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**AGREEMENT
BY AND BETWEEN

POCANTICO HILLS
CENTRAL SCHOOL DISTRICT

AND

POCANTICO HILLS
TEACHERS' ASSOCIATION**

JULY 1, 2003 THROUGH JUNE 30, 2007

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REGISTERED NURSE SALARY SCHEDULE

STIPEND POSITIONS

AGREEMENT made as of December 16, 2003 by and between the POCANTICO HILLS CENTRAL SCHOOL DISTRICT AT SLEEPY HOLLOW (hereinafter "The School District") and the POCANTICO HILLS TEACHERS ASSOCIATION (hereinafter "The Association").

I. RECOGNITION

The School District hereby recognizes the Association as the exclusive negotiating agent for all full-time and part-time certificated and/or licensed employees of the School District, including all classroom teachers, the school psychologist, the librarian, all special teachers and all registered nurses, but excluding personnel having full-time supervisory duties, teachers' aides and teaching assistants. The term "full-time certificated employees" refers to such professional employees who work half-time or more.

II. TERM OF AGREEMENT

The term of this Agreement shall be for a period of four years from July 1, 2003 through and including June 30, 2007.

III. ASSOCIATION RIGHTS AND PRIVILEGES

- A. It is understood and agreed that the Association shall have the right to use the school facilities for Association business under reasonable circumstances and at reasonable times. Office space shall be provided at the school for the Association, if such space shall be available.
- B. During the term of this Agreement, the President of the Association shall not be assigned to lunch duty or recess duty. The President of the Association shall be entitled to two periods per week of release time for use in connection with Association business during the school year in which a new collective bargaining agreement is being negotiated and one period per week of release time for use in connection with Association business during the other school years.

- C. A pool of five days leave with pay shall be provided for the use of the Association in connection with official Association business such as attendance at conferences and meetings.
- D. The School District agrees to deduct from teachers' salaries, dues for the Association for those teachers who have filed a payroll deduction form with the Board. The amount deducted shall be remitted to the Association as requested by the Association.
- E. The School District agrees to deduct from teachers' salaries, an agency fee for the Association for those teachers who have not filed a payroll deduction form with the School District. The agency fee shall be in the amount of Association dues and shall be deducted in accordance with Section 208(3)(b) of the Civil Service Law. Remittance to the Association shall be as set forth above. So long as a teacher remains on the payroll, the authorized deductions shall be continued yearly unless the teacher notifies the School District in writing of his or her desire to discontinue membership in the Association. In that event, an agency fee deduction shall be thereafter made by the School District.
- F. In addition, upon receipt of signed authorizations from the members of the bargaining unit in question, the School District shall also arrange to make appropriate payroll deductions for payments for approved tax-sheltered Financial Programs. Payments shall be deducted, as aforesaid, for a maximum of four such programs (clearinghouses). The School District, upon receipt of signed authorizations from the members of the bargaining unit in question, shall also arrange to make appropriate payroll deductions for payments to a credit union.
- G. The District will deduct and remit payments to the NYSUT Benefit Trust upon submission to the payroll office of a signed authorization card of any NYSUT member or agency fee payer. Such signed authorization may be discontinued at the end of its term upon written notice by the employee to the District. The District will remit to the NYSUT Benefit Trust the payments deducted and shall furnish the plan and the bargaining agent with a list of all employees from whose salaries such deductions have been made.

H. The Business Administrator of the School shall provide to the Association such available material as may be reasonably required by the Association for preparation for contract negotiations.

IV. MANAGEMENT RIGHTS

Nothing in this Agreement shall limit the right of the Board of Education to manage and direct the operation of the School, including, but not limited to, the right to determine the nature and content of curricular offerings, the establishment of staffing plans, the making of budgetary decisions, the making of decisions concerning the hiring and discharge of employees, including members of the professional staff, and the right of the Board to make such other decisions and determinations as are assigned to the Board by law, except as otherwise limited by this Agreement or by law.

V. SALARY AND LONGEVITY

A. Salary: The salary schedules will be increased by three and one-half percent (3.5%) effective July 1, 2003; by three and one-half percent (3.5%) effective July 1, 2004; by three and three quarters percent (3.75%) effective July 1, 2005; and by three and three quarters percent (3.75%) effective July 1, 2006. Salary schedules are attached as Appendix A.

B. Longevity: In addition to the foregoing, upon completion of the necessary years of teaching, members of the bargaining unit who have obtained a Masters Degree or are on the BA + 30 or BA + 45 lane will receive longevity increments. These increments will increase in each year of the contract by the same percentage as the salary schedules as indicated below:

	Effective (Cum.) <u>7/1/03</u>	Effective (Cum.) <u>7/1/04</u>	Effective (Cum.) <u>7/1/05</u>	Effective (Cum.) <u>7/1/06</u>
After 17 yrs.	1,349	1,396	1,448	1,503
After 20 yrs.	1,349 (2,698)	1,396 (2,792)	1,448 (2,896)	1,503 (3,006)
After 24 yrs.	1,472 (4,170)	1,523 (4,315)	1,580 (4,476)	1,639 (4,645)

- C. In addition, the salary schedule credit shall be given for additional course credits as they are earned, if such course work has been approved in advance by the Chief School Administrator.
- D. Stipends: Annually the Superintendent will meet with PHTA representatives to review stipend positions based on time requirements and determine if any adjustments are necessary. If so, adjustments will become effective in the following year of the contract. If at any time after that meeting, the Superintendent believes an adjustment is necessary, he/she will meet with the PHTA President or his/her designee. The parties recognize the right of the District to define the needs of the job. The District has the right to add or drop stipend positions with consultation with the Union. (See Appendix A6.)

Coaching Salaries: Effective July 1 of each subsequent year of this agreement, coaching salaries will increase by the same percentage as the salary schedules. Coaches who have no other employment relationship with the District are not eligible for any benefit other than salary. Coaches' salaries are attached as Appendix A6.

- E. Extra work, except as set out hereafter, shall be compensated on a per diem basis at the rate of 1/200th of the teacher's annual salary for each additional day worked.
- F. In the 2003-2004 school year, teachers who accompany pupils on overnight trips will be paid the sum of \$259 for each mid-week day non-holiday or part thereof, \$414 for each holiday or part thereof, \$621 for any Friday through Saturday overnight or part thereof, and \$725 for any Friday through Sunday overnight or part thereof.

These rates will change to \$268, \$428, \$643, and \$750 respectively in the 2004-2005 school year and in the 2005-2006 school year the rates change to \$278, \$444, \$667, and \$778. In the 2006-2007 school year the rates change to \$288, \$461, \$692, and \$807.

- G. Teachers who are required to perform evening chaperoning duties for pupils, which duties are outside of the major area of assignment of such teachers, will be paid \$40.00 for any

such evening session. This rate will increase to \$41.00 effective July 1, 2004. The rates will increase to \$43.00 effective July 1, 2005. The rates will increase to \$45.00 effective July 1, 2006. Specifically excluded from such compensation are "back to school" nights, education reports to the Board of Education, and such activities as are within the regular professional responsibility of teachers in connection with their regular assignments, e.g. eighth grade graduation for eighth grade teachers and concerts for music teachers. The parties are agreed that it is the fact that such duties are unrelated to a teacher's regular and primary area of assignment that renders such duties compensable hereunder, and examples of such compensable activities include a fifth grade teacher assisting with the eighth grade graduation and an elementary teacher chaperoning her class at an evening concert.

- H. Effective July 1, 2003, teachers who are called upon to fill in for an absent teacher during a regular classroom period (excluding home room periods), where a substitute teacher has not been obtained, will be compensated at the rate of \$23.00 for each such classroom teaching period. Effective July 1, 2004, the rate will increase to \$24.00, \$25.00 July 1, 2005, \$26.00 July 1, 2006.
- I. Each Cafeteria Supervisor shall receive a stipend in the amount of \$4,140.00 per annum in 2003-2004. In the school year 2004-2005, the amount is raised to \$4,285.00; in the year 2005-2006, the amount is raised to \$4,446 and in the year 2006-2007, the amount is raised to \$4,613.00.
- J. Professional development or curriculum work which is approved in advance and in writing by the Chief School Administrator, will be compensated at the rate of \$30.00 per hour during the school year and will be paid from that portion of the budget specifically allocated for that purpose, as set out more fully in Article X of this Agreement. This rate will increase effective July 1, 2004, to \$31.00; effective July 1, 2005, to \$32.00; and effective July 1, 2006, to \$33.00.
- K. Teachers who participate during the summer in interviews of candidates for employment will be compensated at the hourly rate as per Article XI.A. They will be compensated for a minimum of two hours.

- L. There shall be twenty-two pay dates for the members of the bargaining unit during the school year. On each of the first twenty-one of such pay dates, members of the bargaining unit shall receive 1/26th of their annually salary, and on the last pay date they shall receive 5/26ths of their annual salary. However, for teachers who so elect, in writing, by June 15 of any calendar year, 1/22 of the annual salary of such members of the bargaining unit will be paid on each pay date, commencing with the ensuing school year.
- M. Direct Deposit Banking: The District will provide for direct deposit of unit members' paychecks upon written request to the District. A form for such requests will be provided by the district. Thereafter unit members may initiate Direct deposit through notification to the district by July 1, September 1, January 1, or March 1. Direct deposit will commence no more than 60 days hence.
- N. It is agreed that both the bookmobile and summer reading/math program as currently constituted, are camp programs. It is agreed that other summer instruction is unit work and will be paid accordingly. The bookmobile summer reading/math position will be posted.
- O. Extra-curricular Positions: All stipend and extra-curricular positions are annual appointments. These positions will be posted annually when vacant.
- P. Faculty may informally schedule parent conferences. If the conference is pre-approved by the Superintendent or his/her designee, teachers will be paid at the rate of 1/200th.
- Q. After school activities are voluntary. Teachers who are asked to work outside of the school day by the Superintendent or his/her designee will be compensated at the 1/200th rate except when otherwise covered in the contract. Teachers voluntarily serve on district-wide/ administrative committees and will not be required to participate. Once approved for participation, the teacher will be compensated either through the 10-hour mechanism or at 1/200th pay. When a member of the bargaining unit is on a mandated committee, such as

the Child Study Team or AIS, and is required to attend meetings, they will be compensated at the rate of 1/200th for all hours served before or after their regularly scheduled day.

VI. CLERICAL HELP

The School District shall provide to the members of the bargaining unit a total of seven hours of clerical help per day, as requested.

VII. RETIREMENT BENEFITS

- A. The school district agrees to pay for premiums to continue health insurance policies in effect for the life of members of the bargaining unit upon their retirement under the provisions of the New York State Teachers' Retirement System.
- B. The School District agrees to continue in effect for members of the bargaining unit their participation in the group life insurance program, provided such insurance policy or policies permit such continuation, after the retirement of members of the bargaining unit. All premiums for such life insurance for retirees shall be paid by the retirees.

VIII. LEAVE POLICY

- A. Sick Leave: Each member of the bargaining unit shall be entitled to a total of twenty days sick leave, with pay, during each year of this Agreement, five days of which will be contributed to the sick leave bank referred to in Section D. Such leave may be accumulated up to an aggregate of 220 days. Sick leave may be used, as needed, in the event of a serious illness of a member of a teacher's immediate family for whom a teacher is required to provide care. Notwithstanding the foregoing, contributions to the sick leave bank will only be required until a total of 800 days of sick leave has been accumulated in the sick leave bank. As the accumulated total in the sick leave bank approaches 800 days, required contributions will be pro-rated to achieve the required 800 days. After 800 days have been accumulated in the sick leave bank, no further contribution will be required

unless and until the sick leave bank is drawn upon, as set forth in Section B of this Article, and the accumulated total in the sick leave bank falls below the required 800 days.

Thereafter, at the commencement of the next ensuing school year, required contributions to the sick leave bank will be resumed until the bank is replenished and the 800 days have been accumulated.

B. The School District may require the submission of medical certification of illness after five (5) consecutive days of paid sick leave.

C. Upon retirement from teaching, members of the bargaining unit will be entitled to receive payment, in a lump sum, for one-half of their accumulated but unused sick leave days in excess of 120 days. Compensation for such days will be at the then applicable daily substitute teacher's rate of pay. Since the maximum number of sick leave days that a teacher may accumulate is 220 days, the maximum number of days for which a member of the bargaining unit may be compensated is one-half of 100 days or 50 days. If a unit member has 220 accumulated sick leave days upon the date of retirement, there shall be an extra payment of \$750.00.

D. Disability – Sick Leave Bank:

1. Members of the bargaining unit who become disabled from work as teachers shall be governed by the provisions of this section. Such persons shall first be required to use any accumulated sick leave which they may have accrued. After a disabled bargaining unit member has fully exhausted his/her own accumulated sick leave, s/he shall be eligible to apply for benefits from a sick leave bank as set out hereafter. Medical certification of such disability will be required for participation.
2. Subject to the provisions of the above section of this Article, each member of the bargaining unit, at the commencement of each school year, shall be required to contribute to a sick leave bank at least five (5) days of the twenty (20) days of sick leave provided to each bargaining unit member under section "A" of this Article. Bargaining unit members may elect to contribute up to ten (10) days of sick leave to the sick leave bank.

3. Such sick leave bank may be drawn upon by members of the bargaining unit who have experienced extended, serious illness or serious injury, only upon their submission of a request to a sick leave bank committee comprised of three (3) bargaining unit appointed members and three (3) district appointed members. Said committee shall, in its sole discretion, deem the medical request adequate. In determining its standards, the sick bank committee shall honor requests where the teacher has coincidentally been approved for the receipt of Social Security Disability Benefits. If the committee is deadlocked on its determination, a mutually agreed upon physician will be consulted as the tiebreaker. The cost of any services provided by the selected physician will be paid by the Board.
4. To the extent that the bank has a sufficient number of accumulated sick leave days available, an eligible unit member shall be entitled to the following rights:
 - a.) Tenured bargaining unit members or those with four (4) or more years of service with the school district shall be entitled to receive their full salary as of the date of the onset of their disability for a two-year period, which shall include the period during which they are using their own accumulated sick leave. However, the amount of such full salary paid by reason of any such disability shall be reduced by the amount of any disability benefit payments to which such disabled bargaining unit member shall be entitled hereunder including payments received from or as a result of the Social Security Administration, the New York State Teachers' Retirement Fund, or any group disability insurance policy. The parties acknowledge that it is the intention of the parties that in no event should a disabled bargaining unit member, by reason of such disability, receive payments hereunder which, together with the other above-listed disability benefits, are in excess of his/her regular salary.
 - b.) Non-tenured bargaining unit members or those with less than four (4) years of service with the school district, shall be entitled to receive their full salary, as of the date of the onset of their disability, for a one-year period, which shall include the period during which they are using their own accumulated sick leave. All of the other provisions of the preceding paragraph shall apply to such bargaining unit members.

E. Personal Leave:

1. Each member of the bargaining unit shall be entitled to a maximum of three days of personal leave, with pay, during each year of the term of this Agreement. Such personal leave shall only be taken for a good reason and shall require the prior approval of the Chief School Administrator or, in the case of an extreme emergency, such approval may be granted subsequently.
2. No personal leave shall be granted for the days immediately preceding or following the scheduled school vacations or holidays, except as may be approved in the discretion of the Chief School Administrator.
3. Additional personal leave, in excess of the aforesaid three days, may be granted upon the approval of the Chief School Administrator.
4. Satisfactory reasons for personal leave shall include personal business, religious observations, and family business or illness, or other cogent reasons. Leave for jury duty will be granted with pay, but all persons receiving such leave shall transmit all jury duty fees to the School District. Leave for jury duty shall be in addition to the aforesaid three days of personal leave.

F. Bereavement Leave: Each member of the bargaining unit shall be entitled to three consecutive school days of bereavement leave, with pay, in the event of a death in such teacher's immediate family. For purposes of this section of the Agreement, immediate family shall be defined as including spouse, children, parents, parents of spouse, grandparents, grandchildren, brother, sister, brother-in-law, sister-in-law, daughter-in-law, son-in-law and other relatives living in the household. An additional two days will be granted if necessitated by travel. The paid bereavement leave days hereunder must be taken within one week of the day of death.

G. A bargaining unit member may obtain, following the birth or adoption of a child, an unpaid child-rearing leave of absence. However, such teacher shall be required to provide written notice to the school administration as to the date of return to work, so as to assist in the orderly administration of teaching schedules as set out hereafter. The administration may

require appropriate medical certification, in writing, as to the teacher's physical condition for continued teaching or for resumption of teaching duties. The required schedule for notification to the School of a teacher's planned return from unpaid child-rearing leave is:

<u>Deadline for School's Receipt of Notice to Return to Teaching Duties</u>	<u>Date of Planned Return to Teaching</u>
March 15	Commencement of Fall Semester
October 15	Commencement of Spring Semester

A teacher on an approved child-rearing leave may return to teaching duties normally only at the commencement of either a Fall or Spring semester. An exception to the above return dates may be made at the discretion of the District.

- H. Child-Rearing Leave: A member of the bargaining unit on an approved child-rearing leave has the option to convert his/her accumulated sick leave and appropriated personal leave to a total of 60 paid child-rearing leave days (12 consecutive work weeks) following the birth or adoption of a child. The 12 consecutive work weeks of child-rearing leave days include the post-partum period and may begin before the birth or adoption of the child for prenatal or legal requirements. Child-rearing leave days will be concurrent with the member's leave entitlement under the Family Medical Leave Act.

Child rearing leave must be taken within 12 months of the birth, adoption or placement of a child. If spouses work for the district, only a combined 12 consecutive workweeks may be taken within the 12 month period for the purposes of child rearing.

If the leave is foreseeable, the district may require a minimum of 30 days notice. If the leave is unforeseeable, notice must be given as soon as possible.

- I. Continuation of Fringe Benefits: All teachers who are on approved leave of absence shall continue to be covered for the medical and life insurance benefits provided under this Agreement, to the extent the applicable insurance carriers permit the continuation of such fringe benefits for such teachers, for a six-month period. Thereafter, a teacher on approved leave of absence may elect to provide for the continuation of such medical and life

insurance coverages for a period of up to an additional six months, by reimbursing the School, in advance, for the School's cost of the applicable insurance premiums for such continued coverage.

IX. BENEFIT FUND: PROFESSIONAL GRANTS

- A. Effective July 1, 1985, a Benefit Fund shall be created. The fund shall be administered by the Pocantico Hills Teachers' Association.
- B. A copy of the Fund's Declaration of Trust, meeting all State and Federal requirements, shall be filed with the District by May 1, 1986.
- C. The Fund shall provide insurance type benefits to members of the bargaining unit. Such benefits may include supplemental health, optical, dental, legal, life or other insurance type benefits. Under no circumstances shall monies from the fund be distributed to members of the bargaining unit except for specific reimbursement for established insurance type benefits.
- D. The District shall contribute a total of \$61,000 annually or \$1,452 per member whichever is greater to the benefit fund effective July 1, 2003; payable on October 15 of each year.
- E. The Fund shall provide the District with a copy of the annual financial report at the close of the Fund's fiscal year.
- F. The sum of \$20,000 shall be budgeted and set aside for the purposes of payment for the costs of grants for professional development and curriculum work by or for bargaining unit members. Expenditures for grants for professional development and curriculum work, as aforesaid, shall only be made for such projects or work that has been approved, in advance and in writing, by the Chief School Administrator, whose decision with respect thereto shall be final and binding.

- G. The District will provide a mutually agreed upon Employee Assistance Program for members of the bargaining unit at an annual per capita rate not to exceed \$30.00.

X. SCHOOL CALENDAR AND SCHOOL HOURS

- A. All teachers shall have a school day which runs from 8:10 a.m. to 3:30 p.m. However, teachers will be required to remain from 3:15 p.m. until 3:30 p.m. only upon request from the School Administration, at least 24 hours in advance, for purposes of attending meetings. Teachers will continue to be compensated, as heretofore, for requested attendance at such meetings for the period subsequent to 3:15 p.m. Said rate shall be \$30.00 per hour effective July 1, 2003. Effective July 1, 2004, the rate will increase to \$31.00 per hour. Effective July 1, 2005, the rate will increase to \$32.00 per hour. Effective July 1, 2006, the rate will increase to \$33.00 per hour. Effective upon ratification of this agreement by both parties, unit members will work ten approved hours annually without compensation before receiving the hourly rate at the eleventh hour. The specified approval form will be submitted to the Superintendent with a notation of hours not to be compensated. The pupil day will commence at 8:15 a.m. and conclude at 2:45 p.m.

- B. Faculty meetings will be limited to one a month. Faculty meetings will be scheduled one a month on a mutually agreed upon day which will be announced at the beginning of the school year.

Unit members will expect no remuneration for attending one faculty meeting per month unless it extends beyond 4:00 p.m. If because of unusual circumstances additional Faculty meetings or committee meetings are scheduled in a given month, PHTA will be compensated at the contractual rate of Article XI.A.

- C. Notwithstanding the above, upon at least sixty (60) days notice, certain teachers may be assigned to work the hours of their workday up to forty (40) minutes before or after the regular hours of the faculty, to provide for special programmatic needs of students (i.e., band, gifted and talented programs, etc.) Such assignments shall relieve the affected

teacher(s) of the requirement to attend the monthly faculty meeting, or other non-compensable meeting, if the same should occur on a day when the teacher is assigned to work hours other than the regular hours of the faculty.

- D. EVENING CONFERENCES. On two (2) occasions each school year on dates determined by the District, teachers shall be available for evening conferences with parents of students in lieu of afternoon conferences. The evening session shall be for a two and one-half hour period, to end no later than 9:30 p.m. Unit members who attend evening conferences will be compensated at the hourly rate as per Article XI.A. The ten uncompensated hours as provided in Article XI. A does not apply to this provision.
- E. The District, as of the date of this Agreement, has no plans to extend the length of the present pupil day. The District agrees that no such change will be made in the future, without prior consultation with the Association.
- F. Teacher preparation periods are primarily to be utilized for preparation for classroom teaching and, therefore, are not normally to be used for conducting School meetings or conferences.
- G. Teachers will be afforded the courtesy of purchasing lunch with the ability to charge in the school cafeteria.
1. All teachers shall be entitled to a duty-free lunch period. Teachers will be provided a separate eating facility separate from the students. Middle school teachers will be scheduled for at least one (1) preparation period each day and a total of eight (8) preparation periods per week. Said periods will be no less than the length of a Middle School teaching period. Normally, the Middle School teachers will not be required to teach more than 27 periods per week. In those situations where a Middle School teacher is required to teach more than 27 periods per week, such teacher will be relieved of a commensurate amount of administrative duty assignments.
 2. Teachers in the special classifications will be accorded the time equivalent of eight (8) preparation periods per week. Elementary School teachers will be scheduled for an

average of eight (8) preparation periods per week. Said periods will be no less than the length of a Middle School teaching period.

If necessary, preparation periods of Pre-kindergarten and Kindergarten teachers may be less than the length of a Middle School teaching period. In that event they will be provided the equivalent of 8 Middle School teaching periods per week. In no case will periods of less than fourteen minutes be counted toward the required total.

3. Teachers may cover classes in case of a brief emergency at the request of a fellow teacher, with no docking of the absent teacher.

- H. During the 2003-2004 school year and thereafter, the school year shall consist of one hundred eighty-one (181) actual days of pupil attendance and up to one hundred eighty-six (186) actual days of teacher attendance. The five (5) additional days are to be used solely for the purpose of in-service teacher education programs. Teachers will be compensated at the rate of 1/200th of their regular compensation for each day of teacher attendance in excess of one hundred eighty-four (184) days.

Of the in-service days scheduled each year, two will be jointly planned by the Superintendent and Association representatives. The scheduling and use of the three remaining days will be determined by the District only after consultation with representatives of the Association. Up to five (5) additional days of pupil attendance may be scheduled so as to provide a reserve for cancellation in the event of inclement weather, or for other reasons. However, to the extent that such additionally scheduled days of pupil attendance are not canceled by reason of inclement weather, or otherwise, such days shall be deducted from the schedule at the end of the school year, so as to constitute the actual number of days of pupil attendance at 181.

One Superintendent Conference Day per year may be traded by joint agreement with the PHTA and individual faculty members. Attendance at a district planned and sponsored Superintendent's Conference Day could be traded for an approved project taking place on a Saturday or successive Saturdays or during the summer vacation period. The proposed trade would not be in the form of a typical teacher conference (regional or national.)

Should the district plan a district-wide conference day and there are individual teachers who have been approved for a trade, those faculty members will not be expected to be in attendance on the day of the district-planned activity. If the entire faculty has approved trade activities and no district planned Superintendent's Conference Day is needed, students will be in attendance for a regular attendance day. The maximum student attendance days remain at one hundred and eighty-one (181) days.

- I. The day before Thanksgiving will be scheduled as a half day and will count as one of the days of teacher attendance.
- J. Teachers who are assigned to new and different duties for the following school year will be notified by June 1. Anyone who is to be terminated, excessed, reduced in hours or denied tenure at the end of the school year shall be notified by April 1. Individual teachers will be consulted before transfer from one assignment to another.
- K. Teachers are free to leave the building when free of assigned duties, upon notification to the Superintendent or his/her designee.
- L. Changes in the calendar, after its adoption, shall be made with the mutual agreement of both parties.
- M. The parties shall meet to review possible staffing plans which would assure proper supervision of all cafeteria periods, with the goal of mutual agreement on a plan. In the absence of a mutually agreed upon plan, the District may implement a plan which would meet all contractual requirements.
- N. Middle School Program: The parties agree to continue a program particular to grades 7 and 8. The program is as follows:
The student day in grades 7 and 8 will be extended to add a ninth period. The student day for these grades will commence at 8:15 a.m. and conclude at 3:32 p.m. The workday of

teachers in the subject areas of music and physical education will be consistent with all provisions of the contract except that the workday of it may begin at a time later than 8:10 a.m. and conclude later than 3:30 p.m. In no event will any teacher be assigned a workday that concludes later than 4:00 p.m.

The effectiveness of this program will be evaluated annually by up to 3 representatives designated by the Association and up to 3 representatives designated by the Superintendent. The District will give recommended modifications serious consideration. The District reserves the right to make changes, consistent with all provisions of the collective bargaining agreement.

Should the district seek volunteers to work beyond their workday during the ninth period, the positions will be posted. One time per month, on a prearranged and announced in advance basis, 9th period will be cancelled so all members of the faculty will be able to attend faculty meetings, PHTA General Membership meetings or other such district-wide meetings. The annual district calendar will reflect the "no 9th period" days, as known when the calendar is published.

No more than ten (10) days per year will be "no 9th period" days, excluding the day before holidays or vacations. The PHTA may use up to a maximum of four of the ten meeting dates when 9th period is to be cancelled. The four (4) PHTA dates will be mutually agreed upon between the PHTA and the administration.

- O. Teachers have the option of taking students outside to the playground other than recess at reasonable times.
- P. Classroom teachers shall enjoy an average class size of 25 students.
- Q. Every effort will be made to not use Teaching Assistants and Aides to substitute outside the classroom to which they are assigned.

X. INSURANCE

A. Health Insurance: The School District agrees to continue to provide the present health insurance coverage, except as noted below. Members of the bargaining unit who are employed for 50% or more will contribute toward health insurance premiums as follows:

	<u>Individual</u>	<u>Family</u>
Effective July 1, 2003	\$380	\$730
Effective July 1, 2004	\$420	\$810
Effective July 1, 2005	\$624	\$1,200
Effective July 1, 2006	10%	10%

Except as specified in article XX, Section B, health insurance benefits for part-time employees who work less than 50% will be prorated as per the contractual limits of the plan in effect. The parties agree that the District may change health insurance plans to the Southern Westchester Schools Cooperative Health Plan without further negotiations. No other change in health insurance plans shall be made except with the agreement of the Association or if the proposed plan provides equal or superior benefits to the then-current plan and such plan is purchased from a major medical insurance carrier. Prior to making such other change, the District shall give reasonable notice to the Association for consultation and input prior to making such change. The School District agrees to pay the cost of continuing in effect such health insurance coverage for the immediate survivors (spouse and minor children) of a member of the bargaining unit who dies while an employee of the School District. Such insurance coverage shall be continued in effect for a period of five years from the date of such employee's death or until the children of such employee have attained the age of eighteen years, whichever period shall be longer.

B. Life Insurance: The School District agrees to purchase term life insurance for each member of the bargaining unit in an amount equal to each member's annual salary, rounded off to the nearest \$1,000.00 of salary.

C. Changes in Carriers: The School District agrees that it will not make any changes in the life insurance or health insurance carriers without notice to the Association. The present coverage or equivalent coverage will be maintained in effect during this Agreement.

D. Health Insurance Buyout: Unit members who elect not to participate in the health insurance plan shall receive an amount equivalent to 50% of the premium the District would otherwise pay for their coverage. To be eligible for this provision, unit members shall notify the District in writing on or before June 1 of the preceding school year, of their intention to waive health insurance coverage. A form will be provided for this purpose. In the case of new hires, the District must be notified within 30 days of beginning employment. Unit members who select this option must demonstrate that they have alternative health insurance coverage. If the terms of the alternative coverage change or the alternative coverage is no longer available, a unit member can re-enter the District plan at any time during the year by notifying the District in writing. The buyout will be pro-rated for any unit member who re-enters during the year and for new hires who begin employment after July 1. Payment will be made on the second pay date in January and the second pay date in June. The parties recognize that this income is taxable.

XII. NOTIFICATION OF BOARD POLICY CHANGES

The Board of Education will notify the Association of any changes in Board policy immediately after adoption thereof.

XIII. EVALUATION OF PROBATIONARY TEACHERS

A. Probationary teachers will be evaluated by members of the School Administration at least twice each year during such teachers' probationary periods. Evaluations will be discussed with such teachers before any written report thereof is placed in such teachers' files.

B. In the event that the forms for such evaluation are to be changed, such changes will be made and agreed upon by a committee consisting of two members of the School

Administration and two members of the Association to be designated by the Executive Board thereof. Such forms, with their agreed criteria, shall form the basis of teachers' evaluations hereunder.

The forms and format of Probationary and Tenured Teacher evaluation are subject to statewide requirements as listed under Annual Professional Performance Review, on file in the district office.

- C. All personal or confidential communications will be sealed and placed in teacher's mailboxes. All urgent messages will be delivered promptly to teachers via intercom.

XIV. DISCIPLINARY PROCEDURE

- A. The District and the Association, in recognition of the time delays, expenses and inefficiency in Section 3020-a Education Law due process hearing procedure, recognize a need for a more efficient type of disciplinary proceeding for minor discipline cases and agree upon the procedures set forth in this Article at paragraph "B(4)" as an option available to members of the bargaining unit.
- B. Whenever a bargaining unit member is being considered for disciplinary proceedings by the Superintendent of Schools pursuant to the requirements of Section 3020-a of the New York State Education Law, the following procedure shall be implemented before charges are brought to the Board of Education for a finding of probable cause:
 - 1. The Superintendent of Schools shall promptly conduct an investigation of such matter(s) or, in his/her discretion, secure counsel to do so.
 - 2. During the investigation, where the charge(s) may be pursued, the Superintendent of Schools shall advise the unit member that an investigatory interview with possible disciplinary consequences will be conducted. The unit member shall be confronted by the Superintendent of Schools with the substance of the charge(s) and be given an opportunity to respond to the same. At the time of such meeting with the

Superintendent of Schools, the unit member shall have the right to be represented by a building representative or non-attorney union representative.

3. Following the meeting described in paragraph "2" above, the unit member shall be allowed to settle the charge(s) upon whatever terms are deemed agreeable between the unit member and the Superintendent of Schools, without the necessity of invoking Section 3020-a proceedings. The unit member shall be advised of the right to be counseled by an attorney or representative of the unit member's choice prior to entering into a settlement agreement under the provisions of this paragraph. Where such unit member chooses not to be represented or counseled, such fact shall be noted in any settlement document.
4. In cases where the employer seeks a discipline of less than three months suspension without pay or a fine not to exceed \$5,000.00, if the matter is not settled before a finding of probable cause by the Board of Education, the case shall proceed to a disciplinary arbitration before a single arbitrator, in lieu of Section 3020-a proceedings, at the unit member's option. Such option may be exercised by filing a written notice with the Superintendent of Schools within (10) calendar days following the receipt of the charge(s). If the unit member opts for Section 3020-a proceedings, the Board's probable cause finding shall be deemed for the purposes of S3020-a and the requisite documents will then be forwarded to the State Education Department, including a Demand for Hearing document. The case will then proceed in accordance with statute.

- C. Should the unit member opt for the alternative procedure, the disciplinary arbitration shall be heard before one of the three arbitrators whose name appears below, with the arbitrator being selected based upon availability and, to the extent practicable, on a rotating basis:
1. Howard Edelman
 2. Rosemarie Towaley
 3. Roger Maher

If none of the above are available within 90 days, the parties may mutually agree to an alternate arbitrator. If they are unable to reach agreement on an alternate arbitrator, a list of arbitrators may be requested from the American Arbitration Association by either party.

The parties will then be bound by the Voluntary Labor Arbitration Rules of the American Arbitration Association in the selection of an arbitrator.

- D. Should the unit member opt for the alternative procedure, the decision of the arbitrator regarding the findings of facts and discipline shall be final and binding upon all parties. The full costs of the arbitrator's fee shall be borne by the District with payments made on behalf of both parties to the arbitration.

XV. TEACHER FILES

Each member of the bargaining unit shall have the right to examine his file and to have items included therein at his request. Any items in such file may be copied by the teacher. No material derogatory to teacher's conduct, service or character shall be placed in his personnel file or used in any disciplinary hearing unless the teacher has had an opportunity to read the material. The teacher shall acknowledge that he has read such material by affixing his signature on the actual copy to be filed, with the understanding that such signature merely signifies that he has read the material to be filed, but does not necessarily agree with its content. If the teacher refuses to affix his signature on the actual copy to be filed, the Superintendent will note the occasion, date and time of presentation and the teacher's reason for refusing to sign the material. It shall then be placed in his file. The teacher shall have the right to provide an answer or explanation for any derogatory material filed, and his written and signed statement shall be attached to the file copy.

XVI. GRIEVANCE PROCEDURE

The Association may process any grievance which it may have in accordance with the procedures set out hereafter. However, notwithstanding the foregoing, only grievances which involve alleged violations of the specific terms and conditions of this Agreement may be carried beyond Stage 3 to binding arbitration, subject to the limitations set out hereafter. The following grievance procedure shall govern the handling of grievances in this Agreement:

Stage 1: A representative of the Association shall informally and orally present such grievance to the Chief School Administrator or his designee. Discussions may be had with the teacher or teachers involved in the grievance. In the event the grievance is not satisfactorily resolved at Stage 1, the Association may proceed to Stage 2.

Stage 2: Within 45 school days of when the grievant knew or should have known of the event upon which the grievance is based, the Association shall present a written statement to the Chief School Administrator. The statement will set forth the specific nature of the grievance and the facts relating thereto. Within five school days of receipt of such written statement, the Chief School Administrator shall render a written decision, setting forth his determination concerning the grievance and the basis for such determination. In the event the grievance is not satisfactorily resolved at Stage 2, the Association may proceed to Stage 3.

Stage 3: Within five school days of the receipt of the written decision of the Chief School Administrator, the Association may deliver a written notice to the Chief school Administrator that it elects to appeal such decision to the Board of Education. Within five school days of the receipt of such notice, the Chief School Administrator shall advise the Association of the time and date of a hearing on such appeal before the Board of Education. Such hearing shall be scheduled for a date not more than twenty days subsequent to the date of the receipt of the notice of election to appeal, as aforesaid; and shall occur on a weekday evening that the Board of Education does not have a regularly scheduled public meeting unless changed by mutual agreement of the parties. The Association may submit such written material in support of its position with respect to the grievance as it deems appropriate. At such hearing, the Association may appear and present oral argument in support of its position, but not more than three designees of the Association, which may include one of the teachers directly involved in the grievance, shall present such oral argument. The hearing shall not be open to the public. At the conclusion of the presentation of the Association, the Board of Education, or its legal counsel, may ask such questions of the Association, as they deem appropriate. The Board of Education shall render a written decision setting forth its disposition of the grievance and its basis therefore, within seven days of the hearing.

Stage 4: For grievances involving an alleged violation of the specific terms and conditions of this Agreement, subject to the limitation set out hereafter, within five school days of the receipt by the Association of the written decision of the Board of Education referred to in Stage 3, the Association may give written notice to the Chief School Administrator that the Association wishes to submit such grievance to binding arbitration. Thereafter, arbitration shall be had before a single arbitrator in accordance with the rules of the American Arbitration Association, with the Association and the Board of Education sharing the costs thereof, equally. The decision of the Arbitration shall be binding upon the parties hereto.

Notwithstanding anything elsewhere contained in this Agreement, there shall be no arbitration with respect to the following items:

- a. Decisions as to the awarding of academic or professional grants:
- b. Decisions concerning the appointment or non-appointment of probationary teachers to tenure.

XVII. NO STRIKE; NO LOCKOUT

- A. During the terms of this Agreement, the Association, its officers, representatives, agents and members agree that they shall not authorize, instigate, cause, encourage, support, condone or participate in any strike, slowdown, work stoppage, or picketing directed against the operations of the School District.
- B. The School District will not lock out any members of the bargaining unit during the term of this Agreement so long as this Article is not violated.

XVIII. TEACHING ASSISTANTS

No teaching assistants shall be assigned duties other than those set forth in the section of the Regulation of the Commissioner of Education set forth in Schedule B annexed hereto.

XIX. TERMINATION OR REDUCTION OF EMPLOYMENT

- A. The employment of tenured members of the bargaining unit will only be terminated in accordance with applicable law.
- B. Unit members who have completed at least seven years of service in the District will continue to receive full benefits if their hours are reduced below 50%.

XX. EARLY RETIREMENT INCENTIVE

- A. The parties acknowledge that during the time of the 1982-85 Agreement, and again supplemented by the Agreement dated June 16, 1988, all teachers who were 55 years of age or older, were eligible to receive the retirement incentive provided for under the Collectively Negotiated Agreement. Therefore, the following provisions extend to teachers who have not yet reached the age of 55 the same opportunity to participate in the retirement incentive plan in the year in which they become 55 years of age or reach the tenth year of service in the District if over the age of 55 at that time.
- B. Full-time, tenured members of the bargaining unit who will reach the age of 55 and who have served at least ten (10) years in the District in any school year, or who are over the age of 55 but will be completing the tenth year of service in such school year, shall be entitled to the benefit described in paragraph "D" below, provided that notice of retirement is given by February 1st in advance of the retirement date of June 30th of that school year. At the teacher's option, a July or August retirement date during the same school year will be accommodated if at least four (4) months advance notice is given. The notice of retirement which shall be in writing, shall be accompanied by a signed letter of resignation on the effective date(s) referenced above.
- C. Any change in assignment resulting, directly or indirectly, from an early retirement hereunder, shall not require notification of such change by the preceding June 1, as otherwise provided in Article X, above.

D. The early retirement benefit hereunder in the sum of Twenty Four Thousand (\$24,000) Dollars (inclusive of the portion allocable to any required contribution to the New York State Teachers' Retirement System) shall be paid to the eligible retiring teacher as a one-time, non-elective, non-discretionary employer contribution by the District.

1. The non-elective employer contribution, as specified above, shall be contributed to the provider selected by each eligible retiring teacher to receive employer contributions, pursuant to all of the terms of the funding arrangement specified herein. If the teacher does not designate a 403(b) account which can receive an employer non-elective contribution, the District shall deposit the contribution into a 403(b) account on behalf of the teacher as required by law. Eligible teachers shall forthwith notify the District in writing of the total elective contribution, if any, made by them to any 403(b) accounts outside of that which they contribute as teachers of the Pocantico Hills Central School District.
2. Notwithstanding the amount of the non-elective employer contribution for the school years set forth above, the amount of the non-elective employer contribution shall not exceed the applicable annual contribution limits permitted under relevant law, i.e., Section 415(c)(1) of the Internal Revenue Code. In the event that the aggregate of the employer non-elective contribution exceeds the applicable annual contribution limitation, the excess amount shall be paid directly to the eligible retiring teacher as compensation.
3. No teacher may receive cash in lieu of or as an alternative to any employer non-elective contribution(s).
4. All non-elective employer contributions and excess compensation amounts shall be remitted after the teacher's retirement date, but no later than November 1 of the calendar year in which the teacher retires.
5. The Association acknowledges that the District has made no representation to the Association or its members as to the position of the Internal Revenue Service (IRS) regarding the tax-deferred status of these contributions or as to the position of the New York State Teachers' Retirement System (TRS) regarding whether these contributions will be included in the teacher's final average salary (FAS). The

District will fulfill any applicable legal obligations in processing and reporting these contributions to the TRS.

The District's obligation to make the aforesaid 403(b) non-elective employer contribution hereunder for 2003-2007 school years shall expire, in all respects, and be of no further force and effect on June 30, 2007. Such expiration shall, however, not release the District of its obligations to make any non-elective employer contribution on behalf of any eligible teacher retiring during the 2006-2007 school year, as provided herein, which obligation shall survive the June 30, 2007 expiration date. The Association herewith waives the applicability of §209-a (1)(e) of the Taylor Law to the matter of this agreement that only pertains to the payment of the 403-b account but in no way does this section pertain to the contractual retirement benefit outlined in Article XX.

XXI. MERGER OR CONSOLIDATION

In the event of a merger of the Pocantico Hills Central School District with another School District, all tenure and seniority rights of members of the bargaining unit will be protected.

XXII. ENTIRE AGREEMENT OF PARTIES

The School District and the Association agree that this Agreement contains the entire agreement of the parties and that the terms and conditions of employment referred to in this Agreement represent all of the items agreed upon by the parties during negotiations and that any other items have been specifically rejected during negotiations.

XXIII. TELEPHONES

The District will provide a telephone for use by unit members in a place that allows for privacy. Teachers have use of district phones for school business. All personal, long distance calls must be charged to user's home telephone or credit card.

XXIV. FLEXIBLE SPENDING PLAN

In accordance with the regulations of the Internal Revenue Service, the District will establish a Flexible Spending Plan to provide for:

1. Re-direction of salary for payment of childcare expenses with pre-tax dollars.
2. Re-direction of salary for payment of un-reimbursed medical/dental with pre-tax dollars.
3. Payment of the health plan buy-out in accordance with Article XII, Section D.
4. Payment of health related premiums if legal.

Subject to I.R.S. rules, unit members may re-direct a maximum of five thousand dollars (\$5,000) to a child care account and five thousand dollars (\$5,000) to an unreimbursed medical/dental account.

XXV. REGISTERED NURSES

Except as noted below, the terms of this agreement, where applicable, extend to the registered nurses employed by the District.

- A. Effective July 1, 1999, the registered nurse will be paid on the salary schedule, attached as Appendix A5. Effective July 1 of each subsequent year of this agreement, the schedule will increase by the same percentage as the teacher salary schedule.
- B. The workday of registered nurses will be from 8:15 a.m. to 3:30 p.m. Participation in meetings that extend beyond 3:30, or 4:00 in the case of faculty meetings, will be paid at the hourly rate in accordance with Article XI.A.
- C. Retirement Incentive:
 1. The school year in which a registered nurse reaches the age of fifty-five (55) having served at least fifteen (15) years in the District, or the fifteenth year of service, where the registered nurse is over the age of fifty-five at the time of said year, shall be the year of eligibility for the payment referenced in Section 2 below for such registered nurse, if

a written application is made to the Business Office on or before February 1st for retirement effective June 30th.

2. The payment due the registered nurse referenced in Section 1 above, shall be \$ 4,000 for ten-month full-time service.
3. The payment shall be made to the registered nurse between June 30th and November 1st of the year of retirement.

XXVI. NEGOTIATIONS PROCEDURE

- A. By the first school day in February 2007, each party will submit, in writing, to the other party, its demands with respect to a new collective bargaining agreement. No new proposals will be added by either party after the initial exchange of proposals. Each party will make available to the other party, within reason, records, data and other information in such party's possession, provided such material is directly pertinent to a negotiating topic, and provided such material will not require an unreasonable effort to complete and transcribe.

XXVII. MISCELLANEOUS PROVISIONS:

- A. Reimbursement for travel expenses related to educational pursuits with prior approval of the Chief School Administrator will be at the current year's IRS travel reimbursement rate. Teachers will be reimbursed for registration and fees at rates for conferences and travel expenses at the current district rate with pre-approval by the Chief School Administrator.
- B. Teachers are not required to sign in and sign out.
- C. Teachers will be consulted and will provide consultation in the development of the succeeding year's class lists.
- D. Non-resident faculty members are permitted to enroll their children in the school in accordance with Board Policy.

E. Teachers will be afforded the courtesy of use of the athletic facilities during and after school. The membership and use of recreational facilities will be afforded at the same rate as residents.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of this 16th day of December 2003.

POCANTICO HILLS CENTRAL SCHOOL
DISTRICT AT SLEEPY HOLLOW

BY: Charles Minton
Charles S. Minton, President
Board of Education

POCANTICO HILLS TEACHERS' ASSOCIATION

BY: Laura Garrido
Laura Garrido, President
P.H.T.A.

SCHEDULE "A"

TEACHING ASSISTANT

1. Description

A teaching assistant is appointed by a board of education to provide, under the general supervision of a licensed or certified teacher, direct instructional service to students.

2. Duties

Teaching assistants assist teachers by performing such duties as:

- i. Working with individual pupils or groups of pupils on special instructional projects;
- ii. Providing the teacher with information about pupils which will assist the teacher in the development of appropriate learning experiences;
- iii. Assisting pupils in the use of available instructional resources, and assisting in the development of instructional materials;
- iv. Utilizing their own special skills and abilities by assisting in instructional programs in such areas as: foreign languages, arts, crafts, music and similar subjects and;
- v. Assisting in related instructional work as required.

APPENDIX A1

TEACHER SALARY SCHEDULE
2003-04

STEP	BA	BA+30	BA+45	MA	MA+30	PD	MA+60	DR
1	41,791	43,881	45,970	48,060	50,149	52,239	54,329	56,418
2	43,881	46,806	48,896	50,985	53,075	55,164	57,254	59,344
3	46,388	50,149	52,239	54,329	56,418	58,508	60,597	62,687
4	48,896	53,075	55,164	57,881	59,970	62,060	64,150	66,239
5	51,403	56,000	58,090	60,806	62,896	64,985	67,075	69,164
6	53,911	58,926	61,015	63,732	65,821	67,911	70,000	72,090
7	56,418	61,851	63,941	66,866	68,956	71,045	73,135	75,224
8	58,926	64,776	66,866	69,791	71,881	73,970	76,060	78,150
9	61,433	67,702	69,791	72,717	74,806	76,896	78,985	81,075
10	63,941	70,627	72,717	75,642	77,732	79,821	81,911	84,000
11	66,030	73,553	75,642	78,568	80,657	82,747	84,836	86,926
12	66,448	76,478	78,568	81,493	83,582	85,672	87,762	89,851
13		79,403	81,493	84,418	86,508	88,597	90,687	92,777
14		82,329	84,418	87,344	89,433	91,523	93,612	95,702
15		82,747	84,836	87,762	89,851	91,941	94,030	96,120
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18TH YEAR:		84,096	86,185	89,110	91,200	93,290	95,379	97,469
1,349								
21ST YEAR:		85,445	87,534	90,460	92,549	94,639	96,728	98,818
2,698								
25TH YEAR:		86,916	89,006	91,931	94,021	96,110	98,200	100,290
4,170								
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APPENDIX A2

TEACHER SALARY SCHEDULE
2004-05

STEP	BA	BA+30	BA+45	MA	MA+30	PD	MA+60	DR
1	43,254	45,416	47,579	49,742	51,904	54,067	56,230	58,392
2	45,416	48,444	50,607	52,769	54,932	57,095	59,258	61,420
3	48,012	51,904	54,067	56,230	58,392	60,555	62,718	64,881
4	50,607	54,932	57,095	59,906	62,069	64,232	66,394	68,557
5	53,202	57,960	60,123	62,934	65,097	67,259	69,422	71,585
6	55,797	60,988	63,150	65,962	68,125	70,287	72,450	74,613
7	58,392	64,015	66,178	69,206	71,369	73,531	75,694	77,857
8	60,988	67,043	69,206	72,234	74,396	76,559	78,722	80,884
9	63,583	70,071	72,234	75,261	77,424	79,587	81,749	83,912
10	66,178	73,099	75,261	78,289	80,452	82,615	84,777	86,940
11	68,341	76,126	78,289	81,317	83,480	85,642	87,805	89,968
12	68,773	79,154	81,317	84,345	86,507	88,670	90,833	92,995
13		82,182	84,345	87,372	89,535	91,698	93,860	96,023
14		85,210	87,372	90,400	92,563	94,726	96,888	99,051
15		85,642	87,805	90,833	92,995	95,158	97,321	99,483
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18TH YEAR: 1,396		87,038	89,201	92,229	94,392	96,554	98,717	100,880
21ST YEAR: 2,792		88,434	90,597	93,625	95,787	97,950	100,113	102,275
25TH YEAR: 4,315		89,958	92,120	95,148	97,311	99,473	101,636	103,799
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APPENDIX A3

TEACHER SALARY SCHEDULE
2005-06

STEP	BA	BA+30	BA+45	MA	MA+30	PD	MA+60	DR
1	44,876	47,120	49,364	51,607	53,851	56,095	58,339	60,583
2	47,120	50,261	52,505	54,749	56,993	59,236	61,480	63,724
3	49,812	53,851	56,095	58,339	60,583	62,826	65,070	67,314
4	52,505	56,993	59,236	62,153	64,397	66,641	68,885	71,128
5	55,198	60,134	62,378	65,295	67,538	69,782	72,026	74,270
6	57,890	63,275	65,519	68,436	70,680	72,924	75,167	77,411
7	60,583	66,417	68,660	71,802	74,045	76,289	78,533	80,777
8	63,275	69,558	71,802	74,943	77,187	79,431	81,674	83,918
9	65,968	72,699	74,943	78,084	80,328	82,572	84,816	87,059
10	68,660	75,840	78,084	81,226	83,469	85,713	87,957	90,201
11	70,904	78,982	81,226	84,367	86,611	88,855	91,098	93,342
12	71,353	82,123	84,367	87,508	89,752	91,996	94,240	96,483
13		85,264	87,508	90,650	92,893	95,137	97,381	99,625
14		88,406	90,650	93,791	96,035	98,278	100,522	102,766
15		88,855	91,098	94,240	96,483	98,727	100,971	103,215
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18TH YEAR:		90,303	92,547	95,688	97,932	100,176	102,420	104,663
1,448								
21ST YEAR:		91,751	93,994	97,136	99,379	101,623	103,867	106,111
2,896								
25TH YEAR:		93,331	95,575	98,716	100,960	103,204	105,447	107,691
4,476								
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APPENDIX A5

REGISTERED NURSE SALARY SCHEDULE

<u>STEP</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>
1	33,155	34,316	35,602	36,938
2	34,813	36,031	37,383	38,784
3	36,802	38,090	39,519	41,001
4	38,792	40,149	41,655	43,217
5	40,781	42,208	43,791	45,433
6	42,770	44,267	45,927	47,649
7	44,760	46,326	48,063	49,866
8	46,749	48,385	50,199	52,082
9	48,738	50,444	52,336	54,298
10	50,727	52,503	54,472	56,514
11	52,717	54,562	56,608	58,731
12	54,706	56,621	58,744	60,947
13	56,695	58,680	60,880	63,163
14	58,353	60,395	62,660	65,010
15	58,685	60,739	63,016	65,379
<u>STIPENDS</u>				
ACLS/PALS	500	518	537	557
PEP	600	621	644	668

ACLS/PALS: Advanced Cardiac Life Support / Pediatric Advanced Life Support

PEP: Pediatric Emergency Pre-Hospital Care

APPENDIX A6

STIPEND POSITIONS

<u>Stipend Position</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>
Yearbook Advisor	3,105	3,214	3,334	3,459
Website Coordinator/Tech Support	6,728	6,963	7,224	7,495
Student Council Advisor	4,538	4,697	4,873	5,056
Mentoring Coordinator	2,588	2,678	2,778	2,883
Supply Room Coordinator	1,226	1,269	1,317	1,366
Play Director	3,726	3,856	4,001	4,151
Asst. Play Director	1,553	1,607	1,667	1,730
Set Designer	909	941	976	1,012
After School Program Coordinator	2,208	2,285	2,371	2,460
Audio Visual Coordinator	1,226	1,269	1,317	1,366
Director of Student News	2,453	2,539	2,634	2,733
Athletics Director	7,855	8,130	8,434	8,751
Athletic Team Coaches	2,619	2,710	2,812	2,917