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AGREEMENT

Between

THE GARDEN CITY UNION FREE SCHOOL DISTRICT,
TOWN OF HEMPSTEAD, NEW YORK

And

THE GARDEN CITY TEACHERS' ASSOCIATION, INC.

July 1, 2002 through June 30, 2006

RECEIVED

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NEGOTIATED AGREEMENT BETWEEN THE GARDEN CITY
UNION FREE SCHOOL DISTRICT
TOWN OF HEMPSTEAD,
GARDEN CITY, NEW YORK

And

THE GARDEN CITY TEACHERS' ASSOCIATION

This Agreement entered into the 21st day of June, 2002 by and between the Garden City Union Free School District, Town of Hempstead ("District ") and the Garden City Teachers' Association, Inc. ("Association" or "GCTA").

WHEREAS, the District and its designated representatives have met with the designated representatives of the Association and fully considered and negotiated with them, on behalf of the members of the bargaining unit, changes in salary schedules, improvement in working conditions and machinery for presentation and adjustment of certain types of complaints, it is agreed as follows:

ARTICLE I - RECOGNITION

The District recognizes the Association as the exclusive bargaining representative of all teachers, long term per diem substitute teachers, psychologists, guidance counselors, nurses and social workers, excluding principals, teaching principals, administrators and teachers on a per diem appointment.

ARTICLE II - AMERICANS WITH DISABILITIES ACT

The Association and the District agree that the provisions of this Agreement shall be administered so as to comply with the Americans with Disabilities Act (ADA) and any federal regulations and guidelines issued thereunder on a case by case basis.

ARTICLE III - MEMBERSHIP IN ASSOCIATION

No member of the bargaining unit shall be required to become a member of the Association as a condition of employment in the District. However, every member of the bargaining unit who is not a member 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 GCTA 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 employee's pay check for the Agency Fee. Said amount shall be deducted from each employee's pay check in a manner equivalent, insofar as possible, to that used for deduction of dues of members of the Association. After receipt of a list of non-members, the District shall forward said amount to the Association within a reasonable time after the deductions are made.

The Association shall indemnify and save harmless the Board and the District from any and all claims, demands, lawsuits, or other forms of liability that shall arise out of or by reason of any action taken by the Board or the District for the purpose of complying

with the provisions of this Article.

ARTICLE IV - MANAGEMENT RIGHTS

It is expressly agreed that all rights which are vested in the District, except those which are clearly and expressly relinquished herein by the District, shall continue to be vested exclusively in the District without prior negotiations with the Association, either as to the taking of action under such rights, or with respect to the consequence of such action during the term of the Agreement.

The District shall have the right to utilize Distance Learning provided no bargaining unit member is excessed as a result. This shall not be construed to affect the GCTA's claims to exclusivity as it presently exists with regard to bargaining unit work. A Committee shall be formed forthwith composed of two (2) representatives from each side to study the Distance Learning concept prior to implementation. The Committee shall remain in place to assess its use after implementation.

Nothing in this Agreement shall be construed to limit the powers and responsibilities conferred upon the District under the Constitution of the State of New York.

The fact that management rights have not been listed in this Agreement is not intended to be, nor shall it be restrictive of, or a waiver of, any rights of management, unless specifically surrendered by the Agreement whether or not such rights have been exercised by the District in the past.

ARTICLE V - TEACHER AND ASSOCIATION RIGHTS

A. Association Rights

1. The Association shall have the privilege to use the school building facilities for Association meetings at reasonable times on proper notice to the principal or Superintendent. Such meetings shall not interfere with teachers' instructional obligations or the total instructional program. The Association assumes full and sole responsibility for the content of such notices and other communications posted on such bulletin boards.

2. The District shall furnish one bulletin board in each school building for the purpose of displaying notices, circulars and other Association material. Copies of all such material shall be furnished to the principal, but his/her advance approval will not be required. The Association assumes full and sole responsibility for the content of such notices and other communications posted on such bulletin boards.

3. The District agrees to continue its present policy of permitting the Association the use of interschool mail facilities and faculty mail boxes.

4. The Association shall be entitled to utilize eight (8) days per school year to attend NYSUT conventions. No individual Association officer shall use more than three (3) days in any one school year.

B. Teacher Rights

1. The private and personal life of a teacher is not within the appropriate concern or attention of the District except as it may interfere with the teacher's

responsibilities and relationships with the students and/or the school system.

2. Personnel File -- A teacher may, upon request, review the contents of his/her personnel and/or correspondence file in the presence of an Administrator responsible for the file. The teacher may append his/her comments to the file within twenty (20) working days from receipt of any document placed in his/her official file. The official personnel/correspondence file of a teacher shall be retained for safekeeping of the file at the central administrative office. The file shall include a summary of the teacher's attendance record for each school year.

The file shall be available only to the Superintendent, Assistant Superintendent, the appropriate administrator and/or designee, or a member of the Board, or if required by legal process.

Any pre-employment records shall not be made available to the teacher and/or teacher designee.

The teacher shall receive copies of data inserted in the official file and shall have the right to append comments to such data. The teacher shall indicate they have received the material by signing it within five (5) school days of receipt of their copy. If the document is left unsigned, the material may be entered and a notation shall be made to that effect.

While it is agreed that material not in a personnel file may be used against a teacher in a disciplinary proceeding, it is not the intent of the District to purposely exclude information from a teacher's file.

3. Academic Freedom -- Free and unbiased study of important controversial issues appropriate to the subject under study shall be encouraged. Such study shall be objective and scholarly with a minimum emphasis on the teacher's opinion. The teacher shall approach such issues in an impartial and unprejudiced manner and shall refrain from using his or her privileges and prestige to promote a partisan point of view.

In planning the curriculum, the administration and teachers shall take due cognizance of the rights of pupils to:

(a) study any controversial issue that has political, economic or social significance and concerning which, at their level of maturity, they should begin to have an opinion.

(b) Study controversial issues under competent instruction in an atmosphere free from bias and prejudice.

(c) Have free access to all relevant information including the materials that circulate freely in the community.

(d) Raise questions and form and express their opinions on controversial issues without jeopardizing their relations with their teachers or the school.

4. Right of Representation -- A teacher, on request, may be accompanied by an Association representative at any meeting, interview or hearing at which the teacher may be reprimanded, warned, or disciplined.

5. Interschool Transfer -- Any interschool transfer shall be made after prior conference with a teacher. A teacher shall have the right to appeal such transfer to the

Superintendent.

6. Teachers are prohibited from smoking in school buildings or on school grounds.

ARTICLE VI - NEGOTIATION PROCEDURES

1. Representation: The District and the Association shall each designate representatives to comprise their respective negotiation committees. These teams will meet for the purpose of discussing and reaching mutually satisfactory agreements.

2. Representation Authority: The Association and the District agree that no final agreement shall be executed without ratification by the Association and the Board, but that the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals and reach tentative agreement in the course of negotiations. This paragraph shall not be construed so as to prevent either Association or District representatives from consulting with their respective principals to the extent that they deem necessary.

3. Requests and Meetings: Upon written request of either party, a meeting at a mutually agreed upon place and on a mutually established date shall take place on or about six (6) months prior to the expiration date of the Agreement. The initial proposals for negotiation by both parties shall be submitted in writing to each other at this first meeting. Both parties have the option to submit additional proposals in writing and shall make every effort to have all items submitted by the second meeting.

4. **Agreements:** Negotiated agreements will be submitted to the Board and the Association in final written form for signature. Upon ratification of the negotiated agreement by the Board and the Association, it shall become binding upon the Board, the District, the Association and their respective agents and employees.

5. The parties agree that the negotiations will be maintained at the highest ethical level.

ARTICLE VII - DEFINITIONS

1. **Teacher** or **Employee** shall mean an employee who is employed in a position which requires certification by the State Education department. The term teacher includes any person employed in the title of teacher, special teacher or guidance counselor who is covered by this Agreement.

2. **Principal** shall mean the chief administrator in each of the respective schools in the District.

3. **Superintendent** shall mean the chief school administrator of the District.

4. **School Year** shall mean the period from September 1 to June 30.

5. **School Calendar** - Regardless of inclement weather days, the teacher work year may be up to 184 workdays.

6. **Nurse** - shall mean a person licensed by the State of New York as a nurse.

7. **Long Term Per Diem Substitute Teacher** - Substitute teachers employed by the District for the School Calendar.

ARTICLE VIII - DUES DEDUCTION AND PAYROLL DEDUCTION

1. The District agrees to deduct Association dues, credit union payments and U.S. Savings Bonds from the salary of currently employed teachers provided the teachers submit a properly executed authorization for such deduction to the business office at the designated time and the amount of such deductions remains constant throughout the academic year. The District agrees to transmit to the Association the dues deducted within a reasonable time after the deductions are made. Each teacher's authorization shall be in writing.

2. The Association shall certify to the District in writing the current rate of its membership dues. Should the Association change the rate of its membership dues, it shall give the District thirty (30) days notice prior to the effective date of such change

3. The Association shall indemnify and save harmless the Board and the District against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken by the District for the purpose of complying with the provisions of this article.

ARTICLE IX – GRIEVANCE PROCEDURE

General

1. Declaration of policy. In order to establish a more harmonious and cooperative relationship between the District and its employees, it is hereby declared to be

the purpose of these procedures to provide a means for orderly settlement of grievances, promptly and fairly, as they arise and to assure equitable and proper treatment of teachers pursuant to established rules, regulations and policies of the District. The provisions of these procedures shall be liberally construed for the accomplishment of this purpose.

2. Grievance means any dispute between the parties concerning the meaning, interpretation or application of the expressed terms and provisions of this agreement.

3. It is the intent of these procedures to provide for the orderly settlement of grievances in a fair and equitable manner. The resolution of a grievance at the earliest possible state is encouraged.

4. At all stages hereinafter described, an employee shall have the right to be represented by a person or parties of his/her own choice.

5. Each party to a grievance shall have access at reasonable times to all written statements and records pertaining to such grievance.

6. The District agrees that in grievances presented by an individual employee, no grievance adjustment or disposition shall be inconsistent with the terms and provisions of this Agreement. In instances where a grievance is brought by an individual, the Board and the GCTA shall be advised of such grievance and provide it with the opportunity to be present and discuss the merits of the grievance.

7. Informal Stage – Within thirty (30) calendar days after the date on which the action giving rise to the grievance occurred, or the grievant should have become aware of the action or had knowledge thereof, the aggrieved teacher shall orally present

the grievance to the school principal who shall orally and informally discuss the grievance with the aggrieved teacher. A grievance which arises between June 1 and August 31 must be filed not later than September 30 of the subsequent school year. The principal shall render a determination to the aggrieved employee within five (5) school days after the grievance has been presented to the principal. If such grievance is not satisfactorily resolved at this stage, the aggrieved employee may proceed to the formal stage.

8. Formal Stage --

(a) Within five (5) school days after a determination has been made by the principal, the aggrieved employee may make a written request to the Superintendent or designee for review and determination. If the Superintendent designates a person to act on his/her behalf, he/she shall also delegate full authority to render a determination on his/her behalf.

(b) The Superintendent or designee shall within a reasonable time notify the aggrieved employee and the principal previously rendering a determination in the case to submit written statements to the Superintendent within five (5) school days setting forth the specific nature of the grievance, the facts relating thereto and the determinations previously rendered.

(c) If requested in the written statement of either party pursuant to paragraph (b) above, the Superintendent or designee shall notify all parties concerned in the case of the time and place when an informal hearing will be held. The parties may appear and present oral and written statements supplementing their position. Such hearing shall be

held within five (5) school days after receipt of the written statements pursuant to paragraph (b).

(d) The Superintendent or designee shall render a determination within ten (10) school days after the written statements pursuant to paragraph (b), or after the informal hearing pursuant to paragraph (c), have been made.

9. Arbitration Stage --

(a) If the grievance has not been satisfactorily resolved in the above steps, the Association, within ten (10) school days of the determination required by paragraph 8 (d) above may make a written demand for arbitration to an arbitrator to be designated by the parties. The Arbitrator shall be designated from a panel and/or panels submitted to the parties by the American Arbitration Association. The rules of the arbitration shall be those of the American Arbitration Association.

(b) All expenses shall be equally divided by the parties to the grievance except non-mandatory expenses such as stenographic records, subpoena expenses, etc., which shall be paid by the party requesting same.

(c) The decision of the Arbitrator shall be final and binding on both parties.

(d) The Arbitrator shall confine his/her decision to the application and interpretation of this Agreement and shall be without power or authority to make any decision which: (1) is contrary to or inconsistent with the terms of this Agreement; or (2) violates any provision of law or any rule or regulation having the force and effect of law.

ARTICLE X - SALARY

The Schedules for salaries and extra activities are attached hereto as Exhibits.

A new teacher may be paid at such step of the salary schedule as recommended by the Superintendent and approved by the Board.

A teacher shall be notified no later than the beginning of the school year of the total annual salary the teacher will receive for the year.

A teacher shall have the option of being paid a salary on the basis of a ten (10) or twelve (12) month pay plan. Payment will be made semi-monthly. Such option shall be selected by the teacher prior to the end of the school year and may be changed during the school year only in the case of an emergency. Teachers shall have the option of selecting direct deposit of payroll checks.

ARTICLE XI - PROCEDURES FOR QUALIFICATION

AND EVALUATION OF CREDITS

Approval of In-service courses

- a. All in-services courses taken for credit must have the approval of the Superintendent of Schools prior to the time of registration.
- b. In-service credit acquired as a full-time employee of another school district will be allowed only upon the evaluation and the approval of the Superintendent of Schools.

- c. Credit will be given only for courses which are conducted by institutions, agencies or groups approved by the Superintendent of Schools.
- d. Credit will be given only for courses which provide for a minimum of 10 hours of “seat” time. Travel and video courses are prohibited. On-line courses shall be permitted only in the sole discretion of the Superintendent.
- e. As a basis for determining credit approval for in-service courses, it is the responsibility of the teacher to provide the Superintendent with the following information about the course:
 - 1. Name of course
 - 2. Sponsor of course
 - 3. Place where course is given
 - 4. Number and length of meetings
 - 5. Copy of course description as set forth in sponsor’s catalog
- f. To apply in-service credit toward salary adjustment, the teacher must supply the Superintendent of Schools with evidence of satisfactory completion of the course.
- g. Credit will be given in connection with courses completed for lane movement purposes retroactive to the completion date only if acceptable proof of completed courses is submitted within 30 days of said completion. Thereafter, lane movement will be authorized only in the February or September following the submission of acceptable proof. In no event, however, shall credit be given

if notice of completion is provided more than six(6) months after completion of the course.

- h. There shall be a limitation of nine(9) credits per lane movement on in-service credits. This limitation shall not be construed to limit the number of graduate credits from an accredited college or university a teacher may take in any year.

Graduate Credits:

- a. Graduate courses will be acceptable for salary credit if:
 - 1. the institution is regionally accredited, or
 - 2. the institution is accredited by a nationally recognized accrediting agency, or
 - 3. the accrediting agency is the Board of Regents, or
 - 4. the accrediting agency is recognized by the U.S. Office of Education, and
 - 5. graduate courses must be provided by the instructional faculty of the college or university at which the course is taken. Credits earned through such courses must be acceptable by the college or university for any graduate degree bearing program. Such courses must be directly relevant to the subject(s) taught by the teacher as determined by the Superintendent of Schools.
 - 6. In those institutions where the requirement for a Master's Degree exceeds a total of 30 semester hours of credit, the excess of the credits

beyond 30 may be counted for advancement in salary class beyond class 2.

- b. No credit will be awarded for correspondence or video courses. Subject to Paragraph 5, on-line courses shall be accepted in the sole discretion of the Superintendent.
- c. Credit will be given in connection with courses completed for lane movement purposes retroactive to the completion date only if transcript of completed courses is submitted within 90 days of said completion. Thereafter, lane movement will be authorized only in the February or September following the submission of transcript. In no event, however, shall credit be given if notice of completion is provided more than six(6) months after completion of the course.
- d. In no event shall a teacher receive salary credit for more than six (6) credits in a semester during the period September 1 through June 30 (in-service or graduate courses) unless the teacher is on leave, or unless prior written approval is obtained from the Superintendent.

Professional Development and Education Committee – A Professional Development and Education Committee consisting of an equal number of members appointed by the Superintendent of Schools and by the Association, shall be established. The Committee shall be empowered to make recommendations to the Superintendent of Schools regarding the approval of courses for advancement on the salary schedule.

ARTICLE XII - IN-SERVICE COURSES

The District will encourage teachers to attend in-service courses in order to enhance their professional growth. The in-service courses shall count toward salary credit as provided in Article XI.

ARTICLE XIII – INSURANCE

Health Insurance

(a) The District will pay 90% of the cost of individual coverage and 80% of the additional cost of family coverage under the State Health Insurance Plan (Empire Plan Core Plus Medical and Psychiatric Enhancements). If a teacher selects an option other than the State Health Insurance Plan, then the District agrees to pay a contribution towards such option which is equal to the District's cost of individual or family coverage under the State Health Insurance Plan.

(b) Retirees who retire on or after November 1, 1995 shall be covered by the District's Health Insurance plan. The District's contribution for individual coverage shall be 90% and 75% for family coverage. Eligibility for this benefit shall be limited to those teachers who have accumulated 10 full years of consecutive service immediately preceding retirement from the District and New York Teachers'/Employees' Retirement Systems.

(c) The GCTA and the District shall form a committee to study health insurance costs and benefits and seek alternate systems to provide health care. The

present Empire plan may be changed only upon mutual consent of the GCTA and the District.

(d) The District will provide a Health Insurance buyback for employees who have other health insurance coverage as follows:

(i) Employees who have individual or family coverage in the State Health Insurance Plan will receive 50% of the cost of such coverage to opt out of their health insurance plans.

(ii) Payment will be made semi-annually on December 1 and June 1 of each year for the period the employee has opted out of the plan.

(iii) Employees must show proof of other health insurance coverage.

(iv) Employees who have withdrawn from the plan may elect to return to the plan in accordance with the regulations of the State Health Insurance Department.

2. Other Insurance

The District agrees to contribute to the GCTA Benefits Trust Fund as follows:

(a) Effective July 1, 2002 - \$1050 per employee

(b) Effective July 1, 2003 - \$1050 per employee

(c) Effective July 1, 2004 - \$1100 per employee

(d) Effective July 1, 2005 - \$1150 per employee

The District agrees to pay a pro rata share of the above amounts for part time employees.

3. Flexible Benefits Plan

The District will provide a flexible benefits plan pursuant to Section 125 of the Internal Revenue Code.

4. The District will provide an Employee Assistance Program conducted by LECSA.

ARTICLE XIV - TAX SHELTERED ANNUITIES

The District will continue its present practice of permitting teachers to have the option of participating in a tax sheltered annuities program. The program shall be limited to six (6) plans. The carriers for such plans must comply with the requirements of the District as to indemnification for the District for any utilization of the funds transferred to them in accordance with this Article. The monies deducted by the District shall be transmitted to the insurance companies within ten (10) days after the deduction.

ARTICLE XV - TEACHER DUTIES AND RELATED RESPONSIBILITY

A. All Teachers

1. The Board employs a teacher with the understanding that, in addition to the major instructional assignment, a teacher recognizes his/her obligation to perform tasks necessary to the efficient operation of the total educational program of the schools. The Board, therefore, reserves the right to have a teacher assigned, under direction of the Superintendent, to such duties as are reasonably related to the respective subject matter

fields in which the teacher works and to other reasonable duties essential to the education and welfare of pupils of the District. While it may be necessary to change working conditions and schedules, it is not the intent of the parties that this provision will expand present work and load schedules, unless in a de minimis or temporary nature. When the Board intends to make changes of more than a de minimis or temporary nature which involve mandatory conditions of employment as defined by the Public Employment Relations Board, the Board will negotiate with the Association the impact of such changes on the bargaining unit.

2. No special compensation shall be paid to any teacher, except a department head, for work performed during normal working hours without the permission of the principal.

3.¹ Where educational needs warrant, the District may assign teachers to a flexible workday schedule, provided that:

- a) it first seeks volunteers;
- b) if no acceptable volunteers are available, the principal may assign a suitable teacher after prior consultation with the department head; the decision of the principal shall not be grievable;
- c) the length of such teacher's workday does not exceed the length of the regularly scheduled day for other teachers;
- d) the flexible schedule is no more than one (1) period before or after

¹ A committee composed of two (2) representatives from each side shall remain in place to assess the use of the flexible scheduling concept.

the regular teacher workday;

e) contact time is no greater than the contact time for any other members of the bargaining unit who teach the same subjects;

f) notwithstanding a-e above, guidance counselors may be scheduled between 6:00 p.m. and 8:00 p.m. no more than two (2) nights a month.

Guidance counselors shall have the option of working continuously on such day or splitting their work hours;

g) notwithstanding the above, only members of the unit who have volunteered to work flexible schedules other than as described in (d) above may do so, provided sections (c) and (e) are complied with. Such teachers shall not involuntarily be assigned a 6th class after the school year has begun.

4. Notwithstanding any provision in this Agreement, because of the different ending times in the various buildings, when a meeting involving teachers from more than one building (excluding meetings exclusively of primary school teachers) is scheduled after school, the District may conduct such meeting without violating any provision of this Agreement provided such meeting shall not last beyond 4:30 p.m. Such meetings shall occur no more than once per month on average and shall be counted as one of the one (1) hour meetings for elementary teachers and one of the one (1) hour meetings for the secondary teachers.

B. High School and Middle School

1. The length of the teacher workday shall be no longer than seven (7) hours and twenty-five (25) minutes, plus the time outlined below.

2. One day per week teachers shall provide extra help. Extra help shall commence ten (10) minutes after the end of the student day and last for forty (40) minutes. With the approval of the Principal, extra help may be scheduled before school.

3. a) - Faculty Meetings – There will be nine faculty meetings annually, no more than one of which shall occur each month and which shall extend one hour and ten minutes beyond the regular student day.

b) - Additional Meetings – All teachers shall be required to attend up to a maximum of 26 additional hours of staff development sessions, department and grade level meetings annually without additional compensation as determined by the Superintendent of Schools. These sessions shall be up to two (2) hours in length and shall commence fifteen (15) minutes after the end of the teacher work day of the teachers from the latest closing facility who are assigned to participate in the particular session. There will be ten (10) school days' notice of sessions scheduled pursuant to this paragraph and designated as department/grade level meetings. As to staff development sessions, a schedule for the Fall semester shall be published by the prior June 1 and for the Spring semester, by the prior December 1.

4. The days in (2) and (3) above shall not be scheduled on Fridays, the day before a holiday or recess period, or on the date of an evening parent/teacher conference

or back to school night. On these days the teacher workday will end five (5) minutes after the dismissal of the students.

5. Teachers shall be provided with a full period lunch where practicable.

6.² Teachers shall be scheduled for no more than one full duty period per day on average. Homeroom and am/pm supervision shall not be considered a duty. Secondary teachers who travel between buildings and science teachers who are regularly assigned twenty-seven (27) or more periods per week shall not be assigned a duty.

6A. Teachers in the Middle School who are required to participate in common preparation on a daily basis shall have their duties scheduled outside of the student day, where practicable.

7. English teachers, at the discretion of the Board, may be assigned five (5) teaching class periods. If not assigned additional teaching classes, the English teachers may be assigned professional administrative duties such as attendance, as well as tutorial assignments, substitute assignments and curriculum work within the English and English-related subject area.

English teachers employed as of June 30, 1979, shall not have their employment status affected by this change of an increase from 4 to 5 class assignments.

For the purpose of layoff only, probationary and tenured English teachers employed as of June 30, 1979, will be subject to the 1978-79 practice and policy of the Board.

²This provision shall not apply to Guidance Counselors, Social Workers, Psychologists, and Librarians.

8. Teachers assigned to six (6) teaching periods will have no more than three (3) preps provided such can be scheduled within existing staff.

9.³ Teachers will be assigned no more than five (5) teaching periods, unless assigned six (6) teaching periods by the District. Teachers assigned by the District to a sixth teaching assignment shall receive 1/6 of the BA Step 1 salary schedule in connection with such assignment. The amount shall be pro-rated if the teacher is assigned for less than a full year.

10. Independent Study at the High School

a) - Independent Study will be conducted after all scheduling possibilities for being assigned to an existing class at the high school have been exhausted.

b) - A teacher should work with no more than one Independent Study contract.

c) - Recommendation of the teacher by the Department Head is required before the contract is brought to the building principal. The building principal must approve all Independent Study contracts before compensation can be guaranteed.

d) - Once approval is granted, a contract stating the goals and objectives of the Independent Study agreed to by the teacher and student must be signed.

e) - Attendance must be kept for the meetings between the teacher and student.

f) - The stipend is based on the contractual tutoring rate for a full year's service. The teacher will meet with the student for one period once a week for 42 minutes

³This provision shall not apply to Guidance Counselors, Social Workers, Psychologists, and Librarians.

or twice a week for 20 minutes depending on the arrangement agreed to by the teacher and student.

g) - Stipend will be paid as part of the June paycheck when attendance log and contract have been given to the building principal.

11. The Science Research Advisor will work with students on a per diem basis, paid 1/200 of his/her salary for each day worked up to a total maximum of 15 days of work. The Science Research Advisor will maintain a log of days, times, and students. Such log to be submitted along with claim forms at completion of summer preparation.

C. Elementary

1. The length of the teacher's regular workday shall be no longer than seven (7) hours, plus the time outlined below.

2. a) - Faculty Meetings – There shall be nine faculty meetings annually, no more than one of which shall occur each month and which shall extend one hour and ten minutes beyond the regular student day.

b) - Additional Meetings – All teachers shall be required to attend up to a maximum of 26 additional hours of staff development sessions, department and grade level meetings annually without additional compensation as determined by the Superintendent of Schools. These sessions shall be up to two (2) hours in length and shall commence fifteen (15) minutes after the end of the teacher workday of the teachers from the latest closing facility who are assigned to participate in the particular session. There

will be ten (10) school days' notice of sessions scheduled pursuant to this paragraph and designated as department/grade level meetings. As to staff development sessions, a schedule for the Fall semester shall be published by the prior June 1 and for the Spring semester, by the prior December 1.

3. The days in (2) above shall not be scheduled on Fridays; the day before a holiday or recess period; or on the date of an evening parent teacher conference; back to school night; or open house night. On these days the teacher workday will end five (5) minutes after the dismissal of the students.

4. Elementary teachers shall be provided with a fifty (50) minute uninterrupted lunch.

5.⁴ Elementary teachers shall be provided with a two hundred (200) minutes of interrupted time per week, or pro rata for less than a five (5) day week. Preparation

6. Special teachers assigned to the elementary schools shall have no more student contact time than elementary classroom teachers. Preparation time for specials may be assigned outside the student day when necessary to provide special teachers with their two hundred (200) minutes weekly.

7. The stipend for Teacher-in-Charge – for the primary schools shall be \$1,600.

D. In the event an actual athletic competition conflicts with a scheduled staff

⁴ These provisions shall not be applicable to Psychologists.

development session as to date and time, the principal shall provide for make-up of the said session.

ARTICLE XVI - PARENT-TEACHER CONFERENCES

1. There will be the following parent-teacher conferences:

Election Eve - 7:00 p.m. to 9:00 p.m. - All Schools

Election Day - 9:00 a.m. to 12:00 p.m. - All Schools - Teachers will be dismissed after 12:00 p.m.

Eve of Parent-Teacher Conference Day in Spring - 7:00 p.m. to 9:00 p.m. - All Schools.

Spring Parent-Teacher Conference Day - 9:00 a.m. to 12:00 p.m. - All Schools - Teachers will be dismissed after 12:00 p.m.

2. The Election Eve and Eve of Spring Parent-Teacher Conference Days will be split into two (2) evening conferences to be scheduled by the District, one (1) evening for elementary schools⁵ and the other for secondary schools.⁶ No teachers shall be required to attend two (2) evening conferences.

3. An additional parent-teacher conference for all schools shall be scheduled by the District each fall from 6:30 p.m. to 8:30 p.m.

4. Notwithstanding the above, the Superintendent may approve professional

⁵ The elementary parent-teacher conference shall start one-half hour earlier and end one-half hour earlier than the above scheduled time on dates when conferences are scheduled in more than one school.

⁶ When parent-teacher conferences are scheduled in more than one school, the District may split the Middle and High School conferences to ensure participation from parents at all schools.

conferences for special area teachers and nurses during parent teacher-conference days on Election Day and on the Spring parent-teacher conference day, not to go beyond 12:00 p.m.

ARTICLE XVII - PROBATIONARY STATUS

1. The service of a probationary teacher may be discontinued at any time during their probationary period upon ninety (90) days written notice by the Board, upon the recommendation of the Superintendent.

2. Each probationary teacher with a September, October or November probationary appointment date who is not to be recommended for appointment to tenure shall be so notified by the Superintendent in writing by registered mail by May 1st immediately preceding the expiration of their probationary appointment. All probationary teachers with appointment dates other than September, October or November shall receive such notice no later than ninety (90) days prior to the expiration of his/her probationary period.

ARTICLE XVIII - TENURE

A teacher who has served his or her probationary period shall hold his or her respective position provided said teacher maintains a standard of conduct which reflects good behavior and efficient and competent service and shall not be discharged except for cause for the following reasons:

- (a) insubordination, immoral character or conduct unbecoming a teacher;

- (b) inefficiency, incompetency, physical or mental disability or neglect of duty;
- (c) failure to maintain certification as required by law and by the regulation of the Commissioner of Education.

ARTICLE XIX- MEDICAL EXAMINATION

The District may direct any teacher to take a medical examination by a doctor chosen by the District at any time to determine the physical or mental capacity of the teacher to perform regular duties. Such examination, other than that required for initial employment and tenure, shall be at the District's expense.

ARTICLE XX - TEACHER EVALUATION/OBSERVATIONS

1. Any observation of a teacher shall be conducted openly and with full knowledge of the teacher.
2. In the case of a non-tenured teacher, a conference shall be held within a reasonable time following the formal observation prior to submission of a written report on the observation. The conference and report shall include appropriate suggestions for improvement. In the case of a tenured teacher, such conference shall be held only upon request of the teacher and/or the observer. A copy of the observation will be sent to the teacher at least twenty-four (24) hours prior to the conference.
3. An observation may be formal or informal with each observation given its appropriate due and serious consideration.
4. A teacher may submit his/her written reaction to any observation or

evaluation report and it shall become part of the report.

5. The content and substance of evaluations/observations shall not be proper subjects of the grievance procedures of this contract. However, alleged violations of the procedural rights set forth in this article shall be subject to the aforesaid grievance procedures.

6. The evaluation report for a probationary teacher shall be before April 1 and for tenured teachers before June 1.

ARTICLE XXI - ATTENDANCE ON PROFESSIONAL CONFERENCE DAYS

Attendance by a teacher at a professional conference for which school is dismissed is mandatory. Absence from such a conference, unless covered by a leave of absence as enumerated under the special leave or sick leave provisions of this Agreement, will be charged against the teacher and one full day's pay at the teacher's annual salary will be deducted.

ARTICLE XXII - SICK LEAVE

1. Annual

(a) A teacher may be entitled to receive thirteen (13) school days of sick leave per school year with full pay.

(b) A teacher shall be allowed to accumulate unused sick leave to a maximum of 200 school days.

(c) If a teacher who has three (3) years of employment in the District exhausts

his/her accumulated sick leave, he/she shall be entitled to an additional five (5) days of sick leave per school year for the service commencing with his/her fourth year of employment. For the purpose of computing a day's pay for this additional sick leave, a teacher shall be paid full salary for the day, less the current per diem sub rate. The maximum accrual shall be fifty (50) days. Entitlement pursuant to this paragraph shall be limited to days upon which school is actually in session.

The three (3) years employment requirement shall not apply to teachers employed on or before June 30, 1979.

2. Prolonged-Illness

A teacher employed on or before June 30, 1979 who has one-half of a year employment, or a teacher employed after June 30, 1979 who has three (3) years of employment and who has a prolonged illness of ten (10) or more consecutive days, shall be eligible for the following benefit, provided he or she does not have sufficient sick leave accumulated at full pay.

At the expiration of the full pay sick leave, the teacher shall be eligible to receive 75% of his or her weekly salary to a maximum benefit of \$300.00 per week for a period of fifty-two (52) calendar weeks. The maximum of fifty-two (52) calendar weeks of prolonged illness shall be reduced by the period of such leave which the teacher received at full pay from the accumulated sick leave. When a teacher is granted the prolonged illness benefit, he or she shall not be entitled to receive the fifty (50) day cumulative leave provided in 1(c) of this Article.

3. Validity

The District shall have the right to have its physician examine a teacher claiming any of the foregoing benefits. The District also reserves the right to, at any time, require evidence of illness or injury certified by a physician.

4. Medical Clearance

Prior to returning to his/her duties, a teacher who has taken a sick leave of more than twenty (20) consecutive days must submit to the Superintendent a physician's certificate of medical fitness to resume teaching. This certificate must be satisfactory to the Superintendent or designee.

5. Reporting Absences

A teacher must report his/her absence to the building principal or designee not later than 7:30 am except at the Senior High School where such absence shall be reported not later than 7:00 am.

6. On-The-Job Injuries.

Whenever a teacher is absent from employment and unable to perform his or her duties as a result of personal injury occurring in the course of his or her employment for which he or she is eligible to receive workers' compensation payments, he or she will be paid their full salary (less workers' compensation payments other than lump sum disability payment) for the period of their absence for a maximum of one (1) year. This benefit shall be paid without loss of the teacher's accumulated sick leave, but no sick leave shall be accumulated during the period of disability.

7. A teacher shall receive, prior to the beginning of each school year, a notice of the balance of his or her sick leave days.

8. Sick Leave Fund

Effective with the commencement of the 2002-2003 school year, a “Teacher Sick Leave Fund” shall be established. Upon the establishment of the fund, one day from the annual sick leave entitlement of each unit member (as described in Article I – Recognition) shall be deducted therefrom and applied to the said Fund.

In the event that the Fund is reduced by the use of days accumulated therein to less than 300 days, then at the commencement of the school year immediately following such occurrence a further deduction of one day from the annual leave entitlement of each unit member shall be made. The said fund shall be drawn upon by a unit member in such manner, extent and under such circumstances as may be determined by the Association.

ARTICLE XXIII-MILITARY LEAVE

A teacher shall be entitled to military leave up to thirty (30) days annually, but not cumulative, without loss of pay, for ordered military duty in a National Guard or reserve unit.

ARTICLE XXIV - SPECIAL LEAVE

A teacher shall be entitled to receive three (3) days special leave annually, without loss of pay, for the reasons enumerated below. The District may require specific reasons for such leaves when it has reasonable grounds to believe the leave is being abused.

Except in the instance of emergency where notice cannot be given, a teacher shall give reasonable advance notice to the building principal. Days may be taken for the reasons listed below:

1. Emergency requiring the presence of the teacher.
2. Court order requiring the teacher's presence in court, transactions involving the execution of a legal instrument (death, mortgage, transferring a title, etc.).
3. Critical illness in immediate family. The term "immediate family" is defined to include husband, wife, child or other member in the family home. "Immediate family" shall also include father, mother, father-in-law, mother-in-law, sisters and brothers, grandfather and grandmother.
4. Marriage, graduation or funeral in immediate family; child born to a wife of a teacher.
5. Religious reasons related to one's faith.

The parties agree special leave shall not be abused.

For special leave days prior to or following a holiday, the District may require a reason in writing.

Other special leave may be granted to a teacher if approved in advance by the Superintendent. The Superintendent may also extend the special leave beyond three (3) days after receipt of written request from a teacher.

Any unused special leave days shall be added to accumulated sick leave to the maximum provided in Article XXII 1(b).

ARTICLE XXV - JURY DUTY

A teacher shall be granted leave for jury service at full pay less fees paid for such service. A teacher shall notify the building principal upon receipt of the jury duty notice. Unit members shall request extensions to serve on jury duty during periods of time when school is not in session.

ARTICLE XXVI - CHILD CARE LEAVE

Child care leave of up to two (2) school years may be granted without pay or salary increment. The teacher may work as long as the teacher is physically able and further provided that for returns effective September 1 and thereafter, notice of request to return must be received by the Superintendent no later than the prior April 1. Upon approval of the Superintendent, a teacher may return sooner than the expiration of the leave, provided the teacher is physically able.

Child care leave shall not be construed as sick leave and the sick leave provisions of this agreement shall not apply.

ARTICLE XXVII - PROFESSIONAL LEAVE

1. At the discretion of the Superintendent, a teacher may be allowed up to five (5) days of leave annually with full pay to participate in professional activities. If remuneration is received by the teacher for the activity, he/she shall receive full pay less the amount of remuneration received.

The Superintendent may extend professional leave beyond the five (5) day period, if, in his or her opinion, such an extension is warranted in the best interest of the District.

Teachers will be reimbursed reasonable expenses in connection with attendance at approved conferences.

2. Teachers may be granted extended professional leave without pay. Such leave may be granted by the Board upon the recommendation of the Superintendent when the nature of the leave is considered to be of sufficient benefit to the District. Recipients of such leaves will return to the step on the salary schedule which had been earned at the time when the leave was granted.

A teacher who takes an extended professional leave shall not be entitled to any rights specified herein in the next ensuing school year if the teacher fails to give the Superintendent written notice of his/her intention to return to his/her regular teaching position not later than April 1st of the calendar year in which he or she intends to resume his/her teaching duties.

ARTICLE XXVIII - NOTICE OF RESIGNATION AND RETIREMENT

1. Teachers who wish to terminate their services with the District shall submit a written resignation to the Board through the Superintendent at least thirty (30) days prior to the date the teacher desires such resignation to become effective. A waiver of such written notice can be granted only by mutual consent of the teacher and the Board.

2. Because of the hardship caused by midsemester retirements, teachers shall

be encouraged to retire at the end of the semester upon 120 days notice unless for reasons of personal health.

ARTICLE XXIX - RETIREMENT INCENTIVE⁷

A. Teachers who are 55 years of age⁸ shall be granted the retirement incentive below provided the following conditions are met.

1. The teacher submits an irrevocable letter of retirement by March 1 for retirement effective the June 30th following their fifty-fifth (55th) birthday.
2. The teacher has been in the District's employ for ten (10) years or more; and
3. The teacher retires on the June 30th following his/her fifty-fifth (55th) birthday.

B. District Rights

1. If any provision of the retirement incentive is deemed illegal or unenforceable, the entire provision shall be deemed null and void.
2. The Board may, in its sole nongrievable discretion, permit teachers to remain eligible for the retirement incentive provided the following conditions are met:
 - a. The teacher submits, along with his/her irrevocable letter of

⁷ This article will become effective during the 2002-2003 school year provided fifteen (15) teachers submit irrevocable letters of retirement by February 1, 2003 with retirement dates of June 30, 2003. If fewer than fifteen (15) teachers submit such letters and the Board does not waive the minimum number of teachers needed, such teachers may withdraw their otherwise irrevocable letters of retirement. The Board's decision with regard to the minimum number of teachers shall be provided in writing to the Association and the affected teachers no later than March 1, 2003.

⁸ For the 2002-03 school year only, those teachers who are older than fifty-five (55) of age and those teachers who turn fifty-five (55) years of age between July 1, 2002 and June 30, 2003, shall be treated as if they turned age fifty-five (55) during the 2002-03 school year for purposes of this provision.

retirement, a request to the Board for a one-year extension for the retirement incentive;

- b. The Board grants such one-year extension.⁹
- c. The Board's decision shall be provided in writing no later

than April 1st.

The fact that one request is granted for one year shall not establish a precedent for other requests or future extensions.

No reason need be given for the granting or refusal of such extensions.

C. Payments

The retirement incentive shall be computed at the rate of \$75 per day of accumulated unused sick leave at the time of retirement up to a maximum of \$15,000, plus a flat amount of \$15,000.

Such payments shall be made no later than the first pay period of December following retirement.

D. This retirement incentive provision shall expire on June 30, 2006 regardless of the Triborough Law or any provision of law.

ARTICLE XXX - NO STRIKE PLEDGE

The Association and the District recognize that strikes and other forms of work stoppage by teachers are contrary to law and public policy. The Association and the District subscribe to the principle that differences shall be resolved by peaceful and

⁹ In the event such one year extension is not granted, the teacher may withdraw the otherwise irrevocable letter of retirement.

appropriate means without interruption of the school program. The Association, therefore, agrees that there shall be no strikes, work stoppages, or other concerted refusal to perform work by the employees covered by this Agreement, nor any instigation thereof.

ARTICLE XXXI - VEHICLE TRAVEL

A teacher who is requested to use his or her vehicle for authorized travel in the District as a routine and continuing part of his or her duties shall be reimbursed at the rate of allowance provided for by the District.

ARTICLE XXXII - VANDALISM REIMBURSEMENT

There is an annual fund to reimburse teachers for vandalism damage to vehicles which have been vandalized while the teacher is on school assignments. The fund is subject to the following conditions:

1. The parties shall establish rules for establishing claims and making reimbursements.
2. Claims will be submitted as they occur, but will not be paid until the end of the school year.
3. The maximum allowance for a claim is \$200 per incident.
4. If the total of all claims is in excess of \$1,500.00 per year, a proportionate payment shall be made to qualified claimants.

ARTICLE XXXIII - ENTIRE AGREEMENT

This Agreement constitutes the entire understanding of the parties and there are no agreements or representations made or intended other than those set forth herein that add or change or modify the provisions of this Agreement. The parties agree that they have had a full and complete opportunity to present, negotiate and agree on all proposals and counter-proposals. It is, therefore, agreed that during the term of this Agreement neither party shall be obligated to negotiate any additional provisions to change or modify this Agreement. The Agreement may be amended by the mutual consent in writing of both parties.

ARTICLE XXXIV - SEVERABILITY

In the event any provision of this Agreement is deemed to be in conflict with any applicable administrative rule, law or regulation or legal determination, such provision shall be deemed null and void. All other terms and conditions of the Agreement shall remain in full force and effect.

ARTICLE XXXV - MATTERS SUBJECT TO LEGISLATIVE APPROVAL


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

ARTICLE XXXVI - DURATION

This Agreement shall be effective as of July 1, 2002 and shall continue in full force and effect until June 30, 2006.

Agreed to this 21 day of JUNE, 2002 at Garden City, New York.

GARDEN CITY UNION
FREE SCHOOL DISTRICT

By: 
Superintendent of Schools

GARDEN CITY TEACHERS
ASSOCIATION

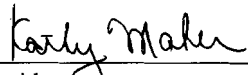
By: 
President

EXHIBIT A-1

GARDEN CITY PUBLIC SCHOOLS

LETTER OF AGREEMENT

The Association is recognized as the bargaining agent for all full time registered nurses employed in the District.

NURSE SALARY SCHEDULE

<u>STEP</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
1	24,215	25,063	26,003	26,978
2	25,771	26,673	27,674	28,711
3	27,323	28,280	29,340	30,441
4	28,878	29,888	31,009	32,172
5	30,435	31,500	32,681	33,907
6	31,985	33,104	34,346	35,634
7	34,804	36,023	37,373	38,775
8	37,619	38,936	40,396	41,911
9	40,430	41,845	43,415	45,043
10	43,243	44,756	46,435	48,176
15	44,553	46,112	47,842	49,636
16	44,753	46,319	48,056	49,858
17	44,952	46,525	48,270	50,080
18	45,152	46,732	48,484	50,303
20	45,751	47,353	49,128	50,971

Registered nurses with a BS degree shall be entitled to an additional \$500.

The Head Nurse's salary differential shall be as follows:

<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
4,574	4,735	4,912	5,096

School nurses required by the District to be on standby during their regularly scheduled lunch period will receive a daily stipend calculated as follows:

Annual salary / 184 days / 7 hours = Hourly Rate;
Hourly Rate X (5/6) (50 minutes) X .80 = Stipend for standby coverage.*

*Elementary school nurses required by the District to be on standby every day during his/her regularly scheduled lunch will receive the above calculated stipend X 180 days as an Annual Stipend for standby coverage.

It is understood that registered nurses shall be entitled to provisions of the Collective Bargaining Agreement as such provisions may be applicable.

NURSES' RETIREMENT INCENTIVE

1. The following provision shall be deemed a part of the 2002-2006 collective bargaining agreement as is set forth therein and effective July 1, 2002.*

A. Nurses who are 55 years of age shall be granted the retirement incentive provided the following conditions are met:

- 1) the nurse submits an irrevocable letter of retirement by March 1,** for retirement effective the June 30th following their 55th birthday;
- 2) the nurse has been in the District's employ for 10 years or more*** and at least 5 years of which were full time; and
- 3) the nurse retires on the June 30th following his/her 55th birthday.

B. **District Rights**

- 1) If any provision of the retirement incentive is deemed illegal or unenforceable, the entire provision shall be deemed null and void.
- 2) The Board may, in its sole nongrievable discretion, permit nurses to remain eligible for the retirement incentive provided the following conditions are met:
 - (a) the nurse submits, along with his/her irrevocable letter of retirement, a request to the Board for a one-year extension for the retirement incentive;
 - (b) the Board grants such one-year extension;
 - (c) the initial request for an extension shall be provided no later than March 1 and the District's response will be given in writing no later than April 1; these same time limits shall also be applicable to additional requests for one-year extensions;
 - (d) the fact that one request is granted shall not establish a precedent for other requests or for future requests by the nurse for additional extensions; and
 - (e) no reason need be given for the granting or refusal of such extensions.

* For the 2002-03 school year only, those nurses who were older than 55 years of age and those nurses who turned 55 years of age between July 1, 2002 and June 30, 2003 shall be treated as if they turned age 55 during the 2002-03 school year for purposes of this provision.

** February 1 for the first year only.

*** Part time service will be credited on a pro rata basis.

C. **Payments**

- 1) The retirement incentive shall be computed at the rate \$33.75 per day of accumulated unused sick leave at the time of retirement up to a maximum of 200 days and a maximum of \$6,750, plus a flat rate of \$6,750 to a maximum of \$13,500.
 - 2) Such payments shall be made no later than the first pay period of December following retirement.
 - 3) This retirement incentive shall expire on June 30, 2006 regardless of the Triborough Law or any other provisions of law.
2. The Association and the District also agree that with the exception of the provisions listed below, all other provisions from the 2002-2006 collective bargaining agreement shall apply to the nurses. ****
- (a) Article XI 1, 2, 3, 5, 6, 7, 8, 10; Article XII; Article XV B2, B6, B6A, 7, 8, 9; C6, C7; XVII; XVIII, XX (see below for replacement; XXIX (see above for replacement).
 - (b) Notwithstanding the provisions of Article XV relating to faculty meetings, nurses may be required to attend faculty meetings only when a job related issue is to be discussed.
 - (c) Notwithstanding the provisions of Article XVI, nurses shall be required to attend the daytime parent teacher conferences only.
 - (d) Article XX of the Agreement shall be replaced for nurses with the following:
 1. Evaluations of nurses, if any, shall be in a narrative form.
 2. A nurse may submit a written reaction to any evaluation report with twenty (20) working days from receipt and it shall become part of the report.
 3. The evaluation, if any, for a nurse shall be provided no later than June 1st.

**** Notwithstanding this provision, any nurse who retired prior to July 1, 2003 need only have had one (1) year of full time service.

EXHIBIT A-2

GARDEN CITY PUBLIC SCHOOLS

SPECIAL COMPENSATION

1. High School Department Heads:

Department Heads shall be the instructional and curriculum heads of their respective departments. Each shall be responsible for the continuing improvement of the instructional program of his or her department and for its efficient operation.

The normal teaching load of all department heads will be 15 class periods per week.

A department head may cover the following areas:

English, Foreign Languages, Technology and Fine Arts, Mathematics, Physical Education, Science, Social Studies and Guidance.

High school department heads shall be paid, in addition to their regular teacher salary, the following compensation per annum:

	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
Less than 10 teachers	4,293	4,443	4,610	4,783
With 10 or more teachers	6,213	6,431	6,672	6,922

The Special Education Coordinator and the Music Coordinator shall also be paid pursuant to this paragraph.

2. Middle School Department Chairmen

Department Chairmen shall be the instructional and curriculum chairmen of their respective departments, but shall not be responsible for supervision of teachers.

The normal teaching load of a department chairman will be the same as other teachers in his or her department. A department chairmanship may cover the following areas:

English, Foreign Languages, Technology and Fine Arts, Mathematics, Physical Education, Science, Social Studies, Special Education and Guidance.

Middle School Department Chairmen will be paid the following amounts per annum in addition to their regular teacher salary:

<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
3,106	3,215	3,335	3,460

Middle School Deans shall receive a stipend of 10% of their annual salary.

Middle School Athletic Coordinator shall receive a stipend of 6% of his/her annual salary.

3. Guidance counselors and psychologists shall be required to work five days immediately prior to the commencement of the school year, and five work days immediately following the school year's conclusion. They shall be compensated for such work as follows:

<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
3,588	3,714	3,853	3,997

If a counselor or psychologist is required to work additionally during the summer, he or she shall be compensated at a per diem rate of 1/200 of his/her regular salary.

4. A teacher who is required to conduct an in-service course shall be compensated the following amounts per session in addition to his/her regular teacher salary.

<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
174.40	180.50	187.27	194.29

5. A teacher other than a guidance counselor or psychologist who accepts work during the summer months or on a non-school day and is performing summer curriculum work or instructional work shall be compensated for such work at the following rates per hour:

<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
36.89	38.18	39.61	41.10

6. CSE/CPSE Chair shall be paid a 6th class stipend pursuant to Article XV, Paragraph B9 of the contract.

7. A teacher who is assigned to tutorial program work shall be compensated at the following hourly rate:

<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
40.55	41.97	43.54	45.17

8. Teachers involved in elementary school activities, including the Mathletes, sports programs, band, instrumental music and choral music will be compensated as follows:

<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
26.63	27.56	28.59	29.66

9a. Teachers, excluding coaches, who accompany students on environmental overnight trips shall be compensated for each night as follows:

<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
232.65	240.8	249.83	259.20

b. The hourly rate of pay for Middle School chaperoned activities shall be as follows:

<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
22.75	23.55	24.44	25.36

c. The hourly rate of pay for High School chaperoned activities shall be as follows:

<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
33.09	34.25	35.54	36.88

EXHIBIT A-3

GARDEN CITY PUBLIC SCHOOLS

LETTER OF AGREEMENT

It is hereby agreed to as follows for the long term per diem substitutes:

1. The District recognizes that the Association is the representative of the long-term per diem substitutes employed by the District on an annual basis for a full school year but who are not assigned an individual class.

2. The representation of the Association as the bargaining agent for those teachers applies only to the following terms and condition of employment of the collective bargaining agreement between the parties which is effective 2002-2005.

(a) Salary

July 1, 2002	\$ 133 per day
July 1, 2003	\$ 138 per day
July 1, 2004	\$ 143 per day
July 1, 2005	\$ 149 per day

(b) Article XIV - Substitute teachers shall receive health insurance benefits.

(c) Article XXIII - Substitutes shall receive eight sick days per year administered in accordance with the provisions of said Article.

(d) Article XXV - Substitutes shall receive two personal leave days per year, to be administered in accordance with the provisions of said Article.

(e) Holidays - Long term per diem substitutes shall receive the following paid holidays:

Martin Luther King's Birthday
Memorial Day
Columbus Day
Veretans' Day

(f) Article XXXII - Substitutes shall be entitled to reimbursement for damages to their vehicles caused by vandalism, in accordance with the terms of said Article.

(g) Article X - The Association shall have the right to process grievances for said substitutes only for alleged violations of items a, b, c, d, e, f, g, and h.

(h) Article XXVI - Substitutes shall be granted leave for jury service at full per diem pay less fees paid for such jury service. A teacher shall notify the building principal upon receipt of this jury notice.

3. The Association also recognizes the continuing right of the District to determine the number of long-term per diem substitutes it shall employ and, further, whether or not the District, in its sole discretion may wish to continue the program of long-term per diem substitutes.

EXHIBIT A-4

GARDEN CITY PUBLIC SCHOOLS

EXTRA PAY FOR INTERSCHOLASTIC COACHING

<u>BOYS</u>	<u>HIGH SCHOOL</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
<u>FALL</u>					
Cross Country		4,055	4,197	5,268	5,866
Football, Varsity		7,969	8,248	7,463	8,311
Football, Varsity Assistant (3)		6,084	6,297	5,707	6,355
Football, Junior Varsity		5,214	5,397	5,268	5,866
Football, Junior Varsity Asst (2)		-	-	3,951	4,400
Football, 9th Grade Head		4,591	4,752	-	-
Football, 9th Grade Assistant		3,965	4,104	-	-
Golf		4,055	4,197	5,268	5,866
Soccer, Varsity		5,434	5,624	7,024	7,822
Soccer, Varsity Assistant		4,634	4,797	5,268	5,866
Soccer, Junior Varsity		3,854	3,989	4,390	4,889
Soccer, JV B		3,854	3,989	4,390	4,889
Soccer, 9th Grade		3,337	3,454	-	-
<u>WINTER</u>					
Basketball, Varsity		7,535	7,798	7,024	7,822
Basketball, Junior Varsity		4,926	5,098	4,390	4,889
Basketball, JV B		4,926	5,098	4,390	4,889
Basketball, 9th Grade		3,704	3,833	-	-
Bowling		3,101	3,209	5,268	5,866
Fencing		4,202	4,349	5,707	6,355
Rifle - Co-ed		4,055	4,197	5,268	5,866
Swimming		4,350	4,502	5,707	6,355
Track, Varsity		4,350	4,502	7,024	7,822
Track, Varsity Assistant		3,910	4,046	5,268	5,866
Wrestling, Varsity		6,664	6,897	7,024	7,822
Wrestling, Varsity Assistant		-	-	5,268	5,866
Wrestling, Junior Varsity		4,926	5,098	4,390	4,889
<u>SPRING</u>					
Baseball, Varsity		6,085	6,298	7,024	7,822
Baseball, Varsity Assistant		5,448	5,639	5,268	5,866
Baseball, Junior Varsity		4,202	4,349	4,390	4,889
Baseball, JV B		4,202	4,349	4,390	4,889
Baseball, 9th Grade		3,524	3,647	-	-
Golf, Varsity		4,055	4,197	5,268	5,866
Golf, Junior Varsity		3,333	3,449	4,390	4,889
Lacrosse, Varsity		5,937	6,145	7,024	7,822
Lacrosse, Varsity Assistant		5,214	5,397	5,268	5,866
Lacrosse, Junior Varsity		4,202	4,349	4,390	4,889
Lacrosse, Junior Varsity Asst		3,653	3,781	3,951	4,400
Lacrosse, 9th Grade Head		3,970	4,108	-	-
Lacrosse, 9th Grade Assistant		3,653	3,781	-	-
Tennis, Varsity		4,055	4,197	4,355	4,518
Tennis, Junior Varsity		3,333	3,449	3,579	3,713
Track, Spring Head		5,972	6,181	7,024	7,822
Track, Spring Assistant		5,068	5,245	5,268	5,866
Track, Spring Junior Varsity		-	-	4,390	4,889

EXHIBIT A-4

GARDEN CITY PUBLIC SCHOOLS

EXTRA PAY FOR INTERSCHOLASTIC COACHING

<u>GIRLS</u>	<u>HIGH SCHOOL</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
<u>FALL</u>					
Cross County		4,055	4,197	5,268	5,866
Field Hockey, Varsity		5,434	5,624	7,024	7,822
Field Hockey, Varsity Asst		4,634	4,797	5,268	5,866
Field Hockey, Junior Varsity		3,854	3,989	4,390	4,889
Field Hockey, JV B		3,854	3,989	4,390	4,889
Soccer, Varsity		5,434	5,624	7,024	7,822
Soccer, Varsity Assistant		4,634	4,797	5,268	5,866
Soccer, Junior Varsity		3,854	3,989	4,390	4,889
Soccer, JV B		3,854	3,989	4,390	4,889
Soccer, 9th Grade		3,337	3,454	-	-
Swimming		4,350	4,502	5,707	6,355
Tennis, Varsity		4,055	4,197	5,268	5,866
Tennis, Junior Varsity		3,333	3,449	4,390	4,889
Volleyball, Varsity		5,434	5,624	7,024	7,822
Volleyball, Junior Varsity		4,202	4,349	4,390	4,889
Cheerleading, Varsity		-	-	3,951	4,400
Cheerleading, Junior Varsity		-	-	2,634	2,933
Kickline Advisor		-	-	3,951	4,400
<u>WINTER</u>					
Basketball, Varsity		7,535	7,798	7,024	7,822
Basketball, Junior Varsity		4,926	5,098	4,390	4,889
Basketball, JV B		4,926	5,098	4,390	4,889
Basektball, 9th Grade		3,704	3,833	-	-
Bowling, Varsity		3,101	3,209	5,268	5,866
Fencing		4,202	4,349	5,707	6,355
Gymnastics, Varsity		4,781	4,949	5,707	6,355
Gymnastics, Varsity Assistant		3,995	4,135	5,268	5,866
Track, Winter Head		4,350	4,502	7,024	7,822
Track, Winter Assistant		3,910	4,046	5,268	5,866
Cheerleading, Varsity		-	-	3,951	4,400
Cheerleading, Junior Varsity		-	-	2,634	2,933
Kickline Advisor		-	-	3,951	4,400
<u>SPRING</u>					
Badminton, Varsity		4,202	4,349	5,268	5,866
Lacrosse, Varsity		5,937	6,145	7,024	7,822
Lacrosse, Varsity Assistant		5,214	5,397	5,268	5,866
Lacrosse, Junior Varsity		3,854	3,989	4,390	4,889
Lacrosse, Junior Varsity Asst		3,653	3,781	3,951	4,400
Softball, Varsity		6,085	6,298	6,534	6,779
Softball, Assistant Varsity		5,448	5,639	5,850	6,070
Softball, Junior Varsity		4,202	4,349	4,512	4,682
Softball, 9th Grade		3,524	3,647	-	-
Track, Spring Head		5,972	6,181	7,024	7,822
Track, Spring Assistant		5,068	5,245	5,268	5,866
Track, Spring Junior Varsity		-	-	4,390	4,889

EXHIBIT A-4

GARDEN CITY PUBLIC SCHOOLS

EXTRA PAY FOR INTERSCHOLASTIC COACHING

<u>BOYS</u>	<u>MIDDLE SCHOOL</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
<u>FALL</u>					
Cross Country		3,337	3,454	4,390	4,889
Football, Head 7th		4,591	4,752	4,829	5,377
Football, Head 8th		-	-	4,829	5,377
Football, Assistant 7th		3,965	4,104	3,951	4,400
Football, Assistant 8th		-	-	3,951	4,400
Soccer, 7th		3,337	3,454	4,390	4,889
Soccer, 7th/8th		-	-	4,390	4,889
Soccer, 8th		-	-	4,390	4,889
<u>WINTER I</u>					
Basketball, 7th		3,704	3,833	4,390	4,889
Basketball, 8th		-	-	4,390	4,889
<u>WINTER II</u>					
Wrestling, Head 7th		3,524	3,647	4,390	4,889
Wrestling, Head 8th		-	-	4,390	4,889
Wrestling, Assistant		3,245	3,358	-	-
<u>SPRING</u>					
Baseball, 7th		3,524	3,647	4,390	4,889
Baseball, 8th		-	-	4,390	4,889
Lacrosse, Head 7th		3,970	4,108	4,390	4,889
Lacrosse, Head 8th		-	-	4,390	4,889
Lacrosse, Head 7th/8th		-	-	4,390	4,889
Lacrosse, Assistant		3,653	3,781	-	-
Track, Head		3,431	3,551	4,390	4,889
Track, Assistant		3,152	3,262	3,512	3,911

EXHIBIT A-4

GARDEN CITY PUBLIC SCHOOLS

EXTRA PAY FOR INTERSCHOLASTIC COACHING

<u>GIRLS</u>	<u>MIDDLE SCHOOL</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
<u>FALL</u>					
Cross Country		3,337	3,454	4,390	4,889
Field Hockey 7th		3,337	3,454	4,390	4,889
Field Hockey 7th/8th		-	-	4,390	4,889
Field Hockey 8th		-	-	4,390	4,889
Soccer 7th		3,337	3,454	4,390	4,889
Soccer 7th/8th		-	-	4,390	4,889
Soccer 8th		-	-	4,390	4,889
<u>WINTER I</u>					
Volleyball 7th		3,524	3,647	4,390	4,889
Volleyball 8th		-	-	4,390	4,889
Volleyball 7th/8th		-	-	4,390	4,889
<u>WINTER II</u>					
Basketball 7th		3,704	3,833	4,390	4,889
Basketball 8th		-	-	4,390	4,889
<u>SPRING</u>					
Gymnastics, Head		3,337	3,454	4,390	4,889
Gymnastics, Assistant		3,057	3,163	3,512	3,911
Lacrosse 7th		3,970	4,108	4,390	4,889
Lacrosse 8th		-	-	4,390	4,889
Lacrosse 7th/8th		-	-	4,390	4,889
Softball 7th		3,524	3,647	4,390	4,889
Softball 8th		-	-	4,390	4,889
Track, Head		3,431	3,551	4,390	4,889
Track, Assistant		3,152	3,262	3,512	3,911

EXHIBIT A-5

GARDEN CITY PUBLIC SCHOOLS

EXTRA PAY FOR INTRAMURAL COACHING

<u>HIGH SCHOOL</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>
Adventure I	1,149	1,189	1,233	1,280
Adventure II	1,149	1,189	1,233	1,280
Basketball	1,750	1,811	1,879	1,949
Beach Volleyball	1,149	1,189	1,233	1,280
Box Lacrosse	1,653	1,711	1,775	1,842
Floor Hockey	1,149	1,189	1,233	1,280
Softball	1,439	1,490	1,546	1,604
Softball Assistant	1,169	1,210	1,256	1,303
Weight Training	1,169	1,210	1,256	1,303
Locker Room - Fall	2,588	2,679	2,779	2,883
Locker Room - Spring	2,588	2,679	2,779	2,883
Locker Room - Fall	2,588	2,679	2,779	2,883
Locker Room - Spring	2,588	2,679	2,779	2,883
 <u>MIDDLE SCHOOL</u>				
Fall Season	637	659	684	710
Winter I Season	637	659	684	710
Winter II Season	637	659	684	710
Spring Season	637	659	684	710
Cheerleading	2,067	2,139	-	-
Track	1,273	1,317	-	-
Locker Room - Fall - Boys	2,588	2,679	2,779	2,883
Girls	2,588	2,679	2,779	2,883
Locker Room - Spring - Boys	2,588	2,679	2,779	2,883
Girls	2,588	2,679	2,779	2,883

Seasonal Intramurals meet 2 days per week

EXHIBIT A-6

GARDEN CITY PUBLIC SCHOOLS

EXTRA PAY FOR ADVISORSHIPS

<u>HIGH SCHOOL</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004- 05</u>	<u>2005-06</u>
AHRC	1,507	1,559	1,618	1,678
Art Club	1,507	1,559	1,618	1,678
Athletic Association - Boys	2,212	2,289	2,375	2,464
Athletic Association - Girls	2,212	2,289	2,375	2,464
Baker Street Irregulars	1,797	1,860	1,930	2,002
Chess Club	2,048	2,120	2,200	2,282
Class Sponsors: Grade 9	1,349	1,397	1,449	1,503
Class Sponsors: Grade 10	1,349	1,397	1,449	1,503
Class Sponsors: Grade 11	1,914	1,981	2,055	2,132
Class Sponsors: Grade 12	1,914	1,981	2,055	2,132
Color Guard	1,914	1,981	2,055	2,132
Dramatic Club	3,988	4,128	4,283	4,443
Dramatic Club Assistant	1,914	1,981	2,055	2,132
Dramatic Stagecraft Club	3,554	3,678	3,816	3,959
Fleet Street	1,533	1,587	1,647	1,708
French Honor Society	1,507	1,559	1,618	1,678
French - Chantecler	1,533	1,587	1,647	1,708
Future Business Leaders of America	1,507	1,559	1,618	1,678
German Club	1,797	1,860	1,930	2,002
German Language Honor Society	1,507	1,559	1,618	1,678
German - Gedanken der Jugend	1,533	1,587	1,647	1,708
History Club	1,507	1,559	1,618	1,678
Hope	1,386	1,434	1,488	1,544
Human Awareness	1,386	1,434	1,488	1,544
Italian Club	1,797	1,860	1,930	2,002
Italian - Lo Stivale	1,533	1,587	1,647	1,708
It's Academic	1,507	1,559	1,618	1,678
Junior Statesmen of America	1,797	1,860	1,930	2,002
Key Club	1,797	1,860	1,930	2,002
Literary Magazine	1,671	1,729	1,794	1,862
Mathletes	1,671	1,729	1,794	1,862
Model UN	1,386	1,434	1,488	1,544
Music - Choral	3,228	3,341	3,466	3,596
Music - Concert Choir	355	367	381	395
Music - Orchestra HS/MS	3,228	3,341	3,466	3,596
Music - Instrumental	2,152	2,227	2,311	2,398
Music - Instrumental Assistant	1,473	1,525	1,582	1,641
Music - Marching Band Asst. Director	4,899	5,071	5,261	5,458
National Honor Society	1,671	1,729	1,794	1,862
Physical Education Advisor	1,460	1,511	1,568	1,627

EXHIBIT A-6

GARDEN CITY PUBLIC SCHOOLS

EXTRA PAY FOR ADVISORSHIPS

<u>HIGH SCHOOL</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004- 05</u>	<u>2005-06</u>
SADD	1,507	1,559	1,618	1,678
School Paper	3,106	3,215	3,335	3,460
Science Olympiads (2)	1,671	1,729	1,794	1,862
Spanish Club	1,797	1,860	1,930	2,002
Spanish National Honor Society	1,507	1,559	1,618	1,678
Spanish - Fiesta - El Ataneo	1,533	1,587	1,647	1,708
Steps - Peer Mediation	1,571	1,626	1,687	1,750
Steps - Peer Mediation Assistants (4)	309	320	332	344
Stock Market Club	1,507	1,559	1,618	1,678
Student Council	2,388	2,471	2,564	2,660
Student Court	1,671	1,729	1,794	1,862
Tri-M	1,507	1,559	1,618	1,678
Trojan Club	1,797	1,860	1,930	2,002
Year Book	3,106	3,215	3,335	3,460
Cheerleading, Varsity	3,499	3,622	-	-
Cheerleading, Junior Varsity	1,750	1,811	-	-
Kickline Advisor	3,415	3,535	-	-
<u>BUILDING TASKS</u>				
Attendance Office	3,066	3,173	3,292	3,416
Attendance Office Assistants (3)	1,533	1,587	1,647	1,708
Comptroller	2,388	2,471	2,564	2,660
Student Store	1,914	1,981	2,055	2,132

EXHIBIT A-6

GARDEN CITY PUBLIC SCHOOLS

EXTRA PAY FOR ADVISORSHIPS

<u>MIDDLE SCHOOL</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004- 05</u>	<u>2005-06</u>
Class Sponsors: Grade 6	1,906	1,973	2,047	2,124
Class Sponsors: Grade 7	1,906	1,973	2,047	2,124
Class Sponsors: Grade 8	1,906	1,973	2,047	2,124
Computer Club (2)	1,671	1,729	1,794	1,862
Herodotus Society	1,671	1,729	1,794	1,862
Literary Magazine	1,671	1,729	1,794	1,862
Mathletes	1,671	1,729	1,794	1,862
Music - Choral	2,629	2,721	2,824	2,929
Music - Instrumental	2,629	2,721	2,824	2,929
Music - Instrumental Assistant	1,210	1,252	1,299	1,348
Music - Select Band	1,349	1,396	1,449	1,503
Music - Select Chorus	1,132	1,172	1,216	1,261
Music - Specialized Music Activity	1,132	1,172	1,216	1,261
Musical - Director	2,090	2,163	2,244	2,328
Musical - Band Director	1,880	1,946	2,019	2,094
Musical - Choral Director	2,090	2,163	2,244	2,328
Musical - Video/Tech	1,671	1,729	1,794	1,862
National Junior Honor Society	1,671	1,729	1,794	1,862
Newspaper	2,154	2,229	2,313	2,400
Science, Environmental	1,671	1,729	1,794	1,862
Stock Market Club	1,671	1,729	1,794	1,862
Technology Club	1,671	1,729	1,794	1,862
Yearbook	1,671	1,729	1,794	1,862
<u>BUILDING TASKS</u>				
Student Store	1,914	1,981	2,055	2,132
Early Morning Music Activities Program* (3)	1,349	1,397	1,449	1,503

* The teacher of Early Morning Music Activities Program will receive the above stipend for providing one 50 minute Early Morning Music Activities Program per week.

GARDEN CITY PUBLIC SCHOOLS

TEACHERS SALARY SCHEDULE 2002-2003

STEP	BA CLASS I	MA CLASS II	MA+15 CLASS III	MA+30 CLASS IV	MA+45 CLASS V	**MA+60 CLASS VI	**DOCTORATE CLASS VII
1	44,379	50,685	52,444	54,218	55,983	57,747	59,514
2	45,822	52,727	54,492	56,269	58,021	59,794	61,556
3	47,457	55,038	56,804	58,569	60,333	62,100	63,867
4	49,101	57,357	59,124	60,886	62,648	64,418	66,181
5	50,739	59,675	61,444	63,198	64,976	66,736	68,493
6	52,372	61,993	63,764	65,525	67,293	69,055	70,826
7	54,006	64,321	66,081	67,847	69,605	71,376	73,144
8	55,650	66,635	68,399	70,158	71,931	73,694	75,469
9	57,292	68,949	70,721	72,480	74,253	76,019	77,779
10	58,932	71,271	73,043	74,809	76,568	78,336	80,101
11	60,570	73,598	75,359	77,123	78,893	80,655	82,423
12	62,201	75,914	77,681	79,443	81,218	82,972	84,740
13	63,847	78,238	80,003	81,769	83,527	85,293	87,060
14	65,482	80,556	82,322	84,087	85,843	87,618	89,385
15	67,120	82,873	84,640	86,404	88,170	89,930	91,704
16	67,120	85,189	86,964	88,727	90,485	92,256	94,026
17	67,120	85,189	86,964	91,041	92,810	94,581	96,343
20	69,089	87,248	89,013	93,098	94,858	96,631	98,394
25	71,116	89,266	91,034	95,117	96,884	98,648	100,409
30	73,128	91,279	93,055	97,141	98,897	100,666	102,431

* Teachers who are between steps 17 and 20, 20 and 25, 25 and 30, and above 30 will receive an additional \$770.

** Teachers who complete 6 hours of approved work in accordance with the personnel policies are eligible for an additional \$332.

GARDEN CITY PUBLIC SCHOOLS
TEACHERS SALARY SCHEDULE 2003-2004

STEP	BA CLASS I	MA CLASS II	MA+15 CLASS III	MA+30 CLASS IV	MA+45 CLASS V	**MA+60 CLASS VI	**DOCTORATE CLASS VII
1	45,933	52,459	54,280	56,115	57,942	59,768	61,597
2	47,425	54,572	56,399	58,239	60,052	61,887	63,711
3	49,119	56,964	58,792	60,619	62,445	64,273	66,102
4	50,819	59,365	61,193	63,017	64,841	66,673	68,498
5	52,515	61,764	63,595	65,410	67,250	69,072	70,890
6	54,205	64,163	65,995	67,818	69,648	71,472	73,305
7	55,896	66,572	68,394	70,222	72,041	73,874	75,704
8	57,598	68,967	70,793	72,613	74,449	76,274	78,110
9	59,297	71,362	73,197	75,017	76,851	78,679	80,501
10	60,994	73,765	75,599	77,427	79,248	81,078	82,904
11	62,690	76,174	77,997	79,822	81,654	83,478	85,308
12	64,378	78,571	80,400	82,224	84,060	85,876	87,706
13	66,082	80,976	82,803	84,631	86,450	88,278	90,107
14	67,774	83,375	85,203	87,030	88,847	90,685	92,514
15	69,469	85,774	87,603	89,428	91,256	93,078	94,914
16	69,469	88,171	90,007	91,832	93,652	95,484	97,317
*17	69,469	88,171	90,007	94,227	96,058	97,891	99,715
*20	71,507	90,302	92,128	96,357	98,178	100,014	101,838
*25	73,606	92,391	94,221	98,446	100,275	102,100	103,923
*30	75,687	94,474	96,312	100,541	102,358	104,189	106,016

* Teachers who are between steps 17 and 20, 20 and 25, 25 and 30, and above 30 will receive an additional \$797.

** Teachers who complete 6 hours of approved work in accordance with the personnel policies are eligible for an additional \$344.

GARDEN CITY PUBLIC SCHOOLS
TEACHERS SALARY SCHEDULE 2004-2005

STEP	BA CLASS I	MA CLASS II	MA+15 CLASS III	MA+30 CLASS IV	MA+45 CLASS V	**MA+60 CLASS VI	**DOCTORATE CLASS VII
1	47,655	54,426	56,316	58,220	60,115	62,009	63,907
2	49,204	56,619	58,514	60,423	62,304	64,208	66,100
3	50,960	59,100	60,997	62,892	64,786	66,684	68,581
4	52,725	61,591	63,488	65,380	67,272	69,173	71,066
5	54,485	64,080	65,980	67,863	69,772	71,662	73,549
6	56,238	66,569	68,470	70,361	72,260	74,152	76,054
7	57,992	69,069	70,958	72,855	74,742	76,644	78,543
8	59,758	71,554	73,448	75,336	77,241	79,134	81,039
9	61,521	74,038	75,942	77,830	79,733	81,630	83,520
10	63,282	76,531	78,434	80,331	82,219	84,118	86,013
11	65,040	79,031	80,921	82,816	84,716	86,608	88,507
12	66,793	81,518	83,415	85,307	87,212	89,097	90,995
13	68,560	84,013	85,908	87,804	89,692	91,588	93,486
14	70,316	86,502	88,398	90,294	92,179	94,085	95,983
15	72,074	88,990	90,888	92,782	94,678	96,568	98,473
16	72,074	91,477	93,383	95,276	97,164	99,065	100,966
*17	72,074	91,477	93,383	97,761	99,660	101,562	103,454
*20	74,188	93,688	95,583	99,970	101,860	103,764	105,657
*25	76,366	95,855	97,754	102,137	104,035	105,929	107,820
*30	78,525	98,017	99,923	104,311	106,197	108,097	109,992

* Teachers who are between steps 17 and 20, 20 and 25, 25 and 30, and above 30 will receive an additional \$827.

** Teachers who complete 6 hours of approved work in accordance with the personnel policies are eligible for an additional \$356.

GARDEN CITY PUBLIC SCHOOLS
TEACHERS SALARY SCHEDULE 2005-2006

STEP	BA CLASS I	MA CLASS II	MA+15 CLASS III	MA+30 CLASS IV	MA+45 CLASS V	**MA+60 CLASS VI	**DOCTORATE CLASS VII
1	49,442	56,467	58,427	60,403	62,369	64,335	66,303
2	51,049	58,742	60,708	62,688	64,640	66,615	68,578
3	52,871	61,316	63,284	65,250	67,216	69,184	71,153
4	54,702	63,900	65,869	67,832	69,795	71,767	73,731
5	56,528	66,483	68,454	70,408	72,388	74,350	76,307
6	58,347	69,066	71,038	73,000	74,970	76,932	78,906
7	60,167	71,659	73,619	75,587	77,545	79,519	81,488
8	61,998	74,237	76,202	78,162	80,137	82,101	84,078
9	63,828	76,815	78,789	80,749	82,723	84,691	86,652
10	65,655	79,401	81,376	83,343	85,303	87,272	89,239
11	67,479	81,994	83,956	85,921	87,893	89,856	91,826
12	69,297	84,575	86,543	88,506	90,483	92,438	94,408
13	71,131	87,163	89,129	91,097	93,055	95,023	96,992
14	72,952	89,746	91,713	93,680	95,636	97,614	99,582
15	74,777	92,327	94,296	96,261	98,229	100,189	102,166
16	74,777	94,908	96,884	98,848	100,808	102,780	104,752
*17	74,777	94,908	96,884	101,427	103,398	105,371	107,334
*20	76,970	97,201	99,168	103,719	105,680	107,655	109,619
*25	79,229	99,450	101,420	105,968	107,936	109,902	111,863
*30	81,470	101,693	103,671	108,223	110,179	112,150	114,117

* Teachers who are between steps 17 and 20, 20 and 25, 25 and 30, and above 30 will receive an additional \$858.

** Teachers who complete 6 hours of approved work in accordance with the personnel policies are eligible for an additional \$370.

