARSITY	0.7	2526	2904	3285	3660

CROSS-COUNTRY:

VARISITY BOYS	0.8	2887	3319	3754	4184
VARISITY GIRLS	0.8	2887	3319	3754	4184
MODIFIED	0.7	2526	2904	3285	3660

TENNIS-BOYS:

VARISITY	0.9	3247	3734	4223	4707
J V	0.8	2887	3319	3754	4184

TENNIS-GIRLS:

VARISITY	0.9	3247	3734	4223	4707
J V	0.8	2887	3319	3754	4184

SKIING-ALPINE:

VARISITY(B&G)	0.8	2887	3319	3754	4184
ASST(B&G)	0.7	2526	2904	3285	3660

VOLLEYBALL:

VARISITY	1.0	3608	4149	4693	5230
J V	0.8	2887	3319	3754	4184
MODIFIED	0.7	2526	2904	3285	3660

SOFTBALL:

VARISITY	1.0	3608	4149	4693	5230
ASST VARSITY	0.9	3247	3734	4223	4707
J V	0.8	2887	3319	3754	4184
ASST JV	0.7	2526	2904	3285	3660
MODIFIED	0.7	2526	2904	3285	3660

GOLF:

VARISITY	0.7	2526	2904	3285	3660
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CHEERLEADING:

FOOTBALL	0.7	2526	2904	3285	3660
JV FOOTBALL	0.6	2165	2489	2816	3137
SOCCER	0.7	2526	2904	3285	3660
VARISITY-BASKETBALL	0.7	2526	2904	3285	3660
J V BASKETBALL	0.6	2165	2489	2816	3138
HEAD CHEERLEADING	0.2	721	829	939	1046

CLUB SPORTS:

EACH ACTIVITY	0.5	1805	2074	2346	2615
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Note: The administration may adjust the (FTE) for clubs during the term of this contract.

**APPENDIX “C”**  
**AGREEMENT**

BY AND BETWEEN THE GOSHEN CENTRAL SCHOOL DISTRICT (hereinafter “the District”) and THE GOSHEN TEACHERS’ ASSOCIATION (hereinafter “GTA”) regarding NATIONAL BOARD CERTIFICATION OF TEACHERS.

1. The District and the GTA recognized the value of encouraging teachers to seek National Board Certification by the National Board for Professional Teaching Standards. To that end, a pilot program is hereby established, commencing with the 2001-2002 school year to enable up to five teachers that year and up to an additional five teachers the next year to participate in the certification process. This pilot program shall end with the 2002-2003 candidate(s). The pilot program shall be evaluated at the end of the two year period and the parties shall then consider renewal.
2. **Selection:** The Selection of candidates shall be made based upon the recommendation of a committee comprised of two GTA selectees and two District selectees, who shall recommend approval to the Board of Education for its action by resolution.
3. The candidates for National Board Certification shall be responsible for making application to all known funding sources, to defray the cost of the application fee and any other costs attributable to the certification process. The District shall assist the candidates in seeking such grant funding, where applicable, and along with the GTA shall identify the known available funding sources to the candidates prior to the time that application is made to the National Board for Professional Teaching Standards.
4. In the event that grant funding sources are inadequate to cover all of the costs of application and participation in the certification process, the District shall reimburse the candidate up to the sum of 50% of the application cost. Should the candidate not complete the requirements for certification, she or he, at the District’s option, may be required to reimburse the District for part or all of the application fees paid by the District on behalf of the candidate.
5. Upon successful completion and receipt of certification from the National Board for Professional Teaching Standards, the District shall reimburse the candidate for the balance of the cost for the application, less any financial assistance the teacher may have received from non-District sources.
6. The District shall assist and support the efforts of National Board Certification candidates by providing a total of five professional development leave days, with pay, during the period of the certification process. The District shall also provide loaned materials and equipment (e.g., video cameras, editing equipment and computers owned by the District).
7. Candidates who achieve certification from the National Board of Professional Teaching Standards shall receive additional compensation of \$2,500 to be paid during each of the ten (10) school years following certification.
8. In the event that a candidate withdraws from the program or otherwise fails to secure National Board Certification, the District may, at its option, subtract any and all paid leave days granted to the teacher for professional development, as described above, by deducting days from the teacher’s sick leave accumulation.
9. Upon completion of certification by the National Board of Professional Teaching Standards, the candidates shall continue to work with students in the classroom and

perform such other roles that a Board-Certified teacher may assume to help improve the quality of classroom teaching.

10. Teachers who have completed the National Board of Professional Teaching Standards Certification process may be required to remain within the District's employ through the third school year following completion of certification. Any candidate who leaves the employ of the District for the purpose of seeking employment elsewhere (except where the teacher relocates to maintain the family unit intact) prior to fulfilling the three school year commitment, shall be required to reimburse the District for the cost of any application fees and certification related expenses, if any. Such monies may be recouped from salary owed by the District, upon written notice to the teachers.

11. Teachers who complete the process but do not achieve certification shall be responsible for any National Board Certification application fees that they might otherwise seek in future years.

<sup>1</sup> This item is subject to results of July 1, 1978 arbitration decision.

<sup>2</sup> Agreed to moratorium during the term of this Contract.

<sup>3</sup> Agreed to moratorium during the term of this Contract.

