

**An Agreement Between:**

***Clarkstown Central School District  
Board Of Education***

**And**

***Clarkstown Teachers Association***

**For The Period:**

**September 1, 2019 Through August 31, 2023**

**AN AGREEMENT BETWEEN THE CLARKSTOWN CENTRAL SCHOOL DISTRICT BOARD  
OF EDUCATION AND THE CLARKSTOWN TEACHERS' ASSOCIATION  
FOR THE PERIOD: SEPTEMBER 1, 2019 - AUGUST 31, 2023**

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**ARTICLE I. RECOGNITION**

1. To effectuate the provisions of Article 14 of the Civil Service Law, Chapter 392 of the Laws of 1967, Public Employees Fair Employment Act, this agreement has been entered into by the BOARD OF EDUCATION OF CLARKSTOWN CENTRAL SCHOOL DISTRICT, hereinafter referred to as the "Board," and the CLARKSTOWN CENTRAL SCHOOL DISTRICT TEACHERS' ASSOCIATION, hereinafter referred to as the "Association."
2. The Association has requested the Board to recognize the Association as the exclusive negotiating agent for the Instructional Staff as a negotiating unit consisting of classroom teachers, speech therapists, psychologists, guidance counselors, reading specialists, librarians, art teachers, music teachers, physical education teachers, industrial arts teachers, language teachers and athletic trainers (The following provisions shall not apply to Athletic Trainers: Article VI, Article IX, Article X §9, Article XI, Article XII, Article XIII, Article XIV, Article XV, Article XX, and Article XXII).
3. The Board has determined that the Association is the representative organization of a majority of the employees in the Instructional Staff as a negotiating unit and hereby recognizes the Association as the exclusive negotiating agent for the Instructional Staff.
4. Recognition shall extend for the maximum period provided in Section 208, Subdivision 2, of the Civil Service Law, unless the Association becomes ineligible to act as the exclusive negotiating agent for the negotiating unit.
5. The Association accepts recognition as provided herein, and through its officers agrees to comply with the provisions of Section 210, Article 14, of the Civil Service Law.

**ARTICLE II. NEGOTIATIONS PROCEDURES**

1. The first negotiating meeting shall take place five months before the expiration date of this agreement, at which time the parties shall exchange proposals. Additional issues may be introduced by mutual agreement. Subsequent meeting dates shall be set by the negotiating teams at each meeting, but the chairpersons of the respective teams may later agree to an alternate date. Effective September 1, 2005, the contract year shall run from September 1<sup>st</sup> to the following August 31<sup>st</sup>.
2. Negotiation meetings shall be held outside the regular school day, unless otherwise agreed.
3. Negotiation reports shall not be released to the news media except by prior agreement of the parties. If impasse is reached, the Board or the Association may release information after notifying the other party.

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4. When tentative agreement is reached, the Memorandum of Agreement shall be typed and submitted to members of the Board and the Association for ratification. After ratification by both parties, the contract shall become effective in all respects for its duration.

5. Every effort will be made to conform to the Joint Code of Ethics adopted by the New York State United Teachers Association and the New York State School Board Association.

**ARTICLE III. PAYROLL DEDUCTIONS**

1. In compliance with Section 208 1(b) of the Public Employees Fair Employment Act of 1967, the Board agrees to deduct Association dues from the salaries of member employees covered by this agreement.

2. The Association shall certify to the Board in writing the amount of its current annual membership dues and shall give the Board at least thirty (30) days' notice, before the start of a school year, of any change in the amount for such dues.

3. During each school year, annual Association dues shall be deducted from members' salaries in sixteen (16) equal amounts, starting with the first pay period in October and ending with the second pay period in May of that school year. Such dues deduction for new hires shall commence no later than October 25th if hired no later than August 1st. Unless otherwise agreed, employees becoming Association members after the third pay period during a school year shall have their total annual Association dues deducted in equal amounts and ending with the ninth pay period. Upon receipt of a request from a member to discontinue CTA dues deduction, the District will promptly notify the CTA.

4. Association dues deduction for members shall be by means of the Payroll Deduction Authorization Form provided herein. Such forms shall be submitted to the Payroll Department before the second payroll date of the school year.

*Payroll Deduction Authorization*

*Social Security Number*

*Last Name, First Name, Middle*

*District Name*

*Association*

*To the Board of Education:*

*I hereby authorize you, according to arrangements agreed upon with the above association, to deduct from my salary and transmit to said association, dues as certified by said*

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*association. I hereby waive all right and claim to said monies so deducted and transmitted in accordance with this authorization and relieve the Board of Education and all its officers from any liability thereafter. I revoke any and all instruments heretofore made by me for such purposes. This authority shall remain in full force and effect for all purposes while I am employed in this school system, or until revoked by me in writing between September 1st and September 15th of any given year.*

*Member Signature*

*Date*

5. The Board shall transmit Association dues deducted from members' salaries after each pay period deductions to the Association. The first and last Association dues deduction transmittal shall be with a list of Association members for whom dues deductions were made.

6. By mutually acceptable written authorization, employees may use payroll deductions for payment of disability insurance premiums, credit union transactions, United Way contributions, VOTE-COPE, existing tax shelter annuity plans and repayment of loans to the New York State Retirement System.

**ARTICLE IV. ASSOCIATION BENEFITS**

1. The Board shall grant up to twelve (12) scheduled workdays each school year for Association representatives (no more than seven days may be taken by one representative) to attend to Association business affairs. This shall exclude those days for the New York State Teachers Retirement and House of Delegates Conferences. The Association shall be responsible for its representatives' expenses for such days. The Association President shall give advance notice to the Superintendent of Schools in writing of the days that will be taken for such purpose. The Board will pay the cost of a substitute teacher's salary, if one is required on such days. When the Board requests the Association to send representatives to a meeting, expenses incurred may be shared with the Association and such days will not be charged to the days allowed under this provision.

2. Each instructional workday, the Association President shall have the last two (2) instructional periods, including one teaching period and one study hall period, free for Association affairs.

3. The Association may use District school buildings for Association meetings, by prior written approval of the Superintendent of Schools without cost.

4. The Association may use teachers' mailboxes and faculty lounge bulletin Boards for communication and information purposes.

5. The Board will provide suitable office space in a central location for Association use.

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6. The Board will provide the Chairperson of the Association's Negotiations Committee one period per day on school days for Association affairs. If the Chairperson is a secondary teacher, this shall be the last instructional period of the day.
7. On request, Association building representatives shall be given ten minutes at the conclusion of faculty meetings to report on Association business.
8. A list of the names, addresses, and telephone numbers of new teachers will be furnished to the Association by the District in August each year. A listing of other teachers will be furnished by the end of the first payroll period.
9. Upon written request to the appropriate District administrator, a copy of publicly available financial documents shall be furnished to the Association.
10. The CTA shall be given at least two hours to meet with employees during the New Professionals Institute each year. In no case shall such meeting impact the scheduled activities or the completion of professional duties involving members of the CTA or other District staff members.
11. The CTA shall be given up to two hours to hold a membership meeting at one of the superintendent's conference days at the beginning of the school year. In no case shall such meeting impact the scheduled activities or the completion of professional duties involving members of the CTA or other District staff members.

**ARTICLE V. STUDENT CONTROL AND DISCIPLINE**

1. To promote student control and discipline in each building, administrators and faculty shall, at the September meeting, establish a discipline committee. It shall be the responsibility of this committee to study, develop and recommend rules and procedures designed to promote student control and discipline in their building. The committee shall periodically review established disciplinary measures and make recommendations for changes and improvement.
2. There shall be a District-wide disciplinary committee made up of representatives from building disciplinary committees to discuss and formulate District-wide disciplinary procedures and policies. This committee shall advise the Board and the Association in writing on changes designed to improve District-wide student disciplinary policies and procedures.

**ARTICLE VI. SUBSTITUTE TEACHERS**

1. Every effort shall be made to secure qualified substitutes.
2. Student teachers will not be used as a substitute teacher except when a teacher must leave the building.

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3. A secondary or elementary teacher serving as a substitute during such teacher's consultation or preparation period shall be given compensatory time off. If time off has not been given by the close of school, the teacher shall be paid a proportionate amount of such teacher's salary for such time.
4. When a music, art, physical education, or library teacher gives notice of an extended illness, the District shall seek a substitute as soon as possible, with the intent of providing a substitute from the first day of the teacher's absence. For occasional absences, the District shall provide for substitute coverage when appropriate.

**ARTICLE VII. ASSAULTS AND INJURIES**

1. All personal injuries suffered by a teacher during the course of his or her employment shall be reported in writing to the school principal's office. A copy of such report shall be sent to the Superintendent of Schools Office. The District and teacher shall cooperate with the Superintendent's Office in investigation of the report, when required. A copy of any report resulting from an investigation will be given to the teacher, if requested.
2. In an emergency, a teacher shall escort students to a safe location and supervise them for the period of the emergency. A teacher is not required to perform dangerous duties in an emergency or work that is not related to the safety and supervision of students.
3. The School District shall reimburse a teacher for reasonable costs of replacing or repairing dentures, eyeglasses, hearing aids, or clothing up to a maximum of \$200 per item not covered by Workmen's Compensation which are destroyed, damaged, or lost as a direct result of any student assault sustained in the discharge of the teacher's duties within the scope of the teacher's employment, provided such damage, destruction, or loss was not due to the teacher's negligence.
4. A teacher absent from school because of disability arising from a student assault occurring during the course of employment shall have sick leave as hereinafter provided. A probationary teacher shall have 15 days per year, accumulative, for disability arising from student assault. On reaching tenure, or in the case of Athletic Trainers, permanent status is achieved a teacher will be credited with a bank of 180 days for disability caused by student assault. This bank shall be increased at the rate of 15 days per year, including the first year the teacher is on tenure or, in the case of Athletic Trainers, permanent status is achieved and accumulate to a maximum of 250 days. For teachers who have used up their accumulated days for disability as a result of student assault, the number of days for this purpose may be extended at the discretion of the Board.
5. Probationary teachers absent because of job injury that is not covered by student assault shall have 15 days paid leave per year, non-accumulative. Absences for such disability beyond 15 days shall be deducted from personal sick leave.

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**ARTICLE VIII. SENIORITY, LAYOFF, AND RECALL**

1. In September each year, the District shall provide the Association with an alphabetical list and seniority listing of teachers, by tenure area, as defined by the New York State Education Law.
2. Reduction in force shall mean layoff because of program changes, position abolition, declining student enrollment, or a change or reduction in funding and other similar circumstances.
3. When there is a reduction in force, the services of the teacher having the least seniority in the District within the affected tenure area shall be discontinued. No later than April 15 of each year, the District will notify the Union of any layoffs then anticipated to take place for the following school year. If the District later changes its layoff plans, it will promptly notify the Union. No later than April 15 of each year, the District shall notify the affected staff of any reductions in staff that are then anticipated for the following school year. Teachers who are laid off will be given a written statement outlining changes to their benefit status and be given instructions as to how to preserve their insurance status through COBRA.
4. For a period of up to seven (7) years from the initial excessing, the Board will make every effort to place laid-off teachers in other teaching positions .
5. Teachers who are laid off will be recalled in accordance with the New York State Education Law when employment opportunities with the District are available. Recall will be initiated immediately upon resolution of any circumstance which may have precipitated the necessary reduction in personnel.
6. Laid-off teachers shall be twice offered available part-time teaching positions in accordance with their seniority, as determined by the New York State Education Law. After offering such positions twice the Clarkstown Central School District shall have no further obligation to offer part-time positions.
7. The probationary period for Athletic Trainers shall be set according to NYS Law and Rockland County Civil Service Rules. Seniority, layoff and recall rights shall be defined by the rules as set forth for competitive positions in NYS and Rockland County Civil Service Laws and Rules. The remainder of Article VIII does not apply to Athletic Trainers.

**ARTICLE IX. TEACHER EVALUATION**

1. Monitoring or observation of teacher work performance shall be conducted at the place of instruction with the teacher's knowledge. A schedule of classroom observations and observers shall be announced in each building during September each year.



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2. Teachers shall have the right to discuss reports before they are sent to the Central Office and placed in the Personnel file. Reports with comments on teacher weakness or areas for improvement shall contain suggestions for improvement in performance.
3. The District shall consult with the Association in formulating a teacher evaluation process. A teacher shall have an opportunity to submit a written statement on an observation report that will become a part of the teacher's file. Teacher evaluation reports shall be signed by the teacher, with the understanding that the signature signifies the teacher has read the report. It does not indicate agreement or disagreement with the report.
4. Any complaint from a parent or student that will be placed in a teacher's file shall be promptly brought to the teacher's attention.
5. By February, if requested, the Superintendent of Schools Office will give a written response on employment retention to a teacher in the last year of probationary employment.
6. The parties agree to meet to discuss the current APPR language to comply with state requirements and contractual language. Such discussions will commence before the end of September, 2022. Currently we will follow the attached appendix on APPR

**ARTICLE X. TEACHER REPORTS AND FACILITIES**

1. Material reflecting negatively upon a teacher's performance shall not be placed in a teacher's file before the teacher has an opportunity to read the material and sign the actual copy filed. The signature shall mean the material has been read. It does not indicate agreement. After three (3) years a teacher may request that the appropriate Superintendent or designee remove the negative material from the file. The Superintendent or designee may refuse the request.
2. A teacher shall have an opportunity to answer written material placed in the Personnel file and to have such answer reviewed by the Principal and Superintendent or designee. Such response shall be attached and made a part of the file copy.
3. By written request, a teacher can make a copy of material in that teacher's Personnel file.
4. Each school building shall have space in each classroom where the teacher may safely store materials and supplies if possible or other appropriate storage space for Athletic Trainers. A work area for teachers and equipment and supplies to assist in preparation of teaching material shall be provided wherever possible.
5. A faculty lounge shall be provided at each school building.
6. Clean restrooms for teachers shall be provided in each building.
7. Reserved parking for teachers shall be provided at each building.

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8. The District shall provide, whenever possible, separate staff dining facilities.

**ARTICLE XI. SPECIAL EDUCATION, TRANSITION, AND REMEDIAL PROGRAMS**

1. The District will employ teaching assistants as required in its elementary schools and for the non-graded and transitional classes. The Board will employ a minimum of one teaching assistant per elementary school plus one teaching assistant for the non-graded class plus  $\frac{1}{2}$  teaching assistant for each transitional class, provided adequate funds are available.
2. Teachers who are laid off shall not be replaced by teaching assistants.
3. Only certified teachers shall be responsible for the formulation and instruction of prescriptive remediation.

**ARTICLE XII. RIGHTS AND RESPONSIBILITIES**

1. Probationary teachers who will be terminated at the close of school will be given written notice by registered mail before March 1 in the year of termination. On request, such teachers may, with union representation if desired, have a discussion with the building principal and the appropriate Director. By request at such meeting, a teacher may have a written account of the reasons for termination within two (2) days. Teachers who are being discontinued will be given a written statement outlining the changes to their benefit status and be given instructions as to how to preserve their insurance status through COBRA.
2. On notice of termination, a last year probationary teacher may have a meeting with the Superintendent of Schools to review termination with an Association representative present.
3. A teacher's probationary period shall be as provided by the New York State Education Law.
4. A teacher should not leave the school building without permission of the building principal or designee, except during lunch period with prior notice.
5. During each student report period, teachers shall hold conferences with failing students and prepare a written report of the causes for failure to the building principal in elementary schools and to the guidance counselor or principal in a secondary school. A follow-up conference may be held with the principal or guidance counselor, including parents and students. With assistance from the guidance counselor or building principal if desired, a teacher may hold conferences with a failing student's parents for discussion of discipline, attendance, or other matters adversely affecting student's achievement.
6. All teachers shall schedule at least two additional help periods per week before or after the instructional day to assist students with make-up work and to render motivation and guidance

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for improved achievement. When feasible for the teacher and developmentally appropriate for the needs of the student, teachers will make every effort to schedule one of their weekly extra help sessions in the morning before the instructional day and the other in the afternoon after the instructional day. Extra help is expected to last 45 minutes. Teachers will offer a sign-up form on their scheduled extra help day and will accept and honor requests from parents (of students in their class) and students for appointments, online or otherwise. If no one signs up and there is no communication from a parent or student requesting an appointment on a given day, the teacher may leave after 20 minutes.

7. When a student is legally absent from class, a teacher shall cooperate with parent's request for homework assignments. When such homework is returned, it will be corrected and returned to the student. It shall be the responsibility of the teacher to schedule such make-up work and additional assistance as may be necessary for students who are legally absent.
8. A lesson plan for every class shall be developed by the teacher and available at all times in the classroom. Additionally, a long-range lesson plan with goals for one semester or more shall be developed. Lesson plans shall be reviewed weekly with the building administrator or his designee in elementary schools and with the department chairperson or building principal or his designee in a secondary school. Department chairpersons shall coordinate work in the development of study guides and teacher planning in their subject areas.
9. It shall be the responsibility of each department chairperson to prepare current job descriptions for each departmental position. Such job descriptions shall be subject to the approval of the appropriate Director.
10. The Board and the Association believe that teachers are and should be respected members of the School District and community. Teachers should participate in and support community activities and promote good public relations for the School District.
11. All staff members covered by this agreement and building administrators shall have responsibility for orientation of new staff members, beginning with the opening of school and continuing throughout the year, to acquaint and assist new employees with School District programs. All staff members shall attend orientation at the opening of school each year to prepare for the first day of school and do all things necessary to permit a full class schedule on the first day of school.
12. Teachers shall maintain student discipline at all times within the confines of school premises. Serious infractions of rules or school standards should be promptly reported to building administrators.
13. Physical education teachers hired after June 30, 1986, may be required by the appropriate Director to be responsible for coaching at least one (1) inter-scholastic sports activity each school year.

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14. Teachers shall use every effort to respond to parental contact within 24 hours (school days-in the event that a contact is made on a Friday or school holiday, the teacher shall respond on or before the end of the following school day), provided the teacher is not absent from school when such response is due. In such a case, the teacher will make every effort to respond within 24 hours upon his or her return.

15. The District may require a teacher to undergo drug or alcohol testing, to be carried out by Partners in Safety or a comparable independent agency or laboratory, when he or she is arrested for a drug or alcohol related offense where the arrest is related to the employee's use of drugs or alcohol. In the event that the charges are dismissed or the teacher is not convicted, the testing shall cease.

**ARTICLE XIII. TRANSFERS AND ASSIGNMENTS**

1. Teachers who desire to transfer to another school building or change grades or subjects shall make written application to the Superintendent of Schools Office, identifying the transfer(s) desired. When possible, new teacher assignments will not be made before voluntary transfer requests have been considered and acted on. The Superintendent's Office will not arbitrarily deny a transfer request.

2. In the event that there is to be an involuntary transfer, the District will make every attempt to post the anticipated vacancy so as to seek volunteers. A qualified volunteer teacher may be considered for transfer or reassignment before an involuntary move is made. Notice of an involuntary transfer or reassignment of a teacher will be given as soon as possible. In an involuntary transfer, the teacher's competence, major and minor fields of study, work performance, and length of service with the School District will each be given equal weight before a decision is made. Upon request, the District will explain its application of the criteria to the transferee, but it shall not be obligated to produce comparative evidence for all teachers eligible to fill the position. Before an involuntary transfer is made, a meeting between the teacher and the Superintendent of Schools or designee will be held, if requested, and the reason(s) for transfer explained. If a teacher objects to the transfer, it may become the subject of a grievance. When open positions are available in the School District, a list of such positions will be given to a teacher being involuntarily reassigned or transferred, and the teacher may request reassignment to a position on the list, if the teacher is qualified. Preference shall be given to qualified teachers seeking voluntary transfer or reassignment to an open position before an involuntary transfer or reassignment is made. Where qualifications are substantially equal between two or more candidates, seniority within the School District shall be considered. Teachers may not be involuntarily transferred more than twice in any six year period, nor in consecutive years, except in an emergency.

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3. The Board and the Association recognize that transfers during the school year from one school to another may be unavoidable and that frequent transfers or reassignments may be disruptive to the education process and interfere with teacher and student performance.

4. The School District will endeavor to promote employees covered by agreement, when possible, to open positions when interested employees are qualified. Length of service with the School District shall be a consideration. Promotional positions exclude all positions on the teachers' salary schedule but include all administrative and supervisory positions in the District. Notice of such vacancies will be posted with information on qualifications and duties of that position. Ten working days shall be allowed after posting for interested employees to make written application with the District Personnel Office. The CTA will be given notice when it is anticipated that a full-time teacher who is assigned to teach in a single building will be changed to a position that covers multiple buildings.

5. Teachers shall be notified of known changes in their teaching assignments for the following year before school closes. However, the Superintendent of Schools reserves the right to make later transfers and assignments as necessary, provided they are not arbitrary or capricious. Transferred teachers shall be assigned to grades and subjects for which they are qualified, in accordance with regulations of the New York State Education Department.

6. There will be no loss of tenure if a teacher moves between levels in the school system, as long as pursuant to State Law.

7. The District will survey elementary music teachers prior to close of school to determine their preference for vocal or instrumental music. When administratively feasible, an effort will be made to conform to a teacher's preferences. Music teachers may remain in one school or work between schools according to their preferences, when possible. Survey results will be taken into account, when possible, in the assignment of new elementary music teachers.

8. The three (3) Middle Schools will be treated as one (1) school with respect to the transfer and travel clauses of the current contract.

**ARTICLE XIV. INSTRUCTIONAL DAY**

1. The instructional workday (teacher-pupil day) in the School District, inclusive of lunch, shall not exceed 6 hours and 35 minutes.

2. Senior high school shall not start earlier than 7:25 a.m.

3. A teacher shall have a minimum of 35 minutes per day for lunch which may be extended by the principal, when feasible. Effective with the 2020-2021 school year, elementary teachers will have a 45-minute duty free lunch period every day.

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4. A teacher shall arrive at school 15 minutes before the instructional workday begins and report to the duty station, assignment or pre-scheduled meeting 8 minutes before the instructional day begins.

5. It is recommended, but not required, that regular staff meetings be conducted on a designated day of the week. Additional special staff meetings, when required, may be held, but efforts shall be made to minimize such meetings. Teachers are expected to regularly attend faculty meetings. Faculty meetings shall be no more than 45 minutes in length exclusive of CTA Building Rep time.

6. A teacher shall not be required to remain in school more than 15 minutes past the end of the instructional workday, provided the teacher is not engaged in a help period or work activities after the instructional day.

7. All teachers shall be available for an additional 1 hour per month of extra help to correlate with the educational needs of students (e.g. major assessment periods). The additional time cannot be added on to pre-existing extra helps.

If principal and teacher agree, that teacher would complete one of the following tasks, which would serve to replace the additional extra help. Tasks would include:

- Mentoring of students or probationary staff
- Program development
- Curriculum planning
- Coursework
- Other

Probationary teachers would be exempt from the requirement for the duration of their probationary period. An appeals panel will be established, with equal number of CTA and District members, to settle disputes. If the appeals panel fails to settle the dispute, the superintendent will make the final decision.

8. Teaching periods at the Felix Festa Middle School shall be equivalent in length.

**ARTICLE XV. CLASS SIZE AND TEACHER ASSIGNMENT**

1. The average class size per teacher shall not exceed 27 students in the secondary schools, with a maximum class size of 30. The average class size per building shall not exceed 25 in the elementary schools, with a maximum class size of 29. The maximum class size in grades 3-6 shall not exceed 29, and the maximum class size in grades K-2 shall not exceed 26. When additional students enroll after October 1 or one month from the start of the second semester, for a course that commences at the start of the second semester, class sizes may be exceeded, provided students are equitably distributed. Disputes arising over class size in September may be the subject of expedited arbitration.

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2. English teachers in grades 9-12 shall have five teaching periods, one preparation period, and one duty assignment, and not more than 125 students.
3. All secondary teachers shall have, in addition to lunch period, one preparation period per day, or five periods per week, free from other duties. Preparation time may be used by administrators for meetings with teachers. Such meetings shall occur no more than once per month for a given teacher and shall be scheduled in advance.
4. The maximum teaching load for all secondary teachers shall be five periods. In lieu of study hall supervision, teachers may be assigned to supervise educational activities. Such assignments shall be voluntary and have the school principal's approval.
5. An elementary teacher shall have time free from instruction or supervision for class preparation each day, with a weekly allowance of 3 ¾ hours. This time shall not exceed 45 minutes per day. When administratively feasible, this time shall be scheduled in a 30-minute period. Elementary teachers are not required to remain in class for the whole period when a specialist teacher is instructing. Preparation time may be used by administrators for meetings with teachers. Such meetings shall occur no more than once per month for a given teacher and shall be scheduled in advance. When a preparation period is going to be missed due to a field trip, every reasonable effort will be made to adjust the schedules so that the class will still have its scheduled special for the day.
6. If a teacher has been assigned the same duty for two consecutive years, then he/she will be removed from that duty for the following year, upon the teacher's request. The request must be made no later than June 1 to take effect the following September. This right to be rotated off of duties does not apply to teachers on flex schedules (i.e., teachers assigned to periods 0-7 or periods 2-9.)
7. Special Education teachers shall have time to write IEP's. The time allotted for such responsibility shall be ½ day for each group of 1-5 students. This shall include L.D. Resource Room teachers, L.D. class and EMR teachers, Hearing Impaired teachers, or others assigned to IEP's.

For the years 2019-20 through 2022-23, in addition to the contractual allotment of ½ day per group of 1-5 students, the District will establish a pool of 150 leave days per year to be used for IEP's, Alternate Assessments, and Indicator 13. The days will apportioned by a committee consisting of two designees of the Union and one designee of the District.

8. When administratively feasible, the District shall make an effort to limit the assignment of special teachers to no more than 2 schools per day.
9. The foregoing notwithstanding, the District may flexibly schedule classes to better meet its educational and administrative needs as it may determine if the teacher impacted voluntarily accepts the proposed arrangement. A standing committee consisting of two representatives of the

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Association and two of administration (the "Committee") shall be established to contemporaneously determine that participation is voluntary. The arrangement shall not be effectuated if two or more Committee members find that participation is involuntary. The Committee shall establish reasonable procedures to govern its operation including a means to make determinations expeditiously.

10. Sixth grade teachers in the Middle School shall be considered secondary teachers.

11. Effective with the 2020-21 school year, the District may schedule three evening meetings per school year for all teachers. Teachers will attend Meet the Teacher night in the fall. In addition, the District may schedule two parent-teacher conference nights per school year for all teachers in accordance with the schedule below. Such conferences shall be included in the District calendar. Parent-teacher conference nights will be no longer than 90 minutes each. The parties agree to convene a committee to meet during the 2020-21 school year, or later as they may agree, to discuss the effectiveness of the foregoing and possible revisions.

	<u>Elementary</u>	<u>Middle School</u>	<u>High School</u>
Meet the Teacher:	September	September	September
Parent-Teacher:	November	February	November
Parent-Teacher:	March	March	February

Until the foregoing is implemented (2020-21), the current evening meeting schedule and procedures shall remain in place.

A committee will be established to review the case load of related service providers (Speech Therapists, Reading Specialists, Language Therapists, School Psychologists, Social Workers, etc.).

**ARTICLE XVI. CALENDAR**

1. The school calendar shall be annually developed by the Superintendent of Schools, in conjunction with the CTA President or his/her designee, and submitted for approval to the Board and the Association. In the event of emergency closures or other extraordinary circumstances, the District shall have the right to alter the calendar to ensure compliance with applicable instructional day and/or hour requirements. In such a case, the District will consult with the CTA president to the extent practicable.

2. The Superintendent of Schools, with the advice and counsel of the Association, will develop the format for Superintendent's Conference Days. The standard conference days during the school year shall be 8:30 am to 1:15 pm. But these times may be adjusted at the building level if the building principal and the senior CTA representative agree. The other two conference days shall remain 8:30 am to 12:30 pm. If Central Administration or the Building Principal do not have plans for the day in whole or in part, Conference Day programs shall be turned over to department chairpersons for use in their discretion. In addition to any other professional development, teachers will attend one hour of professional development each fall and one hour



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in each spring. One hour will be added to a superintendent's conference day in the spring for this purpose.

3. The elementary students and teachers shall be dismissed as has been the past practice on the final two days of the school year. Teachers must fulfill all year-end check-out obligations before departing. Two additional full days will be reduced to half days for elementary school students beginning with the 2010-11 school year. Teachers will not be assigned to meetings those afternoons but will be able to use the time for end of the year tasks. The timing of the days shall be determined during the regular annual school calendar consultations. Teachers shall be free to leave after student departure provided all of their professional duties for the day are fulfilled.

4. Athletic Trainers shall work from the first day of fall sports and until the spring season has ended. The hours will be determined and discussed in consultation with the Athletic Director on a weekly basis to provide necessary coverage throughout the fall, winter and spring seasons.

**ARTICLE XVII. LEAVES OF ABSENCE**

1. Fifteen (15) days paid sick leave per school year, accumulative, shall be allowed employees covered by this agreement for each year of full employment. Employees commencing work after the start of the school year shall be allowed sick days based upon the number of school days worked during the first year of employment.

2. For employees hired on or after July 1, 1985, the District will grant a bank of 100 sick days, upon the first day when the teacher has tenure or, in the case of Athletic Trainers, permanent status is achieved per Board resolution.

3. Unused sick leave days shall accumulate from year to year to a maximum of 250 days. After the first year's employment, up to 15 days of sick leave per year may be used for sickness in the immediate family, as defined in this article. Employees who have reached the contractual maximum accumulation of sick days shall be granted the applicable annual contractual allotment of days only under the following circumstances:

a. In the year of an employee's retirement, subject to the employee providing timely written notice to the District or retirement. The applicable annual allotment will be granted in June of the year of retirement, prior to the calculation of any retirement payment.

b. In the case of catastrophic illness or injury to an employee, subject to the employee providing reasonable medical and other documentation to the District regarding the nature and severity of the illness or injury. If deemed by the District to be catastrophic, which determination will not be unreasonably withheld or denied, the applicable annual

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allotment will be granted at such time as the employee would otherwise exhaust her or his accumulated sick leave.

4. For probationary teachers who suffer total disability for a period of at least six months (based on medical report), the District shall pay such teacher, after the exhaustion of accumulated sick leave, one-tenth of such teacher's remaining annual salary for each year, or major part thereof, of the teacher's service with the District.

5. An employee who has exhausted accumulated sick leave, as provided by this article, and who continues to be absent from work because of illness or disability, shall have a per diem deduction made from such employee's annual salary for each day of such absence.

6. A leave of absence for sickness beyond the time provided in this article may be allowed by the Board upon written application. The District will annually notify the teacher of the total number of accumulated sick days. A doctor's certificate is required for an absence due to personal sickness if it lasts for more than 5 consecutive days.

7. The immediate family referred to in this article for bereavement leave is defined as parent or legal guardian, wife, husband, children, brother, brother-in-law, sister, sister-in-law, grandparents, grandchildren, daughter-in-law, son-in-law, and the parents of the husband or wife or any relative residing in the personal household of the employee. For sick leave the immediate family does not include brother, brother-in-law, sister, sister-in-law, son-in-law, daughter-in-law.

8. Maternity related disability will be covered under Sick Leave.

9. Unpaid child care leave, including adoption of a child five years old or less, up to a maximum of two years will be granted by the District upon written application by an employee covered by this agreement. Such leave may be extended up to one year at the discretion of the Board. Employees on childcare leave may return at the start of the school year or the start of the second semester. In the event that a unit member is **not** going to return from a child care leave that is scheduled to end at the start of the school year, he or she must notify the District by June 15. In the event that a unit member is **not** going to return from a child care leave that is scheduled to end at the start of the second semester, he or she must notify the District by December 1. In case of extenuating circumstances as agreed to by the Superintendent or his/her designee and the CTA, notification dates shall be waived.

10. To foster professional growth and development, a teacher may make application to the Superintendent of Schools to attend curriculum workshops, conferences, conventions, clinics, or other schools on subjects related to their area of education specialization. The request shall be in writing and have the recommendation of the department chairperson and building principal before it will be considered for approval by the Superintendent of Schools.

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11. A teacher who is a recipient of a grant convening before the close of school may accept a grant without loss of salary (1 month maximum), provided the teacher has fulfilled obligations imposed by the grant. However, a substitute's pay, if one is required, shall be deducted from the teacher's salary for the period of such leave.

12. On written request, the Board will grant unpaid leave to one employee covered by this agreement who is elected to or employed by a statewide or national office of a teachers' association or union.

13. Teachers subpoenaed for jury duty shall notify the Superintendent of Schools or designee indicating the potential dates of service.

14. Up to three days leave may be allowed for emergency personal affairs that can be attended to only while school is in session. These days are not accumulative. Teachers shall use the electronic attendance reporting system to utilize a personal day. When practical, employees must provide two (2) days' notice for the use of a personal day. Personal days off beyond those allowed will be deducted by the amount of a substitute teacher's salary.

The Superintendent or designee **may** require the teacher to provide a reason for the absence in the case of a pattern of abuse, which shall be defined as two or more instances of using a personal day before or after a weekend or holiday or school break in that school year. A reason must be given for the use of a personal day adjacent to the Memorial Day Weekend. In those cases, personal days will be granted for the following reasons:

- I. Legal
  - a. Required in Court
  - b. Closing on Property
  - c. Marriage
- II. Professional
  - a. Degree Examinations
  - b. Graduation
  - c. Certification Problem
- III. Home
  - a. Child's Graduation
  - b. Emergency Home Accidents
  - c. Death of any relatives other than defined in the immediate family.
- IV. Other
- V. Personal days will be extended if a teacher is required to appear in court because of school related incidents.

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15. A teacher on approved leave who returns to work, as provided herein, retains all rights and benefits acquired prior to such leave and earned under the agreement while on leave.

16. Five (5) days bereavement per year, non-accumulative, shall be allowed for death in the immediate family.

17. A Group Sick Bank shall be established into which unit members may contribute one day each year up to a total maximum of 300 days in the Bank in any one year. Group Sick Bank days may be replenished each year up to the cap of 250. For the school years 2010-11 through 2014-15 only, the cap shall be 350 days instead of 250. The Bank shall be administered by a panel consisting of three members selected by the Union and one member selected by the Superintendent. The union shall give written reports to the Superintendent each January 31 and June 30 showing usage of sick bank days and the number of days in the bank.

To be eligible to draw upon the Group Sick Bank a teacher, who must have depleted his or her own sick, must be deemed by the School Physician as having a catastrophic condition. The Sick Bank may not be utilized by a teacher on Disability, nor by a probationary teacher who has availed himself or herself of Article XVII (4).

18. After two consecutive years of absence due to leave, teachers must, before returning to paid service, take professional development within one calendar year prior to the anticipated return. Eight (8) hours of professional development will be required for each two years of leave. Up to one-half of such time may be taken online. For leaves beyond two years, additional training will be required on a proportionate basis. Teachers will not be required to pay for such professional development and will not be compensated by the District for their attendance thereat.

**ARTICLE XVIII. INSURANCE**

1. The Association has established a CTA Benefits Trust Fund, hereinafter referred to as the "Fund," in full compliance with the laws of the State of New York, to contract for and furnish dental, life, and other forms of insurance to eligible employees covered by this agreement, including eligible dependents. The Fund shall have full control over selection of benefits.

2. An employee shall be considered eligible for benefits if he/she is appointed to a .6 position or greater. An eligible employee covered by this agreement shall automatically become a member of the Fund unless such employee signs a refusal of membership form within 15 days from the date this agreement is signed by the parties. A new eligible employee hired subsequent to the effective date of this agreement shall automatically become a member of the Fund for the term of this agreement unless such employee signs a refusal of membership form within 15 days after date of hire. An election of membership or non-membership shall bind the employee for full term of this agreement.

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3. During the term of the agreement, the Board agrees to forward by the 15<sup>th</sup> of each month a sum of money to the Fund sufficient to cover its obligation provided in this article. Thereafter each month the sum of money forwarded to the Fund shall be determined by the number of eligible members on the first payroll of each month. The number of eligible members for July and August shall be based on the last payroll in June minus retirees. Any additions or deletions shall be reconciled by the end of the following month.

In addition to the per teacher increase, a lump sum payment of \$10,000 shall be added per year for length of contract payable no later than December 31<sup>st</sup> of said school year. This payment is not cumulative, but only a flat \$10,000 per year for each year of the contract.

The per member contribution shall be:

2019-20:	\$86/month/member
2020-21:	\$90/month/member
2021-22:	\$94/month/member
2022-23:	\$98/month/member

4. Effective November 1, 1988, employees and their dependents eligible under this agreement shall have the opportunity to elect coverage under one of the group contracts for health insurance entered into between the employer and one of several health insurance providers except BC/BS but including Empire Core plus Medical and Psychiatric Enhancements.

5. Employees who sign for health insurance coverage shall pay the difference between the amount paid by the District and the total monthly premium charged by the insurance carrier. Employee contribution(s) shall be by authorized payroll deduction. For active employees only, employee contributions towards health insurance premiums shall decrease by 1% per year in each year of the agreement as follows:

2019-20:	32%
2020-21:	31%
2021-22:	30%
2022-23:	29%

In the event that another District bargaining unit reaches final agreement that provides for a lower health insurance premium contribution for retirees during retirement, said provision shall apply to the members of this bargaining unit. PERB ruled in June 2021 that this language must be removed and the District and CTA are in discussion regarding this topic.

6. (a) The Board reserves its right to transfer all or any part of the health benefit plans from the providers currently under contract with the employer to successor providers at any time during the term of this agreement, provided that substantially equivalent coverage is offered to the insured employees and such employees' covered dependents as a result of such change. Neither the number nor identities of participating providers of health care, nor better record keeping or improved efficiency in the operation of the successor provider shall be taken into

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account in determining whether a successor carrier(s) is substantially equivalent to its predecessor(s). The Board guarantees that any successor provider will provide substantially equivalent coverage to that currently provided to the District's employees. In making such guarantee the Board shall rely upon the carrier's representations to it that its coverage shall be substantially equivalent to existing coverage including waiver of pre-existing conditions. It is understood and agreed that in determining substantial equivalence, a successor provider shall be compared with the provider sought to be changed. Should a dispute arise between the Board and the Union as to a claimed lack of substantial equivalency, the parties hereby incorporate and agree to be bound by the Grievance procedure as contained in the applicable agreement, beginning at the final stage of the internal process, for the purpose of resolving substantial equivalency disputes herein.

Such a grievance must be brought, however, within five (5) days of written notice that the District intends to change carriers and shall be expedited. Should the dispute resolution process result in a determination that the plans are not broadly substantially equivalent, then the Board has the option to pay the difference upon presentation of such a claim, either directly or by arranging for payment by the successor carrier or to cancel the change in carriers.

(b) Pursuant to New York and Federal Law the Board will offer to all eligible employees and dependents the option of membership in a qualified Health Maintenance Organization ("HMO") effective the first day of the term of this agreement, or within sixty (60) days after this agreement has been executed by the parties hereto, whichever is later in a manner consistent with its health insurance obligations stated elsewhere herein and in accordance with law as amended.

(c) All persons currently eligible for health insurance coverage as defined in the District's agreements with the Carrier and the HMO(s) shall be covered under the Plan and/or the HMO(s) as required by law.

(d) All persons enrolled shall receive copies of the Plan and the HMO(s) brochures when available and all new employees shall receive copies when beginning employment.

**ARTICLE XIX. SALARIES AND COMPENSATION**

1. The Salary Index for full-time, part-time or leave replacement teachers hired prior to the 1996-97 school year and employed by the District since then, ("pre 1996-97 teachers"), and eligibility requirements thereof, are set forth in Appendix E attached hereto, and made a part hereof. The Salary Index of teachers who commenced working for the District on or after the start of the 1996-97 school year ("post 1995-96 teachers"), and eligibility requirements thereof, are set forth in Appendix E (New) attached hereto, and made a part hereof, the first and last rows of which are identical to the first and last rows of Appendix E, with all movements from row to row, in the same column, equal to the difference between the last row and the first, divided by the number rows (steps and half-steps) in-between (e.g., 3.33% and 1.66% of the base).

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The salary schedules shall increase as follows:

- |          |                                                                                                                                                                                                                                                                    |
|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2019-20: | CPI (as defined below) for the period January 1, 2018 through December 31, 2018, with a minimum of 1.0% and a maximum of 2.0%, plus step. The parties acknowledge that based on the foregoing calculation, such increase will be 2.0% for the 2019-20 school year. |
| 2020-21: | CPI (as defined below) for the period January 1, 2019 through December 31, 2019, with a minimum of 1.0% and a maximum of 2.0%, plus step.                                                                                                                          |
| 2021-22: | CPI (as defined below) for the period January 1, 2020 through December 31, 2020, with a minimum of 1.0% and a maximum of 2.0%, plus step.                                                                                                                          |
| 2022-23: | CPI (as defined below) for the period January 1, 2021 through December 31, 2021, with a minimum of 1.0% and a maximum of 2.0%, plus step.                                                                                                                          |

- (e) Step movement in future years: Commencing on July 1, 2014, step movement shall take place each July 1.
- (f) Definition of "CPI": CPI shall refer to the CPI-U (Consumer Price Index-Urban) for the New York-Northern New Jersey-Long Island Region for a time period of January 1 to December 31 of the immediately preceding year.
- (g) Compensation for coaches, department chairs, summer school and special services will increase by the same percentages as above. In the event that a team qualifies for post-season play, the coaches for that team will receive an additional stipend of \$100 for that season.

None of the above changes affects the ability of teachers to receive stipends under the 24/12 plan.

During the term of this Agreement, the EIT is to be applied for by the Clarkstown Central School District in each year in which money is appropriated by the State Legislature and is to be paid by Clarkstown Central School District, upon receipt, to CTA unit members as a bonus either per capita or per dollar, method to be decided by CTA. (The EIT is not to be put into the teacher's base salary in any year.)

Athletic Trainers shall be paid according to the salary schedule in appendix K. Athletic Trainers shall not be eligible to participate in the 24-12 Plan.

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The District shall arrange for the direct deposit of salary payments upon the written authorization of the teacher utilizing a Direct Deposit Authorization Form as developed by the District similar to the Form attached as Appendix H. The District shall determine the primary bank and the Association, with District approval, may select additional banks to which direct deposits may be transferred at the direction of the teacher. Special rules and benefits shall apply to teachers opting for the 24-12 Plan as follows:

2. Teachers shall have the option of a 1/20 or 1/24 pay plan. Under the 1/24 plan, teachers shall receive 5/24 of their annual salary on the last pay day in June. Effective September 1, 2005 and thereafter, all teachers shall have the option to receive 24 paychecks over 12 months ("24-12 Plan"). Special rules and benefits shall apply to teachers opting for the 24-12 Plan as indicated below. Teachers shall be paid twice per month, no later than on the 10th and 25th. Requests for salary increases based on additional graduate credit will be accepted by October 1 for changes effective September 1 and by March 1 for changes effective February 1. It is the teacher's responsibility to see that transcripts (or other acceptable proof) are submitted to the District Personnel Office.

a) To participate, teachers presently employed by the District must make their selection by July 15, 2005. Newly hired teachers shall have a one-time option to participate which choice must be made no later than 30 days after commencing employment. If employment is commenced other than at the start of the school year, the incentive payment in the first year shall be prorated.

b) Participation shall be for a minimum of 5 years of continuous service unless disrupted by an approved leave, in which case the remaining time must be immediately completed upon return.

c) Participants shall be paid an additional stipend of \$1000 ("the base stipend") in each year of participation, except those teachers with a minimum of 10 years continuous service as a part-time or full-time teacher with the District, and who are at or above Step 15, may then, in the years of their choosing, obtain stipends of \$2000, \$3000, \$4000, \$5000 and \$6000, respectively, per annum, but such must be taken consecutively in increasing amounts. The choice of a higher stipend must be made by March 1<sup>st</sup> of the preceding year to facilitate budgeting. The District may grant exceptions to the March 1<sup>st</sup> date when evidence of significant life changes or other events satisfactory to the district is presented. A teacher who continues in the Plan and who has previously obtained all of the higher stipend still continues with the base stipend per annum.



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For purposes of determining whether a participant is "at or above Step 15" under this subparagraph, the participant's step will be determined as if step movements took place each July 1 after the 2009-10 school year.

d) A good faith effort shall be made to pay the 24-12 Plan stipend by September 10<sup>th</sup> of each year of entitlement, but in no event later than October 1<sup>st</sup> of the year of entitlement.

e) To be eligible for the stipends, 24-12 Plan teachers must complete a total of 8 hours of work during each July and August. This work can be direct instruction, curriculum writing, mentoring or staff development. This requirement may be fulfilled by completing any District approved project in the Clarkstown Professional Development Opportunities Booklet, or by completing a District approved independent project.

f) The summer workshops and guidelines shall be established each year by mutual agreement between the District and CTA. Curriculum projects completed under the summer projects do not need to be adopted by the District in order to have satisfactorily met the work requirements under the 24-12 Plan.

g) 24-12 Plan teachers in their second or third year of employment working to complete the 60-hour new teacher training shall be construed as having met the 8 hour summer work 24-12 Plan requirement in their second and third summers. Such teachers will also continue to gain 2 in-service credits counted for such work.

h) Meeting the 8-hour summer work requirement by doing professional development work shall also count toward the 175 hours mandated by NYS toward professional development, as long as they meet NYSED standards.

i) Teachers may opt out of the 24-12 Plan after 5 years of participation. However, first come first served, in the first 2 years after the initial 5 year period such withdrawing teachers are limited to 5% of the total participation in the Plan. If more than 5% seek to withdraw in that first year, those not permitted to withdraw shall be construed as the first opting to withdraw in the next year, etc. As an additional consequence of more than 5% seeking to withdraw in either year of that two-year period, those remaining in the plan shall be given an additional stipend of \$500 per annum for each year they remain in the plan. Those receiving the additional \$500 sums must remain out of the plan for at least two years. After the 2 year period following the first 5 year period, the threshold percentage of those permitted to withdraw shall be increased by the excess percentage of those wishing to withdraw in the preceding year, up to a maximum of 10% (e.g. if 6% wished to withdraw in the 2<sup>nd</sup> year, meaning 5% were accommodated, then 6% shall be allowed to withdraw in the third year [5+1=6]).

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- j) In the event of a dispute over the satisfactory completion of Summer Professional Development Requirement, the teacher shall have two (2) weeks to improve the work product. After two (2) weeks and if still deemed unsatisfactory, the dispute shall be brought to an appeals panel made up of two (2) CTA and two (2) District representatives. In the event that the panel cannot reach a conclusion within an additional ten (10) business days, the District shall provide a list of three (3) Administrators to the teacher from which he or she may choose an Administrator for final adjudication. As another opportunity to satisfy the summer work requirement, the District will provide workshops in the last week of August for which successful attendance will satisfy the summer work requirement. Failure to adequately meet the summer work obligation of the 24-12 Plan will result in forfeiture of amounts due in the summer.
  - k) In the year of retirement, a participant will be paid his/her entire contractual salary by June 30<sup>th</sup>.
  - l) In the event that a participating teacher leaves the District, the teacher can waive the summer work requirement and its corresponding stipend or the teacher may opt to do the summer work and receive its corresponding stipend. The participating teacher shall continue to receive his or her contractual pay through July and August,
  - m) Teachers who wish to sign up for 24-12 Plan must opt in no later than April 15 annually. A teacher returning from an approved leave will have the opportunity to enroll upon his or her return.
3. Department chairpersons who will not be retained the following year shall be notified in writing by June 1 of the current school year. The class load and compensation schedule for department chairpersons is contained in the Appendix attached hereto and made a part of this agreement.
4. Guidance counselors and psychologists, when needed beyond the regular calendar year provided in Appendix A, will be compensated at their per diem rate, 1/school calendar days, for the school year.
5. The coaching salary schedule for each year of this agreement is shown in the Appendix and is by reference a part of this agreement. Coaching contracts will show if the assignment is Varsity, Assistant Varsity, Junior Varsity, Freshman, Head Junior High or Assistant Junior High, and will contain a job description, or refer to the job description provided in the coaches' handbook. If scouting is part of the job, it will be specified. When a coach's level is changed or when a coach accepts an opportunity to coach another sport during the school year or summer vacation, a new contract will be issued. All new coach openings will be posted to allow opportunity for application. The Head Varsity Coach in each sport shall be given opportunity to interview final candidates for openings as Assistant Varsity, Junior Varsity, and Freshman Coach in his/her sport. Coaching personnel will be compensated for approved business use of a personal motor vehicle in accordance with the District's current policy.

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6. "Special Service Contracts" appears in Appendix D attached to this agreement and is made a part hereof. Teachers who have coached the same sport, irrespective of level or gender, or who have performed a special service contract in the same general area, e.g. G.O. Advisor etc. for more than ten (10) years shall be paid at five (5%) above the schedules set forth in Appendix B and D, respectively. The Special Service Stipend Grid, Department Chair Grid and Summer School Grid as otherwise provided in the contract shall be increased by the same rate as applied to the salary schedules.

7. Openings for summer school work will be posted in each school building as early as possible. Such positions will, to the extent possible, be filled by qualified teachers. Consideration will be given to a teacher's areas of competence, major and minor field of study, and attendance record. Subject to available information on summer school registration, tentative notice will be given to teachers who apply for summer school work by June 1, if possible. The contract for a teacher accepting summer school employment shall contain a mutual commitment clause offering a minimum of two periods on the secondary level and a full program on the elementary level. Summer school compensation appears in the Appendix to this agreement is made a part hereof. Summer school teachers will be permitted one sick day, non accumulative, for the summer session. Teachers interested in participating in the Summer Special Programs may propose to Central Office student centered programs to enhance student learning and preparation. Teachers may submit a proposal for a Summer Special Program to the appropriate District Administrator for approval. The District may also offer a list of programs that it wishes to see implemented by participating teachers in the Summer Special Programs

8. Adult Education vacancies will be posted in each school building as soon as possible. Such vacancies will be filled when possible by regular qualified teachers from the School District. The rate of pay for Adult Education teachers shall be \$63.25 per hour.

9. Teachers who are assigned to chaperone dances, concerts, plays or to supervise athletic events not allied to their instructional duties shall be compensated at \$20.97 per hour, with a minimum of \$41.94 and a maximum of \$83.88 per event.

Weekend (Saturday and Sunday) chaperoning shall be compensated at the hourly chaperoning rate, with the day broken into a maximum of four, six-hour segments (i.e., 6 a.m. to noon; etc.). The maximum compensation for any six-hour segment shall be four hours, and for any day shall be twelve hours. For example, a teacher working from 9 a.m. to 9 p.m., would be paid for ten hours (3+4+3). Teachers shall submit signed timesheets for this work, which shall be subject to review and determination by the payroll department. When a school trip occurs on a Friday or Monday that is a school holiday, that day will be treated as a Saturday or Sunday for chaperone pay purposes.

10. Work on Saturdays, Sundays, and holidays is not mandatory. Teachers who teach on such days shall be compensated at their per diem rate. This provision does not apply to non-teaching work, such as athletic, chaperoning or other school activities for which the teacher is otherwise

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compensated under this agreement. Memorial Day work will be compensated at one-half the teacher per diem rate.

11. The hourly compensation rate for summer curriculum work will be \$33.81 per hour.

12. The hourly rate of pay for home teacher shall be \$55.55 per hour.

13. For the term of this agreement, in addition to, but not intended as superseding any other provision of the contract, the Superintendent, in his or her exclusive, unreviewable discretion, or his or her designee, can designate certain instructional services as being "Specialized Student Instruction" due to unique factors, the most common one being where doing so would actually be more economical for the District versus other service providers. In such an event the Superintendent, or his or her designee, again in an exercise of unreviewable discretion, may set the compensation for such services as between \$60 and \$110 per hour. Teachers still have the right to reject work offered under this clause, or cease working after accepting work under this clause with ten days' notice.

14. Reimbursement for approved business use of a personal motor vehicle shall be paid to employees covered by this agreement. The reimbursement rate shall be at the then current IRS rate.

15. In each year of this agreement, \$38,500 shall be available per annum to fund special service contracts for work not listed in Appendix D. In each such year the Association shall propose the Special Service Contracts involved and the suggested sum to be attributed to each. The Board of Education shall finally determine the Special Service Contracts involved and the sum to be attributed to each after considering the Association's proposal and the Superintendent's recommendation. Sums not expended in one year shall not accrue to the next. A committee shall be formed to review the Special Service Contracts. The committee shall make recommendations to the negotiation teams for their consideration.

16. With respect to teachers hired on and after July 1, 1996 [E-1 (NEW) Salary schedule teachers], they shall be eligible for a longevity lump-sum payment of \$1,600, \$1850, \$2400, \$2650 which is not added to base salary, after completion of three (3), seven (7), twelve (12), and eighteen (18) years of service respectively without a break. An approved leave shall not be considered a break, but the time on leave does not count towards years of completion. A minimum of half-time service is necessary to qualify, as is not having voluntarily left the District's employ between the anniversary date and payment date, nor not having been terminated or denied tenure within that time period. Such payment shall be made as a 403b contribution payable on or about October 15th. If teacher has a 403b plan which does not accept employee contributions, the District will utilize a NYSUT approved plan which does accept such contributions. The District will request that all 403(b) providers furnish members with a fee schedule.

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17. Impacting compensation in the first year of employment, only, the District in its discretion on a case-by-case basis may increase the salary of a new hire up to five thousand dollars (\$5,000), and may determine how that sum shall be distributed over the year (e.g., lump-sum or spread out).

18. An IRS Section 457 Deferred Compensation Plan shall be established for teachers.

**ARTICLE XX. JOB SHARE**

1. When educationally sound, and with the approval of the building principal and the Superintendent, the District may permit two teachers who seek to voluntarily share one job.

2. In the elementary schools, job-sharing teachers shall work three full days per six-day cycle, and each teacher shall be paid as a 0.6 FTE. Days or portions of days will be assigned in such a way as to advantage students instructionally.

3. In secondary schools, job-sharing teachers will be paid in direct proportion to the percentage of a full-time teacher's hours and course load that they work.

4. Variants of these models may be approved by the Superintendent and the principal.

5. In an approved job sharing arrangement the two teachers would maintain their tenure status and continue to accrue seniority in their respective tenure area. No representation regarding any outside government agencies impact is made.

**ARTICLE XXI. CHILD CARE**

1. A committee comprised of three designees of the Union, one building principal, and one District Office administrator shall meet to create a proposal for cooperative child care services in vacant classroom space. The committee will be assisted by the District's business office in costing out alternative and bidding out contracts. The proposal will include the following features:

- The services shall be for the children of District employees.
- All costs shall be borne by the individuals using the service, except for the costs of space, utilities, and access.
- The goal will be to create childcare room in locations that are geographically convenient for employees.
- The service will be run as a cooperative, with users providing support to promote the quality of the program.
- Wherever possible, linkages will be made to existing programs such as North High School's KinderCare and with Today's Students Tomorrow's Teachers to provide tutoring experience and engagement opportunities for students.

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**ARTICLE XXII. IN-SERVICE CREDIT**

1. Continuous study and participation in curriculum maintenance and development is significant to the professional development of teachers and education excellence in students. The District will consider teachers' length of service in assignment to curriculum workshops. In-service credit will be given for courses offered by the School District and may be given for approved courses taken in other School Districts. There shall be no charge for in-service courses offered by the District.
2. In-service credit will be given for participation in curriculum workshops held after the instructional day at the rate of 1 credit for 15 hours participation and 2 credits for 30 hours participation.
3. In-service credit will be given to teachers accepting assignment for student teachers at the rate of 2 in-service credits for more than 37 days and 1 in-service credit for less than 37 days.
4. In-service credit provided for in this article shall be by prior written request and approval from the Superintendent of Schools. Salary increases for in-service credit shall be in accordance with the salary schedule in this agreement.
5. No more than six (6) in-service credit hours for student teacher supervision may be used for salary advancement credit.
6. The following conditions apply to the approval of course work taken for salary credit and all other purposes, provided that official transcripts are received in the Personnel Office no later than October 1st or March 1st, depending upon semester, of the same school year:
  - A. For each course of 15 credits beyond a Master's degree, each teacher shall be required to submit to his/her administrator for approval a plan outlining the major areas of study to be pursued and the probable college/university where the courses shall be taken. The major areas of study shall cover: (1) Professional preparation in education, (2) Preparation in one's teaching field, (3) Other related courses appropriate to increasing teaching effectiveness. A copy of this plan shall be forwarded to the appropriate Director's office for approval. A copy of the approved plan shall be filed with the District Personnel Office. This plan may be amended at a later date with the approval of the Administrator and Director.
  - B. When considering undertaking a particular course to fulfill the requirements for advancement in schedule, the teacher shall make written application in advance on the form, entitled: Prior Approval of Course.
  - C. Within ten (10) days of receipt, the Personnel Office shall notify the teacher of approval or disapproval. In the event that the Personnel Office disapproves an application for course credit, the applicant may appeal his/her case to the appropriate Director.

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D. Final appeals may be taken to the Superintendent of Schools or designee. The decisions of the Superintendent are subject to the grievance procedure, but not arbitration.

E. Whenever approval of course work taken for salary credit is denied, the Director shall work with the affected employee to develop a plan of course work which will be approved by the District.

7. Graduate courses must be taken from an accredited institution of higher education.

8. The District will not usually grant salary credit for undergraduate courses. However, if comparable graduate courses are not available, credit may be given subject to the approval of the administration.

9. Effective 1999-2000, all newly hired teachers must attend 60 hours of in-service teacher training workshops provided by the District over a three-year period. The workshops will be scheduled not to conflict with the usual workday, and will not be conducted on holidays or weekends. Make-up options will be offered if a teacher is unable to make a single workshop, only (multiple make-ups will not be offered). If permanent certification requires preparation of a teaching video, one hour of training will be set-aside for such purpose. Two in-service credits will be granted upon completion of the 60 hours. The number of hours in the first, second and third year of hire 25, 20 and 15, respectively. (The time associated with attending the workshops is unrelated to the two days gained by the District as a consequence of providing Section 125 access).

Prior Course Approval Guidelines

General

Preamble –Any documents which predate and are in conflict with the below guidelines shall be superseded by this document.

Introduction

The ultimate goals of continuous graduate study are to enhance teacher professionalism and craft-knowledge, improve instruction, and promote student success. This is encouraged through: the enhancement of knowledge; improvement of instruction skills and strategies beyond what is gained in a bachelor's and master's degree program; an increased awareness of current educational research, technology and reforms; the enhancement of communication skill and leadership opportunities; the improvement of collaborative efforts; and planned programs which respond to District goals.

The objectives of professional study are to: improve the professional competence of the participant; contribute toward improving the quality of student learning experiences and increase achievement; and support the achievement of District goals.

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Therefore, the following information is crucial to the approval process:

- All courses submitted must be affiliated with/sponsored by an accredited university/college, the Rockland Teacher's Center, or in-district offerings (if approved). This includes on-line courses. The New York State Teacher Certification Office lists this website for checking on accreditation of colleges/universities <http://www.ope.ed.gov/accreditation/Search.asp>. Teachers can review this site prior to submitting a course approval form.
- On-line courses require a log. The log must be completed along with a printout of the work you have done for your on-line course. Before you can receive credit for this work, you must submit the log to the personnel office.
- Prior Course Approval Forms are to be directed to the Curriculum Office or the Pupil Personnel Office (elementary/secondary teachers and counselors=Curriculum Office; special education teachers, speech teachers psychologists=Pupil Personnel Office)
  - Each Prior Course Approval Form will be reviewed by the principal and central office staff. The principal's signature indicates support of the course work or area of study for salary adjustment; however, all requests are at the discretion of the central office staff. If a central office administrator is inclined to deny a request, he/she will consult with a second central office staff member to gain consensus. A course denied approval must be accompanied by an explanation based on the standards above. The district shall work with the affected employee to develop a plan of coursework which will be approved by the district.

Courses Leading to a Master's Degree

- Programs/courses of Study leading to a Master's degree will be approved. When approved, Individual courses which lead to a degree do not need to be approved if the program has previously received approval. All courses leading to the degree can be used towards salary advancement. The teacher must submit a request in writing to the curriculum office asking for program approval. The designated central office administrator will review the request and send a letter to the employee approving the program.

Master's Degrees requiring more than 36 credits shall be credited toward the next salary advancement.

Credits not part of the degree program shall be used for salary advancement. (Ex. A teacher takes 15 credits and acquires BA+15, then changes gears and fulfills a different 32-credit master's degree for which those first 15 credits did not count. Upon receipt of the master's degree, those first 15 credits should count toward the advancement to MA+30.)



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Courses Leading to an Additional Master's Degree

- Programs/courses of study leading to an additional master's degree may be approved depending on the course of study of the program. If the course of study leads to an additional certification area, the program will be approved. The teacher must submit a request in writing to central office asking for program approval. The designated central office administrator will review the request and send a letter to the employee approving the program.

The Journey from a Master's Degree to a Master's +60

Time for Courses

- One graduate credit equals 15 contact hours. Therefore, a 3-credit course should meet for at least 45 hours. In the event that 45 hours are not specifically documented in the course catalog, the teacher must provide evidence from the college/university, which states that the teacher will be actively engaged in learning for at least 45 hours. The district recognizes that some courses are project based.

Factors Involved with the Approval of a Course

1. Teachers must submit a Prior Course Approval Form to central office at least one month prior to beginning the course. Prior to this submission, the form must be reviewed and signed by the building principal. The District must respond to the Prior Approval application within two weeks of the applicant's request. In the event that the academic institution cancels a course after the one month deadline has passed or the District has rejected the application, the applicant may submit a new Prior Approval application less than one month prior to the beginning of the course.
2. The district may not reject a prior approval course application after the semester has begun.
3. The applicant must specify whether the course is taken for either in-service credit or graduate credit. Approval must be obtained prior to taking the course. Credit will not be granted without prior approval.
4. The teacher must provide supporting documentation for each course. Supporting documentation may include, but is not limited to: information from a course catalog, information from the college/university concerning the time involved with the course; on-line web addresses; information about a college/university.
5. Once again, the ultimate goal of continuous graduate study is to enhance teacher professionalism and craft knowledge, improve instruction and

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promote student success. Therefore, courses must go beyond the knowledge/skills a teacher with a Master's degree would have already acquired and must demonstrate a considerable amount of academic rigor that a post-Master's course would offer to increase teaching effectiveness. For the purposes of prior approval a course shall be considered rigorous if it presents knowledge that is new to the applicant and furthers his/her professional and/or intellectual development. Exceptions to this shall exist if a course is a prerequisite for a desired higher-level course. Courses can demonstrate advancement in the current certification area or gaining credits in an additional certification area.

6. With the understanding that special education teachers may need to take undergraduate or pre-master's classes to receive a certification in a content area, upon completion and evidence of NYS certification in the content area, these credits will be considered for salary advancement.
7. If three credits are requested and yet the course time requirement is not met, the credits will be prorated toward salary advancement according to the following scale:
  - Minimum of 15 hours = 1 credit
  - Minimum of 30 hours = 2 credits
  - Minimum of 45 hours = 3 credits
  - Courses whose time is less than the minimum shall be awarded the next lower number of credits. (Ex.- a course with 38 credit hours shall be granted 3 credits)
8. If the Prior Course Approval Form is not submitted to central office at least one month in advance of the course's starting date, the course will not be used for salary advancement. Exceptions to this may occur as outlined in #1 of "Factors Involved with the Approval of a Course."

**Cooperating Teacher/Student Teacher**

- A Cooperating Teacher Report must be completed for the staff member supervising a student teacher and submitted to the building principal when the student teaching is completed. The teacher must immediately submit the form to the Personnel Office. The form will be used to determine credit for salary purposes providing that it is filed by the end of the school year in which the supervision took place.

**ARTICLE XXIII. GRIEVANCE PROCEDURE**

1. To establish a more cooperative and harmonious relationship that will enhance the quality of education and comply with Article 16 of the General Municipal Law (Chapter 554 of the

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Laws of 1962) and the Public Employees Fair Employment Act (Sections 204 and 208, as amended), the Board and the Association have established the grievance procedure in this article to provide a means for settlement of grievances arising under this agreement.

2. A grievance is defined as a dispute with respect to the interpretation or application of this agreement. A diligent, sincere, and honest effort by all parties shall be made to settle a grievance in a fair and equitable manner as soon as possible.

3. To receive consideration, a grievance shall be filed within 60 days of its occurrence or within 60 days of when an employee or the Association has knowledge of its occurrence. Should a grievance arise, as defined herein, it may be processed in the following manner:

**STAGE I.**

An aggrieved employee(s) shall orally present the grievance to the building principal or immediate superior (hereinafter referred to as "principal") who shall arrange a mutually convenient time and place to informally discuss the grievance with the employee. Within ten (10) days after informal discussion, the principal shall render an oral answer to the employee on the grievance. If the aggrieved employee is dissatisfied with the principal's answer, the grievant, with Association knowledge and assistance, shall reduce the grievance to writing on a form agreed upon by the District and the Association for such purpose, stating the precise nature of the grievance, section(s) of the contract alleged to be violated, remedy requested, and sign the grievance form. Copies of the grievance shall be given to the principal and the Association. Within ten (10) days after receipt of the written grievance, the principal shall place a written answer on the grievance form, including the reasons therefore, and grant or deny the grievance.

**STAGE II.**

If a grievance is not settled in Stage I, the aggrieved employee may appeal it within twenty (20) days by letter to the joint committee comprised of two School District representatives and two Association representatives. The appeal shall contain a copy of the grievance and all documents and written evidence made a part of the record at Stage I of this procedure. The joint committee shall notify all parties in interest of a time and place when an informal hearing will be held, to receive oral and written evidence supporting each party's position on the grievance. The District and the Association shall have the obligation to introduce all relevant testimony and written evidence in their possession, or they have knowledge of in support of the grievance. Within twenty (20) days after a Stage II hearing, the joint committee shall render its decision in writing on settlement of the grievance, setting forth its finding of fact, granting or denying the grievance and the basis upon which their answer is reached.

**STAGE III.**

If the aggrieved employee is dissatisfied with disposition of the grievance at Stage II, the employee may request in writing to the chairman of the Association's Professional

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Rights and Responsibilities Committee (PR&R) that it consider submission of the Grievance to arbitration. If the committee determines that the grievance has merit, it may submit the grievance to arbitration within thirty (30) days after the Stage II decision. The PR&R Committee shall notify the Superintendent of Schools Office in writing of its intent to arbitrate a grievance. The notification shall identify the grievance, set forth the contentions of the Association in support of the grievance and be accompanied by a copy of the arbitration form requesting the American Arbitration Association for a panel of five (5) arbitrators. On receipt of the arbitration panel, representatives of the District and Association shall alternately strike two (2) names from the arbitrator list until one (1) name remains who shall be designated as arbitrator for the grievance. The first striker shall be determined by agreement or by lot. Either the District or the Association may request a second panel of arbitrators if the first is unsatisfactory. The parties shall notify the American Arbitration Association of their selected arbitrator and arrange for a hearing date, time, and place.

4. The selected arbitrator shall hold a hearing with representatives of the Board and the Association at the mutually agreeable time and place, and issue a written decision and award on the grievance. Neither the Board nor the Association may in arbitration introduce or rely on any grounds or evidence not disclosed to the other in Stage II of the grievance procedure. The parties may waive an oral hearing in which case the arbitrator's decision and award shall be rendered after final statements and proofs are submitted by the Board and the Association.

5. The decision of the arbitrator shall be final and binding on a grievance involving the interpretation or application of the specific terms of this agreement. Binding arbitration shall not be held for any grievance involving provisions of this agreement that involves the Board's discretion or right to set policy. In a grievance which may involve matters not covered by binding arbitration, the arbitrator's decision and award shall be advisory only, but each side shall have moral obligation to consider the arbitrator's recommendation. Either or both parties to this agreement reserve the right to contest, in a court of competent jurisdiction, an arbitration decision and award that violates this agreement or applicable law.

6. The cost for the services of a selected arbitrator, including per diem expenses, shall be borne equally by the Board and the Association.

7. If requested, the Board and the Association agree to make available to each other, as soon as possible, any information in their possession not privileged by law that is relevant to a grievance.

8. A class action grievance may be initiated at Stage II of the grievance procedure by submitting such grievance in writing to the Superintendent of Schools. This procedure may be used only if the Stage I principal is lacking in authority or jurisdiction over the subject matter of the grievance. All other class action grievances shall be initiated at Stage I of the grievance procedure.

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9. If a grievance hearing is held during the instructional day which requires the presence of the PR&R chairperson, the District will release the chairperson from class.
10. A grievance not appealed to another stage of the grievance procedure shall be considered settled on the basis of the last decision rendered on the grievance.
11. Grievance procedure records will not be kept in the employee's Personnel file.

**ARTICLE XXIV. MISCELLANEOUS**

1. This contract is the full and complete agreement between the Board and the Association. It may be modified in whole or in part only by mutual consent of the parties in a written and signed amendment to this agreement.
2. Any existing agreement or contract between the Board and an employee covered by this agreement, heretofore executed, shall be subject to and consistent with the terms and conditions of this agreement.
3. If any provision of this agreement or any application of the agreement to any teacher or group of teachers shall be found contrary to the law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
4. The District will provide five (5) copies of this Agreement per building and make the Agreement available electronically. In addition, all new hires shall be provided a hard copy of the Agreement.
5. A teacher shall not be disciplined, reprimanded, or reduced in rank without just cause.
6. Before the Board adopts a change in policy or regulations that adversely affects wages, hours, or conditions of employment, it will notify the Association in writing that it is considering such change. If it is a mandatory subject of bargaining, the board and the Association may then negotiate such change, if a contract violation would be involved.
7. Per Diem Rate = 1/School Calendar Days.
8. The Board may offer an Early Retirement Plan, or Plans, according to terms and conditions, and at times, in its exclusive discretion. The Board's only obligation to the Association in this regard shall be to give advance notice of the intent to exercise such discretion before offering such Plan, or Plans, to the Instructional Staff. In such an event the Association shall be under no obligation to encourage participation in the Plan, or Plans, but it shall not discourage such participation.
9. In addition to the Board's option per paragraph 8 above, a Retirement Incentive Plan will be available to teachers who:

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- (a) are eligible to receive immediate retirement benefits from the N.Y.S. Teachers Retirement System;
- (b) retire in the year in which they reach age 55 by the last day of the school year as shown on the school calendar; and
- (c) have worked for the District a minimum of ten continuous years as a full-time teacher immediately preceding their date of retirement.

The age cut-off date may be changed by written agreement between the Union and the Superintendent. The benefit for eligible teachers will be \$24,000 plus 20% of the value of the employee's accrued sick days at retirement, valuing each day at 1/185 of final salary, but in no event shall the benefit exceed \$50,000 for any individual. Election to participate in the plan shall be filed no later than March 15<sup>th</sup> of the year of retirement.

For the 2019-20 school year only, the District will offer a retirement incentive for those members who do not qualify for the incentive currently set forth in the agreement, who: (a) are beyond age 55; (b) are otherwise eligible to retire from the TRS without penalty or reduction in pension benefits and (c) have worked for the District for a minimum of 10 consecutive years as a full-time teacher immediately preceding their date of retirement. The benefit will be \$24,000. Written election to participate in this incentive shall be filed with the District no later than March 15, 2020, with an effective date of retirement no later than June 30, 2020.

10. Department Chairpersons shall assume the duties of Team Facilitators for the 7<sup>th</sup> and 8<sup>th</sup> grade teaching teams. Non-Chairpersons serving as Team Facilitators due to an insufficient number of Chairpersons shall be given one duty period off per day in return.

**ARTICLE XXV. LEGISLATIVE APPROVAL**

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

**ARTICLE XXVI. TERM OF AGREEMENT**

This agreement shall be effective from the 1st day of September 2019 to August 31, 2023.

**ARTICLE XXVII. MANAGEMENT RIGHTS**

Any other provision to the contrary in the agreement notwithstanding, except for express, specific and absolutely clear limitations, such limitation may not be implied, upon its broad

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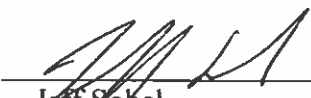
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authority to which the Board has previously agreed, the Board reserves its right to manage the school district and its employees in a manner that it determines is in the best interests of the students and the District with due regard for the educational needs of the students, and the administrative needs and the financial resources of the District. That includes, but is not limited to (within the bounds of law), the right to assign and establish the duties of teachers, to configure the school day and to adopt, alter or enforce policies, procedures and/or regulations that the Board deems necessary to successfully operate the District without the prior approval or agreement of the Association.

SO AGREED:

Date June 14, 2022

  
\_\_\_\_\_  
Jonathan Wedvik  
Clarkstown Teachers' Association

  
\_\_\_\_\_  
Jeff Sobel  
Superintendent of Schools

**CLARKSTOWN CENTRAL SCHOOL DISTRICT  
2022-2023 CALENDAR**

S	M	T	W	TH	F	S	SEPTEMBER 2022
			31	1	2	3	8/31, 9/1 Supt. Conf. Days (Schools Closed for Students)
4	5	6	7	8	9	10	9/5 Labor Day
11	12	13	14	15	16	17	9/6 First Day of School for Students
18	19	20	21	22	23	24	9/26-27 Rosh Hashanah (Schools Closed for students)
25	26	27	28	29	30		19 Staff 17 Students

S	M	T	W	TH	F	S	FEBRUARY 2023
			1	2	3	4	2/13 Early Release Day
5	6	7	8	9	10	11	2/20 President's Day (Schools Closed)
12	13	14	15	16	17	18	2/20-24 Winter Recess (Schools Closed for students)
19	20	21	22	23	24	25	
26	27	28					15 Staff 15 Students

S	M	T	W	TH	F	S	OCTOBER 2022
						1	10/5 Yom Kippur (Schools Closed for students)
2	3	4	5	6	7	8	10/10 Columbus Day (Schools Closed)
9	10	11	12	13	14	15	10/12 Early Release and PSAT
16	17	18	19	20	21	22	
23	24	25	26	27	28	29	
30	31						19 Staff 19 Students

S	M	T	W	TH	F	S	MARCH 2023
			1	2	3	4	
5	6	7	8	9	10	11	3/10 Superintendent's Conference Day (School Closed for Students)
12	13	14	15	16	17	18	3/24 Sup't Conf. Day (School Closed for Students unless snow day #1 is used, then schools are in session.)
19	20	21	22	23	24	25	
26	27	28	29	30	31		
							23 Staff 21 Students

S	M	T	W	TH	F	S	NOVEMBER 2022
		1	2	3	4	5	11/8 Election Day/SCD (Schools Closed for Students)
6	7	8	9	10	11	12	11/11 Veteran's Day (Schools Closed)
13	14	15	16	17	18	19	
20	21	22	23	24	25	26	11/24-25 Thanksgiving (Schools Closed)
27	28	29	30				19 Staff 18 Students

S	M	T	W	TH	F	S	APRIL 2023
						1	4/3-7 Spring Recess (School Closed for Students)
2	3	4	5	6	7	8	4/6 Passover (Schools Closed)
9	10	11	12	13	14	15	4/7 Good Friday (Schools Closed)
16	17	18	19	20	21	22	
23	24	25	26	27	28	29	15 Staff 15 Students

S	M	T	W	TH	F	S	DECEMBER 2022
				1	2	3	
4	5	6	7	8	9	10	
11	12	13	14	15	16	17	
18	19	20	21	22	23	24	12/26 - 1/2 Winter Recess (Schools Closed)
25	26	27	28	29	30	31	17 Staff 17 Students

S	M	T	W	TH	F	S	MAY 2023
	1	2	3	4	5	6	
7	8	9	10	11	12	13	
14	15	16	17	18	19	20	
21	22	23	24	25	26	27	5/29 Memorial Day (Schools Closed)
28	29	30	31				22 Staff 22 Students

S	M	T	W	TH	F	S	JANUARY 2023
1	2	3	4	5	6	7	1/3 School Reopens
8	9	10	11	12	13	14	
15	16	17	18	19	20	21	1/16 Martin Luther King Jr Day (Schools Closed)
22	23	24	25	26	27	28	
29	30	31					20 Staff 20 Students

S	M	T	W	TH	F	S	JUNE 2023
				1	2	3	
4	5	6	7	8	9	10	6/19 Juneteenth (Schools Closed)
11	12	13	14	15	16	17	6/20-23 K-5 Half Days
18	19	20	21	22	23	24	6/23 Last Day of School
25	26	27	28	29	30		16 Staff 16 Students

180 Student Days

185 Staff Days

5 Conference Days (Closed for students)

16 District Closed/Holiday (inc. 7/4)

School Closed Staff

Early Release

Adverse weather condition days: If schools are closed for one emergency closing, all schools will be in session on March 24th. Then, there are four adverse weather condition days that are built into the school calendar in the event that schools must be closed. After these days are exhausted, April 3, April 4, April 5 will be used in that order, as school days.

Approved 03/24/22, Rev. Approved 04/12/22



# Clarkstown Central School District

## Salary Schedule Chart

### 2019-20 Salary Schedule

#### Coaching Salary Schedule

##### Salary Grade

Salary Step	Var Football/Ba	Var Wrestling/B	Var Ice Hcky/Gy	Var Fid Hck/G S	JV Bsktbl/Ftbl/	JV Wrest/Baseb	JV Ice Hck/JV G	Fr Bsktbl/JV FI	MS Ftbl/MS B:
1A	\$8,932.14	\$8,225.28	\$6,879.90	\$6,254.64	\$5,441.70	\$4,653.24	\$4,470.66	\$4,292.16	\$3,966.78
1B	\$8,932.14	\$8,225.28	\$6,879.90	\$6,254.64	\$5,441.70	\$4,653.24	\$4,470.66	\$4,292.16	\$3,966.78
1C	\$8,932.14	\$8,225.28	\$6,879.90	\$6,254.64	\$5,441.70	\$4,653.24	\$4,470.66	\$4,292.16	\$3,966.78
2A	\$9,736.92	\$8,983.14	\$7,564.32	\$6,871.74	\$5,983.32	\$5,289.72	\$4,917.42	\$4,721.58	\$4,367.64
2B	\$9,736.92	\$8,983.14	\$7,564.32	\$6,871.74	\$5,983.32	\$5,289.72	\$4,917.42	\$4,721.58	\$4,367.64
2C	\$9,736.92	\$8,983.14	\$7,564.32	\$6,871.74	\$5,983.32	\$5,289.72	\$4,917.42	\$4,721.58	\$4,367.64
3	\$10,537.62	\$9,539.04	\$8,273.22	\$7,519.44	\$6,514.74	\$5,919.06	\$5,359.08	\$5,143.86	\$4,768.50

##### Salary Grade

Salary Step	V Sking/Fr Bsb	Fr Soccer/MS W	JV Ftbl Cheerl
1A	\$3,513.90	\$3,280.32	\$2,641.80
1B	\$3,513.90	\$3,280.32	\$2,641.80
1C	\$3,513.90	\$3,280.32	\$2,641.80
2A	\$3,925.98	\$3,675.06	\$2,641.80
2B	\$3,925.98	\$3,675.06	\$2,641.80
2C	\$3,925.98	\$3,675.06	\$2,641.80
3	\$4,311.54	\$4,068.78	\$2,641.80

##### Selection Criteria

Print this year  
Salary Schedule: COAC

Clarkstown Central School District  
Salary Schedule Chart

2021-22 Salary Schedule  
Department Chair

Salary Grade	
Salary Step	Dept Chair
0-4.9	\$3,119.00
5-9.9	\$5,077.00
10-14.9	\$7,125.00
15-19.9	\$9,139.00
20+	\$9,139.00

# Clarkstown Central School District

## Salary Schedule Chart

### 2021-22 Salary Schedule Summer School Teacher

#### Salary Grade

Salary Step	Summer School	Summer School	Summer School	Summer School
1	\$323.67	N/A	N/A	\$9,710.01
2	\$338.92	N/A	N/A	\$10,167.52
3	\$354.22	N/A	N/A	\$10,626.55
4	\$369.20	N/A	N/A	\$11,076.13

# CTA Contract Special Service Stipends 2022-2023

Middle School	2018-19	2019-20	2020-21	2021-22	2022-23
GO Campus Coordinator	\$2,268	\$2,305	\$2,342	\$2,379	\$2,427
GO Campus Store	\$2,074	\$2,107	\$2,141	\$2,175	\$2,218
GO Campus Treasurer	\$3,111	\$3,161	\$3,211	\$3,263	\$3,328
GO Advisor A	\$1,456	\$1,479	\$1,502	\$1,527	\$1,557
GO Advisor C	\$1,456	\$1,479	\$1,502	\$1,527	\$1,557
GO Advisor D	\$1,456	\$1,479	\$1,502	\$1,527	\$1,557
Visual Aides one/school	\$2,568	\$2,609	\$2,651	\$2,694	\$2,747
Campus Literary Magazine	\$1,026	\$1,043	\$1,059	\$1,076	\$1,098
Memory Book Advisor	\$1,948	\$1,979	\$2,011	\$2,043	\$2,084
Academic Honors Advisor	\$259	\$263	\$267	\$272	\$277
Campus School Newspapers	\$3,099	\$3,148	\$3,199	\$3,250	\$3,315
Drama Director	\$3,112	\$3,162	\$3,212	\$3,264	\$3,329
Auditorium Coordinator	\$3,112	\$3,162	\$3,212	\$3,264	\$3,329
Supplemental Drama Support	\$2,965	\$3,013	\$3,061	\$3,110	\$3,172
North High School Dramatics	(6)				
Cue N' Curtain	\$2,965	\$3,013	\$3,061	\$3,110	\$3,172
Fall Play	\$2,965	\$3,013	\$3,061	\$3,110	\$3,172
Stage Production	\$2,965	\$3,013	\$3,061	\$3,110	\$3,172
Music Director	\$2,965	\$3,013	\$3,061	\$3,110	\$3,172
Supplementary Support	\$2,965	\$3,013	\$3,061	\$3,110	\$3,172
Supplementary Support	\$2,965	\$3,013	\$3,061	\$3,110	\$3,172
South High School Dramatics	(6)				
Fall Play Director	\$2,965	\$3,013	\$3,061	\$3,110	\$3,172
Stage Crafts	\$2,965	\$3,013	\$3,061	\$3,110	\$3,172
Centersstage	\$2,965	\$3,013	\$3,061	\$3,110	\$3,172
Spring Musical Music Director	\$2,965	\$3,013	\$3,061	\$3,110	\$3,172
Spring Musical Director	\$2,965	\$3,013	\$3,061	\$3,110	\$3,172
Supplementary Support	\$2,965	\$3,013	\$3,061	\$3,110	\$3,172
Titles added via 2019 MOA					
Athletic Coordinator	2019-20	2020-21	2021-22	2022-23	
	\$8,427	\$8,562	\$8,699	\$8,873	
Titles added via 2019 MOA					
Athletic Taping Coordinator	2019-20	2020-21	2021-22	2022-23	
	\$1,530	\$1,554	\$1,579	\$1,611	
District Tutoring Coordinator	\$4,243	\$4,311	\$4,380	\$4,468	
Child Care Center Director	\$15,300	\$15,545	\$15,794	\$16,109	
Special Event Taping Coordinator	Chap Pay	22.97	23.34	23.80	

High School	Stipend per contract ended	2018-19	2019-20	2020-21	2021-22	2022-23
GO Advisor	\$4,400	\$4,578	\$4,651	\$4,725	\$4,801	\$4,8
GO Activities	\$4,971	\$5,172	\$5,255	\$5,339	\$5,425	\$5,5
GO Store	\$1,985	\$2,064	\$2,098	\$2,131	\$2,165	\$2,2
GO Treasurer	\$3,979	\$4,140	\$4,206	\$4,274	\$4,342	\$4,4
Twirlers/Color Guard	\$2,990	\$3,111	\$3,161	\$3,211	\$3,263	\$3,3
Marching Band	\$3,491	\$3,632	\$3,690	\$3,749	\$3,809	\$3,8
Band Activities	\$4,971	\$5,172	\$5,255	\$5,339	\$5,425	\$5,5
School Newspaper	\$3,979	\$4,140	\$4,206	\$4,274	\$4,342	\$4,4
Yearbook Literary Advisor	\$2,990	\$3,111	\$3,161	\$3,211	\$3,263	\$3,3
Yearbook Financial Advisor	\$2,990	\$3,111	\$3,161	\$3,211	\$3,263	\$3,3
FBLA (one school/two school)	\$1423/\$2052	\$1,480/\$2,135	\$1,510/\$2,178	\$1,540/\$2,213	\$1,565/\$2,248	\$1,596 / \$2,2
DECA (one school/two school)	\$1423/\$2052	\$1,480/\$2,135	\$1,510/\$2,178	\$1,540/\$2,213	\$1,565/\$2,248	\$1,596 / \$2,2
Troutbador Advisor	\$2,990	\$3,111	\$3,161	\$3,211	\$3,263	\$3,3
Literary Magazine	\$986	\$1,026	\$1,043	\$1,059	\$1,076	\$1,0
Class Advisor (Fr)	\$362	\$377	\$383	\$390	\$396	\$4
Class Advisor (Soph)	\$743	\$773	\$786	\$798	\$811	\$8
Class Advisor (Jr)	\$1,119	\$1,164	\$1,182	\$1,201	\$1,221	\$1,2
Class Advisor (Sr)	\$1,872	\$1,948	\$1,979	\$2,011	\$2,043	\$2,0
Mu Alpha Theta	\$986	\$1,026	\$1,043	\$1,059	\$1,076	\$1,0
National Honor Society	\$986	\$1,026	\$1,043	\$1,059	\$1,076	\$1,0
Science Program Advisors	\$4,848	\$5,044	\$5,125	\$5,207	\$5,290	\$5,3
TV Coordinator (one/district)	\$8,813	\$9,169	\$9,315	\$9,465	\$9,616	\$9,8

Titles added via 2019 MOA	School	2019-20	2020-21	2021-22	2022-23
Vocal Coach Spring Musical	NHS	\$2,040	\$2,073	\$2,106	\$2,148
Costumer for Plays	NHS	\$2,448	\$2,487	\$2,527	\$2,578
District Tutoring Assistant Coord	NHS	\$2,546	\$2,587	\$2,628	\$2,681
District Tutoring Assistant Coord	SHS	\$2,546	\$2,587	\$2,628	\$2,681
Planetarium Director	SHS	\$3,570	\$3,627	\$3,685	\$3,759
Robotics Advisor	NHS	\$5,610	\$5,700	\$5,791	\$5,907
Robotics Advisor	NHS	\$5,610	\$5,700	\$5,791	\$5,907
Robotics Advisor	SHS	\$5,610	\$5,700	\$5,791	\$5,907
Robotics Advisor	SHS	\$5,610	\$5,700	\$5,791	\$5,907
AP Coordinator NHS	NHS	Chap Pay	22.97	23.34	23.80
AP Coordinator SHS	SHS	Chap Pay	22.97	23.34	23.80
Chaperone pay/2 hrs mo max		Chaperone pay/2 hrs mo max	Chaperone pay/2 hrs mo max	Chaperone pay/2 hrs mo max	Chaperone pay/2 hrs mo max
Anime Club Advisor	SHS	\$4,080	\$4,145	\$4,212	\$4,296
Radio Station	SHS	\$4,080	\$4,145	\$4,212	\$4,296
Summer Strength and Conditionin	HIGH SCHOOLS			\$4,877	\$4,975

Clarkstown Central School District

Salary Schedule Chart

2022-23 Salary Schedule as defined in the 2021-22 school year.

Teacher Prior 7/1/96

Salary Grade

Salary Step	Bachelors	Bachelors +15	Bachelors +30	Doctorate	Masters	Masters +15	Masters +30	Masters +45	Masters
1	\$56,344.80	\$59,446.62	\$62,544.36	\$81,139.98	\$65,643.12	\$68,746.98	\$71,839.62	\$74,941.44	\$78,043.20
1.5	\$57,755.46	\$60,933.78	\$64,111.08	\$83,165.70	\$67,285.32	\$70,459.56	\$73,638.90	\$76,812.12	\$80,000.00
2	\$59,164.08	\$62,419.92	\$65,673.72	\$85,195.50	\$68,930.58	\$72,180.30	\$75,438.18	\$78,690.96	\$81,948.00
2.5	\$60,573.72	\$63,899.94	\$67,235.34	\$87,225.30	\$70,569.72	\$73,899.00	\$77,230.32	\$80,562.66	\$83,899.00
3	\$61,983.36	\$65,390.16	\$68,801.04	\$89,253.06	\$72,209.88	\$75,615.66	\$79,027.56	\$82,434.36	\$85,848.00
3.5	\$63,387.90	\$66,880.38	\$70,359.60	\$91,286.94	\$73,849.02	\$77,342.52	\$80,826.84	\$84,307.08	\$87,799.00
4	\$64,799.58	\$68,363.46	\$71,925.30	\$93,313.68	\$75,494.28	\$79,057.14	\$82,622.04	\$86,185.92	\$89,748.00
4.5	\$66,209.22	\$69,845.52	\$73,489.98	\$95,341.44	\$77,134.44	\$80,775.84	\$84,416.22	\$88,052.52	\$91,700.00
5	\$67,615.80	\$71,337.78	\$75,055.68	\$97,371.24	\$78,776.64	\$82,495.56	\$86,212.44	\$89,932.38	\$93,659.00
5.5	\$69,025.44	\$72,821.88	\$76,613.22	\$99,400.02	\$80,413.74	\$84,214.26	\$88,010.70	\$91,804.08	\$95,599.00
6	\$70,436.10	\$74,313.12	\$78,183.00	\$101,427.78	\$82,059.00	\$85,929.90	\$89,808.96	\$93,678.84	\$97,548.00
6.5	\$71,839.62	\$75,793.14	\$79,741.56	\$103,456.56	\$83,700.18	\$87,651.66	\$91,599.06	\$95,550.54	\$99,500.00
7	\$73,253.34	\$77,279.28	\$81,309.30	\$105,483.30	\$85,340.34	\$89,368.32	\$93,395.28	\$97,426.32	\$101,458.00
7.5	\$74,661.96	\$78,770.52	\$82,873.98	\$107,515.14	\$86,979.48	\$91,087.02	\$95,195.58	\$99,295.98	\$103,400.00
8	\$76,065.48	\$80,256.66	\$84,437.64	\$109,541.88	\$88,623.72	\$92,807.76	\$96,989.76	\$101,172.78	\$105,359.00
8.5	\$77,477.16	\$81,737.70	\$85,997.22	\$111,570.66	\$90,264.90	\$94,523.40	\$98,782.92	\$103,044.48	\$107,300.00
9	\$78,887.82	\$83,226.90	\$87,564.96	\$113,598.42	\$91,904.04	\$96,241.08	\$100,582.20	\$104,921.28	\$109,250.00
9.5	\$80,298.48	\$84,711.00	\$89,126.58	\$115,630.26	\$93,543.18	\$97,962.84	\$102,379.44	\$106,790.94	\$111,210.00
10	\$81,700.98	\$86,201.22	\$90,690.24	\$117,657.00	\$95,189.46	\$99,680.52	\$104,178.72	\$108,665.70	\$113,150.00
10.5	\$83,114.70	\$87,684.30	\$92,254.92	\$119,684.76	\$96,826.56	\$101,399.22	\$105,968.82	\$110,537.40	\$115,110.00
11	\$84,524.34	\$89,170.44	\$93,818.58	\$121,712.52	\$98,468.76	\$103,118.94	\$107,768.10	\$112,415.22	\$117,060.00
11.5	\$85,929.90	\$90,658.62	\$95,383.26	\$123,742.32	\$100,106.88	\$104,838.66	\$109,563.30	\$114,288.96	\$119,010.00
12	\$87,339.54	\$92,148.84	\$96,944.88	\$125,771.10	\$101,752.14	\$106,557.36	\$111,364.62	\$116,163.72	\$120,900.00
12.5	\$88,747.14	\$93,628.86	\$98,506.50	\$127,799.88	\$103,391.28	\$108,278.10	\$113,152.68	\$118,036.44	\$122,920.00
13	\$90,154.74	\$95,113.98	\$100,073.22	\$129,827.64	\$105,031.44	\$109,991.70	\$114,952.98	\$119,909.16	\$124,880.00
13.5	\$91,565.40	\$96,603.18	\$101,635.86	\$131,857.44	\$106,673.64	\$111,712.44	\$116,747.16	\$121,781.88	\$126,810.00
14	\$92,973.00	\$98,088.30	\$103,203.60	\$133,883.16	\$108,319.92	\$113,427.06	\$118,547.46	\$123,655.62	\$128,800.00
14.5	\$94,384.00	\$99,500.00	\$104,716.00	\$135,916.02	\$109,957.02	\$115,147.80	\$120,336.54	\$125,529.36	\$130,720.00
15	\$95,795.00	\$100,916.00	\$106,032.00	\$137,942.76	\$111,598.20	\$116,867.52	\$122,137.86	\$127,406.16	\$132,670.00
15.5	\$97,206.00	\$102,327.00	\$107,448.00	\$139,969.02	\$113,139.42	\$118,398.74	\$123,668.10	\$128,880.00	\$134,680.00

Clarkstown Central School District  
Salary Schedule Chart

2022-23 Salary Schedule as defined in the 2021-22 school year.  
Teacher Prior 7/1/96

Salary Grade

Salary Step	Bachelors	Bachelors +15	Bachelors +30	Doctorate	Masters	Masters +15	Masters +30	Masters +45	Master
16	\$92,973.00	\$98,088.30	\$106,329.90	\$137,942.76	\$111,598.20	\$116,867.52	\$122,137.86	\$127,406.16	\$132,67
16.5	\$92,973.00	\$98,088.30	\$106,329.90	\$137,942.76	\$111,598.20	\$116,867.52	\$122,137.86	\$127,406.16	\$132,67
17	\$92,973.00	\$98,088.30	\$106,329.90	\$137,942.76	\$111,598.20	\$116,867.52	\$122,137.86	\$127,406.16	\$132,67
17.5	\$92,973.00	\$98,088.30	\$106,329.90	\$137,942.76	\$111,598.20	\$116,867.52	\$122,137.86	\$127,406.16	\$132,67
18	\$92,973.00	\$98,088.30	\$106,329.90	\$137,942.76	\$111,598.20	\$116,867.52	\$122,137.86	\$127,406.16	\$132,67
18.5	\$92,973.00	\$98,088.30	\$106,329.90	\$137,942.76	\$111,598.20	\$116,867.52	\$122,137.86	\$127,406.16	\$132,67
19	\$95,793.30	\$101,061.60	\$109,457.22	\$142,001.34	\$114,882.60	\$120,304.92	\$125,730.30	\$131,148.54	\$136,57
19.5	\$95,793.30	\$101,061.60	\$109,457.22	\$142,001.34	\$114,882.60	\$120,304.92	\$125,730.30	\$131,148.54	\$136,57
20	\$95,793.30	\$101,061.60	\$109,457.22	\$142,001.34	\$114,882.60	\$120,304.92	\$125,730.30	\$131,148.54	\$136,57
20.5	\$95,793.30	\$101,061.60	\$109,457.22	\$142,001.34	\$114,882.60	\$120,304.92	\$125,730.30	\$131,148.54	\$136,57
21	\$95,793.30	\$101,061.60	\$109,457.22	\$142,001.34	\$114,882.60	\$120,304.92	\$125,730.30	\$131,148.54	\$136,57
21.5	\$95,793.30	\$101,061.60	\$109,457.22	\$142,001.34	\$114,882.60	\$120,304.92	\$125,730.30	\$131,148.54	\$136,57
22	\$97,998.54	\$104,034.90	\$112,583.52	\$146,054.82	\$118,162.92	\$123,741.30	\$129,321.72	\$134,899.08	\$140,47
22.5	\$97,998.54	\$104,034.90	\$112,583.52	\$146,054.82	\$118,162.92	\$123,741.30	\$129,321.72	\$134,899.08	\$140,47
23	\$97,998.54	\$104,034.90	\$112,583.52	\$146,054.82	\$118,162.92	\$123,741.30	\$129,321.72	\$134,899.08	\$140,47
23.5	\$98,610.54	\$104,034.90	\$112,583.52	\$146,054.82	\$118,162.92	\$123,741.30	\$129,321.72	\$134,899.08	\$140,47
24	\$98,610.54	\$104,034.90	\$112,583.52	\$146,054.82	\$118,162.92	\$123,741.30	\$129,321.72	\$134,899.08	\$140,47
24.5	\$98,610.54	\$104,034.90	\$112,583.52	\$146,054.82	\$118,162.92	\$123,741.30	\$129,321.72	\$134,899.08	\$140,47
25	\$101,427.78	\$107,006.16	\$115,715.94	\$150,114.42	\$121,449.36	\$127,182.78	\$132,916.20	\$138,647.58	\$144,37

Selection Criteria

Print next year  
Salary Schedule: TH1

## Pre96Index

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	DOC
1.0	1.0000	1.0550	1.1100	1.1650	1.2200	1.2750	1.3300	1.3850	1.4400
1.5	1.0250	1.0814	1.1378	1.1941	1.2505	1.3069	1.3632	1.4196	1.4760
2.0	1.0500	1.1078	1.1655	1.2233	1.2810	1.3388	1.3965	1.4542	1.5120
2.5	1.0750	1.1341	1.1932	1.2524	1.3115	1.3706	1.4297	1.4889	1.5480
3.0	1.1000	1.1605	1.2210	1.2815	1.3420	1.4025	1.4630	1.5235	1.5840
3.5	1.1250	1.1869	1.2487	1.3106	1.3725	1.4344	1.4962	1.5581	1.6200
4.0	1.1500	1.2133	1.2765	1.3398	1.4030	1.4663	1.5295	1.5927	1.6560
4.5	1.1750	1.2396	1.3042	1.3689	1.4335	1.4981	1.5627	1.6274	1.6920
5.0	1.2000	1.2660	1.3320	1.3980	1.4640	1.5300	1.5960	1.6620	1.7280
5.5	1.2250	1.2924	1.3597	1.4271	1.4945	1.5619	1.6292	1.6966	1.7640
6.0	1.2500	1.3188	1.3875	1.4563	1.5250	1.5938	1.6625	1.7312	1.8000
6.5	1.2750	1.3451	1.4152	1.4854	1.5555	1.6256	1.6957	1.7659	1.8360
7.0	1.3000	1.3715	1.4430	1.5145	1.5860	1.6575	1.7290	1.8005	1.8720
7.5	1.3250	1.3979	1.4707	1.5436	1.6165	1.6894	1.7622	1.8351	1.9080
8.0	1.3500	1.4243	1.4985	1.5728	1.6470	1.7213	1.7955	1.8697	1.9440
8.5	1.3750	1.4506	1.5262	1.6019	1.6775	1.7531	1.8287	1.9044	1.9800
9.0	1.4000	1.4770	1.5540	1.6310	1.7080	1.7850	1.8620	1.9390	2.0160
9.5	1.4250	1.5034	1.5817	1.6601	1.7385	1.8169	1.8952	1.9736	2.0520
10.0	1.4500	1.5298	1.6095	1.6893	1.7690	1.8488	1.9285	2.0082	2.0880
10.5	1.4750	1.5561	1.6372	1.7184	1.7995	1.8806	1.9617	2.0429	2.1240
11.0	1.5000	1.5825	1.6650	1.7475	1.8300	1.9125	1.9950	2.0775	2.1600
11.5	1.5250	1.6089	1.6927	1.7766	1.8605	1.9444	2.0282	2.1121	2.1960
12.0	1.5500	1.6353	1.7205	1.8058	1.8910	1.9763	2.0615	2.1467	2.2320
12.5	1.5750	1.6616	1.7482	1.8349	1.9215	2.0081	2.0947	2.1814	2.2680
13.0	1.6000	1.6880	1.7760	1.8640	1.9520	2.0400	2.1280	2.2160	2.3040
13.5	1.6250	1.7144	1.8037	1.8931	1.9825	2.0719	2.1612	2.2506	2.3400
14.0	1.6500	1.7408	1.8315	1.9223	2.0130	2.1038	2.1945	2.2852	2.3760
14.5	1.6500	1.7408	1.8592	1.9514	2.0435	2.1356	2.2277	2.3199	2.4120
15.0	1.6500	1.7408	1.8870	1.9805	2.0740	2.1675	2.2610	2.3545	2.4480
15.5	1.6500	1.7408	1.8870	1.9805	2.0740	2.1675	2.2610	2.3545	2.4480
16.0	1.6500	1.7408	1.8870	1.9805	2.0740	2.1675	2.2610	2.3545	2.4480
16.5	1.6500	1.7408	1.8870	1.9805	2.0740	2.1675	2.2610	2.3545	2.4480
17.0	1.6500	1.7408	1.8870	1.9805	2.0740	2.1675	2.2610	2.3545	2.4480
17.5	1.6500	1.7408	1.8870	1.9805	2.0740	2.1675	2.2610	2.3545	2.4480
18.0	1.6500	1.7408	1.8870	1.9805	2.0740	2.1675	2.2610	2.3545	2.4480
18.5	1.6500	1.7408	1.8870	1.9805	2.0740	2.1675	2.2610	2.3545	2.4480
19.0	1.7000	1.7935	1.9425	2.0388	2.1351	2.2313	2.3275	2.4237	2.5200
19.5	1.7000	1.7935	1.9425	2.0388	2.1351	2.2313	2.3275	2.4237	2.5200
20.0	1.7000	1.7935	1.9425	2.0388	2.1351	2.2313	2.3275	2.4237	2.5200
20.5	1.7000	1.7935	1.9425	2.0388	2.1351	2.2313	2.3275	2.4237	2.5200
21.0	1.7000	1.7935	1.9425	2.0388	2.1351	2.2313	2.3275	2.4237	2.5200
21.5	1.7000	1.7935	1.9425	2.0388	2.1351	2.2313	2.3275	2.4237	2.5200
22.0	1.7500	1.8463	1.9980	2.0970	2.1960	2.2950	2.3940	2.4930	2.5920
22.5	1.7500	1.8463	1.9980	2.0970	2.1960	2.2950	2.3940	2.4930	2.5920
23.0	1.7500	1.8463	1.9980	2.0970	2.1960	2.2950	2.3940	2.4930	2.5920
23.5	1.7500	1.8463	1.9980	2.0970	2.1960	2.2950	2.3940	2.4930	2.5920
24.0	1.7500	1.8463	1.9980	2.0970	2.1960	2.2950	2.3940	2.4930	2.5920
24.5	1.7500	1.8463	1.9980	2.0970	2.1960	2.2950	2.3940	2.4930	2.5920
25.0	1.8000	1.8990	2.0535	2.1553	2.2570	2.3588	2.4605	2.5622	2.6640

# Clarkstown Central School District

## Salary Schedule Chart

2022-23 Salary Schedule as defined in the 2021-22 school year.

Teacher After 7/1/96

Salary Grade									
Salary Step	Bachelors	Bachelors +15	Bachelors +30	Doctorate	Masters	Masters +15	Masters +30	Masters +45	Masters +60
1	\$56,343.78	\$59,444.58	\$62,541.30	\$81,136.92	\$65,642.10	\$0.00	\$71,839.62	\$74,939.40	\$78,037.14
1.5	\$57,282.18	\$60,435.00	\$63,652.08	\$82,575.12	\$66,804.90	\$0.00	\$73,113.60	\$76,265.40	\$79,419.24
2	\$58,222.62	\$61,424.40	\$64,759.80	\$84,013.32	\$67,967.70	\$0.00	\$74,382.48	\$77,597.52	\$80,802.36
2.5	\$59,162.04	\$62,413.80	\$65,865.48	\$85,446.42	\$69,128.46	\$0.00	\$75,655.44	\$78,920.46	\$82,187.52
3	\$60,100.44	\$63,407.28	\$66,975.24	\$86,884.62	\$70,292.28	\$0.00	\$76,931.46	\$80,247.48	\$83,567.58
3.5	\$61,037.82	\$64,396.68	\$67,463.82	\$88,321.80	\$71,453.04	\$0.00	\$78,199.32	\$81,575.52	\$84,949.68
4	\$61,979.28	\$65,388.12	\$69,188.64	\$89,760.00	\$72,616.86	\$0.00	\$79,472.28	\$82,902.54	\$86,330.76
4.5	\$62,918.70	\$66,379.56	\$70,295.34	\$91,198.20	\$73,780.68	\$0.00	\$80,745.24	\$84,229.56	\$87,713.88
5	\$63,859.14	\$67,367.94	\$71,404.08	\$92,635.38	\$74,940.42	\$0.00	\$82,016.16	\$85,555.56	\$89,097.00
5.5	\$64,793.46	\$68,359.38	\$72,513.84	\$94,069.50	\$76,105.26	\$0.00	\$83,292.18	\$86,882.58	\$90,476.04
6	\$65,732.88	\$69,352.86	\$73,621.56	\$95,510.76	\$77,266.02	\$0.00	\$84,566.16	\$88,210.62	\$91,858.14
6.5	\$66,678.42	\$70,342.26	\$74,726.22	\$96,945.90	\$78,430.86	\$0.00	\$85,835.04	\$89,536.62	\$93,242.28
7	\$67,611.72	\$71,333.70	\$75,835.98	\$98,380.02	\$79,591.62	\$0.00	\$87,109.02	\$90,868.74	\$94,624.38
7.5	\$68,555.22	\$72,325.14	\$76,941.66	\$99,819.24	\$80,757.48	\$0.00	\$88,383.00	\$92,191.68	\$96,005.46
8	\$69,491.58	\$73,314.54	\$78,050.40	\$101,254.38	\$81,922.32	\$0.00	\$89,652.90	\$93,519.72	\$97,386.54
8.5	\$70,431.00	\$74,307.00	\$79,156.08	\$102,693.60	\$83,080.02	\$0.00	\$90,926.88	\$94,849.80	\$98,769.66
9	\$71,373.48	\$75,293.34	\$80,265.84	\$104,129.76	\$84,243.84	\$0.00	\$92,203.92	\$96,174.78	\$100,150.74
9.5	\$72,307.80	\$76,287.84	\$81,372.54	\$105,565.92	\$85,406.64	\$0.00	\$93,472.80	\$97,500.78	\$101,530.80
10	\$73,251.30	\$77,278.26	\$82,479.24	\$107,006.16	\$86,566.38	\$0.00	\$94,743.72	\$98,829.84	\$102,914.94
10.5	\$74,184.60	\$78,269.70	\$83,583.90	\$108,439.26	\$87,728.16	\$0.00	\$96,016.68	\$100,154.82	\$104,297.04
11	\$75,127.08	\$79,258.08	\$84,695.70	\$109,875.42	\$88,894.02	\$0.00	\$97,288.62	\$101,482.86	\$105,680.16
11.5	\$76,063.44	\$80,249.52	\$85,803.42	\$111,311.58	\$90,053.76	\$0.00	\$98,560.56	\$102,810.90	\$107,062.26
12	\$77,006.94	\$81,239.94	\$86,914.20	\$112,752.84	\$91,216.56	\$0.00	\$99,834.54	\$104,135.88	\$108,442.32
12.5	\$77,947.38	\$82,232.40	\$88,019.88	\$114,190.02	\$92,382.42	\$0.00	\$101,103.42	\$105,464.94	\$109,825.44
13	\$78,882.72	\$83,221.80	\$89,127.60	\$115,626.18	\$93,544.20	\$0.00	\$102,379.44	\$106,792.98	\$111,207.54
13.5	\$79,825.20	\$84,214.26	\$90,234.30	\$117,060.30	\$94,704.96	\$0.00	\$103,648.32	\$108,122.04	\$112,589.64
14	\$80,763.60	\$85,207.74	\$91,343.04	\$118,500.54	\$95,866.74	\$0.00	\$104,922.30	\$109,447.02	\$113,971.74
14.5	\$81,700.98	\$86,198.16	\$92,447.70	\$119,934.66	\$97,032.60	\$0.00	\$106,194.24	\$110,774.04	\$115,354.86
15	\$82,642.44	\$87,186.54	\$93,555.42	\$121,372.86	\$98,193.36	\$0.00	\$107,464.14	\$112,101.06	\$116,734.92
15.5	\$83,578.80	\$88,177.98	\$94,663.14	\$122,808.00	\$99,355.14	\$0.00	\$108,741.18	\$113,427.06	\$118,117.02



# Clarkstown Central School District

## Salary Schedule Chart

2022-23 Salary Schedule as defined in the 2021-22 school year.  
Teacher After 7/1/96

Salary Grade		Bachelors	Bachelors +15	Bachelors +30	Doctorate	Masters	Masters +15	Masters +30	Masters +45	Masters +60
Salary Step										
16	\$84,521.28	\$89,170.44	\$95,772.90	\$124,246.20	\$100,517.94	\$0.00	\$110,009.04	\$114,755.10	\$119,499.12	\$120,877.14
16.5	\$85,457.64	\$90,156.78	\$96,879.60	\$125,683.38	\$101,680.74	\$0.00	\$111,284.04	\$116,033.14	\$120,877.14	\$122,262.30
17	\$86,396.04	\$91,149.24	\$97,983.24	\$127,119.54	\$102,844.56	\$0.00	\$112,554.96	\$117,407.10	\$122,262.30	\$123,645.42
17.5	\$87,336.48	\$92,140.68	\$99,094.02	\$128,557.74	\$104,005.32	\$0.00	\$113,830.98	\$118,735.14	\$123,645.42	\$125,025.48
18	\$88,270.80	\$93,132.12	\$100,203.78	\$129,994.92	\$105,171.18	\$0.00	\$115,100.88	\$120,064.20	\$125,025.48	\$126,406.56
18.5	\$89,215.32	\$94,121.52	\$101,308.44	\$131,429.04	\$106,331.94	\$0.00	\$116,373.84	\$121,390.20	\$126,406.56	\$127,788.66
19	\$90,153.72	\$95,113.98	\$102,421.26	\$132,867.24	\$107,495.76	\$0.00	\$117,647.82	\$122,718.24	\$127,788.66	\$129,173.82
19.5	\$91,090.08	\$96,104.40	\$103,524.90	\$134,304.42	\$108,657.54	\$0.00	\$118,918.74	\$124,047.30	\$129,173.82	\$130,555.92
20	\$92,034.60	\$97,094.82	\$104,637.72	\$135,743.64	\$109,821.36	\$0.00	\$120,193.74	\$125,372.28	\$130,555.92	\$131,935.98
20.5	\$92,970.96	\$98,087.28	\$105,742.38	\$137,177.76	\$110,985.18	\$0.00	\$121,463.64	\$126,698.28	\$131,935.98	\$133,319.10
21	\$93,908.34	\$99,076.68	\$106,849.08	\$138,614.94	\$112,143.90	\$0.00	\$122,734.56	\$128,025.30	\$133,319.10	\$134,699.16
21.5	\$94,848.78	\$100,067.10	\$107,955.78	\$140,051.10	\$113,306.70	\$0.00	\$124,009.56	\$129,354.36	\$134,699.16	\$136,081.26
22	\$95,791.26	\$101,056.50	\$109,063.50	\$141,493.38	\$114,471.54	\$0.00	\$125,280.48	\$130,682.40	\$136,081.26	\$137,463.36
22.5	\$96,724.56	\$102,045.90	\$110,170.20	\$142,925.46	\$115,632.30	\$0.00	\$126,551.40	\$132,008.40	\$137,463.36	\$138,846.48
23	\$97,665.00	\$103,040.40	\$111,280.98	\$144,361.62	\$116,793.06	\$0.00	\$127,825.38	\$133,335.42	\$138,846.48	\$140,227.56
23.5	\$98,607.48	\$104,029.80	\$112,383.60	\$145,801.86	\$117,955.86	\$0.00	\$129,097.32	\$134,662.44	\$140,227.56	\$141,610.68
24	\$99,542.82	\$105,021.24	\$113,493.36	\$147,237.00	\$119,121.72	\$0.00	\$130,369.26	\$135,990.48	\$141,610.68	\$142,995.84
24.5	\$100,482.24	\$106,012.68	\$114,600.06	\$148,675.20	\$120,285.54	\$0.00	\$131,641.20	\$137,316.48	\$142,995.84	\$144,375.90
25	\$101,424.72	\$107,006.16	\$115,708.80	\$150,110.34	\$121,447.32	\$0.00	\$132,914.16	\$138,644.52	\$144,375.90	

Selection Criteria

Print next year  
Salary Schedule: TH2

## Post96Index

step	BA	BA+15	BA+30	MA	MA15	MA+30	MA+45	MA+60	DOC
1	1.0000	1.0550	1.1100	1.1650	0.0000	1.2750	1.3300	1.3850	1.4400
1.5	1.0167	1.0726	1.1297	1.1856	0.0000	1.2976	1.3536	1.4095	1.4655
2	1.0333	1.0902	1.1493	1.2063	0.0000	1.3202	1.3771	1.4341	1.4910
2.5	1.0500	1.1077	1.1690	1.2269	0.0000	1.3427	1.4007	1.4586	1.5165
3	1.0667	1.2530	1.1886	1.2475	0.0000	1.3653	1.4242	1.4831	1.5420
3.5	1.0833	1.1429	1.2083	1.2682	0.0000	1.3879	1.4478	1.5076	1.5675
4	1.1000	1.1605	1.2279	1.2888	0.0000	1.4105	1.4713	1.5322	1.5930
4.5	1.1167	1.1781	1.2476	1.3094	0.0000	1.4331	1.4949	1.5567	1.6185
5	1.1333	1.1957	1.2673	1.3301	0.0000	1.4556	1.5184	1.5812	1.6440
5.5	1.1500	1.2132	1.2869	1.3507	0.0000	1.4782	1.5420	1.6057	1.6695
6	1.1667	1.2308	1.3066	1.3713	0.0000	1.5008	1.5655	1.6303	1.6950
6.5	1.1834	1.2484	1.3262	1.3919	0.0000	1.5234	1.5891	1.6548	1.7205
7	1.2000	1.2660	1.3459	1.4126	0.0000	1.5460	1.6126	1.6793	1.7460
7.5	1.2167	1.2836	1.3655	1.4332	0.0000	1.5685	1.6362	1.7038	1.7715
8	1.2333	1.3012	1.3852	1.4538	0.0000	1.5911	1.6597	1.7284	1.7970
8.5	1.2500	1.3187	1.4049	1.4745	0.0000	1.6137	1.6833	1.7529	1.8225
9	1.2667	1.3363	1.4245	1.4951	0.0000	1.6363	1.0768	1.7774	1.8480
9.5	1.2833	1.3539	1.4442	1.5157	0.0000	1.6588	1.7304	1.8019	1.8735
10	1.3000	1.3715	1.4639	1.5364	0.0000	1.6814	1.7539	1.8265	1.8990
10.5	1.3167	1.3891	1.4835	1.5570	0.0000	1.7040	1.7775	1.8510	1.9245
11	1.3333	1.4067	1.5031	1.5776	0.0000	1.7266	1.8010	1.8755	1.9500
11.5	1.3500	1.4242	1.5228	1.5983	0.0000	1.7492	1.8246	1.9000	1.9755
12	1.3667	1.4418	1.5424	1.6189	0.0000	1.7717	1.8481	1.9246	2.0010
12.5	1.3833	1.4594	1.5621	1.6395	0.0000	1.7943	1.8717	1.9491	2.0265
13	1.4000	1.4770	1.5818	1.6602	0.0000	1.8169	1.8952	1.9736	2.0520
13.5	1.4167	1.4946	1.6014	1.6808	0.0000	1.8395	1.9188	1.9981	2.0775
14	1.4333	1.5122	1.6211	1.7014	0.0000	1.8621	1.9424	2.0227	2.1030
14.5	1.4500	1.5297	1.6407	1.7220	0.0000	1.8846	1.9659	2.0472	2.1285
15	1.4667	1.5473	1.6604	1.7427	0.0000	1.9072	1.9895	2.0717	2.1540
15.5	1.4833	1.5649	1.6800	1.7633	0.0000	1.9298	2.0130	2.0962	2.1795
16	1.5000	1.5825	1.6997	1.7839	0.0000	1.9524	2.0366	2.1208	2.2050
16.5	1.5167	1.6001	1.7193	1.8046	0.0000	1.9750	2.0601	2.1453	2.2305
17	1.5333	1.6177	1.7390	1.8252	0.0000	1.9975	2.0837	2.1698	2.2560
17.5	1.5500	1.6353	1.7587	1.8458	0.0000	2.0201	2.1072	2.1943	2.2815
18	1.5666	1.6528	1.7783	1.8665	0.0000	2.0427	2.1308	2.2189	2.3070
18.5	1.5833	1.6704	1.7980	1.8871	0.0000	2.0653	2.1543	2.2434	2.3325
19	1.6000	1.6880	1.8176	1.9077	0.0000	2.0879	2.1779	2.2679	2.3580
19.5	1.6166	1.7056	1.8373	1.9284	0.0000	2.1104	2.2014	2.2924	2.3835
20	1.6333	1.7232	1.8569	1.9490	0.0000	2.1330	2.2250	2.3170	2.4090
20.5	1.6500	1.7407	1.8766	1.9696	0.0000	2.1556	2.2485	2.3415	2.4345
21	1.6666	1.7583	1.8963	1.9903	0.0000	2.1782	2.2721	2.3660	2.4600
21.5	1.6833	1.7759	1.9159	2.0109	0.0000	2.2007	2.2956	2.3905	2.4855
22	1.7000	1.7935	1.9356	2.0315	0.0000	2.2233	2.3192	2.4151	2.5110
22.5	1.7166	1.8111	1.9552	2.0521	0.0000	2.2459	2.3427	2.4396	2.5365
23	1.7333	1.8287	1.9749	2.0728	0.0000	2.2685	2.3663	2.4641	2.5620
23.5	1.7500	1.8287	1.9945	2.0934	0.0000	2.2911	2.3898	2.4886	2.5875
24	1.7666	1.8462	2.0142	2.1140	0.0000	2.3136	2.4134	2.5132	2.6130
24.5	1.7833	1.8814	2.0338	2.1347	0.0000	2.3362	2.4369	2.5377	2.6385
25	1.8000	1.8990	2.0535	2.1553	0.0000	2.3588	2.4605	2.5622	2.6640

## **Birchwood School**

Amendment to Collective Bargaining Agreement

Originally signed March 1984

Extended through contract to August 31, 2019

Whereas, after negotiations, the parties agree to the following amendments/additions to the agreement to accommodate the expanded special education program resulting from the District's decision to establish a special program housed at the Birchwood School paralleling the services provided by Rise West; and

Whereas, the parties agree that these amendments/additions are necessary because of the special nature of the new program and that such shall only be applicable to those persons in the Association's negotiating unit, the Instructional Staff, assigned to the new program

### **Amendments/Additions**

1. Article XII, paragraph 6- No teacher will be required to schedule an after school remediation class for his/her students.
2. Article XIV, paragraph 3- Duty-free lunch periods will not be required for teachers eating with his/her students as part of the educational program. Such teachers will be provided the lunch offered by the school cafeteria free of charge.
3. Article XIV, paragraph 4&5- Notwithstanding paragraph 4 and 5, the district shall retain the flexibility to schedule a teacher's workday according to the special needs of the program so long as paragraph 1 is complied with.
4. Article I, paragraph 2- educational Social Workers shall be added to the Association's negotiating unit.

## Direct Deposit Authorization

I hereby authorize the Clarkstown Central School District to initiate credit entries and to initiate, if necessary, debit entries and adjustments for any credit entries in error to my (our) account indicated below, hereinafter called DEPOSITORY, to credit and/or debit the same to such account.

Bank Name \_\_\_\_\_

Transit/ABA# \_\_\_\_\_ Account # \_\_\_\_\_

Note: The Transit/ABA number is the first nine digits on your check

Check One (1): Checking \_\_\_\_\_ Savings \_\_\_\_\_  
Check One (1): Start \_\_\_\_\_ Change \_\_\_\_\_ Cancel \_\_\_\_\_

This authority is to remain in full force and effect until The Clarkstown Central School District has received written notification from me of its termination in such time and in such manner as to afford The Clarkstown Central School District and DEPOSITORY a reasonable opportunity to act on it.

Date \_\_\_\_\_ Name (Print) \_\_\_\_\_

Signature \_\_\_\_\_ Social Security Number \_\_\_\_\_

PLEASE ATTACH A BLANK VOIDED CHECK IF THIS AUTHORIZATION IS FOR A CHECKING ACCOUNT

### Section 125 Plan

Amendment to Collective Bargaining Agreement  
Originally signed June 1995  
Extended through contract to August 31, 2019

It is hereby understood that:

The CTA unit members will be permitted to participate in a section 125 Plan administered by the district.

The district will facilitate participation by interested CTA unit members in benefits offered under NYSUT Benefits Plus. The District assumes no responsibility for the nature and operation of NYSUT Benefits Plus plans.

Henceforth, all CTA members hired to start anytime after the close of a regular school year and before the start of the next school year will report for two additional days without additional compensation to take part in an orientation program structured by the District. The days must be within ten days of the first day of the new school year. A good faith attempt will be made to use days as close as possible to the start of the new school year.

### MANDATORY CLAUSES

1. No Cash Option. No employee may receive cash in lieu of or as an alternative to any of the Employer's Non-elective Contribution(s) described herein.
2. Contribution Limitations In any applicable year, the maximum Employer Contribution shall not cause an employee's 403(b) account to exceed the applicable contribution limit under Section 415(c)(1) of the Code, as adjusted for cost-of-living increases. For Employer Non-elective Contributions made post-employment to former employees' 403(b) account, the Contribution Limit shall be based on the employee's compensation, as determined under Section 403(b)(3) of the Code and in any event, no Employer Non-elective Contribution shall be made on behalf of such former employee after the fifth year following the taxable year in which that employee terminated employment.

In the event that the calculation of the Employer Non-elective Contribution referenced in any of the preceding paragraphs exceeds the applicable Contribution Limits, the excess amount shall be handled by the Employer as follows:

A. For all members in the New York State Teachers' Retirement System ("TRS") with a membership date before June 17, 1971, the Employer shall first make an Employer Non-elective Contribution up to the Contribution Limit of the *Internal Revenue Code* and then pay any excess amount as compensation directly to the Employee. In no instance shall the Employee have any rights to, including the ability to receive, any excess amount as compensation unless and until the Contribution Limit of the *Internal Revenue Code* are fully met through payment of the Employer's Non-Elective Contribution; and

---

1 Explanation for TRS Categories: Under *Education Law* § 501(11)(a), the calculation of a pre-June 17, 1971 TRS Tier 1 member's last five years final average salary (upon which a member's life-time pension is, in part, calculated) includes any non-ordinary income (such as termination pay) which is received as compensation prior to December 31st of the year of retirement. Thus, such a member would benefit from receiving, as compensation, in their final year of employment that portion of the Employer Non-elective contribution, which is in excess of the maximum Contribution Limits of IRC §415.

The final average salary of all other members of the TRS (*i.e.* all TRS members with a membership date on or after June 17, 1971) may not include any form of Termination Pay; therefore, the Employer's post-retirement payment into the employee's 403(b) account of that portion of the Employer Non-elective Contribution, which is in excess of the maximum Contribution Limits of IRC §415, is more advantageous for those member.

- B. For all members in the New York State Teachers Retirement System ("TRS") with a membership date in the TRS on or after June 17, 1971, and for all members in the New York State Employees' Retirement System regardless of their membership date, the Employer shall first make an Employer Non-elective Contribution up to the Contribution Limit of the *Internal Revenue Code* and then pay any excess amount as compensation directly to the Employee. In no instance

shall the Employee have any rights to, including the ability to receive, any excess amount as compensation unless and until the Contribution Limit of the *Internal Revenue Code* are fully met through payment of the Employer's Non-Elective Contribution.

3. 403(b) Accounts Employer contributions shall be deposited into the 403(b) account selected by employee to receive Employer contributions provided such account will accept Employer Non-elective Contributions. If the employee does not designate a 403(b) account to receive Employer's contributions, or if the account designated will not accept Employer's Non-elective Contributions for any reason, then Employer shall deposit contributions, in the name of the employee, into the endorsed 403(b) program.

4. Tier I Adjustments Tier I members with membership dates prior to June 17, 1971, Employer Non-elective Contribution hereunder will be reported as non-regular compensation to the New York State Teachers' Retirement System.

5. This MOA shall be subject to IRS regulations and rulings. Should any portion be declared contrary to law, then such portion shall not be deemed valid and subsisting, but all other portions shall continue in full force and effect. As to those portions declared contrary to law, the Association and Employer shall promptly meet and alter those portions in order to provide the same or similar benefit(s) which conform, as closest as possible, to the original intent of the parties.

6. This MOA shall further be subject to the approval of the 403(b) Provider, which shall review the MOA as a matter of form and as the provider of investment products designed to meet the requirements of Section 403(b) of the *Internal Revenue Code*. Upon request, ING Life Insurance and Annuity Company ("ILIAC") agrees to provide the Employer with ILIAC's standard hold harmless agreement where the Employer has selected ILIAC as the provider of 403(b) accounts for receipt of Employer Non-elective Contributions.

7. Both the employer and employee are responsible for providing accurate information to the 403(b) Provider. This information includes both Elective and Employer Non-Elective Contributions and the amount of the participant's Includible Compensation.

It is further understood that the Employer makes no warranties or representations as to the selection of ING as the 403(b) provider which has been designated at the request of the association as the endorsed 403(b) provider. Moreover, the Employer has agreed to participate in this program due to the request of the Association

1. How will each teacher get a score? Student Performance SPGS/SLO/Optional with or without additional testing: Percent of Students scoring above 65% on the Living Environment Regents Exam
2. Which rubric from the approved Observation list will you use? (negotiable, if being changed) Danielson- No change
3. How will artifacts be used within the observation cycle? (negotiable) No change to present system- see attached
4. How will rubric subcomponents be (continued) selected and addressed across observations? No change to present system- see 3012-c
5. Who will be the lead evaluator (principal or trained administrator) for each teacher? (>=80% - locally determined, required) 90% BEDS Code Administrator- Principal or Assistant Principal
6. Who will be the independent evaluators? (between 10-20%, locally determined, required) 10% District Wide Administrator or Non BEDS Code Administrator from similar level to greatest degree practicable
7. Will you employ peer observation? (0- 10%, locally determined, optional) No
8. What will the weighting be for the different observations? 90% formal by lead evaluator 10% informal by independent evaluator
9. How often and for how long are the observations? (at least two, one unannounced, duration and frequency to be determined locally) No change to present system- see attached
10. Do any changes need to be made to your Improvement Plan language? No change to present system to the degree allowable by regulation
11. Do any changes need to be made to your appeals process? No change to present system to the degree allowable by regulation

Attachment 1

**Teacher APPR 50% Other Measures of Effectiveness**

**For Probationary Teachers and Teachers on Improvement Plans**

- **1 Formal Observation- Pre (including form) and Post Observation Conference- Full Period Lesson**
- **1 Informal Observation (Scheduled during a twenty day window)- Post Observation Conference- Full Period Lesson**
- **Observations will be completed before the last week of school. Observations will begin after the first two weeks of September**
- ***In the event the twenty day window passes without an attempted observation, the teacher will be informed of the date of the observation. If an attempt has been made and the window passes, a ten day window will be used.***
- **Evidence provided for all components rated ineffective or developing in Domain 2 and Domain 3 over the two observations**
- **Checklist Form for Observations**
- **Observations will be returned to teacher within 10 days.**
- **District Administrator will observe for discussion purposes regarding recommendations for continuation or award of tenure**
- **Mid Year summary to be completed as in the past**
- **Areas of strength and growth to be included in observation and mid year summary form**

- Teachers to provide evidence for Domain 1 and Domain 4 on Year End Evaluation

### **For Tenured Teachers**

- 1 Formal Observation- Pre Conference, Lesson Plan and/or Post Observation Conference at request of either party- 30-45 minutes period
- 1 Informal Observation (Scheduled during a twenty day window)- Post Observation Conference at request of either party- 15 minute period
- Observations will be completed before the last week of school. Observations will begin after the last week of September
- *In the event the twenty day window passes without an attempted observation, the teacher will be informed of the date of the observation. If an attempt has been made and the window passes, a ten day window will be used.*
- Evidence provided for all components rated ineffective or developing in Domain 2 and Domain 3 over the two observations
- Checklist Form for Observations
- Observations will be returned to teacher within 20 days.
- Teachers to provide evidence for Domain 1 and Domain 4 on Year End Evaluation

New York Evaluation Matrix				
	Highly Effective (H)	Effective (E)	Developing (D)	Ineffective (I)
Highly Effective (H)	H	H	E	
Effective (E)	H	E	E	
Developing (D)	E	E		
Ineffective (I)				
Ratings for observation and student performance have equal value in overall HEDI score. D or I Teacher is placed on a Teacher Improvement Plan (TIP)				

### **TEACHER OBSERVATION SCORING BANDS:**

Rating	Minimum-Maximum
Highly Effective	3.50 -4.00
Effective	2.50 -3.49
Developing	1.50-2.49
Ineffective	0-1.49



## **TEACHER IMPROVEMENT**

### **Evaluation of Instructional Personnel and Assisting a Teacher Not Meeting Expectations**

#### **Evaluation of Instructional Personnel – Regulation 445**

A. Faculty evaluation will be based on the criteria as noted in the Annual Professional Performance Review developed by a Clarkstown School District Committee comprised of teachers and administrators, adopted by the Board of Education in June 2007. Copies of the complete document are available to all faculty members and will be available on-line.

B. The evaluation process shall include:

1. A pre-observation conference for all announced observations.

2. Observations

a. Non-tenured faculty members will be observed a minimum of three times each year. Observation can be announced or unannounced.

b. Tenured faculty members in good standing will be observed on a three year cycle. On the non-observation years, two thirds of the tenured staff will identify a professional goal and share the goal with the building principal and/or designee. All goals should be submitted for review no later than October 15th. The goal identified will be aligned with building and district goals and shall be approved by the immediate supervisor.

3. Formal written observation/post observation conference

a. A formal written observation will be presented to the teacher within four days of the observation

b. A post-observation conference must occur. Teachers shall have the opportunity to provide a written statement in response to an observation report.

c. Identified weaknesses shall be accompanied by suggestions for improvement

4. Performance evaluations

a. Non-tenured faculty members will receive two performance evaluations per year

b. Tenured faculty members will receive one performance evaluation per year.

### **Assisting a Teacher Not Meeting Expectations – Board of Education Policy 4147**

As generally recognized by the educational community, it is the policy of the Board of Education that teachers not meeting expectations should be given active and focused assistance when necessary. This Policy is consistent with and furthers the current collective bargaining agreement between the Board and the CTA. In particular, Article IX(2) requires that reports with comments on teacher weakness or areas for improvement shall contain suggestions for improvement. This Policy also recognizes that tolerating performance that does not meet expectations is detrimental to other teachers, students and the whole educational process.

As recognized in this Policy, and as reported by the District's administrators, there is a need in certain cases for a more structured approach. This is especially so where a particular aspect of a teacher's performance may have become an ingrained problem over time, or has not responded to existing approaches. Or, perhaps more importantly, where there is a danger that the problem will become ingrained or worse if not more formally addressed.

## TEACHER OBSERVATION DANIELESON RUBRIC:

All observable components and sub-components will be weighted as follows:

	Relative Value of each Domain	Relative Weight of each Sub-domain
<b>Domain 1: Planning and Preparation</b>	<b>25%</b>	
A. Knowledge of Content and Pedagogy		30%
B. Knowledge of Students		20%
C. Setting Instructional Objectives		15%
D. Knowledge of Resources		7%
E. Designing Cohesive Instruction		20%
F. Designing Student Assessments		10%
		<b>100%</b>
<b>Domain 2: Classroom Environment</b>	<b>21%</b>	
A. Support and Support		30%
B. Culture for Learning		20%
C. Managing Classroom Procedures		15%
D. Managing Student Behavior		30%
E. Organizing Physical Space		15%
		<b>100%</b>
<b>Domain 3: Instruction</b>	<b>30%</b>	
A. Communicating with Students		15%
B. Questioning, Prompts and Discussion		20%
C. Engaging Students in Learning		25%
D. Using Assessment in Instruction		15%
E. Using Flexibility and Responsiveness		25%
		<b>100%</b>
<b>Domain 4: Reflecting</b>	<b>24%</b>	
A. Reflecting on Teaching		25%
B. Maintaining Accurate Records		15%
C. Communicating with Families		20%
D. Participating in a Professional Community		15%
E. Growing and Developing Professionally		12%
F. Showing Professionalism		13%
		<b>100%</b>
<b>Domain: Other*</b>		
<b>Total</b>	<b>100%</b>	

In furtherance of this Policy it is directed that an Administrative Regulation be developed putting in place a team approach in a structured setting to make certain that a teacher who needs more assistance is able to obtain same. Such a Regulation is intended as a benefit to the teacher in anticipation that the negative trend which may have developed, or is developing, can be reversed and the teacher restored to a full level of acceptable performance. Remaining with the status quo runs the risk that such a teacher will fall to a level of performance which is no longer salvageable.

Under this Policy, the primary purpose of the Regulation would not be to hasten the exit of a teacher who is not meeting expectations, but, rather, to provide that teacher with every opportunity to succeed. It is expected, therefore, that such Regulation will ultimately reduce the number of teachers who may someday necessarily become subject to disciplinary action tending towards termination. On the other hand, where a teacher proves to be unable or unwilling to respond positively, at least the entire educational team will be more secure in knowing that whatever negative consequences may next flow, those consequences were unavoidable.

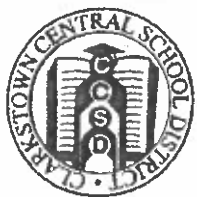
This Policy is hereby adopted, including the associated Regulations to be enacted, as an exercise of retained managerial authority as also currently formally recognized by Article XXV of the collective bargaining agreement. The adoption of this Policy and the associated Regulation to follow is not intended as limiting or otherwise abridging any other authority of the District to evaluate teachers, nor as limiting or abridging authority to commence disciplinary proceedings when deemed necessary.

#### Assisting a Teacher Not Meeting Expectations – Regulation 447

1. This regulation establishes procedures as directed by board policy #4147 entitled "Assisting a Teacher Not Meeting Expectations".
2. At least once per school year, the building principal and/or designee will evaluate the teaching performance of the instructional staff at the school site based on teaching performance. Any teacher, who has received "not meeting expectations" on a performance evaluation, will have a teacher improvement plan developed.
3. The Principal and/or designee, in collaboration with the teacher will complete a Teacher Improvement Plan (A.P.P.R). The department chairperson or coordinator may participate in the development of the plan at the discretion of the principal and/or designee. In the areas of speech and psychology the assistant superintendent for pupil services will assess the personnel in these departments and identify those not meeting expectations. The principal and/or designee will then follow the procedures outline by the Teacher Improvement Plan.
4. The principal and/or designee will send a completed Teacher Improvement Plan to Central Office.
5. The principal and/or designee will outline strategies and support, support personnel to offer training to the teacher in need of assistance and provide documentation of all

concerns. The principal and/or designee will meet on a monthly basis (more often if needed) to monitor the teacher's progress. All meeting dates/times/progress must be recorded in the Teacher Improvement Plan log.

6. In early May or at a time so designated on the form, the principal and/or designee will observe the teacher throughout this time and share his/her findings with Central Office. The assigned Central Office administrator will also observe the teacher.
7. Upon the completion of observations by either the appropriate assistant superintendent or superintendent, they will meet with the building principal and/or designee, chairperson, and supervisors if appropriate. If concern still exists, the teacher will be so notified and the district shall determine what steps shall next be taken.
8. The procedures herein are intended as not conflicting with the express terms of the collective bargaining agreement. Accordingly, where any clarification may prove necessary, this Regulation shall be interpreted and applied in a manner consistent with the express terms of said agreement, and in furtherance thereof.
9. The expression ""Not Meeting Expectations"" is not intended as necessarily implying that all aspects of a teacher's performance need improvement. A teacher's needs might, for example, require that only isolated aspects of performance become the focus of this Regulation.
10. The procedures contained herein are not intended as limiting or otherwise abridging the authority of the district to generally evaluate teacher performance, nor its right to take action with respect to such performance.



# CLARKSTOWN CENTRAL SCHOOL DISTRICT

**Mr. Jeffrey Sobel**

*Assistant Superintendent for Personnel and Instruction*

62 Old Middletown Road · New City · NY 10956

Tel: (845) 639-6430 · Fax: (845) 639-1977

jsobel@ccsd.edu · www.ccsd.edu

Friday, February 12, 2021

This is to document that the District and Association agree to the following subject to Board of Education approval:

For any Modified sport cancelled by the Section, State or School District 80% of the allocated stipend amount will be awarded to the Modified Coach with less than (10) years of coaching experience for that sport that performs administratively approved virtual or live work for five (5) hours a week, one (1) hour sessions over five (5) days, for (6) weeks or until the end of the regular season outlined by section one, whichever comes first.

For any Freshman, Junior Varsity or Varsity sport cancelled by the Section, State or School District 80% of the allocated stipend amount will be awarded to the Freshman, Junior Varsity or Varsity Coach with less than (10) years of coaching experience for that sport that performs administratively approved virtual or live work for six (6) hours a week, one (1) hour sessions over (6) days for (8) weeks or the end of the regular season outlined by section one, whichever comes first.

For any Modified sport cancelled by the Section, State or School District 100% of the allocated stipend will be awarded to the coach with ten (10) years or more of coaching experience coaching the same sport that performs administratively approved virtual or live work for six (5) hours a week, one (1) session over six (5) days, for (6) weeks or the end of the regular season outlined by section one, whichever comes first.

For any Freshman, Junior Varsity or Varsity sport cancelled by the Section, State or School District 100% of the allocated stipend will be awarded to the coach with ten (10) years or more of coaching experience coaching the same sport that performs administratively approved virtual or live work for six (6) hours a week, one (1) session over six (6) days, for (6) weeks or the end of the regular season outlined by section one, whichever comes first.

In the event a sport is cancelled by the Section, State or School District, after official regular practices commenced but prior to the completion of (2) Calendar weeks of in person training or virtual training if necessary as a result of Covid-19 protocols the virtual sport option will become effective provided they continue to coach remotely for the remainder of the season, adhering to the remote learning guidelines outlined above. If the coach held at least (2) weeks of in person training/practices or virtual training practices as a result of Covid-19 protocols prior to the cancellation of the season provided they continue to coach remotely for the remainder of the season, adhering to the remote learning guidelines outlined above the coach shall be entitled to 100% of the allocated stipend.

It is expressly understood and agreed that this understanding may not be argued or utilized as precedent for any purpose, whatsoever.

Agreed and acknowledged by:

A handwritten signature in black ink, appearing to read "Jon Wedvik", written over a horizontal line.

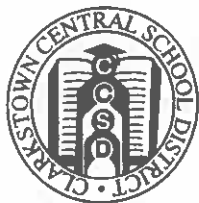
Jon Wedvik

CTA President

A handwritten signature in black ink, appearing to read "Jeff Sobel", written over a horizontal line.

Jeff Sobel

Personnel



# CLARKSTOWN CENTRAL SCHOOL DISTRICT

**Mr. Jeffrey Sobel**

*Assistant Superintendent for Personnel and Instruction*

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Tuesday, June 14, 2022

## MEMORANDUM OF AGREEMENT BETWEEN THE CLARKSTOWN CENTRAL SCHOOL DISTRICT AND THE CLARKSTOWN TEACHERS' ASSOCIATION

### ARTICLE XV. CLASS SIZE AND TEACHER ASSIGNMENT

#### 11. Pay for Coverage:

In the event that a teacher volunteers to provide substitute teacher class coverage (not supervision) during their contractual lunch or preparation period, they will be compensated at the rate of \$50 per period. For elementary teachers a period shall be defined as a 45 minute block. Teachers will not be assigned in rotations to avoid paying coverage.

Teacher volunteers who provide additional duty assignment coverage will be compensated at a rate of \$44 per period.

### ARTICLE XIX. SALARIES AND COMPENSATION

#### 19. Supplemental Payment:

Any monies earned in addition to regular salary (coaching, chaperoning, 2412, longevity, etc.) shall be paid during the regularly scheduled pay period (10th and 25th of each month) that said payment is due. Pay stubs shall indicate what is included in each paycheck. Any contractual reference to payment in a separate check shall be null and void.

Agreed and acknowledged by:

A handwritten signature in black ink, appearing to read "Jon Wedvik", written over a horizontal line.

Jon Wedvik

CTA President

A handwritten signature in black ink, appearing to read "Jeff Sobel", written over a horizontal line.

Jeff Sobel

Personnel