

**MINISINK VALLEY
CENTRAL SCHOOL DISTRICT**

AGREEMENT

**MINISINK VALLEY TEACHERS'
ASSOCIATION**

JULY 1, 2017 – JUNE 30, 2021

TABLE OF CONTENTS

	<u>PAGE</u>
GENERAL CONTRACT PROVISIONS	1
<u>ARTICLE I RECOGNITION OF THE ASSOCIATION</u>	1
Recognition/Definition	1
Strike/Work Stoppage	1
School Facilities	1
<u>ARTICLE II TEACHING POSITIONS</u>	2
Teaching Assignments	2
Vacancies	3
Reduction in Force	4
Substitute Teachers	4
<u>ARTICLE III GUIDANCE COUNSELORS</u>	4
<u>ARTICLE IV LEAVES WITH COMPENSATION</u>	5
Personal Sick Leave	5
Sick Leave Bank	5
Family Illness	7
Personal Leave Days	7
Jury Duty	8
Bereavement Days	9
Sabbatical Leave	9
<u>ARTICLE V LEAVES WITHOUT COMPENSATION</u>	12
Childcare Leaves	12

TABLE OF CONTENTS

	<u>PAGE</u>
--	-------------

Other Leaves	12
Curtailments and Extensions	13
Conditions Governing All Leaves	13
<u>ARTICLE VI PROFESSIONAL COMPENSATION</u>	14
Salaries	14
Payment for Unused Sick Leave	17
Accident Indemnity	17
Graduate Work	17
In-service Credit	18
Reimbursement for Use of Vehicles	19
Compensation for Required Physical Exam	19
<u>ARTICLE VII COMPENSATION FOR EXTRA DUTY</u>	20
Curriculum Coordinators/Chairpersons	20
Compensation for Extra-Curricular Duties	20
Detention	20
Contracts for Extra Duty	21
Compensation for Additional Work	21
<u>ARTICLE VIII INSURANCE</u>	21
Health Insurance	21
Benefit Trust Fund	22

TABLE OF CONTENTS

	PAGE
Flexible Benefit Plan	23

<u>ARTICLE IX RETIREMENT</u>	23
Retirement Incentive	23
Retiree Health Insurance	25
<u>ARTICLE X GRIEVANCE PROCEDURE</u>	26
Definitions	26
Basic Principles	26
Procedures	27
<u>ARTICLE XI WORKING CONDITIONS</u>	30
Work Year/Work Day	30
Classrooms and Professional Facilities	32
Faculty Rooms and Facilities	32
Payroll Information	32
Interschool Teaching	33
Non-teaching Duties	33
Disabled Children	33
Money Collection	33
Preparation Periods	34
Teacher Files and Observations	34
Class Size	35

TABLE OF CONTENTS

	PAGE
Last Week of School	35
Mentor Teacher Program	35

<u>ARTICLE XII MISCELLANEOUS</u>	35
Monthly Meetings	35
Professional Development	36
Phones	37
Non-Resident Tuition	37
Emergency Messages	37
Negotiators	37
Shared Decision-Making Committee	38
Dress Code	38
<u>ARTICLE XIII AMENDMENT TO TAYLOR LAW</u>	39
<u>ARTICLE XIV NEGOTIATIONS</u>	39
<u>ARTICLE XV DURATION OF AGREEMENT</u>	39
SCHEDULE A - MA-Tenured Salary Schedule	40
SCHEDULE B - MA-Provisional Salary Schedule	41
SCHEDULE C - BA-Tenured Salary Schedule	42
SCHEDULE D - BA-Provisional Salary Schedule	43
SCHEDULE E - Compensation Groups	44
SCHEDULE F - Coaching Salary Schedule	45
SCHEDULE G - Extracurricular Salary Schedule	46

GENERAL CONTRACT PROVISIONS

In the event that any provision of this contract is held to be contrary to law or the regulations of the Commissioner of Education or by any court or administrative agency of competent jurisdiction, then such provision alone shall be deemed void, but all other provisions hereof shall continue in full force and effect.

ARTICLE I. RECOGNITION OF ASSOCIATION

A. The Board of Education of the Minisink Valley Central School District hereby recognizes the Minisink Valley Teachers' Association as the exclusive bargaining agent for the teachers in the unit. Such recognition shall be continuous hereafter unless another employee organization submits to the Board of Education a competing claim of majority support under the terms of Article 14 of the Civil Service Law.

B. For the purpose of recognition and negotiations, the bargaining unit shall be defined as all teachers, Occupational Therapists and Physical Therapists covered by this agreement, and shall recognize in "title only" JROTC Senior Army Instructor (SAI) and JROTC Army Instructor (AI) and shall exclude the titles of Superintendent, Assistant Superintendents, Director of Pupil Personnel Services, Supervisor of Special Education, Principals, and Assistant Principals.

C. The Association hereby affirms that it does not assert the right to strike or conduct any concerted work stoppage or to assist or to participate in any strike or work stoppage or impose an obligation to conduct or assist in or participate in any strike or work stoppage upon its officers or members against the District. The recognition of the Associations has been granted contingent to its adherence to this policy.

D. 1. a. School facilities will be made available at no cost for regularly scheduled MVTA meetings. The Association shall have free use of school facilities if such use of facilities has been approved and a custodian is normally on duty at that time.

b. The MVTA shall have free use of school facilities for all scholarship fund-raising activities.

2. The MVTA shall have the right to place notices, circulars and other materials pertaining to the lawful business of the local, county, state and national teachers association, or of general professional interest on faculty bulletin boards or in teachers' mailboxes.

3. The President of the Association shall be freed from non-teaching duties such as, but not limited to, bus duty, study hall duty and allowed one period, if possible, to conduct association business.

4. An outside line, located in a convenient, private location, will be provided for the President of the Association.

ARTICLE II. TEACHING POSITIONS

A. Teaching Assignments

1. Written notification of duties and responsibilities for the coming year will be provided to each professional staff member by June 1st (excepting for those hired after June 1st, in which case they will be informed of their specific duties as soon as possible). Notification of the assignment given to the professional staff member or on before June 1st or in the event of a first budget defeat, within forty-eight (48) hours following the second budget vote, will include the following:

a. The building(s) to which the staff member will be assigned.

b. The grade level and/or subject area to be taught in the case of a classroom teacher.

c. The grade or grades for which a non-classroom professional is to be responsible.

d. Unit members will also be notified on or before June 1st of their anticipated extra duties and homeroom assignments, but only if known and scheduled as of that date. This shall not prevent assignment or re-assignment to extra duties and homeroom assignments which are not known or scheduled as of June 1st.

e. Extra or co-curricular duties and/or responsibilities.

2. Unit members shall not be assigned chaperoning duties. Chaperoning will be paid at the rate of \$50 per event, \$75 per double event, \$80 for the Junior Prom, \$90 for the Senior Ball and \$150 for "all day events/ tournaments" (8 hours or more).

In the event the District chooses to increase these rates at its annual reorganization meeting, unit members shall be compensated at the greater of the two rates.

3. All assignments are subject to revision due to unexpected changes in staff, program facilities, or other circumstances beyond the control of the District, but not without notification to and consultation with the professional staff member. Such notification shall be in writing within five (5) days after the Superintendent decides on such a revision. During summer months such notification shall consist of a letter sent to the staff member's last known address.

B. Vacancies

1. A dated notice of regular teaching positions, summer school positions or coaching positions which have been vacated or which are newly created shall be posted on the bulletin boards in the faculty rooms of each building for a period of not less than five (5) school days prior to the submission of application. During this period, the position shall not be filled. If a position that is initially posted as temporary later becomes a permanent position, the job will be posted again.

2. All applicants will be notified when positions have been filled.

3. Summer School

a. The statement of anticipated openings for summer school positions will be posted and dated by the Board or its representative on the official district bulletin board in each building in the school district not later than June 1st of each school year.

b. Notification of appointment of summer school positions will be given not later than June 15th of the regular school year, provided, however, that such notification of appointment shall not be construed as a guarantee or commitment by the district that the position for which the teacher receives notification of appointment shall, in fact, exist.

C. Reduction in Force

The Superintendent shall notify the President of the Association of his/her intention to reduce or abolish positions prior to any formal recommendations to the Board of Education. Upon request, the Superintendent shall meet and discuss these matters with the President of the Association or designee.

D. Substitute Teachers

If the District decides to hire a substitute for an absent teacher, then the teacher may express a preference for a substitute from a substitute list. If the building principal concurs with the stated preference, then an effort will be made to comply with the teacher's choice. When the District has other district teachers cover absent teachers' classes, the covering teacher will be compensated at the rate of \$20 for each class covered. Additionally, and at the Middle School only while the seven period day is in effect, grades 6-8, when the District has other district teachers cover absent teacher' classes, the covering teacher will be compensated at the rate of \$30 for each class covered.

ARTICLE III. GUIDANCE COUNSELORS

A. Guidance/school counselors shall be considered under this agreement the same as teachers with the following exceptions:

1. Days worked beyond the normal teaching calendar will be compensated at the rate of 1/200th per day.

2. Guidance/school counselors shall attend four (4) evening meetings per year and will receive compensatory time for evening meetings in excess of three.

ARTICLE IV. LEAVES WITH COMPENSATION

A. Personal Sick Leave: It is agreed that:

1. All full-time probationary and tenured unit members shall be credited with thirteen (13) sick days annually.

2. Unused sick days shall be carried over to the next year. The number of accumulated unused sick days shall not exceed 250 days.

3. A doctor's certificate may be required of professional personnel for all absences classified as sick leave for a period beyond three (3) continuous days of absence or when a unit member has been absent in excess of 4 days in any calendar month.

4. Sick Leave Bank: A Sick Leave Bank shall be established and administered as follows:

a. A Sick Leave Bank (SLB) shall be established for the purpose of providing probationary/tenured full-time unit members with additional sick leave during a prolonged mental or physical illness or injury of a catastrophic or acute nature which requires a continuous absence from employment.

b. Each newly hired full time probationary unit member shall donate one sick day to the sick bank after their board appointment.

Whenever the total number of available sick days remaining in the sick bank drops below 180 days, each unit member shall contribute one additional sick day to replenish the sick bank.

Individuals without available sick days to contribute to the sick leave bank to replenish when necessary, shall be required to contribute their required number of days upon receipt of their next allocation of sick days.

Sick bank utilization shall be capped at a lifetime maximum of 180 work days.

c. The SLB Governing Committee shall consist of delegates appointed by the Superintendent and the President of the MVTA, respectively. Each delegation shall have one vote, for a total SLB

Governing Committee vote of two (2). The Committee must concur in writing to the award of a block of days, not to exceed one hundred eighty (180) days.

d. The following conditions must be met before SLB days may be withdrawn:

1. The employee or, in the event of incapacitation, a designee of the employee, must make a written application, setting forth the nature of the illness, its expected duration and written permission for the Superintendent or other SLB representative to secure the desired information and verification from the applicant's physician in writing.
2. All of the applicant's own sick and personal leave time must be exhausted before drawing days from the SLB.
3. Child birth - Once a unit member's sick time is depleted, the member can request time from the SLB to cover up to six (6) weeks of disability due to child birth, or up to eight (8) weeks for a C-section, upon approval by the Sick Bank Committee, and a doctor's note is provided to the district.

e. The SLB salary entitlement shall be based on the full amount of the unit member's applicable per diem salary.

f. Determinations of the SLB Governing Committee shall be deemed non-grievable.

B. Family Illness

1. Unit members shall be allowed up to seven (7) days per year without loss of pay in the event of illness in the immediate family.

2. Such days will be deducted from sick leave.

3. Immediate family is defined as spouse, children, parent, grandparent and others living within the household.

C. Personal Leave Days

1. Unit members shall be granted up to three (3) days paid leave per year, for absence for unavoidable reasons, one of which shall not require a stated reason.

2. Any unused personal leave days will be converted to sick days at the end of each school year.

3. Subject to the following conditions:

a. Personal leave days shall be granted only for the purpose of conducting business that cannot be taken care of during non-school hours. However, this is not to be construed as permitting the use of personal leave days for gainful employment.

b. A unit member requesting personal leave must have made every effort to schedule the business in question for after school hours, on weekends or holidays.

c. The reason for the personal day shall be stated in writing on a form to be provided by the District, and filed with the Building Principal. The reason given shall be specific enough but no more specific than required to reasonably demonstrate that the unit member must be absent during school hours. Uniform district procedures will be established for personal leave days.

d. Personal leave is conditioned upon the written approval of the Building Principal at least three (3) working days in advance of the requested leave, except in cases of emergency.

e. The Administration shall have the right, at its discretion, to limit the number of employees absent on any given day in the best interests of the School District.

f. In the event that a request is not approved and the employee is absent from work, no compensation shall be paid for the day or days involved. EXCEPTION: The employee may submit a written statement from a licensed physician in which case the time will be charged against sick leave.

g. Personal leave will not be granted the day before or the day following scheduled school vacations, holidays or periods when school is in recess. Only the Superintendent may grant waiver of this clause upon written application of an individual unit member.

4. Unit members may use sick leave for a surgical procedure or chemotherapy treatments in such cases where such surgical procedure or chemotherapy treatment will render the unit member too sick or injured to report to work. The District may require a doctor's certificate to support such requested leave.

D. Jury Duty

Time for responding to jury duty shall be allowed without loss of leave days or pay. The professional staff shall make every effort to return to school if released early in the day from jury duty. The professional staff member shall pay to the Board of Education all remuneration received for jury duty except mileage allowance. In order to qualify for jury duty pay under this clause, a unit member must demonstrate that he or she has made an effort to schedule such duty for the summer recess period, by submitting a photocopy of (a) his/her jury duty card indicating his/her preferential months for jury duty, or (b) a timely letter to the clerk of the court expressing a preference for assignment in the summer months.

E. Bereavement Days

In each case of death in one's immediate family, the District will grant three (3) bereavement days, (immediate family is defined as: spouse, significant other, children, parent, grandparent, grandchild, sibling and the corresponding in-laws, and/or others living in the household). Two (2) or more additional days may be granted at the discretion of the Superintendent or designee. These

additional days, if granted, shall be deducted from sick leave.

F. Sabbatical Leave

1. Definition: a sabbatical leave for unit members is for the purpose of full time study, research or professionally approved travel. (Leave granted for professionally approved travel which is not study connected shall be granted for only one semester.)

a. A full school year.

b. A full semester.

c. Two successive summers of graduate study to include a minimum of six (6) credit hours per summer; a minimum of twelve (12) hours for a full semester and a minimum of twenty-four (24) hours for a full year.

d. Any other arrangement which is mutually agreed upon by the Board of Education and the applicant.

Decisions to grant or not to grant sabbatical leave requests shall rest in the sole discretion of the district and shall not be subject to arbitration. This clause does not preclude the possibility that sabbaticals might be granted.

2. Eligibility, Procedure and Conditions

Any tenured teacher in the Minisink Valley Central School who has completed seven (7) years of service to the district is eligible to apply for sabbatical leave. Applications must be filed in the office of the Superintendent on or before January 1st unless another date is agreed to by the District and the applicant. The Board of Education shall act on the application no later than two months after the initial request.

During the period of sabbatical leave, the unit member shall receive compensation and retain his tenure status as follows:

a. Full year leave at full year's salary.

- b. Semester leave at half year's salary.
- c. Two (2) summer's leave at a total of one half year's salary. (Payments to be made on July 15 and August 15 for each summer's work.)
- d. Any other arrangement which is mutually agreed upon by the Board and the applicant.

The salary granted the unit member on leave shall be based on the salary to which he/she should be entitled if he/she were not on leave. From such salary shall be made normal payroll deductions.

e. Unit members on such leave may not receive approval of the Board of Education. Scholarships, grants fellowships or similar stipends for research or study are not subject to this limitation on receipt of compensation.

f. As a condition for such leave, the unit member shall agree to return to and continue in the service of Minisink Valley School for a period of at least two (2) years after the expiration of the sabbatical leave. A unit member failing to remain with the school for a period of two (2) years after the expiration of the sabbatical leave shall be expected to reimburse the Minisink Valley Central School for the amount of the salary advance to him/her during the sabbatical. The provision of this Article may be waived at the discretion of the Minisink Board of Education under Article 2a, 2b, or 2c. If a unit member is granted a sabbatical under 2d, this condition shall be waived.

g. Sabbatical leave, once granted, may not be terminated by the unit member or the Board of Education before the date of expiration.

h. Full tenure rights shall be retained by the unit member.

i. In processing applications for sabbatical leave, consideration shall be given to the potential value of the leave to the School District, seniority of service, and the date of application.

j. It is agreed that a unit member may make application for a second sabbatical leave after fourteen (14) years of service to the district.

k. Since receipt of a summer sabbatical is of benefit to the district, unit members may apply for the early leave for a summer sabbatical with no loss of pay. Such written application must be submitted to the Superintendent by May 15. The Superintendent, upon receiving the recommendation of the Building Principal, shall decide whether or not to grant the early leave. The unit member shall be notified of the Superintendent's decision within 10 school days of the request.

ARTICLE V. LEAVES WITHOUT COMPENSATION

A. Childcare Leaves

1. An employee shall be granted unpaid leave of absence for the care of a new-born infant provided, however, that two (2) school months advance written application be submitted specifying the purpose of such leave, the first day upon which the leave is to commence and the first day on which it is to terminate.

In the case of an adoption, an employee shall be granted an unpaid leave of absence for the care of the adopted child upon being granted custody of the child or to fulfill the requirements of adoption. The employee shall provide the district with as much notice as possible in order to secure a replacement during the employee's absence. The notice to the district shall specify the anticipated start and end date of the absence.

Childcare leaves shall commence on or about the date of delivery and shall terminate at the end of a semester (Subject to the provision of Article V. D.2.).

2. Such leaves shall not exceed three (3) semesters in length. Such leaves may be extended by the District at the request of the unit member, and may be curtailed by the unit member subject only to the termination and notification requirements set forth in Article V. C.2.

B. Other Leaves

1. An employee may request unpaid leave of absence provided that advance written application be submitted specifying the purpose of such leave, the first day on which the leave is to commence, and the first day on which it is to terminate. Leaves commencing on the first day of school in September must be applied for no later than April 1st. Leaves commencing on the first day of the second semester must be applied for no later than November 1st. All leaves must commence and terminate on the first day of the school year in September or the first day of the spring semester.

2. Such leaves shall not exceed one (1) year in length. Such leaves may be extended by the District at the request of the teacher, and may be curtailed by the unit member subject only to the termination and notification requirements contained herein.

C. Curtailments and Extensions

1. A unit member may request an extension by submitting a written application to the superintendent no later than two (2) school months prior to termination of his/her leave. Such an extension shall be granted solely at the discretion of the District.

2. A unit member may request early return (curtailment) from a leave. The request must be made at least two (2) school months prior to the desired return date. Such return date must be the beginning of a semester.

D. Conditions Governing All Leaves

1. During a leave, probationary status will not accumulate. However, all service prior to said leave shall be included toward meeting the requirements for serving a probationary period.

2. For any unit member not on unpaid leave sickness or illness due to pregnancy and recovery there from are to be considered temporary disabilities for which accumulated sick days may be used. A doctor's statement may be required.

3. A unit member beginning a full year leave of absence commencing first semester of the school year shall return to the salary schedule at one step higher than he/she had when

he/she last worked in the District before the commencement of the leave (exclusive of Step 21).

4. A unit member beginning a full year leave of absence commencing second semester of the school year shall return to the salary schedule for one semester at the same salary schedule step he/she had when he/she last worked in the District before the commencement of the leave (exclusive of Step 21).

5. A unit member commencing half year leave shall return to the salary schedule at one step higher than the step he/she had when he/she last worked in the District (excluding Step 21).

6. This section shall not be construed to give any unit member the right to advance to a step to which he/she would otherwise not advance were it not for the fact that said unit member was granted a leave of absence.

7. A unit member granted such a leave shall not receive salary or any other fringe benefits from the District during the period of such leave, except as required by law, but shall be allowed to maintain benefits for the length of the leave upon payment of the costs of such benefits to the District.

8. A unit member on leave shall notify the Superintendent of the intent to return by May 1st if returning for the fall semester and December 1st if returning for the spring semester. Upon his/her return, a unit member shall be assigned to a position within the tenure area (s)he was serving at the time said leave commenced. If such a position does not exist, the unit member will be assigned in accordance with the provisions of S2510 of the Education Law.

9. Upon termination of the leave, a unit member returning to the District will be entitled to all benefits currently available to which the unit member was entitled at the time the leave commenced, including the balance of unused sick leave, which shall be restored upon the unit member's return.

ARTICLE VI. PROFESSIONAL COMPENSATION

A. Salaries

1a) Effective July 1, 2017, step 21 has been modified in accordance with the salary schedules in Appendices A, B, C, and D. Steps 22, 23 and 24 have been added to those respective schedules. All other steps on the schedule shall increase by 3% from the 2016-17 school year.

1b) Employees on step 21 or above in 2016-17, who are authorized to move on step for 2017-18, shall move as follows:

<u>2016-17</u>		<u>2017-18</u>
Step 21	moves to	Step 25
Step 22	moves to	Step 27
Step 23	moves to	Step 27
Step 24	moves to	Step 27
Step 25	moves to	Step 28
Step 26	moves to	Step 28
Step 27	moves to	Step 29
Step 28+	moves to	Step 30

1c) Accommodation Clause for Unit Members moving from Step 20 in 2016-17 to Step 21 in 2017-18:

For the 2017-18 school year only, a 2016-17 unit member on step 20 with Family health insurance coverage from the district, scheduled to move on step for 2017-18 and continuing the district's family coverage through June 30, 2021, shall be entitled to a one-time payment as an "in lieu of fringe benefits" stipend of \$2,500. The stipend shall not become part of the base salary. The stipend shall be payable in a lump sum by October 31, 2017.

However, if the employee leaves the district for any reason, other than retirement; or reduces their district health insurance coverage from Family to a lesser coverage prior to June 30, 2021, not caused by the death of the employee, a spouse or dependent, the unit member shall repay the district on a pro-rata basis the unearned portion of the \$2,500 stipend (\$625 per year) via check or payroll deduction.

For 2017-18 school year only, unit members moving from step 20 to step 21 with Individual health insurance coverage from the district, the member shall receive a one-time "in lieu of fringe benefits" stipend of \$1,500. The stipend shall be payable in a lump sum by October 31, 2017.

1d) Additionally, if a unit member on step 20 in the 2016-17 school year, moves to step 21 for 2017-18, elects to retire

on June 30, 2019, or June 30, 2020, and the unit member maintains the same level of district health insurance until retirement, the district shall provide a one-time, non-elective employer contribution to the unit member's 403b account as follows:

	<u>Family</u>	<u>Individual</u>
June 30, 2019	\$5,300	\$3,100
June 30, 2020	\$3,700	\$1,000

The non-elective employer contribution shall be paid by the district no later than July 31 in the year of retirement.

1e) The provisions of 1b, 1c, 1d, and 1e of this section shall, in addition to sun-setting upon the close of business on June 30, 2021, also be physically deleted from the agreement when the successor agreement is written.

Effective July 1, 2018, each step on the salary schedule shall increase by 2.50% over the prior year.

Effective July 1, 2019, each step on the salary schedule shall increase by 2.25% over the prior year.

Effective July 1, 2020, each step on the salary schedule shall increase by 2.25% over the prior year

The percentage salary increases of 3%, 2.50%, 2.25% and 2.25% shall also be applied each year to the Athletic Coaching Salary Schedule in Appendix F and to the Extracurricular Salary Schedule in Appendix G.

Step advancement shall occur on July 1, of each year of the agreement.

2. The pay differentials between bachelor's and master's degree employees as well as probationary and tenured pay scales shall be as shown in the salary schedules of Appendices A, B, C, and D.

3. Longevity stipends are non-cumulative and shall be paid in accordance with the following schedule:

Step 25	\$950
Step 26	\$1,900
Step 27	\$2,850
Step 28	\$3,800
Step 29	\$4,750
Step 30	\$5,700

4. In order to receive the longevity payment a unit member must have completed ten (10) or more years of uninterrupted service in the Minisink Valley Central School District. NOTE -- A unit member on leave of absence or maternity leave is to be considered in the employ of the District without interruption except that the time of absence cannot be included in the ten (10) years of service.

B. Payment for Unused Sick Leave

1. Unit members who have served at least ten (10) years in the Minisink Valley Central School District and have unused accumulated sick leave days, shall be compensated for such days at a rate of \$70 per day up to two hundred fifty (250) days.
2. Payment for such unused sick time shall be provided by the district to the employee upon the unit member submitting a letter of resignation for the purpose of retirement from NYSTRS or ERS to the Board of Education by January 15 of the school year with a retirement date of June 30. Payment shall be provided to the unit member no later than July 31. In the event of extreme hardship, the Superintendent or designee may waive the January 15 requirement.

Upon tender to the District of retirement money already received under this clause, a unit member can revoke such notice of retirement in the event of extreme hardship, if no replacement has been hired.

C. Accident Indemnity

Whenever a regularly employed unit member is absent from his/her employment and unable to perform his/her duties as a result of personal injury caused by accident or an assault occurring in the course of his/her employment, he/she will be paid his/her full salary during his/her absence from his/her employment with no loss of sick leave. Teachers shall pay to the Board of Education all remuneration received from Workers' Compensation relating to loss of pay.

D. Graduate Work

1. a. Reimbursement for graduate work shall commence with the first pay in December (retroactive to September) after filing of an official transcript to the Superintendent's office by November 1. Reimbursement shall be for the full amount as per Article VI. D.2.b.(i) or (ii).

b. In lieu of receiving payment for graduate hours, unit members may opt to receive 100% reimbursement of said course's tuition. Payment of tuition in lieu of payment for graduate hours must be mutually agreed to by the District and the unit member. Tuition will not be paid for courses leading to permanent certification or a Master's Degree.

c. Graduate hours shall only be reimbursed in multiples of six (6) credits.

2. a. The maximum number of compensable hours, graduate and/or in-service is 60 hours. Once the maximum total of 60 compensable hours has been reached, any additional graduate hours earned in blocks of 6 may be used to replace the equivalent number of in-service hours.

b. Compensation for graduate hours:
(i) Graduate hours shall be compensated at the rate of \$40 per hour.

c. Upon completion of an approved Ph.D. program at an accredited graduate institution, a teacher shall receive a one-time bonus of \$500.

3. a. Compensation for graduate hours beyond the Bachelor's degree will be given only if those courses received prior written approval by the Superintendent and only if awarded by an accredited graduate institution.

b. Compensation for graduate credit leading to a Master's Degree requires prior written approval of the Master's program by the superintendent.

E. In-service Credit

1. In-service offered by the district will be allowed for salary purposes only if so stated prior to the course offering. All in-service must have approval of the Building Principal and the Superintendent.

2. The instructor of said course, at his/her sole discretion, shall be compensated in one of two ways: 1) payment shall be at the rate of \$32.00 per clock hour to a maximum of 40 hours, such payment made at the conclusion of said course, or 2) the instructor shall be granted a number of in-service hours at least equal to the number granted to a teacher completing said course.

3. Credit for in-service courses shall be granted under the following schedule:

10-15 clock hours = one credit

4. In-service hours shall be only reimbursed in multiples of six (6).

a. In lieu of receiving payment for in-service hours, unit member may opt to receive 100% reimbursement of said course's tuition. Payment of tuition in lieu of payment for in-service hours must be mutually agreed to by the District and the teacher.

b. Compensation for In-service hours:

In-service hours shall be compensated at the rate of \$30 per hour.

F. Reimbursement for Use of Vehicles

Unit members shall be compensated the applicable IRS rate per mile during the school year for necessary and authorized travel by personal automobile. Teachers shall submit a signed, written travel voucher stating the date, time, mileage and purpose of their travel in order to receive this compensation.

G. Compensation for Required Physical Exam

1. Physical examinations will be required at the time of a unit member's appointment.
2. The Board required physical examination may be done by:
 - a. The school physician.
 - b. A physician of the teacher's choice.
3. The Board will reimburse the cost of the required physical exam at the rate of what they would otherwise pay the school physician.

ARTICLE VII. COMPENSATION FOR EXTRA DUTY

A. 1. Curriculum Coordinators

At such time should the District create the position(s) of K-12 coordinators, the Association will have the right to negotiate the compensation and terms of employment.

2. Chairpersons

- a. Persons officially appointed to the position of grade level chairperson or department chairperson shall be granted an annual stipend of \$1,000. In addition, persons officially appointed to the position of grade level chairperson or department chairperson shall be relieved of some, if not all, non-teaching duties, if possible.
- b. Effective July 1, 2013, persons officially appointed to the position of grade level chairperson or department chairperson shall be granted an annual stipend of \$2,000. In addition, persons officially appointed to the position of grade level chairperson or department chairperson shall be relieved of all non-teaching duties.

B. Compensation for Extra-Curricular Duties

1. Appendix E shall be the basis for determining the amount of compensation to be paid for extracurricular and coaching duties.

2. Appendix F contains the salary schedule for athletic coaching positions.

3. Appendix G contains the salary schedule for extracurricular appointments.

C. Detention

The District will seek an acceptable volunteer from the bargaining unit for detention duty before assigning detention duty to a bargaining unit member. If a bargaining unit member has detention duty, he or she will be compensated as indicated in Schedule G.

D. Contracts for Extra Duty

Teachers performing extra duties for extra pay will be compensated upon the completion of their duties, except in those instances described below:

- Fall Sports - 1 check (First November pay date)

- Winter Sports - 2 checks (1/2 first December pay date, ½ first February pay date)
- Spring Sports - 1 check (First June pay date)
- Year Long Extra-Curricular - a full check in May or one-half paid on the first pay date in December and one-half paid on the first pay date in May (at the employee's option.)
- A district approved mentor shall receive a stipend of \$1,000 upon completion of a full year of mentoring of another unit member and approval of the Superintendent or designee.

E. Compensation for Additional Work

Unit members in district-approved programs outside of the normal workday, e.g. summer school, PASS, EHS, Junior Great Books, Sunrise/Sunset, and any other direct instructional program shall be compensated at the rate of \$40 per hour. Unit members engaged in curriculum development or other non-teaching work will be compensated at the rate of \$150 per day.

ARTICLE VIII. INSURANCE

A. Health Insurance

1. Effective July 1, 2017, the premium cost for health insurance coverage shall be shared as follows:

<u>Coverage</u>	<u>Employee Cost</u>	<u>District Cost</u>
Individual	12.50%	87.50%
Family	12.50%	87.50%

Effective July 1, 2018, the premium cost for health insurance coverage shall be shared as follows:

<u>Coverage</u>	<u>Employee Cost</u>	<u>District Cost</u>
Individual	12.50%	87.50%
Family	12.50%	87.50%

Effective July 1, 2019, the premium cost for health insurance coverage shall be shared as follows:

<u>Coverage</u>	<u>Employee Cost</u>	<u>District Cost</u>
Individual	13.50%	86.50%
Family	13.50%	86.50%

Effective July 1, 2020, the premium cost for health insurance coverage shall be shared as follows:

Coverage	Employee Cost	District Cost
Individual	14.50%	85.50%
Family	14.50%	85.50%

2. A unit member electing to secure health insurance coverage through a family member with an outside employer (not Minisink Valley CSD) shall be entitled to an annual insurance buyout of \$2,000 upon proof of insurance from the spouse (or other family member).

The buyout shall be payable in two equal installments: The first pay period of December and the first pay period of June.

Effective 7/1/18, when two family members qualify for the district's health insurance, the employee not holding the health insurance shall not be eligible for the health insurance buyout.

B. Benefit Trust Fund

Effective July 1, 1999, the Association shall establish and administer an Employee Benefit Fund for the purpose of providing its members with dental and other insurance coverage not otherwise provided by the District. The District shall contribute the following amount per employee per month:

The District shall contribute \$95.00 per employee, per month to the Employee Benefit Fund.

No monies shall be released until the District is in receipt of documents demonstrating that the fund has been established and filed in accordance with the law. The purpose of the fund shall be to provide various insurance coverage to all unit members, and no portion of the monies in the fund or insurance coverage purchased by the fund shall be used to defray or cover expenses incurred by the

unit members in the defense of actions brought against them by the District.

The District's only responsibility shall be to transmit the monies to the trustee of the fund. The District shall not be responsible for benefits provided for unit members through the fund, or for any of the insurance coverage purchased there under.

C. Flexible Benefit Plan

The District agrees to offer the members of the Association a flexible benefit plan pursuant to Section 125 of the IRS regulation. Such a plan shall be administered by a third party who shall be selected by the District. Start-up costs and administrative costs for the plan shall be borne by the District with excess funds to revert to the district.

ARTICLE IX. RETIREMENT

A. Retirement Incentive

1. Unit members retiring shall be granted a retirement incentive of \$10,000 provided the following conditions are met:

a. The unit member must retire in the first year of eligibility, without reduction based upon age or years of service, in accordance with the New York State Teachers' Retirement System or the New York State Employers' Retirement System.

b. Such unit member must have been in the employ of the District for ten (10) or more years as of the date of his/her anticipated retirement.

c. The unit member must submit a letter of resignation for the purpose of retirement to the District by January 15th of the school year with a retirement date of June 30.

2. District Rights

a. If the total number of unit members retiring, the numbers of unit members retiring in a particular area or department, or the number of unit members retiring in key positions makes it impractical to allow all such retirements in one year, the District in its sole discretion, may spread out any or all such retirements over that year and the following year. Notice of such decision shall be given to the affected unit members by February 15 of the year in which the retirement is sought. A unit member not willing to meet this condition shall forfeit the retirement incentive payment.

b. The District may, in its sole non-grievable discretion, permit a unit member to remain eligible for the retirement incentive beyond their initial eligibility date, provided the following conditions are met:

(1) The unit member submits a request to the District for a one-year extension of eligibility for the retirement incentive by September 15 immediately prior to the date he/she would otherwise have to give notice of retirement.

(2) The Board grants such extension by October 15. If the request is granted, the unit member is eligible to apply the following year for the incentive and shall also be covered by paragraph 2a, above.

c. Requests may be made by a unit member and the fact that one is granted for one year does not establish a precedent for future requests.

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

3. Payment of Retirement Incentive

Payment of the retirement incentive of \$10,000 shall be made no later than July 31 of the year following the academic year in which the unit member retires.

B. Retiree Health Insurance

1. An employee qualifying for retiree health insurance must be enrolled in the district's health insurance plan prior to retirement. The resignation must be a bona fide retirement, in accordance with the New York State Teachers' Retirement System or New York State Employees' Retirement System for the purpose of collecting retirement benefits, which has been duly accepted by the Board of Education.

The premium costs for retiree health coverage, based on years of service to the district, shall be as follows:

20 Years of Service:

July 1, 2017 - Individual = 5%, Family = 25%
July 1, 2018 - Individual = 10%, Family = 25%
July 1, 2019 - Individual = 15%, Family = 25%
July 1, 2020 - Individual = 20%, Family = 25%

15 Years of Service:

July 1, 2017 - Individual = 10%, Family = 30%
July 1, 2018 - Individual = 15%, Family = 30%
July 1, 2019 - Individual = 20%, Family = 30%
July 1, 2020 - Individual = 25%, Family = 30%

10 Years of Service:

July 1, 2017 - Individual = 15%, Family = 35%
July 1, 2018 - Individual = 20%, Family = 35%
July 1, 2019 - Individual = 25%, Family = 35%
July 1, 2020 - Individual = 30%, Family = 35%

ARTICLE X. GRIEVANCE PROCEDURE

A. Definitions

1. A grievance is a claimed violation, misinterpretation or inequitable application of the terms and conditions of this contract.

2. Representative shall mean the Minisink Valley Teachers' Association or its designated agent or representative.

3. Chief Administrator shall mean the Superintendent.

B. Basic Principles

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

2. An employee shall have the right to present grievances in accordance with these procedures, free from restraint, discrimination or reprisal.

3. An employee shall have the right to be represented at any stage of the procedures, by a representative as defined herein.

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

5. All hearings shall be confidential.

6. It shall be the responsibility of the District and the Association to take such steps as may be necessary to give force and effect to these procedures. The District shall have the responsibility to consider promptly each grievance presented to it and to make a determination within the authority or responsibility delegated to it within the time specified in these procedures.

7. The function of these procedures is to assure equitable and proper treatment under the existing contract. They are not designed to be used for changing the intent of this contract.

C. Procedures

1. First Stage: Building Principal

a. A grievance shall be deemed to accrue as of the time when the aggrieved employee knew, or it could be expected that a reasonable and prudent person should have known, of the first occurrence of the facts upon which the claimed grievance is based.

b. No later than ten (10) school days of the time when a grievance accrues, the aggrieved employee shall orally present his or her grievance to the

Building Principal, aggrieved employee to see if it can be resolved. The Building Principal shall render a determination within ten (10) school days after the grievance has been fully presented to him.

2. Second Stage: Superintendent

a. In the event that the grievance is not resolved at the First Stage, the aggrieved employee may make a written request to the Chief Administrator or his designee for review and determination.

b. Such written request shall be submitted no later than ten (10) school days after a determination has been made by the Building Principal. The written request for review shall identify the aggrieved party, the provision(s) of this agreement involved, the time and place where the alleged events or conditions constituting the grievance occurred, the identity of the party responsible for causing such events or conditions, any determination previously made, and the relief sought.

c. If such is requested in the written statement submitted pursuant to paragraph 2b above, or if deemed desirable by the Superintendent, the Superintendent shall schedule an informal conference within five (5) school days of his receipt of the written request for review, and notify the aggrieved party of the time and place it will be held. The aggrieved party may appear and present oral and/or written statements or arguments at that time.

d. Within fifteen (15) school days of the receipt of the written request for review, or of the informal conference, whichever is later, the Superintendent shall render his determination in writing.

e. If the Superintendent or his designee does not respond in the specified time, then the grievant shall be granted the remedy set forth in his grievance.

3. Third Stage: Board of Education

a. In the event that the grievance is not resolved at the Second Stage, the aggrieved employee may submit the grievance to the Board of Education for review and determination by giving written notice thereof, together with any determination previously rendered, all other documents affecting the grievance, and a request for a hearing if desired.

b. The written request for review by the Board of Education shall be submitted to the Superintendent, no later than ten (10) school days after a determination has been made at the second stage.

c. If a hearing is requested, the Board or any designated committee thereof shall hold such hearing within thirty (30) school days of the receipt of the request for review upon notice to all parties, at which the aggrieved party may appear and present oral and/or written statements or arguments.

d. The Board or its designated committee shall render a determination no later than fifteen (15) school days after receiving the request for review or after holding the hearing, whichever is later.

e. If the Board or its designated committee does not respond in the specified time, then the grievance shall automatically proceed to the next stage.

4. Fourth Stage: Arbitration

a. If the unit member is not satisfied with the decision at Stage Three, and the Association determines that the grievance is meritorious and that appealing it is in the best interests of the school system, it may submit the grievance to arbitration, giving written notice to the Board of Education within twenty (20) school days of the decision at Stage Three.

b. The Association and the District shall follow the rules and regulations of the American Arbitration Association in the selection of the arbitrator.

c. The selected arbitrator will hear the matter promptly and will issue his decision not later than fourteen (14) calendar days from the date of the close of the hearing, or, if oral hearings have been waived, then from the date the final statements and proofs are submitted to him. The arbitrator's decision will be in writing and will set forth his findings of fact, reasoning and conclusions on the issues.

d. The arbitrator shall have no power or authority to make any decision which requires the commission of an act prohibited by law or which is a violation of this agreement.

e. The arbitrator shall have no power to add to or delete from, or otherwise modify this agreement between the parties.

f. The decision of the arbitrator shall be final and binding upon the parties.

g. The costs for the services of the arbitrator, including expenses, if any, will be borne equally by the District and the Association.

h. The parties may agree on a case by case basis, to use the procedures for expedited arbitration under the rules and regulations of the American Arbitration Association.

ARTICLE XI. WORKING CONDITIONS

A.

1. Work Year: The teacher work year shall consist of no more than 184 days.

2. Work Day: The length of the normal full-time teacher's working day shall not exceed seven (7) hours, five (5) minutes. The District will attempt to equalize

the length of the normal full-time in-school teacher work day for all buildings.

3. Preparation Periods

- a) The District will make a reasonable effort to provide full time elementary, intermediate, middle and high school teachers preparation time totaling at least forty (40) minutes per day or two hundred (200) minutes per week, with no students present, in blocks of no less than forty (40) minutes.
- b) The District will make a reasonable effort in the middle school and high school to assign non-instructional duty periods to those teachers having five (5) instructional periods in a day before assigning any non-instructional duty periods to those teachers who have six (6) instructional periods in a day.
- c) Teachers shall have the right to request parent conferences during daily preparation periods.

4. Unused snow days shall be distributed as follows: the first such unused snow day shall be used to extend the Memorial Day weekend. Additional unused snow days shall be returned by the superintendent or designee after consultation with the Association.

5a. The District will avoid scheduling administrative after-school meetings for teachers on Fridays, on the day before a vacation starts, or on a day when unit members are required to return to school in the evening. Unit members may be required to attend three evening events, if necessary, per year. Faculty input will be considered in the scheduling of evening events in their respective buildings whenever possible. The District will endeavor to schedule a Friday half-day in conjunction with the third required evening event.

b. Regularly scheduled District and Building Principal meetings will be held on a day or days to be determined by the Superintendent and/or the Building Principal, with notice of such day(s) to be given to the unit members at the beginning of each school year. Except in emergencies, such meetings shall not be held on Fridays.

6. Professional Development: Unit members appointed to a probationary term shall be required to attend a year-long induction program of up to twelve (12) hours of professional development programs/workshops. Such sessions shall be scheduled after school hours or on days when school is not in session, but not on a legal holiday. These may count toward regular hours of professional development as required pursuant to New York State mandates. There shall be no additional compensation for this professional development.

B. Classrooms and Professional Facilities

1. After cleaning, classrooms will be locked until opened the next school day by the teacher, except for access by other authorized district personnel.

2. Typewriters, computers, printers and copiers will continue to be available for teacher professional use, to the extent that the District keeps such machines in operation. The District has the right to limit the number of photocopies.

3. School equipment will be available for teachers' home use in order to prepare for classroom teaching provided prior approval has been given by the Administration.

C. Faculty Rooms and Facilities

1. Teachers in each building level shall be provided with suitable faculty rooms, lunchrooms and lavatories separate from student facilities. Access to existing refrigeration and means of heating water located in said facilities will be continued as long as they are operable. Faculty rooms in each building level will be equipped with copiers for use in producing classroom materials.

2. Unit members shall have access to school facilities outside of contractual hours upon prior approval of the administration.

3. Unit members shall continue to enjoy the right to use school mailboxes for the reception of personal mail.

4. Parking will be provided convenient to the building where the unit member is assigned.

D. Payroll Information

1. The professional staff shall be paid every other Friday. They may choose between 21 or 26 pay periods.

2. If Friday is a holiday, then the employee shall be paid on the last working day provided that said checks are available in the District.

3. All current payroll deduction privileges shall remain in effect. These include professional association dues, credit union, tax shelters, contributory retirement, repayment of loans from the contributory retirement program, and family dental coverage charges. All but retirement paybacks will be adjusted in April and October only. All such deductions shall require written authorization from involved individuals.

E. Interschool Teaching

Unit members traveling between buildings will receive an additional fifteen (15) minutes beyond their normal lunch period for travel purposes.

F. Non-Teaching Duties

1. a. Unit members shall not be required to assume cafeteria duty.

b. Unit members shall not be assigned recess duty. This time will be used for grade level meetings, team planning for integration, individualized instruction for at-risk students, or other school related activities as may be requested by Building Principals.

2. Unit members will not be required to keep cumulative school attendance records for students unless there is a computer breakdown or unless in the process of computer changeover.

3. Unit members shall not be required to investigate bomb scares.

4. For safety concerns only, unit members shall be required to sign-out and sign-in if they leave their buildings during the school day.

G. Disabled Children

No unit member will be required to move a student up and down stairs, on or off toilets, etc., for the protection of both the unit member and the student, except in an emergency evacuation of the building.

H. Money Collection

No unit member shall be required to collect any money from students for either photographs or insurance.

I. Preparation Periods

1. The District will make a reasonable effort to provide full time elementary, intermediate, middle and high school teachers preparation time totaling at least forty (40) minutes per day or two hundred (200) minutes per week, with no students present, in blocks of no less than forty (40) minutes.

2. The district shall consult with the MVTA president or designee before a sixth period is assigned to a unit member. If a unit member assumes or is assigned a sixth period assignment, the unit member will not be assigned a scheduled supervisory duty.

3. Teachers shall have the right to request parent conferences during daily preparation periods.

J. Teacher Files and Observations

1. No observation material shall be placed in a teacher's personnel file unless the teacher is given a prior opportunity to review the materials. The teachers shall initial the material to evidence that he/she has reviewed it. It is expressly understood that such initial in no way indicates agreement with the contents thereof. The teacher has the right to submit his/her own written comments regarding the content of said observation which shall be attached to the observation entered in his/her personnel file. District observation reports shall contain suggestions for teacher improvement if weaknesses have been cited.

2. A unit member shall have the right to review material placed in his/her file excluding references - including third party references, relating to employment. A unit member shall have the right to append remarks to material placed in his or her file, with such remarks to be made on separate page to be attached.

K. Class Size

Recognizing the importance of maintaining reasonable class size, the Board agrees to conduct an annual review of class size when they prepare the budget for the following year.

L. Last Week of School

Provided that testing schedules permit and the required days of student attendance have been met, there shall be no school for students in grades K-8 on the last teacher work day. In addition, provided that testing schedules permit and the required days of student attendance has been met, the two days prior to the last teacher work day shall be half days for students in grades K-8. In the event that the District schedules professional development or curriculum development activities on one or more of these half days, they will then be designated as full days without students.

M. Mentor Teacher Program

1. If the Mentor Teacher Program becomes a mandatory program under New York State regulations, a committee will be formed and this issue will be addressed. Teacher members of the committee will be approved by the Minisink Valley Teachers' Association.

ARTICLE XII. MISCELLANEOUS

A. Monthly Meetings

1. The Principal of each school shall meet at least once a month with the Association Building Committee at either's request to discuss matters relating to the implementation of the contract. The meetings can be cancelled upon agreement of both groups. The principals ought to or should keep lines of communication open at all times.

2. The Superintendent shall meet regularly with representatives of the MVTA on at least a monthly basis to discuss matters relating to the implementation of the contract. The meetings can be cancelled upon agreement of both parties.

B. Professional Development

1. The District encourages staff participation in activities that will promote the growth and excellence of the school system.

2. Those attending conferences will prepare a written report on the highlights of the conference. The report should also include any information or knowledge gained that might lead to the improvement of the program and curriculum of the Minisink Valley Central School. Such report will be distributed to all members of his/her department or grade level, curriculum coordinator, and Building Principal within thirty (30) days from the date of attendance of the conference.

3. Days of teaching lost due to the attendance of duly elected representatives or their alternates at the NYSUT Representative Assembly and the New York State Teachers Retirement Conference will be credited as Conferences Days - not Personal Days -- and there will be no loss of pay. In addition, two (2) days per year shall be allowed to the Association for the purpose of leave for its officers and other designees, to be granted upon seventy-two hours advance request, for Association business. The Association will reimburse the cost of the substitute teacher for such leave.

4. Unit members attending District approved professional conferences shall not have such time deducted from sick leave or personal leave.

5. For the purpose of professional development, unit members may be permitted to visit other educational institutions upon prior written approval of the Administration. These visitations may occur during the regular school day and shall incur no loss of pay.

6. The School District shall pay the reasonable expenses, including fees, meals/lodging if overnight, transportation and/or registration fees, incurred by staff in attending other workshops, seminars, conferences and other professional improvement sessions upon prior written approval of the Administration.

7. The Board shall endeavor to budget funds for professional development and such funds shall be allocated at the discretion of the Administration.

8. All professional development programs and activities shall be reviewed by a District Professional

Development Committee. Unit members of the committee will be approved by the Minisink Valley Teachers' Association.

C. Phones

1. Telephone and mail communication systems will continue to be provided between buildings.

2. There shall be phones available for the employees' use in each building. These shall be private, if possible, and outside lines as well as intercoms. Unit members will have access to school phones for contacting parents or for other professional purposes. Unit members shall not use school phones for personal long distance calls.

D. Non-Resident Tuition

Children of full-time unit members may attend Minisink Valley Central School as tuition students.

E. Emergency Messages

The District shall make every reasonable effort promptly to deliver emergency messages to unit members at their duty station.

F. Negotiators

Up to four (4) designated unit member negotiators shall receive up to three (3) days each of additional personal leave to be used only on teaching days when negotiation sessions have extended to 1:00 AM or beyond.

G. Shared Decision-Making Committee

The Committee for the Board of Regents Compact for Learning/ Shared Decision-Making shall be considered part of the responsibilities of the professional staff. Any commitment of time by individuals of the professional staff to this Committee will be on a voluntary basis.

The professional staff recognizes that shared decision-making meetings may take place before, during or after school hours, or in the evening.

Compensation for meeting time that occurs outside the regular school hours shall be subject to negotiations when such meeting time is in excess of eight (8) hours per year.

H. Dress Code

All unit members are expected to be neat, clean and wear appropriate work attire.

ARTICLE XIII. AMENDMENT TO TAYLOR LAW

One of the amendments to Article 14 of the Civil Service Law (Taylor Law) enacted by the 1969 Legislature is an added Section 204-A that reads:

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

IT IS AGREED BY AND BETWEEN 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 XIV. NEGOTIATIONS

The parties agree that they will exchange contract proposals for the successor to the 2017-2021 agreement at the second negotiations session. Thereafter, no further contract proposals will be submitted by either party; provided, however, that this will not restrict the right of either party to present any counter-proposal to the other party's proposal, or any modification of its own proposal. Negotiations shall commence on a mutually agreeable date during 2020-2021.

ARTICLE XV. DURATION OF AGREEMENT

This Agreement shall become effective July 1, 2017 and shall continue in effect through June 30, 2021.

All other terms and conditions in the 2013-2017 agreement between the parties shall remain in full force and effect unless changed by collective bargaining.

FOR THE MINISINK VALLEY
TEACHERS' ASSOCIATION

FOR THE MINISINK VALLEY
CENTRAL SCHOOL DISTRICT

Ezra Clementson Date

Jennifer McElroy
Jennifer DiLeo
Ellen Holcombe
Kim Mynders

Brian C. Monanhan Date

Joe Flaherty
Bill Cooper
Matt Bourgeois
Chris Ranaudo
Elizabeth Law
Michael Giardina

MI/TA TEACHER SALARIES
SCHEDULE - A
MASTER'S DEGREE - TENURED

Step	2017-18	Longevity	2018-19	Longevity	2019-20	Longevity	2020-21	Longevity	2021-22	Longevity	2022-23	Longevity	2023-24	Longevity	2024-25	Longevity	2025-26	Longevity	2026-27	Longevity	2027-28	Longevity	2028-29	Longevity	2029-30	Longevity	2030-31	Longevity
1	\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$0	
2	\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$0	
3	\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$0		\$0	
4	\$62,021		\$63,572		\$65,002		\$66,465		\$67,912		\$69,332		\$70,738		\$72,129		\$73,506		\$74,869		\$76,219		\$77,556		\$78,880		\$80,191	
5	\$65,926		\$67,573		\$69,048		\$70,557		\$72,003		\$73,434		\$74,851		\$76,254		\$77,644		\$79,021		\$80,385		\$81,736		\$83,073		\$84,396	
6	\$69,574		\$71,321		\$73,048		\$74,757		\$76,449		\$78,126		\$79,789		\$81,438		\$83,074		\$84,697		\$86,307		\$87,904		\$89,488		\$91,059	
7	\$73,174		\$75,021		\$76,848		\$78,657		\$80,449		\$82,226		\$83,989		\$85,738		\$87,474		\$89,197		\$90,907		\$92,604		\$94,288		\$95,959	
8	\$76,819		\$78,876		\$80,913		\$82,931		\$84,931		\$86,914		\$88,881		\$90,831		\$92,765		\$94,684		\$96,588		\$98,478		\$100,354		\$102,216	
9	\$80,474		\$82,731		\$85,068		\$87,386		\$89,686		\$91,969		\$94,236		\$96,488		\$98,725		\$100,947		\$103,154		\$105,347		\$107,526		\$109,691	
10	\$84,129		\$86,586		\$89,073		\$91,591		\$94,139		\$96,718		\$99,228		\$101,720		\$104,194		\$106,651		\$109,091		\$111,514		\$113,921		\$116,313	
11	\$87,784		\$90,441		\$93,128		\$95,846		\$98,595		\$101,276		\$103,939		\$106,585		\$109,214		\$111,827		\$114,425		\$117,008		\$119,576		\$122,129	
12	\$91,439		\$94,306		\$97,203		\$100,131		\$103,090		\$106,080		\$109,091		\$112,124		\$115,189		\$118,286		\$121,415		\$124,576		\$127,769		\$130,994	
13	\$95,094		\$98,261		\$101,468		\$104,715		\$107,993		\$111,302		\$114,643		\$118,016		\$121,421		\$124,858		\$128,327		\$131,828		\$135,361		\$138,926	
14	\$98,749		\$102,206		\$105,693		\$109,211		\$112,760		\$116,340		\$119,951		\$123,593		\$127,267		\$130,974		\$134,714		\$138,487		\$142,293		\$146,132	
15	\$102,404		\$106,261		\$110,148		\$114,066		\$118,015		\$122,005		\$126,026		\$130,078		\$134,161		\$138,276		\$142,423		\$146,602		\$150,813		\$155,056	
16	\$106,059		\$110,236		\$114,443		\$118,681		\$122,950		\$127,250		\$131,581		\$135,943		\$140,336		\$144,761		\$149,218		\$153,707		\$158,228		\$162,781	
17	\$109,714		\$114,201		\$118,718		\$123,266		\$127,845		\$132,455		\$137,097		\$141,771		\$146,478		\$151,217		\$155,988		\$160,791		\$165,626		\$170,493	
18	\$113,369		\$118,176		\$123,013		\$127,881		\$132,780		\$137,710		\$142,671		\$147,663		\$152,686		\$157,741		\$162,827		\$167,944		\$173,092		\$178,271	
19	\$117,024		\$122,141		\$127,288		\$132,466		\$137,675		\$142,915		\$148,186		\$153,488		\$158,821		\$164,185		\$169,580		\$174,996		\$180,433		\$185,891	
20	\$120,679		\$126,026		\$131,403		\$136,811		\$142,250		\$147,719		\$153,219		\$158,750		\$164,312		\$169,905		\$175,529		\$181,184		\$186,869		\$192,585	
21	\$124,334		\$130,001		\$135,698		\$141,426		\$147,185		\$152,975		\$158,796		\$164,648		\$170,531		\$176,445		\$182,390		\$188,365		\$194,371		\$200,408	
22	\$127,989		\$133,976		\$139,993		\$146,040		\$152,117		\$158,224		\$164,361		\$170,528		\$176,725		\$182,952		\$189,209		\$195,496		\$201,813		\$208,160	
23	\$131,644		\$138,051		\$144,488		\$150,956		\$157,454		\$163,992		\$170,560		\$177,158		\$183,786		\$190,444		\$197,132		\$203,850		\$210,598		\$217,376	
24	\$135,299		\$142,026		\$148,783		\$155,570		\$162,387		\$169,234		\$176,111		\$183,018		\$189,955		\$196,922		\$203,919		\$210,946		\$217,993		\$225,060	
25	\$138,954		\$146,001		\$153,078		\$160,185		\$167,322		\$174,489		\$181,686		\$188,913		\$196,170		\$203,457		\$210,774		\$218,121		\$225,498		\$232,905	
26	\$142,609		\$150,076		\$157,573		\$165,100		\$172,657		\$180,244		\$187,861		\$195,508		\$203,185		\$210,892		\$218,629		\$226,396		\$234,193		\$242,020	
27	\$146,264		\$154,151		\$162,068		\$169,915		\$177,792		\$185,699		\$193,636		\$201,603		\$209,600		\$217,627		\$225,684		\$233,771		\$241,888		\$249,935	
28	\$149,919		\$158,226		\$166,563		\$174,930		\$183,327		\$191,754		\$200,211		\$208,698		\$217,215		\$225,762		\$234,339		\$242,946		\$251,583		\$260,250	
29	\$153,574		\$162,301		\$171,058		\$179,845		\$188,662		\$197,509		\$206,386		\$215,293		\$224,230		\$233,197		\$242,194		\$251,221		\$260,278		\$269,365	
30	\$157,229		\$166,476		\$175,753		\$185,060		\$194,397		\$203,764		\$213,161		\$222,588		\$232,045		\$241,532		\$251,049		\$260,596		\$270,173		\$279,780	

2016-17 to Step
Moves from
Step
2017-18

21	27
22	27
23	27
24	27
25	28
26	28
27	28
28	28
29	28
30	30

Longevity Stipends

Step 25	950
Step 26	1,900
Step 27	2,850
Step 28	3,800
Step 29	4,750
Step 30	5,700

2016-17 to Step
Moves from
Step
2017-18

21	27
22	27
23	27
24	27
25	28
26	28
27	28
28	28
29	28
30	30

Longevity Stipends

Step 25	950
Step 26	1,900
Step 27	2,850
Step 28	3,800
Step 29	4,750
Step 30	5,700

MVTA TEACHER SALARIES
SCHEDULE - C
BACHELOR'S DEGREE - TENURED

Step	2017-18	Longevity	2018-19	Longevity	2019-20	Longevity	2020-21	Longevity
1	\$0		\$0		\$0		\$0	
2	\$0		\$0		\$0		\$0	
3	\$0		\$0		\$0		\$0	
4	\$56,159		\$57,563		\$58,958		\$60,342	
5	\$58,958		\$59,568		\$60,908		\$62,278	
6	\$60,908		\$61,518		\$62,958		\$64,378	
7	\$62,958		\$63,578		\$65,008		\$66,472	
8	\$65,008		\$65,628		\$67,057		\$68,481	
9	\$67,057		\$67,677		\$69,107		\$70,511	
10	\$69,107		\$69,727		\$71,137		\$72,161	
11	\$71,137		\$71,757		\$73,174		\$74,198	
12	\$73,174		\$73,794		\$75,220		\$76,244	
13	\$75,220		\$75,840		\$77,265		\$78,289	
14	\$77,265		\$77,885		\$79,305		\$80,329	
15	\$79,305		\$79,925		\$81,349		\$82,373	
16	\$81,349		\$81,969		\$83,397		\$84,421	
17	\$83,397		\$84,017		\$85,440		\$86,464	
18	\$85,440		\$86,060		\$88,104		\$89,128	
19	\$88,104		\$88,724		\$90,388		\$91,412	
20	\$90,388		\$91,008		\$93,338		\$94,362	
21	\$93,338		\$93,958		\$96,443		\$97,467	
22	\$96,443		\$97,063		\$100,003		\$101,027	
23	\$100,003		\$100,623		\$104,173		\$105,197	
24	\$104,173		\$104,793		\$108,343		\$109,367	
25	\$108,343		\$108,963		\$112,513		\$113,537	
26	\$112,513		\$113,133		\$117,303		\$118,327	
27	\$117,303		\$117,923		\$122,113		\$123,137	
28	\$122,113		\$122,733		\$126,923		\$127,947	
29	\$126,923		\$127,543		\$131,733		\$132,757	
30	\$131,733		\$132,353		\$136,543		\$137,567	

2016-17	to Step	Moves from	for
21	25	25	25
22	26	26	26
23	27	27	27
24	28	28	28
25	29	29	29
26	30	30	30
27	31	31	31
28	32	32	32
29	33	33	33
30	34	34	34

Longevity Stipends	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Step 25	\$950					
Step 26		\$1,900				
Step 27			\$2,850			
Step 28				\$3,800		
Step 29					\$4,750	
Step 30						\$5,700

MVTA TEACHER SALARIES
SCHEDULE - D
BACHELOR'S DEGREE- PROVISIONAL

Step	2017-18	Longevity	2018-19	Longevity	2019-20	Longevity	2020-21	Longevity
1	\$49,109		\$50,337		\$51,470		\$52,628	
2	\$51,470		\$52,328		\$53,505		\$54,709	
3	\$52,328		\$53,319		\$54,412		\$55,791	
4	\$54,412		\$55,312		\$56,312		\$57,584	
5	\$56,312		\$57,312		\$58,312		\$59,680	
6	\$58,312		\$59,312		\$60,312		\$61,668	
7	\$60,312		\$61,312		\$62,303		\$63,705	
8	\$62,303		\$63,303		\$64,302		\$65,749	
9	\$64,302		\$65,302		\$66,303		\$67,795	
10	\$66,303		\$67,303		\$68,297		\$69,834	
11	\$68,297		\$69,297		\$70,292		\$71,874	
12	\$70,292		\$71,292		\$72,288		\$73,925	
13	\$72,288		\$73,288		\$74,290		\$75,962	
14	\$74,290		\$75,290		\$76,285		\$77,871	
15	\$76,285		\$77,285		\$78,281		\$79,756	
16	\$78,281		\$79,281		\$80,281		\$81,843	
17	\$80,281		\$81,281		\$82,285		\$83,845	
18	\$82,285		\$83,285		\$84,136		\$85,629	
19	\$84,136		\$85,136		\$86,182		\$87,288	
20	\$86,182		\$87,182		\$88,215		\$89,258	
21	\$88,215		\$89,215		\$90,258		\$91,283	
22	\$90,258		\$91,258		\$92,268		\$93,283	
23	\$92,268		\$93,268		\$94,172		\$95,172	
24	\$94,172		\$95,172		\$96,172		\$97,172	
25	\$96,172		\$97,172		\$98,172		\$99,172	
26	\$98,172		\$99,172		\$100,172		\$101,172	
27	\$100,172		\$101,172		\$102,172		\$103,172	
28	\$102,172		\$103,172		\$104,172		\$105,172	
29	\$104,172		\$105,172		\$106,172		\$107,172	
30	\$106,172		\$107,172		\$108,172		\$109,172	

2016-17	to Step	Moves from	for
21	25	25	25
22	26	26	26
23	27	27	27
24	28	28	28
25	29	29	29
26	30	30	30
27	31	31	31
28	32	32	32
29	33	33	33
30	34	34	34

Longevity Stipends	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Step 25	\$950					
Step 26		\$1,900				
Step 27			\$2,850			
Step 28				\$3,800		
Step 29					\$4,750	
Step 30						\$5,700

ATHLETIC COACHING

GROUP 1

Football Varsity
Basketball Varsity
Wrestling Varsity
Swimming Diving Varsity

GROUP 2

Baseball Varsity
Softball Varsity
Soccer Varsity
Tennis Varsity
Outdoor Track Varsity
Indoor Track Varsity
Volleyball Varsity
Cross Country Varsity
Golf Varsity
Lacrosse Varsity

GROUP 3

Football Varsity Asst.

GROUP 4

Baseball JV
Wrestling JV
Baseball JV
Softball JV
Volleyball JV
Lacrosse JV
Outdoor Track JV
Indoor Track Varsity Asst.
Cross Country Varsity Asst.
Indoor Track Asst. (was GS)

GROUP 5

Tennis JV
Football JV
Soccer JV
Swimming Varsity Asst.
Weight Room Strength Coach
Cheerleading-Fall
Cheerleading-Winter

GROUP 6

Football Freshman
Wrestling Modified
Volleyball 7-8
Cross Country 7-8
Soccer 7-8
Softball 7-8
Baseball Modified
Basketball Modified
Outdoor Track Modified
Lacrosse Modified
Program Assistants
Cheerleading Prog Asst. (was GS)

GROUP 7

Mat Maids

EXTRA-CURRICULAR

GROUP 1

Yearbook Advisor (HS)
Yearbook Manager (HS, MS)
Student Govt. Advisor (HS, MS)
Senior Class Advisor (HS)

GROUP 2

Band Director (HS)
Newspaper Advisor (HS, MS)
Play Director (HS, MS)
Junior Class Advisor (HS)

GROUP 3

Assistant Band Director (HS)
Choral Director (HS)
Honor Society Advisor (HS)
Detachment Supervisor (MS)
Play Director (HS, OE)

GROUP 4

Workshop Director
Instructional Supervisor (HS, OE)
Jazz Band (HS)
Select Chorus (MS)
Yearbook Advisor (HS, OE)

GROUP 5

Math Team Advisor (MS)
Class Advisor, Fr. & Soph (HS)
Detachment Supervisor (HS, MS)
Copysey of MS (HS, MS, HS, OE)
1-1000 Steward beyond regular hours
Library Advisor

GROUP 6

Cheer Team Advisor (MS)
Dance Team Advisor
FELA Advisor (HS)
Mock Trial Advisor (HS)
Key Club (HS)

GROUP 7

Budden Club (MS)
Asst. Play Director/Choreographer (HS, MS)
Technical Director (HS, MS)
Robotics (HS)

GROUP 8

Youth in Government (HS)
JROTC Advisors (HS)

GROUP 9 (Increased Annual Salary for Long-Term Staff)

Book Club (HS)
Study Buddies (HS, MS)
Asst. Play Director/Choreographer (HS, OE)
Technical Director (HS, OE)
Pet Club (HS)
Ukelele Club (MS)
Fam Society (HS)

STEP END	Amount
Science Fair	\$500
Instructional Asst. (HS, OE)	\$500
Musical (HS) NYSSMA & All-City (HS, OE)	\$500
AV Coordinator (HS, ES, OE)	\$500
AV Coordinator (HS)	\$350
Musical (HS) NYSSMA & All-City (HS, MS)	\$500
AV Coordinator (HS)	\$1,000
Aviation Coordinator (MS)	\$1,500
Districtwide Fine Arts Chair	\$1,500
Virtual HS	\$3,000
Aquatics Director	\$5,000

Positions newly placed into a compensation group will commence at Step 1 for coaching and administrative

**EXTRACURRICULAR SALARY SCHEDULES
SCHEDULE - G**

GROUP - 1				
Year	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
1	2,408	2,468	2,524	2,581
2	2,536	2,599	2,657	2,717
3	2,664	2,731	2,792	2,855
4	2,800	2,993	3,060	3,129
5	3,051	3,127	3,197	3,269
6	3,181	3,261	3,334	3,409
7	3,694	3,786	3,871	3,958
8	4,003	4,103	4,195	4,289

GROUP - 4				
Year	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
1	1,764	1,808	1,849	1,891
2	1,892	1,939	1,983	2,028
3	2,021	2,072	2,119	2,167
4	2,277	2,334	2,387	2,441
5	2,408	2,468	2,524	2,581
6	2,536	2,599	2,657	2,717
7	3,051	3,127	3,197	3,269
8	3,296	3,378	3,454	3,532

GROUP - 2				
Year	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
1	2,149	2,203	2,253	2,304
2	2,277	2,334	2,387	2,441
3	2,408	2,468	2,524	2,581
4	2,664	2,731	2,792	2,855
5	2,792	2,993	3,060	3,129
6	2,920	2,993	3,060	3,129
7	3,436	3,522	3,601	3,682
8	3,696	3,788	3,873	3,960

GROUP - 5				
Year	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
1	1,654	1,675	1,713	1,752
2	1,764	1,808	1,849	1,891
3	1,892	1,939	1,983	2,028
4	2,149	2,203	2,253	2,304
5	2,277	2,334	2,387	2,441
6	2,408	2,468	2,524	2,581
7	2,920	2,993	3,060	3,129
8	3,154	3,233	3,306	3,380

GROUP - 3				
Year	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
1	1,892	1,939	1,983	2,028
2	2,001	2,072	2,119	2,167
3	2,149	2,203	2,253	2,304
4	2,408	2,468	2,524	2,581
5	2,536	2,599	2,657	2,717
6	2,664	2,731	2,792	2,855
7	3,181	3,261	3,334	3,409
8	3,436	3,522	3,601	3,682

GROUP - 6				
	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
	1,500	1,538	1,573	1,608

*Note: Group 6 does not have steps.
It is adjusted annually as specified.

Supplemental Memorandum of Agreement

By and between the Superintendent of Schools and the Board of Education of the Minisink Valley Central School District, hereinafter the ("the District"), and the Minisink Valley Teachers' Association, (hereinafter the "MVTA");

Whereas the District and the MVTA believe it is in their mutual best interests to modify the terms of their July 1, 2017 to June 30, 2021 collectively bargained agreement to address the following items as specified below:

- a) Page 4, Article II, Item D, Substitute Teachers – Delete 1st sentence and replace with "Additionally, at the Middle School - only while an eight period day is in effect – when the district has other teachers cover absent teachers' classes a unit member shall be compensated at the rate of \$25 per class.
- b) Page 19, Article VI, Professional Compensation, Item E – In-Service Credit, 3., - Delete "10-15 clock hours = one credit" and replace with "15 clock hours = one credit"
- c) Page 20, Article VII, Compensation for Extra Duty, A.-1. Curriculum Coordinators – Delete A-1 in its entirety.
- d) Page 44, Appendix E, Compensation Groups – Athletic/Coaching:
 - Delete Group 6 containing Mat Maids.
 - Move Mat Maids to Group 5
- e) Page 44, Appendix E, Compensation Groups – Extra-Curricular: -
 - Move - Detention II Supervisor - from Group 3 to group 2; Add: (ASD2) (1 day/week=full stipend)
 - In Group 4, for Detention I Supervisor – Add: (ASD1), (2 days/week=full stipend)
 - In Group 5, Add: Audio Visual Tech Crew-MS
 - Move - Study Buddies-HS - from group 6 to group 5
- f) Page 44, Appendix E, Compensation Groups – Stipends:
 - Music (4) NYSSMA & All County (HS, MS) – change \$800 to \$825
 - Athletic Coordinator (MS) - change \$1,500 to \$1575
 - District-Wide Fine Arts Chair - change \$1,500 to \$1,600
 - Virtual High School – change \$3,000 to \$3,125
 - Aquatics Director – change \$5,000 to \$5,200
 - Add: *AV Coordinator-MS – (*Only filled when "Audio Visual Tech Crew-MS" is inactive)

SO AGREED this 2nd day of November, 2017 subject to ratification by the District's Board of Education.

The District:

By: 

Brian C. Monahan, Superintendent

MVTA:

By:  11/2/17

Ezra Clementson, MVTA Union President

Date: 11-2-17