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Title: **Great Neck Union Free School District and Great Neck Adult Education Association Chapter, Great Neck Teachers Association (GNTA) (1996)**

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Union: **Great Neck Adult Education Association Chapter, Great Neck Teachers Association (GNTA)**

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Great Neck Ufsd And Great Neck
Adult Ed Teachers Assn

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AGREEMENT
BETWEEN THE
GREAT NECK BOARD OF EDUCATION
AND THE
GREAT NECK ADULT EDUCATION ASSOCIATION CHAPTER
OF THE
GREAT NECK TEACHERS ASSOCIATION
SEPTEMBER 1, 1996 - AUGUST 31, 2000

MEMBER OF THE GREAT NECK BOARD
(1996-2000)

SEP 24 1996

CONCILIATION

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WHEREAS, Article 14 of the Civil Service Law of the State of New York authorizes employees and public employers to conduct collective negotiations regarding salaries, wages, hours and other terms and conditions of employment, and the administration of grievances arising thereunder and

WHEREAS, the Board and the Association have reached certain understandings which they desire to confirm in this agreement.

NOW, THEREFORE, in consideration of the following mutual covenants, the Board and the Association agree as follows:

ARTICLE 1

RECOGNITION

The Board recognizes the Great Neck Adult Education Association of the GNTA as the exclusive negotiating agent for all personnel in the unit with respect to determination of salary, related benefits and other terms and conditions of employment including the administration of grievances relating thereto. The unit shall consist of all teachers employed by the Great Neck Adult Education Program except those teaching fewer than six sessions per year, members of the power squadron, and those holding administrative or supervisory positions.

Such recognition shall be subject to the provisions of Article 14 of the New York State Civil Service Law and the rules and procedures of the New York State Public Employment Relations Board.

ARTICLE 2

AMENDMENTS

This agreement shall constitute the full and complete commitments between the Board and the Association unless amended through the voluntary mutual consent of the parties in a written and signed amendment.

ARTICLE 3

ASSOCIATION RIGHTS

A. Access to Board Information

The Board agrees to furnish the Association upon reasonable request such information as Association representatives deem helpful in assisting the Association in developing accurate, informed and constructive proposals. This information will include, but shall not necessarily be limited to, the preliminary working budget and the Board's proposed budget to the community.

B. Physical Facilities

1. It is agreed that the Association may have access to teachers' mailboxes and bulletin board spaces where available.
2. It is agreed that the Administrator of Adult Education shall send to the Association at the beginning of each school semester a list of faculty scheduled to teach during that semester.

C. Dues Deduction

1. The Board agrees to deduct from salaries of teachers dues for the Association and its State and National affiliates as said teachers individually and voluntarily authorize such deduction, provided that teachers currently employed submit dues authorization forms no later than November 1 of the school year in which deductions are to be made and, provided further, that a newly employed teacher submits his/her application within 60 days of the effective date of his/her employment. The Board also agrees to transmit to the Association the monies so deducted. Teachers' authorization shall be in writing in the form set forth in Appendix A.
2. Teaching faculty members who elect to pay dues by payroll deduction or for whom agency fee payments are made shall not have a payroll deduction for dues/agency fee in excess of \$15 per paycheck.

3. Each September, the Association will notify the school district of the amount of dues to be deducted.
4. Authorization for dues deduction shall be effective until June 30 of each year, and automatically renewable for subsequent annual periods unless written notice of withdrawal or authorization is submitted to the Board, or unless employment with the Great Neck Public Schools is terminated. Copies of such notices and notifications of terminations shall be submitted to the Association by the Business Office within 15 days of receipt.

D. Agency Fee

Members of the bargaining unit who are employed in the Adult Basic Education Program who are expected to earn at least \$2,400 per year and members of the bargaining unit who are employed in the Adult Education Program who are expected to earn at least \$6,000 per year, who are not members of the Association shall, within 60 days after the initial date of employment or within 30 days after this section becomes effective, whichever is later, pay to the Association an Agency Fee. Such fee shall be certified to the District by the Great Neck Adult Education Association and shall be consistent with requirements of law. The Association shall forward to the District a list of non-members and the sum of money to be deducted from each teacher's paycheck for the Agency Fee. Said amount shall be deducted from each teacher's paycheck in a manner equivalent, insofar as possible, to that used for deduction of dues of members of the Association. Not later than 30 days after receipt of a list of non-members, the District shall forward said amount to the Association.

ARTICLE 4

BOARD-ADMINISTRATION-ASSOCIATION RELATIONSHIPS AND PROCEDURES

- A. The parties recognize that the Board of Education is the policy-making evaluative body charged with the responsibility of interpreting the educational needs and desires of the people of Great Neck and of translating them in to policies and programs. Except as lawfully provided by this agreement, there are reserved exclusively to the Board all

by this agreement, there are reserved exclusively to the Board all responsibilities, rights and authority vested in it by the laws and Constitution of the State of New York and of the United States.

- B. In negotiations with the Superintendent and/or his designated representative(s) the Association will be represented by its Negotiation Team. At other times the Association will designate its representatives.
- C. Meetings of the Superintendent and/or his designated representative(s) will be held upon the written request of either of the parties. Nothing herein contained shall be construed as preventing either party from being represented by people of its own choice. Requests for meetings should contain specific statements of matters to be discussed. Requests from the Board or from the Association will be directed to the Superintendent and through him to the other party. A meeting at a mutually convenient time and place will be held within ten school days of the request or as soon thereafter as possible. All such meetings shall be in executive session.
- D. Facts, opinions, proposals, and counterproposals will be exchanged freely at these meetings in an effort to reconcile differences and to reach mutual understanding and agreement.
- E. While no final agreement shall be executed without ratification by the Association and the Board, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, deliberate upon them, offer counterproposals and reach mutually acceptable compromises in the course of negotiations.
- F. Negotiated agreements between the Board and the Association shall be written as part of this agreement which shall be published by the District, within a reasonable time after the reaching of agreement, for distribution to all members of the teaching faculty by the Association and by such other persons as may be authorized by the Board of Education or their respective representatives to have a copy.
- G. In the event negotiations between the District and the Association result in an impasse, the District or the Association may request the New York State Public Employment Relations Board to render assistance as provided in the Civil Service Law (Article 14 Section 209).

ARTICLE 5

CONFERENCES: ADMINISTRATOR-TEACHERS

- A. A teacher seeking a conference with an administrator or an administrator seeking a conference with a teacher will indicate in advance the subject to be discussed, unless such action is clearly inadvisable in the judgment of the person initiating the request. If a conference is scheduled between an administrator and a teacher, upon advance notice to the other party, either party shall have the right to invite a person, other than a student, of his or her choice to attend the conference.

ARTICLE 6

FEDERAL-STATE SUPPORTED PROGRAMS

Proposals for Federal or State funding of educational programs which may affect terms and conditions of employment for members of the bargaining unit will be available for inspection by a person authorized by the Association, upon request to the appropriate office, after such proposals have been prepared for submission.

ARTICLE 7

INSERVICE INSTITUTE

Teachers of Adult Education shall be eligible to participate in the District Inservice Program, to the extent space is available, after GNTA bargaining unit faculty members have been registered, on an equal basis with other eligible employees of the Great Neck District.

ARTICLE 8

LEGAL ASSISTANCE

The Board will cooperate with and render legal assistance to employees as provided in Sections 3023 and 3028 of the Education Law of the State of New York.

ARTICLE 9

ADDITIONAL TEACHING OPPORTUNITIES

- A. Teachers currently in the program shall be given the opportunity to be considered for additional teaching opportunities upon request. Toward this end the district agrees to post notices of anticipated vacancies in the Adult Education Program.

- B. Assignment of Teaching Faculty
 - 1. Each member of the teaching faculty will, insofar as possible, be notified no later than three weeks prior to the start of the semester of his/her probable assignment for the following semester.

 - 2. In the event of cancellation of teaching opportunities after notification, the teacher shall be promptly informed and will be considered, upon written request, for other opportunities the teacher may be qualified to accept and is willing to teach. Written request referred to in this section shall be made on forms provided by the District.

 - 3. All excess bargaining unit members shall receive, via certified mail to their last address, notice of vacancies per their recall rights in Article 20 to which they must respond within ten working days.

ARTICLE 10

BUDGETARY ALLOTMENTS

- A. The teachers will be consulted for recommendations for instructional materials and supplies.

- B. The availability of supplies and instructional materials for teachers will be made known to faculty members by the building and program supervisor.

- C. The faculty shall be entitled to obtain such available supplies from the teacher's school or from the central office.

ARTICLE 11

RETIREMENT ELIGIBILITY

All teachers of the Great Neck Adult Education teaching staff shall be notified of their eligibility for retirement system membership and benefits within 30 days of their employment in the program.

ARTICLE 12

CHARGES OF UNPROFESSIONAL CONDUCT

No teacher will be reprimanded or disciplined for misconduct or dismissed during the period of appointment, without just cause.

ARTICLE 13

LEAVES

A. Sick Leave

1. Members of the bargaining unit shall be entitled to sick leave with pay on a pro rated basis of three percent of their total hours for a year to a maximum sick leave total accumulation of 100 hours. Such sick leave hours shall be credited on the first day of each school year.
2. Unit members shall not be charged with use of sick leave hours where the program administrator is able to reschedule the class within three school weeks of the day of absence or within two weeks of the scheduled end of the course.

B. Personal Leave

Unit members who teach in the Adult Basic Education Program, or who teach more than 24 hours per week in the Adult Education Program shall be entitled to personal leave on a pro rated basis of three percent of their total hours for a year to a maximum of twelve hours without loss of pay, on prior (except in emergencies) application to the Superintendent, or his designee, for attendance to personal affairs such as:

1. Closing title to home
2. Moving day
3. Court appearance
4. Workers' Compensation hearing
5. Appearance at Internal Revenue Bureau
6. Entering child in college
7. Attending child's graduation
8. Marriage
9. Attending wedding of family member
10. Religious ceremony involving family
11. Illness or death of close friend
12. Vehicular breakdown
13. Impassable roads
14. Failure of public transportation
15. Religious observance
16. Other such personal affairs

ARTICLE 14

LEAVE OF ABSENCE

- A. Unit members who earn \$2,200 in each of three consecutive years of service as a teacher of Adult Education, may elect to miss one year of service without jeopardizing the right to be considered for reappointment to the same course or courses as in the year immediately prior to the leave. The program supervisor must be notified of this election by May 15 of the previous school year that the leave is intended to occur. Such absence does not confer a preferred status upon the teacher over anyone other than the teacher who filled the particular vacancy during the period of leave.

- B. In cases of dependency leave, the teacher shall inform the program supervisor of the necessity for such leave at least 15 working days prior to the start of the dependency leave. Such dependency leave shall be for the remainder of the school year in which the leave is taken and shall be in accordance with section A above. Thereafter an additional year's leave of absence may be taken in accordance with section A above.
- C. In order to exercise the right to return from a leave as provided in subdivisions A and B above, the unit member shall notify the district of his/her intention to return to the position by at least 90 days prior to the start of the course.

ARTICLE 15

PERSONNEL FILES

- A. The teacher's official personnel file shall contain materials such as the following, where pertinent.
 - 1. Application
 - 2. Official statement of courses taken and degrees granted
 - 3. Certificate
 - 4. Military discharge papers (if any) and pertinent correspondence.
 - 5. Requests for salary change
 - 6. Recommendations from previous employers
 - 7. Evaluations from previous employers
 - 8. All commendations
 - 9. Communications relating to service with professional organizations
 - 10. Reports of disciplinary action taken
- B. A teacher may, upon request and within a reasonable time, be given the opportunity to examine his/her file and to insert his/her response to any negative criticism. Such examination may take place only in the presence of the Director of Adult Education or his/her designated representative.
- C. A teacher may, upon request and within a reasonable time, be given a copy of any item in his/her personnel file.

- D. The only materials which may be entered into a disciplinary proceeding are materials from the teacher's official personnel file.
- E. The teacher shall be entitled to a copy of any and all supervisor evaluations within ten days of their preparation, excluding weekends, holidays and vacation periods, and shall have the right to attach a comment to the evaluation.

ARTICLE 16

UNSCHEDULED SCHOOL CLOSING

Members of the bargaining unit shall be paid, up to a maximum of two days per year, in the event schools are closed on an emergency basis (inclement weather, national tragedy, etc.), except where the class can be rescheduled by the program administrator within three school weeks of the day school was closed or within one week of the scheduled end of the course.

ARTICLE 17

GRIEVANCE PROCEDURES

- A. The "Association" and members of the unit shall have the right to process grievances which may arise.
- B. Definitions:
 - 1. "Grievance" shall mean any claimed violation, misinterpretation or inequitable application of the provisions of this agreement.
 - 2. "Teacher" shall mean any member of the unit represented by the Association and covered by the Agreement.
 - 3. "Supervisor" shall mean any administrative or supervisory officer responsible for the area in which an alleged grievance arises, except for the chief executive officer.

4. "Association" shall mean the Great Neck Adult Education Association.
5. "Aggrieved Party" shall mean any person or group of persons in the negotiating unit filing a grievance.
6. "Party in Interest" shall mean the Grievance Committee of the Association and any party named in a grievance who is not the aggrieved party.
7. "Hearing Officer" shall mean any individual or board charged with the duty of rendering decisions at any stage on grievances hereunder.
8. "Day" shall mean a day when the Adult Education program is in session.

A teacher shall initiate any grievance within 20 school days of the time he/she is notified of or should have known of the act or decision on which the grievance is based.

Step 1. Any grievance shall be discussed in the first instance by the teacher(s) involved, and his/her immediate supervisor, with the objective of resolving the matter informally. If the grievance is not resolved informally, it shall be reduced to writing and presented to the supervisor. A grievance submitted to the supervisor shall be answered in writing by the supervisor within seven school days from the time the grievance was received by said supervisor. The Association shall receive a copy of any such reply.

At Step 1, the aggrieved party is required to file a grievance within 15 days of the act or condition responsible for the grievance, except that an extension of time may be mutually agreed upon in cases involving unavoidable absences from duty.

Step 2. In the event that the grievance was not satisfactorily adjusted under Step 1, the teachers(s), or the Association through its Grievance Committee, may within 15 days from the date of the written answer take up such grievance with the Superintendent or his/her delegate, who shall have the authority to settle the issue.

A hearing will be held within ten school days of receipt of appeal. A decision by the Superintendent will be rendered within ten days after the hearing.

Step 3. If a grievance is not satisfactorily adjusted (this includes a failure to receive an answer within the specified time period), it may, as a result of said hearings, within 15 days of the written answer (or 30 days from submission of grievance, if no answer was issued), be submitted to the American Arbitration Association.

Selection of the arbitrator shall be determined in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association, and the cost of arbitration (exclusive of attorney's fees) shall be borne equally by the District and the Association.

Decisions of the arbitrator on any grievance arising under this agreement concerning its application and interpretation shall be binding upon all parties.

The arbitrator may not add, detract or modify the provisions of this agreement. His/her role is to interpret contract language as it exists to the intent that it was meant to serve.

No interference, coercion, restraint, discrimination or reprisal of any kind will be taken by any party involved by reason of such grievance or lawful participation therein in accordance with this procedure.

ARTICLE 18

GROUP HEALTH INSURANCE

Unit members who are in the District's employ as of June 30, 1988, who have earned \$2,200 or more during the preceding year and who may reasonably be expected to earn at least \$2,200 during the current year may enroll in the New York State Group Health Insurance Program with the District contributing 50% of the premium cost for individual coverage and 35% of the cost for dependent coverage, if selected.

The District will implement a plan pursuant to I.R.C. Section 125, to provide for the employee contribution toward health insurance through the use of pre-tax dollars.

ARTICLE 19

SALARY

A. Effective September 1, 1996, and for the duration of this agreement, the salary of unit members employed in the Adult Education Program shall be pursuant to the 1995-96 salary schedule (Appendix B). In the District's discretion, however, the salary of any such employee may be increased.

B. Adult Basic Education program shall be constructed as follows:

1. For the 1996-97 school year, the 1995-96 salary schedule will be increased by three percent.
2. For the 1997-98 school year, the 1996-97 salary schedule will be increased by three percent.
3. For the 1998-99 school year, the 1997-98 salary schedule will be increased by three percent.
4. For the 1999-00 school year, the 1998-99 salary schedule will be increased by three percent.

C. Premium for District Employees - Unit members who are otherwise regularly employed by the District shall receive a premium of \$.50 per hour over their normal hourly rate.

D. Longevity payments to members of the bargaining unit employed in the Adult Basic Education Program shall be as follows:

15 year of service in Great neck Adult Basic Education Program:	.50 per hour
20 year of service in Great neck Adult Basic Education Program:	.75 per hour
25 year of service in Great neck Adult Basic Education Program:	1.00 per hour
30 year of service in Great neck Adult Basic Education Program:	1.25 per hour

It is understood that these rates are not cumulative, but total amounts reflecting 25 cents increases over the four-year period.

ARTICLE 20

SALARY CONDITIONS

- A. 1. Present payroll practices for members of this unit shall be continued during the life of this agreement.
- 2. Paychecks shall be postmarked to the teacher's place of residence, upon request by the teacher, on the established payday.
- B. Each unit member directed to attend faculty meetings shall be compensated at his or her hourly rate of pay for each hour or part thereof. Other faculty may attend on a voluntary basis.

ARTICLE 21

REDUCTION IN FUNDING

- A. In the event of a reduction in funding for Adult Basic Education or Life Management, reductions in staff, if necessary, will be determined on the basis of length of service within the affected area.
- B. In the event that a unit member who has two consecutive years of service is exceeded due to a reduction in funding as described in Paragraph "A" above, that member shall have recall rights for eighteen months into openings which develop in a program for which he/she is qualified.

ARTICLE 22

ENROLLMENT IN COURSES

Any faculty member, during a semester when he/she is teaching in the Great Neck Adult Education Program, may enroll in one course without payment of tuition, up to a limit of \$75.00. This is limited to courses solely sponsored by the Great Neck School District, and does not include cost of materials or other fees, if any.

ARTICLE 23

STATUS OF AGREEMENT

This Agreement shall supersede any Board policies and bylaws or administrative procedures and regulations which are contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

ARTICLE 24

SCHOOL CLOSINGS

In cases of alterations of the school calendar by the Board of Education reducing the number of days school is in session the teaching faculty employed in Adult Education shall be compensated for the time normally worked on the days(s) school was not in session.

ARTICLE 25

CONFORMITY TO LAW

If any provision of the Agreement is found to be contrary to law, rulings of any tribunal of competent jurisdiction, or regulation of the Commissioner of Education, then such provision shall be deemed invalid, but all other provisions of the Agreement shall continue in full force and effect.

Negotiations concerning substitute provisions for those invalidated will be opened between the Board and the Association within 60 days after such invalidation or within the 120-day period prior to the budget submission date, whichever comes first, unless a different time is mutually agreed upon.

ARTICLE 26

SUBMISSION OF PROPOSALS

All proposals by the Association shall be submitted to the Superintendent of Schools no later than March 1 of the year in which the Agreement will expire.

The Board shall submit all its proposals to the Association no later than March 15 of the year in which the Agreement will expire.

ARTICLE 27

COMPENSATION FOR FINANCIAL LOSS

Each July 1, the Board of Education shall establish a fund of \$400 to reimburse unit members in an amount of at least \$20 and not to exceed \$80 per occurrence for damage, destruction or theft of personal property of a kind normally worn to or brought into the school building when the unit member has not been negligent and to the extent that such loss is not covered by workers' compensation or other insurance.

The unit member shall supply to the district evidence of the value of the item destroyed, damaged or stolen and such other evidence as the district might need to process the claim for reimbursement.

ARTICLE 28

DURATION OF AGREEMENT

This agreement shall be binding and in full force effective September 1, 1996 and, except as otherwise indicated herein, extending through August 31, 2000, and shall be automatically renewable for successive one-year periods unless either the Board or Association notifies the other party in writing no later than 120 days prior to the budget submission date of its desire to reopen negotiations on one or more matters covered by the Agreement.

NOTICE

Requirement of the Amended Taylor Law, Section 204-a.

Any written agreement between a public employer and an employee organization determining the terms and conditions of employment of public employees shall contain the following notice in type not smaller than the largest type used elsewhere in such agreement:

"It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefor, shall not become effective until the appropriate legislative body has given approval."

APPENDIX A

GREAT NECK ADULT EDUCATION ASSOCIATION CHAPTER

of the

GREAT NECK TEACHERS ASSOCIATION

Payroll Deduction Authorization

Social Security Number

Building

Last Name

First

Middle

Home Address

Date

To: Board of Education of Great Neck Union Free School District

Pursuant to Chapter 392, Laws of 1967, I hereby designate the Great Neck Adult Education Association as my representative for the purpose of collective negotiations and hereby request and authorize you, according to agreements agreed upon with such Association, to deduct from my salary and transmit to the Association indicated below the dues as certified by the Association. In the case of termination of employment, the Board of Education shall deduct the remainder of the annual said monies so deducted and transmitted in accordance with this authorization and relieve the Board of Education and all of its officers from any liability therefor. This authority shall be continuous while employed in this school system or until withdrawn by written notice.

_____ Deduct dues for unified membership in the Great Neck Adult Education Association, Inc.

APPENDIX B

Unit members employed in the ADULT BASIC EDUCATION PROGRAM during the dates specified below shall be paid in accordance with the following schedule:

HIRE DATE	1996-97	1997-98	1998-99	1999-00
Prior to 7/1/75	37.29	38.41	39.56	40.75
7/1/75 - 6/30/78	32.86	33.85	34.87	35.92
7/1/78 - 6/30/81	28.89	29.76	30.65	31.57
7/1/81 - 6/30/84	27.76	28.59	29.45	30.33
7/1/84 - 6/30/87	26.88	27.69	28.52	29.38
7/1/87 - 6/30/94	26.16	26.95	27.76	28.60
7/1/94 —	21.22	21.86	22.52	23.20

Unit members employed in the fee-based ADULT PROGRAM during the dates specified below shall be paid in accordance with the following schedule:

HIRE DATE	Sept. 1, 1996 Aug. 31, 2000*
Prior to 7/1/75	36.20
7/1/75 - 6/30/78	31.90
7/1/78 - 6/30/81	28.05
7/1/81 - 6/30/84	26.95
7/1/84 - 6/30/87	26.10
7/1/87 - 6/30/94	25.40
7/1/94 —	20.60

*Effective September 1, 1997, the salary of any such employee may be increased at the District's discretion.

All rates listed above are hourly

Mona Fuchs, President
Great Neck Board of Education

Stuart Siglain
Adult Education Chapter