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Contract Database Metadata Elements

Title: **Solvay Union Free School District and Solvay Teachers Association (2004) (MOA)**

Employer Name: **Solvay Union Free School District**

Union: **Solvay Teachers Association**

Local:

Effective Date: **07/01/04**

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S-6/24/04

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6204



EXTENSION TO THE AGREEMENT

**BY AND BETWEEN THE
SUPERINTENDENT OF THE
SOLVAY UNION FREE SCHOOL DISTRICT
AND THE
SOLVAY TEACHERS ASSOCIATION**

FOR THE YEAR 2004-2005



MAY 10 2004
MAY 10 2004

DURATION OF EXTENDED CONTRACT

This contract extension and the attached schedules are effective 1 July 2004 through 30 June 2005.

Association:

Michael J. Emmi
Michael Emmi, President

District:

Thomas G. Helmer
Thomas G. Helmer
Superintendent of Schools

Carol Graham, Vice President

Dated: May 18, 2004

Dated: May 18, 2004

SCHEDULE I: SALARY INCREASES AND NOTES

1. All salary increases shall be inclusive of steps.
2. All teachers on the 2003-04 salary schedule move onto the 2004-05 salary schedule. Each cell will increase 4% above its value for 2003-04. Off-step teachers will receive a 4% increase over their salaries for 2003-04.
3. Teachers hired after June 30, 2004 will be placed on a step of the 2004-05 schedule.
4. Additional Degrees

The district agrees to establish stipends for additional degrees according to the following schedule:

	<u>2004-05</u>
Double Masters	\$ 832
CAS	\$ 1,040
National Board Certification	\$ 1,560
Doctorate	\$ 2,080

5. Tenure Stipend

A tenure stipend of \$572 will be paid to all qualified bargaining unit members.
6. All schedules, I through VI will be increased by 4% for 2004-05.
7. If Excellence in Teaching monies (E.I.T.) become available, such monies will be considered included in this salary schedule.

**SOLVAY UNION FREE SCHOOL DISTRICT
SCHEDULE I FOR 2004-05
BACHELOR'S DEGREE COLUMNS**

Step	B	B+6	B+12	B+18	B+24	B+30	B+36	B+42	Step
1	33,670	33,890	34,104	34,329	34,552	34,776	34,989	35,214	1
2	34,356	34,585	34,810	35,040	35,271	35,499	35,724	35,954	2
3	35,058	35,294	35,530	35,765	36,003	36,239	36,473	36,709	3
4	35,765	36,012	36,258	36,504	36,753	37,000	37,244	37,492	4
5	36,492	36,748	37,003	37,260	37,518	37,774	38,030	38,284	5
6	37,233	37,498	37,766	38,031	38,298	38,563	38,829	39,096	6
7	37,989	38,265	38,541	38,817	39,095	39,370	39,647	39,922	7
8	38,745	39,034	39,323	39,614	39,903	40,192	40,481	40,771	8
9	39,502	39,803	40,107	40,408	40,711	41,012	41,315	41,619	9
10	40,257	40,576	40,895	41,213	41,531	41,849	42,168	42,485	10
11	41,054	41,388	41,723	42,057	42,390	42,725	43,059	43,393	11
12	41,888	42,238	42,587	42,938	43,288	43,638	43,987	44,338	12
13	42,675	43,027	43,382	43,735	44,087	44,442	44,796	45,147	13
14	43,461	43,817	44,175	44,531	44,886	45,244	45,603	45,957	14
15	44,279	44,639	45,001	45,361	45,720	46,081	46,443	46,801	15
16	45,096	45,462	45,826	46,190	46,554	46,915	47,282	47,646	16

**SOLVAY UNION FREE SCHOOL DISTRICT
SCHEDULE I FOR 2004-05
MASTER'S DEGREE COLUMNS**

Step	M B+48	M+6 B+54	M+12 B+60	M+18 B+66	M+24 B+72	M+30 B+78	M+36 B+84	M+42 XXXXX	Step
1	35,438	35,651	35,872	36,088	36,310	36,536	36,753	36,970	1
2	36,189	36,414	36,643	36,868	37,098	37,333	37,558	37,783	2
3	36,957	37,192	37,431	37,665	37,903	38,146	38,381	38,615	3
4	37,743	37,988	38,235	38,479	38,726	38,976	39,222	39,467	4
5	38,544	38,799	39,055	39,311	39,567	39,826	40,082	40,336	5
6	39,362	39,629	39,894	40,161	40,427	40,694	40,959	41,227	6
7	40,199	40,476	40,751	41,028	41,305	41,580	41,857	42,134	7
8	41,060	41,349	41,638	41,929	42,218	42,507	42,795	43,084	8
9	41,920	42,223	42,525	42,828	43,130	43,432	43,734	44,038	9
10	42,803	43,122	43,440	43,758	44,076	44,396	44,714	45,032	10
11	43,728	44,062	44,396	44,730	45,064	45,398	45,733	46,065	11
12	44,688	45,038	45,387	45,738	46,088	46,438	46,788	47,137	12
13	45,502	45,855	46,207	46,563	46,915	47,270	47,623	47,975	13
14	46,316	46,673	47,027	47,386	47,742	48,102	48,457	48,813	14
15	47,163	47,525	47,884	48,246	48,605	48,967	49,325	49,686	15
16	48,010	48,374	48,740	49,104	49,467	49,832	50,194	50,559	16

SALARY SCHEDULE II

GUIDANCE COUNSELORS, DIRECTOR OF GUIDANCE, DEPARTMENT CHAIRPERSONS, and ELEMENTARY AND SPECIAL EDUCATION COORDINATORS

GUIDANCE COUNSELORS SHALL HAVE THE FOLLOWING WORK YEAR AND SHALL BE COMPENSATED AS FOLLOWS:

- a) The work year for guidance counselors will consist of the bargaining unit work year plus twenty (20) days. The extra days will be worked after the last scheduled bargaining unit workday in June and prior to the first scheduled bargaining unit workday in September. The scheduling of the twenty days will be done by the guidance counselor and the building principal.
- b) Guidance increments were abolished beginning in 2002-03.
- c) For all full days worked in excess of the bargaining unit work year, compensation shall be at the rate of basis of 1/200 per diem of the guidance counselor's annual base salary. The per diem rate shall be that of the fiscal year in which the work is performed. Starting on July 1, 2002, guidance counselors will be paid an hourly rate as per Schedule VI for all hours worked outside the negotiated work day and/or work year during the negotiated work year. All such hours will need the prior approval of the Superintendent.

DIRECTOR OF GUIDANCE:

2004-2005: \$2,675

DIRECTOR OF ATHLETICS, HEALTH & PHYSICAL EDUCATION

- a) The position of Athletic Director will be removed from the S.T.A. bargaining unit and a new position, Athletic Director/Dean of Students, will be created and will be placed in the Administrators' Association's bargaining unit. (Appendix I)
- b) A new position, Health, Physical Education and Family and Consumer Science Department Chairperson, will be created and will be placed in the S.T.A. bargaining unit

SALARY SCHEDULE II, GUIDANCE COUNSELORS, DIRECTOR OF GUIDANCE, DEPARTMENT CHAIRPERSONS, and ELEMENTARY AND SPECIAL EDUCATION COORDINATORS, continued

DEPARTMENT CHAIRPERSONS AND ELEMENTARY AND SPECIAL EDUCATION COORDINATORS

Compensation shall be as follows:

a) Flat stipend:

2004-2005: \$563 and

b) \$112 per F.T.E. in the department or grade level, exclusive of the department chair or Elementary and Special Education coordinator.

c) For appointments, terms, and conditions of Department Chairpersons and Elementary and Special Education Coordinators, see Article XI.

GRADE MACHINE BUILDING LEVEL LEAD CONTACTS

2004-2005: \$1,248

NOTES PERTAINING TO COACHING STIPENDS

1. Stipends shall increase by 4% from 2003-04 to 2004-05.
2. Spreadsheets showing coaching stipends are in Schedule III, immediately following.

SALARY SCHEDULE III
COACHES

FOR APPOINTMENT OF COACHES, SEE ARTICLE XIII.

NOTE FOR HIGH SCHOOL AND MIDDLE SCHOOL COACHES, PARTS 1 AND 2: When sports seasons extend beyond their regular indicated number of weeks for post-season play, coaches are compensated on a prorated basis at their weekly rate.

PART 1: HIGH SCHOOL
2004-05

<u>SPORT</u>	<u>WEEKS</u>	<u>L-1, 1-2 YRS</u>	<u>L-2, 3-4 YRS</u>	<u>L-3, 5-6 YRS</u>	<u>L-4, 7+ YRS</u>
<u>FOOTBALL</u>	12				
HEAD COACH VARSITY		\$3,680	\$4,430	\$5,181	\$5,931
ASST VARSITY COACH (1) and J.V. COACH (2)					
MODIFIED COACH (2)		\$2,766	\$3,345	\$3,923	\$4,503
EQUIPMENT MGR		\$1,250	\$1,644	\$2,038	\$2,432
[For Camera Person see Schedule V]					
<u>SOCCER (BOYS & GIRLS)</u>	12				
HEAD COACH		\$3,370	\$3,910	\$4,451	\$4,992
J.V. COACH		\$2,527	\$2,937	\$3,346	\$3,758
<u>CROSS COUNTRY (BOYS & GIRLS)</u>	12	\$3,370	\$3,910	\$4,451	\$4,992
<u>BASKETBALL</u>	14				
HEAD COACH VARSITY		\$3,415	\$4,128	\$4,839	\$5,552
J.V. COACH		\$2,547	\$3,091	\$3,636	\$4,181
<u>VOLLEYBALL</u>	14				
HEAD COACH		\$3,415	\$4,128	\$4,839	\$5,552
J.V. COACH		\$2,547	\$3,091	\$3,636	\$4,181
<u>WRESTLING</u>	14				
HEAD COACH		\$3,415	\$4,128	\$4,839	\$5,552
J.V. COACH		\$2,547	\$3,091	\$3,636	\$4,181
<u>HOCKEY</u>	14				
HEAD COACH		\$3,415	\$4,128	\$4,839	\$5,552
ASSISTANT COACH		\$2,547	\$3,091	\$3,636	\$4,181

SALARY SCHEDULE III, COACHES, PART 1: HIGH SCHOOL, 2004-05, continued

<u>INDOOR TRACK</u>					
HEAD COACH	14	\$3,415	\$4,128	\$4,839	\$5,552
ASSISTANT COACH		\$2,547	\$3,091	\$3,636	\$4,181
<u>BASEBALL & SOFTBALL</u>					
HEAD COACH	11	\$2,362	\$3,089	\$3,818	\$4,547
J.V. COACH		\$1,775	\$2,311	\$2,849	\$3,385
<u>TRACK, BOYS & GIRLS</u>					
HEAD COACH	11	\$2,362	\$3,089	\$3,818	\$4,547
SUPERVISOR		\$1,295	\$1,295	\$1,295	\$1,295
<u>GOLF</u>					
	11	\$1,775	\$2,312	\$2,849	\$3,385

WHEN SPORTS SEASONS EXTEND BEYOND THEIR REGULAR INDICATED NUMBER OF WEEKS FOR POST-SEASON PLAY, COACHES ARE COMPENSATED ON A PRORATED BASIS AT THEIR WEEKLY RATE.

SALARY SCHEDULE III
COACHES

FOR APPOINTMENT OF COACHES, SEE ARTICLE XIII.

NOTE FOR HIGH SCHOOL AND MIDDLE SCHOOL COACHES, PARTS 1 AND 2: When sports seasons extend beyond their regular indicated number of weeks for post-season play, coaches are compensated on a prorated basis at their weekly rate.

PART 2: MIDDLE SCHOOL
2004-05

<u>SPORT</u>	<u>WEEKS</u>	<u>L-1, 1-2 YRS</u>	<u>L-2, 3-4 YRS</u>	<u>L-3, 5-6 YRS</u>	<u>L-4, 7+ YRS</u>
<u>FOOTBALL</u>					
MODIFIED: SEE Part 1, HIGH SCHOOL					
<u>BASKETBALL</u>					
BOYS MODIFIED	10.5	\$1,719	\$2,217	\$2,716	\$3,216
GIRLS MODIFIED	9	\$1,464	\$1,900	\$2,335	\$2,771
<u>BASEBALL & SOFTBALL</u>					
	10	\$1,959	\$2,278	\$2,596	\$2,912
<u>VOLLEYBALL</u>					
	10.5	\$1,719	\$2,217	\$2,716	\$3,216
<u>WRESTLING</u>					
	8.5	\$1,325	\$1,770	\$2,214	\$2,659
<u>TRACK (BOYS & GIRLS)</u>					
	10				
HEAD COACH		\$1,959	\$2,278	\$2,596	\$2,912
SUPERVISOR		\$1,295	\$1,295	\$1,295	\$1,295
<u>SOCCER (BOYS & GIRLS)</u>					
	8	\$1,464	\$1,770	\$2,075	\$2,378
<u>CROSS COUNTRY (BOYS AND GIRLS)</u>					
	8	\$1,464	\$1,770	\$2,075	\$2,378

SALARY SCHEDULE III
COACHES

PART 3: INTRAMURALS

2004-05

L-1, 1-2 YRS L-2, 3-4 YRS L-3, 5-6 YRS L-4, 7+ YRS

\$802 \$1,005 \$1,207 \$1,411

PART 4: CHEERLEADERS

2004-05

L-1, 1-2 YRS L-2, 3-4 YRS L-3, 5-6 YRS L-4, 7+ YRS

HIGH SCHOOL ADVISOR	\$1,309	\$1,568	\$1,829	\$2,090
HIGH SCHOOL ASSISTANT	\$1,134	\$1,398	\$1,663	\$1,928
MIDDLE SCHOOL	\$1,134	\$1,398	\$1,663	\$1,928

SALARY SCHEDULE IV
EXTRACURRICULAR SCHEDULE
2004-05

ACTIVITY	STIPEND
VARIETY SHOWCASE(MAJOR MUSICAL), EACH OF 2	\$2,163
HAZARD STREET(MAJOR MUSICAL), EACH OF 2	\$2,163
HIGH SCHOOL DRAMA PRODUCTION, EACH OF 2	\$1,514
HAZARD TALENT SHOW, EACH OF 2	\$973
ADVISOR, SENIOR CLASS	\$1,839
ADVISOR, JUNIOR CLASS	\$1,298
ADVISOR, SOPHOMORE CLASS	\$919
ADVISOR, FRESHMAN CLASS	\$919
ADVISOR, STUDENT COUNCIL, EACH OF 2	\$1,298
YEARBOOK, MIDDLE SCHOOL	\$1,298
YEARBOOK, HIGH SCHOOL	\$2,163
SKI CLUB	\$865
NATIONAL HONOR SOCIETY	\$1,298
KEY CLUB	\$865
S.A.D.D.	\$703
LANGUAGE AND SUBJECT CLUBS, EACH: Spanish, French, Italian, Science, Business, Art, Technology, Photography, and Character Education Clubs	\$541
NATIONAL JUNIOR HONOR SOCIETY	\$919
UNITED NATIONS	\$541
BOOK ROOM MANAGER	\$1,514
MIDDLE SCHOOL STUDENT COUNCIL	\$1,082
HIGH SCHOOL SCIENCE OLYMPIAD	\$811
GRADE LEVEL COORDINATORS, (6TH, 7TH, 8TH)	\$703
WEE DELIVER PROGRAM	\$324
MIDDLE SCHOOL NEWSPAPER	\$703
MIDDLE SCHOOL SCIENCE FAIR MENTOR	\$811
MATH LEAGUE (HIGH SCHOOL)	\$811
MATH LEAGUE (MIDDLE SCHOOL)	\$811
DANCE CLUB	\$649
ELEMENTARY SCIENCE FAIR COORDINATOR	\$433

SALARY SCHEDULE V
CHAPERONES AND ASSISTANTS AT EVENTS AND GAMES
2004-05

Chaperone Selection

At all sporting events involving chaperones, ticket takers, scorekeepers or clock keepers, personnel will be selected from among members of the bargaining unit. Non-unit members may be hired only when there are no unit members available. However non-bargaining unit members who presently do these duties will be grandfathered in their present duties. The positions will be posted in September and there will be a list of interested personnel accumulated and submitted to the building principal. A meeting will be held to explain the duties involved and these people will assume supervision at sporting events on mutually agreed upon dates. All of these people will be paid the scheduled chaperone rate.

<u>EVENT OR ACTIVITY</u>	<u>PER GAME or ASSIGNMENT</u>
<u>VARSITY BASKETBALL</u>	
TIMEKEEPER (1)	\$56.20
SHOT CLOCK OPERATOR (1)	\$56.20
SCOREKEEPER (1)	\$56.20
CHAPERONES (Maximum of 4)	\$60.30
<u>VARSITY HOCKEY</u>	
CHAPERONES (Maximum of 2)	\$56.20
<u>VARSITY WRESTLING</u>	
CHAPERONES (Maximum of 2)	\$56.20
<u>WINTER WEEKEND</u>	
CHAPERONES (Maximum of 10-- any one person limited to two [2] activities)	\$56.20
<u>CAMERA PERSON</u>	\$57.20

<u>EVENT OR ACTIVITY</u>	<u>FLAT FEE</u>
HIGH SCHOOL and MIDDLE SCHOOL DANCES, and OTHER APPROVED ELEMENTARY and SECONDARY CHAPERONE ASSIGNMENTS	\$56.20

<u>EVENT OR ACTIVITY</u>	<u>PER DIEM</u>
MUSIC COMPETITIONS Reference Article XXI Sec. 11	\$56.20

SALARY SCHEDULE VI
ADDITIONAL SUPPLEMENTAL COMPENSATION

1. **Home Instruction**

Home instruction teachers shall be compensated at the rate of \$24.00 in 2004-05. In the event that the student does not report for a scheduled session, the teacher shall be compensated for (1) hour of work.

2. **Curriculum Development**

Unit members who participate in approved curriculum development activities outside the bargaining unit work day or work year shall be compensated at the rate of \$24.00 per approved hour in 2004-05.

3. **Workshops**

Bargaining unit members who participate in District sponsored workshops and/or training outside the scheduled bargaining unit workday shall be compensated at the rate of \$24.00 per hour in 2004-05.

4. **Instructors**

Teachers assigned to provide training outside the bargaining unit work day or work year shall be compensated at the rate of \$32.25 per approved hour in 2004-05.

5. **Saturday Morning Detention**

a. Teachers assigned to the Saturday morning suspension/detention program shall be compensated at the rate of \$24.00 per approved hour in 2004-05.

b. **Staffing by secondary teachers** – In the event no staff members are available due to illness or emergency, the administration will provide the supervision.

6. **Assessment Scorers**

Teachers who score the assessments will be compensated at 1/200 of their annual salary for a full day, or \$32.25 per hour in 2004-05 for less than a full workday, for any grading or scoring which is required by the District and which requires work beyond the bargaining unit's school calendar or if it is a state exam which requires committee style grading beyond the school day.

7. **Committee on Special Education**

Bargaining unit members who participate in Committee on Special Education meetings during vacation periods shall be compensated at the rate of \$24.00 in 2004-05.

**APPENDIX G
APPROVAL FORM FOR GRADUATE COURSE CREDIT**

TO: SUPERINTENDENT OF SCHOOLS

FROM: _____ / _____
Teacher's Name Signature

DATE: _____

I would like to register for the graduate course indicated below and am requesting approval for that course to be credited toward my accumulated graduate hours for advancement on our salary schedule when successfully completed. My transcript will be provided to confirm completion.

College or University: _____

Course Number & Name: _____

Credit Hours: _____ (Please attach a copy of the course description)

Semester: _____ Starting Date: _____

I am interested in taking this course because it relates to my current role in education as follows:

*****FOR CENTRAL OFFICE USE*****

This course is **approved/denied** for credit toward your salary advancement.

If credit is denied, the reason is: _____

Superintendent's Signature: _____ Date: _____

TO: Teacher Requesting Approval
FROM: Superintendent of Schools

*Please sign, date, and return a copy of this approval when you have **successfully completed** this training.*

Teacher's Signature: _____ Date: _____

cc: Personnel File

Rev. [8/99]



MEMORANDA OF AGREEMENT

Memorandum of Agreement

Between the Superintendent of the Solvay Union Free School District

And the Solvay Teachers Association

PAYROLL CALENDAR

July 7, 2003

WHEREAS, the Solvay Union Free School District requested a change in the normal 21 year pay schedule, and

WHEREAS, the Article XXI Section 2.1 of the Agreement between the Superintendent of Schools and the Solvay Teachers Association currently offers a 21 or 26 pay check option for 10 month employees,

BE IT RESOLVED that the Solvay Teachers Association and the Superintendent of Schools agree to modify Article XXI Section 2.1 to read as follows:

Ten (10) month employees – Option of 21 or 26 checks, with a 21.5 or ^{26.5 MSE} ~~26~~ check pay calendar in effect in the following school years: 2003-2004, 2007-2008, 2008-2009

Subsequent pay calendars will be established during the 2010-2011 school year.

AGREED

For the District:

Thomas D. Helma

Date July 7, 2003

For the Association

Michael J. Em

Date July 7, 2003

Memorandum of Agreement

Between the Solvay Teachers Association

And the Solvay Union Free School District

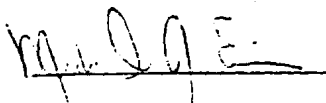
July 7, 2003

The Solvay Union Free School District, hereinafter the "District" and the Solvay Teachers Association, hereinafter the "Association" agree to remove the position of Freshman Basketball Coach from Salary Schedule III entitled "Coaches", Part 1- High School. The District and the Association further agree to add Boys 7th and 8th Grade basketball positions to Salary Schedule III entitled "Coaches, Middle School", commencing with the 2003-2004 school year. The salaries for the current year for these positions will be at the rate outlined for Modified Boys Basketball for 2003-2004.

The District and the Association also agree that on any day that both boys teams are scheduled to play at home on the same date, the chaperone working these two games will be paid the chaperone rate of a Varsity Basketball chaperone, as outlined in Salary Schedule V of the Association contract.

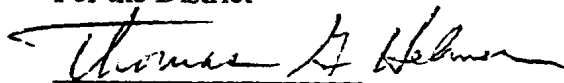
AGREED

For the Association



Date: July 7, 2003

For the District



Date: July 7, 2003

Memorandum of Agreement

Between the Solvay Teachers Association

And the Solvay Union Free School District

September 8, 2003

The Solvay Union Free School District, hereinafter the "District" and the Solvay Teachers Association, hereinafter the "Association" agree to add the position of "Grade Machine Building Level Lead Contacts" to Salary Schedule II of the 2002-2004 agreement between the Superintendent of Schools and the Association commencing with the 2003-2004 school year. There will be (2) Grade Machine Building Level Lead Contacts, one assigned to the Middle School and one to the High School.

The salary for this position will be \$1200 for each of the aforementioned positions for the current school year.

AGREED

For the Association

Michael G. E.

Date: 9/10/03

For the District

Thomas J. Helms

Date: 9/10/03