

AGREEMENT

BETWEEN

**BOARD OF EDUCATION
MOUNT PLEASANT CENTRAL SCHOOL DISTRICT
WESTCHESTER COUNTY, NEW YORK**

AND

**MOUNT PLEASANT CENTRAL SCHOOL DISTRICT
TEACHERS ASSOCIATION**

July 1, 2019 - June 30, 2022

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AGREEMENT 2019 - 2022

This Agreement is made by and between the BOARD OF EDUCATION, MOUNT PLEASANT CENTRAL SCHOOL DISTRICT, WESTCHESTER COUNTY, NEW YORK, and the MOUNT PLEASANT TEACHERS' ASSOCIATION.

SECTION ONE: THE AGREEMENT

1.1 Definitions

As used herein, the following terms shall have these meanings:

"Teacher" means a member of the negotiating unit defined in paragraph 1.2 below;
"District" means Mount Pleasant Central School District, the employer herein;
"Association" means the Mount Pleasant Teachers' Association;
"Professional Staff" means those professionals eligible for membership in the Mount Pleasant Teachers' Association.

1.2 Appropriate Unit

The Mount Pleasant Central School District Board of Education, having determined that the Mount Pleasant Teachers' Association is supported by a majority of the teachers in a unit composed of all professional, certified personnel except the Chief School Officer (and all administrative and supervisory personnel), hereby recognizes the Mount Pleasant Teachers' Association as the exclusive negotiating agent for the personnel in such unit. Such recognition shall be for the maximum period allowable under Section 208 of the Public Employees Fair Employment Act. Furthermore, such recognition shall be continuous unless challenged by a bona fide employee organization showing membership and support of at least 30% of the employees in such negotiating unit within the thirty days before expiration of the period of unchallenged representation status accorded pursuant to Section 208(2) of the Public Employees Fair Employment Act.

Effective April 2, 2004, the Athletic Director position shall be excluded from the unit.

Effective July 1, 2006, school nurses shall be included in the unit.

1.3 No-Strike

The Association agrees that neither it nor the employees it represents shall engage in any strike, work stoppage, or other concerted refusal to work. The Association further agrees that it shall not cause any such strike, work stoppage, or other concerted refusal to work.

1.4 Recognition

Based upon the Association's no-strike affirmation, the recognition heretofore granted to the Association is hereby confirmed and extended for the period stated herein.

1.5 Duration

This Agreement shall be effective from July 1, 2019 through June 30, 2022.

1.6 Priority of Agreement

Where the provisions of this Agreement are in conflict with District policy or individual teacher agreements, this Agreement shall govern except as provided by law.

1.7 Effect of Agreement

- a. This Agreement shall supersede all rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms.
- b. If any provision of this agreement shall be found contrary to law, such provision shall not be deemed valid or subsisting, except to the extent permitted by law, and all other provisions will continue in full force and effect.

1.8 Board Rights

Except as specifically and expressly modified by the terms of this Agreement, the Board retains the sole and exclusive right to manage, direct and supervise the affairs of the District and the exercise of such right shall not be subject to the grievance procedure or arbitration procedure set forth in this Agreement.

1.9 Ratification

No final Agreement shall be executed without ratification by the Association and the Board. 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 therefore, shall not become effective until the appropriate legislative body has given approval.

SECTION TWO: ASSOCIATION RIGHTS

2.1 Right of Organization

Teachers shall have the right to join, or refrain from joining, the Mount Pleasant Teachers' Association or any other employee organization in accordance with Section 202 of the Civil Service Law.

2.2 Right of Representation

Teachers shall have the right to be represented by the Association to negotiate collectively with the District in the determination of their wages, hours, terms and conditions of employment and grievance procedures.

2.3 New Teachers

- a. The Association shall have a place on the agenda at the orientation meeting for new teachers.
- b. When a new teacher is hired, the District will notify the Association giving name, address and position for which hired.

2.4 Non-discrimination

- a. Neither the District nor the Association will discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of membership or non-membership in the Association, participation or non-participation in any activities of the Association, including collective negotiations with the District, or the institution in good faith of any grievance, complaint or proceeding under this Agreement with respect to any terms or conditions of employment.
- b. This Agreement and the rates of pay, hours, and terms and conditions of employment hereunder shall be applied in a fair and equitable manner and shall be without regard to race, creed, religion, color, national origin, age, sex or marital status, except as such conditions may constitute bona fide occupational or assignment qualifications.

2.5 Dues Deduction

- a. The District agrees to deduct dues for membership in the local Association which is recognized by the Board as the bargaining unit plus other professional affiliates, in accordance with applicable law, from salary payments as authorized in writing by individual teachers and requested by the Association. Teachers shall waive all right and claim for said monies so deducted and transmitted in accordance with the authorization and relieve the Board and all of its Officers for any liability therefore.
- b. Dues shall be deducted in 15 installments beginning with the first salary payment of October. The dues so deducted will be forwarded to the Treasurer of the MPTA no later than five school days following the date of deduction from the teachers' paychecks.
- c. [Reference to Agency Fees removed].
- d. [Reference to Agency Fees removed].
- e. The Association agrees to indemnify the School District and hold it harmless under the law, provided there has been an accurate transmission of dues to the Association.
- f. VOTE/COPE monies will be collected by a one-time payroll deduction on the payroll nearest November 1st.

Effective with the 2020-2021 school year salary Deductions shall be made bi-weekly.

Twenty (20) deductions shall be made each school year to facilitate the VOTE/COPE deductions commencing with the first pay period in September.

The MPTA will be responsible to gather the required election forms from its members and provide a summary spreadsheet to the payroll clerk setting forth the applicable employee's legal name as well as the annual and biweekly election amount(s). A standard form shall be used to document the employee's election which shall include the employee's signature to ensure appropriate authorization for said deduction(s).

The election will be made on or before May 31st of the prior school year (or upon hire). The MPTA will send the required information to the payroll department on or before June 30th, or within 30 days of hire, as applicable. Deductions shall commence with the first pay period in September.

Employees may elect to cease said deduction(s) due to financial hardship at any time by notifying the payroll department in writing. Said deduction(s) shall cease by the next pay period after receipt of the above-referenced written notice to the extent possible.

Employees may not change their deduction(s) or re-enroll after ceasing the deduction for any reason during a particular school year.

- g. The District agrees to provide payroll deduction for the NYSUT Benefits Trust Program.
- h. The District shall provide payroll deduction for approved Tax Sheltered Annuities.

2.6 Meetings

- a. General meetings of the Association may begin as soon as professionally proper following the time of the latest school dismissal. The selection of a meeting day shall not require consultation with the Superintendent.
- b. Building meetings of the Association may be held before the school day begins, (concluding prior to the arrival of the students) or after the school day terminates provided that such meetings not entail any additional custodial expenses by the School District.
- c. Association representatives shall be afforded time after the close of faculty meetings for the purpose of making announcements.
- d. Meetings may be held on school property, subject to at least twenty-four (24) hours advance notice and prior approval of the building principal, at times that do not interfere with the regular operation of the schools.

2.7 Bulletin Boards

- a. The Association shall have the right to post notices of its activities on a designated area of the Faculty Room bulletin boards in each school building. The Association may use

the District courier service and teacher mail boxes for communications to teachers. Courier service and teacher mail boxes shall not be used for the distribution of political materials. The aforementioned shall include the Association's use of the District's "e-Chalk" (or successor) internet provider.

- b. No communications so posted or mailed shall tend to impugn the good name, justly or unjustly, of any person, of the Board of Education or any other group.

2.8 Association Time

- a. Association officers and building representatives may have their schedules aligned to facilitate the transaction of Association business. Such time will be agreed upon with the Association and the Superintendent of Schools with the consent of the building principals.
- b. In order to facilitate the job, the President of the MPTA will not be assigned to any non-teaching duties such as study hall, cafeteria, hall, lobby or bus duty or supervisory duties such as attendance and grounds supervision except in emergency situations. The President will also have his/her teaching load reduced by one period in the secondary schools or the equivalent time per week in the elementary schools. The President will have one classroom or alternate room available during each day. The President will have access all day to that location.
- c. MPTA representatives may attend Association related meetings for a unit maximum of 18 total meeting days with representation not to exceed three representatives on a given day.

2.9 Professional Leave

It is understood that tenured members of the professional staff who wish a one year leave of absence without pay to participate in professional business for the Association may be granted leave with return, whenever practicable, to the same position. Such leave will not entitle any person to incremental increases for the leave period. Leaves will begin at the beginning of the school year except with the approval of the Board of Education and a 60-day notice will be given where possible. The decision to grant or deny said professional leave shall be at the sole discretion of the Superintendent of Schools.

2.10 District Information

The Association, as an interested party, will be granted copies of the Board of Education agendas and the minutes of all meetings.

SECTION THREE: APPROVED LEAVES

3.1 Personal Leave Days

- a. Teachers shall be entitled to up to four (4) days personal leave annually for the purpose of attending to urgent personal business which cannot be done on a day or time other than that on which school is in session (example: graduation, essential legal transactions, hospitalization of family member, etc.). These days may be requested in the same manner as sick leave, with the teacher giving at least two (2) weeks' notice where practicable so that a substitute may be hired. These days will be identified only as "personal day taken in accordance with contractual specification 3.1" on the leave record form.
- b. Personal leave days taken immediately preceding or following a regularly scheduled vacation, holiday or recess period must receive prior written approval by the Superintendent.
 - i. The Superintendent has sole discretion to approve or deny said days;
 - ii. The unit member shall provide the specific reason for requesting the personal leave day;
 - iii. Upon request, the unit member shall provide any and all relevant materials and/or information to the Superintendent showing the unique circumstances warranting approval of said personal day(s). Confidentiality shall be maintained at all times in accordance with applicable law;
 - iv. The District shall respond in a timely manner to such requests in writing either approving or denying the personal leave day.
 - v. The Superintendent's approval/denial of the unit member's request and/or the Superintendent's request for additional materials and/or information shall not be made in an arbitrary or capricious manner.
- c. The four (4) personal days referred to in paragraph "a", if not used, will be accumulated as sick leave.
- d. More than four (4) personal leave days may be granted annually at the discretion of the Superintendent of Schools or the Board. However, personal leave days in excess of four (4) shall be deducted from accumulated sick leave.

3.2 Sick Leave

- a. Ten (10) days sick leave will be granted annually to teachers during the first year of their probationary period. All remaining untenured teachers will receive twelve (12) days annual sick leave. Tenured teachers will receive thirteen (13) sick days annually. Sick leave is accumulative to 200 days.
- b. No later than October 1st of each year, the Business Office will issue to each teacher a statement of accumulated sick leave. If the teacher does not agree with the statement, he or she should notify the Business Office at once.

c. **SICK BANK**

1. The District and the MPTA have established a Sick Leave Bank (SLB) which is available to all probationary and tenured teachers.
2. Teachers having accumulated sick leave days and personal leave days totaling in excess of 200 days shall have all those excess days automatically deposited into the SLB annually.
3. The District will notify the MPTA President of the number of days contributed to the SLB by individual contribution for the current school year by October 1 annually. Effective July 1, 2014, the parties herewith acknowledge that the sick leave bank consists of 9,133.50 sick leave days.
4. The SLB shall be renewable once the SLB days are depleted to a level of 100 days. Replenishment will require that each teacher contribute two (2) sick leave days from his or her annual allocation of sick leave days.
5. The SLB shall be administered by a Board of Governors; two members appointed by the President of the MPTA and two members appointed by the Superintendent.
6. The Board of Governors will act on all requests for SLB days and shall establish any and all procedures necessary to operate the SLB.
7. SLB days are to be granted only in the event of prolonged or chronic illness or disability. Withdrawal of days from the SLB shall be limited to teachers who are disabled for a prolonged or chronic illness or disability and who have exhausted their sick leave. There will be a twenty (20) working day deductible for all eligible parties, except as waived by unanimous agreement of the Board of Governors.
8. The teacher must present valid medical evidence attesting to the need for SLB days. The Board of Governors shall have the power to require an independent examination by a physician selected by the Board of Governors. When such examination is made by an "in network" health care provider, payment for said examination shall be split evenly between the District and the applicant. In all other cases, payment for such examination shall be made by the District.
9. The SLB will not apply to a teacher adjudged by a qualified medical practitioner to be permanently incapacitated and consequently not able to return to teaching following two (2) years of full participation in the SLB.
10. The decision of the Board of Governors shall be final and binding and shall not be subject to review under Section 7 of this Agreement. In the event of a tie vote on a request for SLB days, the matter will be referred to a physician from the District's medical group for decision.

11. The SLB will continue from year to year and may be changed only by mutual agreement between the District and the MPTA.

d. **Family Sick Leave**

Unit members shall be permitted to use no more than twelve (12) days of accrued sick leave days each year for the purposes of caring for a family member suffering from an illness. Unit members shall not be eligible to access the sick bank for this purpose. For the purposes of this benefit "family" shall be defined as husband, wife, domestic partner or dependent children.

e. **Doctor's Note:**

Unit members shall be required to submit a doctor's note that includes information relating to the unit members' or family member's medical condition including symptoms, regime of continuing treatment and prognosis for return to work or re-evaluation. Said doctor's note shall be submitted after three (3) consecutive work days of absence in the case of family illness and after five (5) consecutive work days of absence in the case of personal illness.

3.3 Bereavement Leave

- a. Five (5) days leave will be granted for death in the immediate family: mother, father, husband, wife, child, brother, sister, mother-in-law, father-in-law. Additional time may be granted at the discretion of the Board.
- b. The five (5) days shall commence depending on the individual teacher's choice, either with the day of death, the day immediately following the date of death, or with the day of the funeral.
- c. One day's leave will be granted for death in the intermediate family: aunt, uncle, grandparent, brother-in-law, sister-in-law. Additional time may be granted at the discretion of the Board of Education.
- d. One day's leave will be granted for attendance at funeral of a non-family member. Additional time may be granted at the discretion of the Board of Education.

3.4 Child-Care Leave

- a. The Board of Education shall grant teachers an unpaid child care leave up to a maximum of the balance of the academic year in which the notice is given (if applicable) plus the following academic year.

Requests for such leaves must be submitted at least eight (8) weeks in advance of the birth or adoption, except in cases of emergency. All child-care leaves must terminate at the end of a school year. Prior to a teacher being eligible for a second child-care leave (not including an un-paid leave under the Family Medical Leave Act) he/she must return to work and serve a full September to June academic year.

- b. Prior to the expiration of the leave, the teacher may request early return to duty. This request may be granted at the sole discretion of the Board. The Board shall not, however, deny a request to return to duty beyond the September 1st immediately following the teacher's request, provided that such request is made prior to February 1st.
- c. A teacher who intends to request an extension of child-care leave must request such extension by February 1st.
- d. A teacher who becomes disabled in connection with pregnancy or childbirth may apply her sick leave if she has not commenced an unpaid child-care leave.
- e. No incremental credit shall be given for time spent on leave.
- f. Paternity Leave-Non-Birthing parent unit members shall be permitted to utilize up to five (5) of their own accrued sick leave days for purposes of paternity leave. Said days must be taken within thirty (30) days of the birth of the child. Married unit members shall not be permitted to take leave time due to the birth of a child at the same time.

3.5 Personal Leave of Absence

- a. Tenured teachers have the right to request personal leave for a period of one year without pay. The Board of Education recognizes the periodic need for the professional staff to take a year-long personal leave without pay.
- b. Guidelines for Evaluating Requests for Personal Leaves of Absence:
 - 1. Unpaid personal leave may be granted for restoration of health; opportunity for service through a recognized professional or service organization; family responsibilities; or opportunity to enhance the teacher's expertise in his or her subject area through working in a related field, such service to be temporary by pre-arrangement with both employers.
 - 2. Leaves may not be less than a full year's duration, unless otherwise determined by the Board of Education.
 - 3. Applications must be submitted in writing by March 1 of the year prior to the leave, which deadline may be waived by the Board.
 - 4. Requests for extension of leave must be received no later than March 1 of the leave year.
 - 5. No teacher may be granted more than one non-emergency leave in a ten-year period.

6. In cases of emergency, the parameters of this policy may be altered at the discretion of the Board.
 7. Leaves will begin at the beginning of the school year except with the approval of the Board of Education.
- c. Applicants will be notified of the Board's decision within six weeks of the receipt of application by the Superintendent. The Board shall have the right to reject an application based upon any unusual staffing problems that may arise.
 - d. This year of leave of absence shall not be counted as a year of service for salary increment purposes and fringes. However, the teacher will have the right to continue fringes at his or her own expense.

3.6 Workers' Compensation Sick Leave

Any employee who is absent because of injuries received in the course of his or her employment, who is not guilty of negligence and who is eligible to receive payment under Workers' Compensation, shall have accumulated sick leave deductions as follows:

Days absent: 1 to 5 Days deducted: None

Days absent: Over 5 Days deducted: Percentage of one day which is equal to the difference between his or her actual daily pay and daily amount which the School District receives from Workers' Compensation Insurance.

3.7 Visiting Days and Conference Leave

Visiting and conference days may be allowed when approved by the Superintendent of Schools, based upon the educational value of the program. Requests for said leave must be made to the Superintendent of Schools at least one month in advance of the requested leave day. The approval of such requests is at the sole discretion of the Superintendent of Schools.

SECTION FOUR: COMPENSATION

4.1 Salary Schedule

- a. Effective July 1, 2019, the salary schedules attached as Exhibit A shall be implemented for all teachers. Teachers shall be transitioned to the 2019-20 salary schedule and receive base wage increases in accordance with Exhibit A-1.
- b. Column Movement:
 1. Effective July 1, 2008, the MA+10, MA+20, MA+40 and MA+50 lanes will be closed to new entrants. Those on one of the closed lanes will be permitted to make step movements within their current lane and to move on one of the open salary lanes (MA+15, MA+30, MA+45, MA+60, MA+75/DR+15) upon attainment of the required credits.

2. Unit members shall be eligible for column movement September 1st and February 1st.

c. Step Movement:

New hires who begin their employment on or after February 1st and continuing employees who are on leave of absence from employment for more than five (5) full months during the course of a school year, will not be entitled to step movement for the following school year.

d. A professional hourly fee, for work including, but not limited to, after-school academic intervention services shall be paid for as per schedule F.

e. Teaching Assistants' Class Coverage Rate shall be set forth in schedule F.

4.1a Salary Schedule – M+75/Dr+15 New Column

Teachers on the M+60 or Doctorate columns shall be permitted to take an additional 15 credits for payment, a minimum of nine (9) of which must be graduate credits and a maximum of six (6) that may be in-service credits. In-service credits require 15 hours of work per each credit for this column only.

Graduate course/in-service courses for salary advancement shall be subject to prior approval by the Superintendent of Schools in accordance with Articles 4.4 and 4.5.

4.2 Teacher Extra Activity Pay

A standing committee will review the activity pay structure. Membership will include high school principal, high school assistant principal, middle school principal, middle school assistant principal, Columbus principal, Hawthorne principal and six members chosen by the MPTA. Individuals appointed to a coaching and/or extra activity shall serve at the sole discretion of the Board of Education and may be removed from said position(s) with such removal not being subject to review under the grievance and arbitration procedures.

- a. **Extra Activities:** Applicable stipend positions are set forth in Schedule B.
- b. **Supplemental Assignments:** The rates/stipends for supplemental assignments are set forth in Schedule E.
- c. **Overnight Chaperone Remuneration:** The maximum chaperone fee set forth in Schedule E will be paid to those teachers who accompany students on curriculum related overnight trips if the trip is such that the teacher is in the same location as that in which students are staying overnight and the teacher is directly responsible for them. The trip to Washington and the Winter Environmental Program are examples of this type of responsibility. Sports tournaments do not qualify.

- d. **Curriculum Leaders:** See Schedule E and Appendix B annexed hereto regarding Curriculum Leaders.
- e. A teacher-administrator committee will be established to recommend guidelines for the extra-curricular assignment process. Teachers on this committee shall be chosen by the Association.
 - 1. Extracurricular Assignments-Bargaining unit members and retirees from the bargaining unit shall have a right of first refusal for extracurricular assignments, except for those who have been disqualified by the District from such service. (Disqualification may result from, among other things, poor attendance, misconduct, lack of student supervision or failure to perform job duties).
 - 2. Coaching Assignments-Appointment to coaching positions shall be made in the sole discretion of the Board upon recommendation by the Superintendent of Schools. Appointment to coaching positions shall be made by the Board upon recommendation by the Superintendent of Schools and/or Athletic Director utilizing the following criteria:
 - a. Fulfillment of coaching certification requirements;
 - b. Knowledge concerning the particular sport;
 - c. Coaching and motivational skills;
 - d. Leadership skills;
 - e. Ability to manage a team;
 - f. Administrative and organizational skills;
 - g. Communication skills;
 - h. Coaching experience;
 - i. Seniority in the position.

4.3 Coaches' Salaries

- a. The rates/stipends for all coaching positions are set forth in Schedule C.
- b. Post Season Play - Coaches of sports involved in post season play will be remunerated the existing chaperoning rate for 3 1/2 hours for each practice and game beyond the regular season. Post season play will be defined as games in which the school participates through invitation and/or application.

They are:

Football	Any Bowl Game
Basketball	Sectional Tournament
X-Country	Sectional Meet (beyond school day)
Swimming	Sectional Meet

Volleyball	Sectional Tournament
Soccer (B&G)	Sectional Tournament
Wrestling	Divisional Meet
Tennis (B&G)	Sectional Tournament (beyond school day)
Baseball	Sectional Tournament
Softball	Sectional Tournament
Track	Sectional Meet
Golf	Sectional Tournament (beyond school day)
Lacrosse	Sectional Tournament

J.V. Coaches who join the Varsity Coaches will be remunerated for post season games only in the following sports:

Basketball	Baseball
Soccer	Softball
Volleyball	Wrestling

Other chaperoning assignments will be reduced by one to accommodate the J.V. Coach as a chaperone.

Effective September 1, 2015, Varsity Cheerleading shall be included under this section to the extent that the Varsity Cheerleading team accompanies another Varsity sport in post season play. Additionally, the Varsity Cheerleading coach shall only be entitled to post season compensation for the time period not covered by the next season's coaching payment. For example, the Fall Varsity Cheerleading coach shall only be entitled to post season compensation up until the start date of the Winter Varsity Cheerleading season.

c. Coaches' checks should be available on the following dates:

Fall Coaches:	2nd paycheck in October
Winter Coaches:	1st paycheck in February
Spring Coaches:	2nd paycheck in May

Checks should be given to the Athletic Director who will distribute them to the coaches at the completion of their season. Distribution of checks will be contingent upon:

1. Collection of equipment and uniforms
2. Completion of end-of-season report(s)
3. Officials ratings (where applicable).

4.4 In-service Credits

a. In-service courses taken for salary credit must be approved in advance by the Superintendent of Schools. The approval of such courses will not be withheld

unreasonably. The following criteria are to be used by the Superintendent of Schools when deciding on whether or not to approve in-service credits:

1. The content of the session must be within the current teaching and/or tenure area and will benefit students in the teacher's current assignment;
 2. Attendance at the session is deemed to be of value to the improvement of education within the district; and
 3. The session must be sponsored by a recognized educational organization.
- b. A maximum of nine (9) approved in-service credits and a minimum of six (6) approved graduate credits or undergraduate credits are required for lane movement in each column.

4.5 Graduate Credits

- a.
1. Individual graduate courses taken by a teacher for salary credit and not previously approved as part of an approved graduate program must have approval from the Superintendent fifteen (15) days in advance of registration for the course. If, due to course unavailability a substitution is required, an equivalent course will be accepted.
 2. When a teacher is involved in a masters or doctorate program and has matriculated in a college or university program, prior approval by the Superintendent of Schools of the course requirements for the entire program must be obtained. Once such approval has been obtained, individual courses within the program need not be approved, but Course Approval forms must be submitted to maintain records for lane changes.
 3. No credit will be given for duplicate courses.
- b. After September 1, 1969, a course successfully completed after meeting all baccalaureate or master's degree requirements, but prior to the actual conferral of the degree, will be acceptable for the post-baccalaureate or post-master's credit for salary adjustments. Baccalaureate or master's degree requirements referred to above may include a comprehensive examination and/or a thesis.
- c. Two master's degrees will be held to be at least the equivalent of M.A. +30.
- d. Adjustments for point credits will be semi-annual as of September 1st and February 1st of each year. Applications for adjustments must be submitted with full and proper documentation prior to October 15th (for September 1st adjustment) and March 15th (for February 1st adjustment).
- e. Procedural guidelines for application for credit approval will be prepared by the Superintendent and distributed to all teachers.

- f. Undergraduate credits accumulated after the attainment of a master's degree to obtain additional certification, or enhance their ability to teach outside their certification area, may, with prior approval of the Superintendent of Schools, be accepted for salary credit as graduate credit.
- g. If a teacher is assigned to an area for which he or she is not certified and the teacher needs undergraduate courses to prepare for the new area, the teacher may apply for salary credit for such courses in accordance with the established procedures.
- h. A specialist category is added effective 9/1/82 whereby those teachers who were required to earn 60 graduate hours to receive a master's degree will be placed on Step M.A. +30.

4.6 Tuition Reimbursement Grants

- a. A professional staff member will be eligible to apply for a tuition reimbursement grant if he or she has completed five continuous years of teaching service. Leaves of absence granted by the Board of Education for child-care leave, military leave, etc., will not be considered interruptions of continuous service. The period of time spent on leaves of absence will not, however, accrue toward the five years of service in question.
- b. Grants of tuition reimbursement may be awarded according to:
 - 1. Potential benefit to the school system.
 - 2. Potential for individual professional growth.
 - 3. Merit of the proposal.
 - 4. Seniority.
- c. The Board may award tuition reimbursement grants for a total of up to \$12,000 per academic year to those qualified professional staff members who, after receiving the prior approval of the Superintendent, present an official transcript indicating successful completion of a program of graduate or undergraduate credit at an approved college or university. Effective July 1, 2009, the maximum amount an individual member may receive per academic year for tuition reimbursement will be \$1,000. Any money left over from the annual tuition reimbursement funds (\$12,000) will be rolled over to the next academic year with a cap of \$16,000 in the account on an annual basis. Notwithstanding the foregoing, in no event shall the District's annual award exceed \$12,000 per academic year.

A short report will be made to the Board of Education describing the course and the value to the participant in terms of his/her teaching. It is agreed that courses paid by the Board of Education in excess of 50% of the cost of the course will not be applied for salary credit.

All teachers applying for either a tuition reimbursement grant shall be required to submit a financial plan in advance. Approvals shall be specifically limited to the amount approved. Reimbursement will be made for previously approved tuition grants after submission by the applicant of an official tuition receipt showing payment, and an official transcript of the successfully completed course.

Definition of Terms:

- **Official transcript** - a transcript bearing the seal of the college or university and the registrar's signature. Student copies and student grade cards are not acceptable.
 - **Successful completion** - means a grade of B or above.
 - **Graduate credit** - refers to courses recognized by a college or university as graduate level courses that have been approved for graduate salary credit by the Superintendent of Schools.
 - **Undergraduate credit** - refers to courses recognized by a college or university as undergraduate level courses that have been approved for graduate salary credit by the Superintendent of Schools.
- d. The professional staff member awarded a summer tuition reimbursement grant shall, prior to the receipt of the grant, sign a statement of intention to continue to serve the District.
- e. There shall be no loss of increment. The teacher will move on the salary schedule as though physically present.
- f. A professional staff member requesting a tuition reimbursement grant must submit, for approval, the complete application to the Superintendent not later than 6 weeks prior to the 1st day of the class.
- g. Tuition reimbursement grants will be made at the discretion of the Board of Education.

4.7 Pay Periods

- a. All teachers will be paid every other Wednesday. Teachers may receive their pay on the ten-month plan (21 pay periods) or the twelve-month plan (26 pay periods). If the twelve-month plan is selected, the final payment will be made at the end of the school year.
- b. Notwithstanding the foregoing, the District shall have the option to change pay periods from the current 21 or 26 pay periods option(s) to 20 or 24 pay periods option(s), provided the District is successful in revising the pay periods for the District's other bargaining units.
- c. Terminal pay or pay when starting other than at the beginning of the month:

1. 1/10 of annual salary for each full month of employment.
2. Plus 1/200 of annual salary for each extra day employed if not a full month for ten-month employees; 1/220th for 11-month employees and nurses; 1/240th for 12-month employees.

4.8 Summer Employment

- a. Counselors, psychologists and CSE staff will be paid as per schedule F.
- b. Teachers working on curriculum work will be paid as per schedule F.
- c. Required members of the CSE shall be paid as per schedule F for attendance at Summer CSE meetings.
- d. All opportunities for summer employment within the District exclusive of the Committee on Special Education will be posted and applicants from within the District will be sought.

4.9 Deduction of Salary

When salary is deducted, it shall be deducted at a rate of 1/200th of the annual salary.

4.10 Health Insurance - Group Health Plan

- a. Teachers shall contribute the following percent of the premium costs for health insurance for those teachers who are enrolled in the individual, family or two person plan:

School Year	Percent Contribution
2019-2020	14.5%
2020-2021	15.0%
2021-2022	16.0%

- b. The Board of Education agrees to sponsor a comprehensive Internal Revenue Code § 125 Plan. Teachers electing to opt out of the IRC § 125 Plan shall be required to submit their intention to do so to the business office in writing on or before June 30 of each year.
- c. The Mount Pleasant Teachers' Association and the District shall form a joint committee to actively investigate health insurance alternatives to the current health plan (State-Wide Schools Cooperative Health Plan or SWSCHP). Said Committee shall be comprised of two (2) representatives selected by the Superintendent of Schools and two (2) representatives selected by the President of the Association. A report of the Committee's findings and recommendations

shall be made to the District and the Association for their review and consideration by March 1, 2005.

4.11 Health Insurance Buy-Out

Teachers covered under a health insurance plan other than that provided by the District may convert such coverage to salary under the following provisions:

- a. At the teacher's option, the teacher may waive or reduce medical insurance coverage for a full year by completing an appropriate form furnished by the District. Any teacher changing from family to individual coverage or waiving family or individual coverage shall receive as salary 50% of the premium savings, less the costs of retirement, social security or other applicable fringes. Effective July 1, 2014, any teacher changing or waiving such coverage shall receive as salary 35% of the premium savings, less the costs of retirement, social security or other applicable fringes. Effective July 1, 2015, any teacher changing or waiving such coverage shall receive as salary 20% of the premium savings, less the costs of retirement, social security or other applicable fringes.
- b. Teachers electing to waive or reduce their coverage must do so each year by March 1, with the provisions of this section taking effect on July 1. Payment of the teacher share shall begin with the first half-payment on the payroll nearest to October 15 and a second payment on the payroll nearest to April 15. Full coverage will be automatically reinstated each year the teacher fails to file. Reinstatement shall take place on July 1 and all benefits will be available on that date.
- c. In the event that a teacher's status changes drastically so that this arrangement causes severe hardship on the teacher, that teacher may apply for reinstatement. Such circumstances may include death of a spouse, loss of a spouse's employment, loss of a spouse's insurance coverage, or divorce, but not limited to the aforementioned examples.

4.12 Retiree Health Insurance

The coverage of health insurance for members of the bargaining unit who retire and wish to continue their health insurance coverage into retirement shall be required to make the same percentage contribution to the cost of health care premiums he/she was making immediately prior to retirement. Said percentage contribution shall continue until he/she is Medicare-eligible at which time Medicare will become primary coverage for the retiree and he/she would not be required to make any further contribution towards health care premiums to continue his/her District provided health coverage.

Retirees must meet the following requirements in order to be eligible for health insurance into retirement:

- a. has completed a minimum of 10 years of continuous service with the School District.
- b. has qualified for retirement as a member of a retirement system administered by the State of New York or one of its civil divisions.
- c. has been enrolled in a health insurance plan for a minimum of five continuous years. Leaves of absence will not be considered as interruptions of continuous service; however, leaves of absence shall not be counted as years of service for purposes of paragraph (a).

4.13 Benefits Other Than Health Insurance

a. **Teacher Benefit Fund**

- 1. The Board shall pay into the Mount Pleasant Teachers' Benefit Fund the following sum per employee for each school year indicated:

School Year	Sum
2019-2020	\$1,665
2020-2021	\$1,665
2021-2022	\$1,665

The parties herewith acknowledge that a one-time contribution of \$20,515 had been previously made to the fund on or before June 30, 2019.

The MPTA herewith acknowledges that there are no additional monies to be paid by the District to the MPTA in connection with the Benefit Fund other than the monies specifically set forth in this Agreement. The MPTA herewith waives all claim(s) regarding payment of additional monies for the Benefit Fund that may have arisen and/or accrued prior to the execution of said Memorandum of Agreement.

The Board shall be required to make payment for each active unit member employed by the District as of December 1 of each year with appropriate adjustments made on March 1, and August 1, for additions and/or reductions to staff. Moreover, the Board shall be required to make payment for retired employees subject to paragraph (2) below. The first installment shall be payable each August 1, and shall be equal to forty-five percent (45%) of the District's total per capita contribution for the previous fiscal year. The second installment shall be payable each December 1st

and shall be equal to the total per capita contribution the Board is obligated to make for each year less the amount the Board contributed the first half of each year.

2. The Board shall not be obligated to make contributions to the benefit fund for retirees.
 3. The Benefit Fund shall be subject to the Association's Trust Agreement and shall provide only those benefits permissible under the Internal Revenue Code. No benefit fund assets shall be used to reimburse unit members for the health insurance premium contributions set forth in Article 4.10.
 4. Each year the Trustees of the Benefit Fund shall forward a copy of the fund's annual audit to the District within thirty (30) days of the acceptance of the audit by the Trustees.
- b. **Property Damage Insurance** - The Board shall reimburse teachers for the reasonable cost of any clothing or other personal property, physically on the teacher's person, which is damaged or destroyed as a result of an assault suffered by the teacher while the teacher was acting in the discharge of his or her duties and within the scope of employment, up to a maximum of \$75.00 and provided notice is given to the teacher's building principal in writing within 48 hours of the incident unless the teacher is physically incapable of rendering such a report.
- c. **Career Increments (Longevity)** - Teachers shall receive the career increments indicated below upon completion of the indicated years of full-time service solely within the Mount Pleasant Central School District. Teachers may elect to receive payment as a lump sum or evenly distributed over the number of paychecks they have selected. Said payments shall be non-cumulative and shall be made effective with the first payroll period following the teacher's "anniversary date" of employment.

Years Completed in Mt. Pleasant	Contract Year 2019-2020	Contract Year 2020-2021	Contract Year 2021-2022
15-19	\$3,216	\$3,280	\$3,346
20-24	\$5,450	\$5,559	\$5,670
25+	\$7,686	\$7,840	\$7,998

No teacher shall experience a reduction in career increment payments for the duration of this contract. In the event the foregoing new longevity payments

would cause a teacher a loss of income, the career increment amount previously received shall remain frozen until the teacher naturally progresses to the next new career increment which results in an increase in salary.

New hires who begin their employment on or after February 1st and continuing employees who are on leave of absence from employment for more than five (5) full months during the course of a school year, will not be granted any longevity service time for the year in which they were hired and/or were on leave of absence.

Those teachers whose years of service with the Mount Pleasant Central School District do not coincide with their current longevity level shall be frozen at their current longevity level until they naturally progress to a level that coincides with their actual years of service within the District, at which time the teacher shall be placed on the applicable new longevity level.

Teachers shall receive longevity credit for all years of full-time service as a leave replacement teacher provided said full-time leave replacement service immediately precedes and is contiguous to the commencement of the teacher's probationary appointment.

4.14 Other Benefits Upon Retirement

a. **Unused Sick Leave Reimbursement**

1. Teachers resigning from the District for the purposes of retirement having served the District for a minimum of fifteen (15) years and eligible for service retirement under the New York State Teachers' Retirement System (NYSTRS) shall be granted the following benefit:

Accumulated Days	Rate of Payment Per Day	Maximum Total Award
0-50	\$0	\$0
51-100	\$75	\$3,750
101-150	\$80	\$4,000
151-200	\$85	\$4,250
Cumulative Total		\$12,000

- e.g. 51 days of accumulated sick days = \$75.00 award
 63 days of accumulated sick days = \$900.00 award
 110 days of accumulated sick days = \$4,550.00 award

2. All such payments shall be deposited as a one-time, non-discretionary, non-elective employer contribution to the IRC 403-b account of each eligible employee. The employer non-elective contribution set forth above shall be contributed to the provider designated by each eligible

retiring employee to receive employer contributions. The employee must designate a 403-b account to accept said donation as required by law. Eligible employees shall notify the District in writing of the total elective contribution, if any, made by them to any 403(b) accounts outside of that which they contribute as a teacher of the Mount Pleasant Central School District by at least one month prior to the teacher's effective date of retirement. The exception to this notice requirement would be in the event that the Board of Education adopts a NYS Retirement Incentive plan.

3. The District shall make the maximum non-elective contribution permitted under IRC §415 (c)(1) of 1986 as amended. In the event that the aggregate of the employer non-elective contribution and the employee elective contributions exceeds the applicable annual contribution limitation, the excess amount shall be paid directly to the eligible retiring employee as compensation, subject to any and all applicable taxes.
4. The MPTA acknowledges that the District has made no representations to the MPTA or its members as to the position of the Internal Revenue Service regarding the tax-deferred status of the above-referenced contributions or as to the position of NYSTRS regarding whether these contributions shall be included in the members' final average salary. The District acknowledges that the MPTA has made no representations to its members as to the position of the IRS on the tax-deferred status of the above-referenced contributions or as to the position of NYSTRS regarding whether these contributions shall be included in the members' final average salary.

b. **Retirement Notification Date Incentive**

1. Unit members submitting an irrevocable letter of resignation for purposes of retirement from the District to the Business Office on or before the first workday following January 1st of each year, shall be eligible to receive the following additional benefit (maximum of \$2,000). Said unit members must meet the eligibility requirements set forth in Article 4.13 (d) in order to be granted said benefit.

Accumulated Days	Rate of Payment Per Day	Maximum Total Award
0-50	\$0	\$0
51-100	\$10	\$500
101-150	\$10	\$500
151-200	\$20	\$1000
Cumulative Total		\$2,000

2. All such payments shall be deposited as a one-time, non-discretionary, non-elective employer contribution to the IRC 403-b account of each eligible employee in the same manner as set forth in sub-paragraph (a) above.

3. Notwithstanding the foregoing, the existing Unused Sick Leave Reimbursement provision (Article 4.14 **a.**) set forth in the CBA shall remain unchanged.

SECTION FIVE: PROFESSIONAL STATUS AND RIGHTS

5.1 Meetings

Whenever practicable regular faculty meetings by building principals will be announced forty-eight hours in advance with a published agenda.

5.2 Guidelines for the Use of Aides

Effective January 1, 1989, aides will be provided to assist elementary teachers with lunchtime supervisory duties, such as cafeteria and playground duty.

5.3 Professional Opportunities

- a. The Superintendent of Schools or his representative shall notify the Association President of all professional vacancies within the MPTA bargaining unit. Such notification shall be made prior to the notification of other recruitment agencies. Any teacher who applies for such a vacancy shall be granted an interview. The interview will be held in accordance with the interview procedures being followed for filling the particular vacancy.
- b. Each May, all extra duty positions shall be advertised District-wide for the following school year. All extra duty positions will be filled by members of the bargaining unit unless there are no qualified applicants. Jobs will be filled on the basis of ability to perform the tasks. Final determination will rest with the Superintendent of Schools.
Any job, vacancy or opportunity which is opened during the months of July and August must be posted in each school and a copy of such advertisement shall be sent to the President and Vice Presidents of the Teachers' Association at their home addresses.

5.4 Formal Observations and Evaluations

The Annual Professional Performance Review Plan shall be implemented beginning 2000-01, set forth as Appendix "A", annexed hereto.

If a negative concern is not brought to the attention of a teacher in writing within ten (10) days of its observation, it cannot be used in the Annual Evaluation.

The teacher shall sign the evaluation report that will include a section for teacher comments.

5.5 Personnel Files

- a. Teachers will be provided with copies of any materials placed in their files except for materials such as official documents from colleges and the State Education Department. A teacher will have the opportunity to make a written statement concerning any document added to his/her file; this statement will be attached to the document.
- b. A teacher shall have the right to add written statements or documents to his/her file.
- c. Each teacher shall, upon written request, have the right to review the contents of his/her own personal file in the presence of an administrator and his/her representative, excluding placement files and letters of reference.

5.6 Physical Examinations

All teachers may be required to have a physical examination and chest x-ray upon appointment. These examinations will be done by the school physician.

5.7 Academic Freedom

It is the policy of this District to encourage objective discussion and analysis of current problems and controversial issues. It is understood that the role of the teacher is to educate not indoctrinate. In his/her teaching role, the teacher shall be expected to instruct the curriculum assigned to him/her, but shall be afforded reasonable flexibility in introducing varying viewpoints on curriculum and related issues to the class. The teacher shall have the responsibility of fostering an atmosphere that would encourage that all conclusions be left to the individual student.

5.8 Professional Staff Participation

- a. It is recognized that the total professional staff has an interest in all policies relative to the educational program and professional matters of the District. To permit the logical participation of the professional staff, each building shall elect a faculty council to cooperate with and advise the building principal in the establishment of building level policies.

Membership in the Building Council shall consist of the building administration, Association Vice President, and elected faculty representation as follows: one representative for every 10 teachers with no fewer than 3 elected faculty representatives.

Each Building Council shall elect its own chairperson. Persons shall be elected for a two-year term except during the first year when one-half shall be elected for a one-year term.

A recorder will be appointed and minutes will be distributed after a joint review by the Administration, Recorder, and Chairperson of the Building Council.

- b. Each Building Council shall send one representative to a District-wide Academic Senate for the purpose of discussing educational and professional matters of mutual concern to administrators and teachers.

Membership shall consist of ten members: a chairperson, one elected representative from each Building Council, the President of the Teachers' Association, the Superintendent of Schools, and two representatives of the administrative staff chosen in such a way to be agreeable to the administration.

The Chairperson of the Senate shall be appointed with the mutual consent of the President of the Teachers' Association and the Superintendent of Schools.

A member of the teaching or administrative staff shall be appointed recorder by the Chairperson of the Senate. Such recorder shall not have the right of discussion or vote.

The term of office for the Senate shall be two years for the seven elected members.

Any member of the professional staff may address the Senate with prior permission.

Agendas for the meetings will be made by a Planning Committee made up of the Chairperson of the Senate, the President of the Teachers' Association and the Superintendent.

- c. The professional staff shall be encouraged and permitted to advise and make recommendations in the following activities:

- Recruitment of professional staff
- Establishment of guidelines for students
- Establishment of job descriptions
- Curriculum developments
- Budgetary matters
- Program developments
- Inventory and purchasing
- Building programs

The Academic Senate shall meet monthly. It will discuss educational and professional matters of mutual concern such as professional behavior, grievance procedures, administrator-teacher ratios, tenure-criticism, class size, transfer and promotion of teachers, school hours, filling vacancies, etc. Recommendations on these matters will be made and minutes of the Academic Senate meetings will be forwarded to the Board of Education.

SECTION SIX: RELEVANT WORKING CONDITIONS

6.1 School Calendar

- a. The school calendar shall be developed by participation within the Academic Senate. When there is a disagreement between the Administration and the Academic Senate, there shall be a joint conference at which the Superintendent, the President, and Vice President of the Board of Education, the Chairperson of the Academic Senate, the President of the Association and the Chairperson of the Calendar committee shall attempt to resolve the issue. In the event the joint conference reaches impasse, the Board of Education shall make the final decision.
- b. There will be a maximum of 186 teacher working days in the calendar.
- c. The equivalent of three full days will be provided annually for curriculum workshops K-12. An additional two half-days will be provided for parent conferences at the elementary levels, with dates to be determined by each individual building based on MPTA representation.
- d. On one of the half-days, teachers may be requested to report for evening parent-teacher conferences in lieu of daytime conference. It is understood that teachers reporting for night conferences will have been released that day from one-half of their teaching day.
- e. Effective July 1, 2010, unused emergency closing days will be used as vacation on the date(s) to be determined by the Superintendent in consultation with the Association.
- f. Effective July 1, 2014, three (3) instructional days in June shall be reduced to half days on the Elementary level (K-5) provided the State Education Department ("SED") guidelines for shortened instruction days and minimum session requirements are met for the purposes of state aid on an annual basis. The placement of said days within the school calendar shall be determined in accordance with Article 6.1 (a) above. During the above-referenced three (3) days staff members shall be required to participate in staff conferences in accord with SED guidelines and as determined by administration for the remainder of the workday. Middle school and high school students and staff will follow the June Regents examination schedule.

6.2 Teaching Day

- a. All school personnel are expected to arrive at school each day to attend to pre-school duties and to remain after school to help students, attend professional meetings, to have conferences with parents and to participate in those activities that are the outgrowth or adjunct of the instructional program. Teachers assigned

to supervisory duties before or after the student day will be so assigned only in case of emergency or in lieu of their regular duty assignment.

Times not assigned to class or other duties shall be for preparation, conferences and other professional activities. A teacher may leave his/her building during such periods with the approval of the building principal providing he/she does not have a prior professional commitment.

- b. The teacher working day shall be 7 hours and 15 minutes.
- c. Effective July 1, 2010, unit members shall be required to attend ten (10) faculty meetings per school year for no more than ninety (90) minutes per meeting. Unit members shall be provided with ten (10) days advance notice for all faculty meetings. Every effort will be made to hold this meeting on the day regularly scheduled for faculty meetings for each building.

6.3 Lunch Period

All teachers will be afforded at least thirty minutes duty-free time for lunch. Lunch period will be assigned during student lunch periods, or between the hours of 10:15 a.m. and 1:30 p.m. Teachers will be able to order lunch for each of these periods.

6.4 Teaching Assignments

The Superintendent will describe by April 15th to the K-12 faculty the proposed staffing alignment and needs for the next school year. This description will include anticipated number of classes, sections and proposed new programs.

By January 15th, principals will circulate a survey to determine individual faculty interest in changed or available positions. For the purpose of this section, all faculty positions are available annually. Faculty members wishing to volunteer for a change in program or assignment must, by February 1st of each school year, submit such a request on a standard District form which will be available in the office of each building which will provide the opportunity to indicate an order or position preferred. Teachers requesting changes and/or assignments in proposed areas will have an opportunity to individually review the request with the principal responsible for the program. Teachers may request a further review of their request with the Superintendent or his designee. Representation by the Teachers' Association is permitted at the teacher's prerogative.

The professional staff will be notified of their tentative assignments, including number of classes, grade level and class size by June 1st. Tentative assignments will be considered final unless notification of change is received by August 15th. If staff changes are required after August 15th, the Administration will demonstrate the unique and/or emergency nature of the change.

No major changes in the tentative assignment will be made without prior consultation with the teacher or after a reasonable effort has been made to reach the individual.

Major changes include change in building, grade level or subject area. A certified letter will be forwarded to the teacher's current address if direct teacher contact has not been made.

6.5 Building Assignment Alignment

The District shall align 5th and 6th grade teaching assignments in accordance with the applicable building schedule in the event the District reorganizes into a K-2; 3-5; 6-8 and 9-12 configuration. Said alignment of assignments shall be made at the commencement of the school year of said reorganization.

6.6. Transfer Procedures

Definition: For purposes of this section, a transfer is a change of assignment, excluding a move from one building to another, or a change of certification area assignment at the 7-12 level. When it becomes necessary to require a teacher to teach a course outside his or her area of certification, pursuant to the regulations of the Commissioner of Education, the District will first seek to find teachers who have dual certification. These teachers will be assigned first. If no teacher can be found in the above manner, the District will seek qualified volunteers.

Volunteers will have an opportunity to review the request with the Principal responsible for the program. Factors influencing this decision will be: a) the needs of the program, b) certification, c) related experience, d) such other factors that may be relevant.

Opportunities will be provided for teachers assigned to a new certification area to consult with colleagues in the new certification area.

If the volunteer procedure does not result in the filling of the position by the Administration and it becomes necessary to involuntarily transfer a teacher, the Administration shall advise that teacher 48 hrs. in advance of the need for a meeting to discuss their possible transfer. The teacher has the right to be accompanied to the meeting by any individual of his or her choice. Following the meeting, the Administration will notify the teacher in writing of the decision within ten (10) school days. The teacher may request a meeting to be held, within ten (10) school days, with the Superintendent or his designee to review the reason for the decision. Final assignment shall be at the discretion of the Board of Education.

If the position becomes open prior to the fulfillment of this section, the teacher shall have the right to request two school days or its equivalent to prepare for the program.

The Administration will make a responsible effort to avoid repeated involuntary transfers, including transfers from one building to another, and

the Association will make every effort to have staff members utilize these transfer procedures in a responsible manner.

6.7 Teacher Responsibility

- a. The Academic Senate shall participate in the continuous reviewing and updating of the curricular and extra-curricular roles and duties of the professional staff.
- b. Extra-curricular, co-curricular and professional activities shall be factors considered in a teacher's annual evaluation.

6.8 Substitutes

- a. In the event of any teacher being absent, a reasonable effort shall be exerted by the Administration to obtain and hire a substitute teacher to cover said absentee's classes.
- b. Should a substitute teacher be unavailable, the Superintendent or Building Principal shall have the right to call upon a staff teacher to fill in for such absent colleague during such staff teacher's supervisory period or preparation period.
- c. Teachers may be assigned on an equitable basis to cover for absent teachers at the rate as noted in Schedule F. No teacher coverage will exceed 12 per school year. Teachers may volunteer for additional coverage.
- d. Teachers excessed from the Mt. Pleasant Schools will be offered substitute assignments within their certification areas before such assignments are offered to other substitutes. Such excessed teachers, acting as substitutes, will be placed on the highest step of the Substitute Specialist salary schedule for that year.

6.9 Secondary Assignments, Grades 7-12

- a. Teaching Assignments
 1. Teachers of grades 7 – 12 shall have an assigned workday of no more than five (5) teaching periods per day. Teachers shall receive one (1) period for lunch in accordance with Article 6.3, one (1) preparation period, one (1) period for supervisory duty, and one (1) “unassigned” period. If a teacher has fewer than five (5) teaching periods per day, the teacher may be given additional non-instructional assignments to equal a full-time teaching assignment. Notwithstanding the foregoing, teachers who agree to teach a sixth assignment shall be compensated at the rate of one-sixth (1/6) of the teacher’s base annual salary (pro-rated where applicable). Effective July 1, 2014, teachers who agree to teach a sixth assignment shall be compensated at the rate of twelve (12%) percent of the teacher’s base annual salary (prorated where applicable).

2. The District shall have the discretion to assign the following duties to teachers during an “unassigned” period:
 - a. Substitute Coverage (paid according to schedule F).;
 - b. Grade Level Team Meetings;
 - c. Interdisciplinary Team Meetings;
 - d. Staff Development
 - e. Collaborative Planning

Teachers shall also be permitted to engage in teacher initiated extra help for students during an “unassigned” period. The parties acknowledge that the principal shall have the discretion to direct a teacher to perform one of the other duties set forth in this paragraph in lieu of extra help for students without the consent of the affected teacher.

3. Teachers will be available for extra help session with their students before or after the student day and will post the hours during which they will be available.
 - b. In the high school and middle school, non-teaching and proctoring assignments shall be rotated wherever practicable. Faculty suggestions regarding their supervisory assignments will be solicited and considered in order to insure as much equity and fairness as possible.
 - c. Secondary teachers shall be assigned to no more than three consecutive teaching periods. Exceptions may be allowed, if after consultation with the teacher, it can be demonstrated that no alternatives exist.
 - d. All secondary teachers shall have a daily preparation period equivalent to a normal class period except as defined in Section 6.8c or in emergencies.
 - e. Secondary Supervisory Duties
 1. Alternatives which release classroom teachers from cafeteria, parking lot and playground duties during lunch period at the middle school and high school will be studied by the Administration and Building Council and, when possible, implemented.
 2. If alternative staffing is implemented, a rotating "on call" faculty list will be established to provide for teachers who can be called upon in emergencies to assist alternative staff and to respond to emergencies.

3. If alternative staffing cannot be implemented, volunteers will be sought to fill supervisory positions which are to be assigned to cafeteria, playground and parking lot duty during the lunch periods at the high school and middle school. Volunteers will be sought in the same way that extra duty positions are advertised in the spring for the following year. Volunteers, when possible, may choose duty for a semester or an entire year.
4. Volunteers will be assigned, if administratively possible, to cafeteria, playground, and parking lot duties. If the volunteers cannot be scheduled, or if there are insufficient volunteers available, the Administration will assign teachers to those duties who are available when the coverage is needed. Non-volunteers will be rotated by semester when possible.
 5. Teachers who volunteered and/or are assigned to duties covered under this section will receive payment according to Schedule F.

A period is defined as the traditional secondary school period in effect for 1988-89. This figure will increase annually with the across-the-board percentage increase.

- f. Flex Scheduling –The District shall have the right to assign certain employees to a “flex schedule” each school year in accordance with the following:
 1. The District shall have the right to determine the number of “flex schedule” positions in the high school and middle school for each school year, but in no event shall the number of postings exceed six (6) in each building.
 2. The District shall post up to six (6) positions in the middle school and up to six (6) positions at the high school for each school year. Said positions shall be posted on or before May 15.
 3. The District shall be required to accept those applicants who are qualified for the position. Qualified shall be defined as being certified in the particular certification area set forth in the posting. In the event more than one qualified applicant responds to the posting, the District shall have the discretion to select among any or either of the candidates. In the event an insufficient number of qualified applicants respond to the posting to reach the six (6) position per building maximum (or less in accordance with sub-paragraph (1) above), the District shall have the right to involuntarily assign qualified new hires to a flex schedule. In the event an insufficient number of qualified applicants and/or qualified new hires are available to reach the six (6) position per building maximum (or less in accordance with sub-paragraph (1) above), the District shall have the discretion to involuntarily assign unit members to a flex schedule (up to six (6) per building in the event no one responds to and/or applies for the flex

positions and there are no qualified new hires for the position).

4. Staff members shall be informed of their tentative appointment to said "flex schedule" on or before June 1. If a qualified teacher is hired after June 1 but prior to the opening of the school year, the new hire will be assigned to the "flex schedule" if the current staff member had been involuntarily assigned to a "flex schedule". In the event such adjustments must be made after June 1, the parties herewith acknowledge that the notice provisions for assignments set forth in the collective bargaining agreement shall be waived.
 5. Both the middle school and the high school may establish a flexible day between the hours of 7:30 AM – 3:10 PM to facilitate the above-referenced flex scheduling options for staff. In no event shall the seven (7) hour and fifteen (15) minute workday be exceeded for the purposes of flex scheduling.
 6. The parties acknowledge that there shall be no "split schedules" as a result of the flex schedule and the consecutive seven (7) hour and fifteen (15) minute workday shall be maintained.
- g. Notwithstanding the scheduling restrictions set forth in sub-paragraphs (a)(1) and (c) above the District shall be permitted to assign High School teachers to a block schedule in accordance with the following:
1. The parties herewith acknowledge that the implementation of the block schedule at the High School will result in a daily schedule wherein on certain days teachers shall be required to teach the equivalent of four (4) consecutive periods (two (2) consecutive blocks). In no event shall any teacher be required to teach the equivalent of six (6) consecutive periods (three (3) consecutive blocks). Each block will be 80 minutes.
 2. Teachers that have a "heavy day" (3 blocks) will not be assigned any duties or supervision on that day. No duties shall be assigned on light days, however, teachers shall be available for office hours for a minimum of forty (40) minutes. Office hours shall be scheduled at consistent times each light day so that students may have a reasonable expectation as to the availability of teachers. Said time shall be self-directed and no students shall be assigned by the administration. The foregoing shall not preclude administrators from requesting that teachers see particular students in need of academic intervention. The parties acknowledge that said time, while self-directed, shall be used exclusively for assisting students. Teachers may teach three (3) blocks on the heavy day and two (2) blocks on the light day.

3. Teachers assigned to cover for absent teachers assigned to teach the block schedule shall be compensated at the rate of twice the class coverage rate set forth in Article 6.8 for each eighty (80) minute block.
4. The administration will ensure that courses at the high school will be scheduled as either a blocked course or as a 40 minute course offering. A course offering will not be scheduled in both blocked and 40 minute formats to ensure consistent instruction to students.

6.10 Elementary Assignments, (Grades K-6)

- a. Teachers will be guaranteed a duty-free preparation period and a duty-free lunch daily.
- b. Teachers will be involved in the scheduling and distribution of special teachers in order to insure no more than three consecutive hours of instructional time. Exceptions may be allowed if, after consultation with the teacher, it can be demonstrated that no alternatives exist.
- c. Elementary Supervisory Duties
 1. In lieu of one (1) supervisory duty per week, elementary teachers shall be provided with four (4) thirty (30) minute professional periods per month. Professional periods must be used for professional activities including, but not limited to: curriculum writing, curriculum mapping, department meetings, grade level meetings, meetings with parents, etc. The Administration shall have the right to assign elementary teachers to specific professional activities during two (2) thirty (30) minute professional periods per month. If the Administration schedules a meeting for the elementary teacher during a professional period, forty-eight (48) hours' notice shall be provided to the teacher. In the event the Administration does not assign the maximum two (2) professional periods during a month, the expectation is that the elementary teacher will still engage in the appropriate professional activities during the professional periods. In no event shall these professional periods be used by elementary teachers as free time.
 2. Time provided may be utilized by teachers for activities that are an outgrowth of the instructional program such as conferences, and other professional activities.
 3. Rotating "on call" faculty list will be established to provide for teachers who can be called upon in emergencies to assist alternative staff and to respond to emergencies.

General

Any teacher may be assigned to the above duties if it is part of their normal teaching assignment; for example, a physical education teacher in the high school assigned to four (4) teaching periods could have their fifth period assigned to the cafeteria without additional compensation.

6.11 Special Education and Resource Assignments

Resource and Special Education teachers will receive the following amount of time to complete IEP's. More time may be granted at the discretion of the Administration:

Students (1-7)	-	One Released Day
Students (8-13)	-	Two Released Days
Students (14-20)	-	Three Released Days

The parties further understand and agree that the District will provide those teachers with an appropriate (non-shared) work space with computer access in order to complete this work on premises. Effective in the 2008-2009 school year, teachers may take one IEP day off-site.

In the event the District determines, in its sole discretion, that CPSE Educational Evaluations are to be completed by teachers, said work shall be performed outside the regular workday and shall be authorized in writing by the Director of PPS prior to commencement. Teachers shall be compensated at the Professional Hourly Rate as per Schedule F for the completion of said work under the circumstances described in this paragraph.

6.12 Part-Time Teachers

- a. A part-time teacher is one whose assigned teaching time and compensation is at least 50% of a full time teacher. A part-time teacher will be compensated by an amount equal in grades 5-12 to the percentage of the actual classroom responsibilities assigned; i.e., three classes equal 60% and four classes equal 80% in accordance with paragraph (b) below. The part-time teacher will be required to be present for the same percent of the total teacher day as the percent of salary and supervising duties will be assigned in the same percentage. Part-time elementary teachers (K-4) will be compensated on the basis of the percent of 1350 student contact minutes that they are utilized.
- b. A part-time teacher will move on the salary schedule at the percent employed the previous year. Part-time teachers will move a minimum of 50% of their previous step regardless of the percentage.

Effective July 1, 2003, the practice of placing part-time employees on fractional steps upon being converted to a full-time employee shall be discontinued.

Teachers who are paid on a fractional step as of July 1, 2003, shall be advanced to the next whole salary step and shall be paid a pro-rated portion (based upon

assignment) of their applicable step.

- c. A part-time teacher is covered by the provisions of this Agreement in all areas including fringe benefits, except for the sick leave days which shall be proportionate to the assignment and pro-rated on ten days annual sick leave during the first two years of service; twelve days during the third and fourth year of service and fourteen days during the fifth year of service and each year thereafter.
- d. All teachers working in the District will be enrolled in the retirement system if they so request.
- e. Before final assignment and scheduling of part-time teachers, the District shall notify the Association President of any part-time professional employment in order to allow sufficient time to review all terms and conditions of employment.

6.13 Night Functions

- a. Teachers shall attend "Back To School Night".
- b. Teachers will attend one evening function in addition to "Back to School Night."

6.14 Scheduling

The parties are willing to study alternate scheduling options for the improvement of instruction. The parameters of the present contract will be modified, if necessary, to support and implement what is mutually agreed upon, subject to ratification.

6.15 Home-Base for Shared Staff

Staff members whose professional time is shared between two or more buildings shall have their home-base designated as the building at which they spend most of their professional time during the work day. They will attend staff meetings at the home base school.

SECTION SEVEN: GRIEVANCE PROCEDURE

7.1 Definition

A "grievance" is a complaint by any teacher or group of teachers in the bargaining unit or by the Association, concerning an alleged misinterpretation or misapplication of a provision of this Agreement.

7.2 Time Limits

- a. A grievance shall be filed no later than thirty (30) calendar days after the teacher knew or should have known of the cause of his/her grievance.

- b. If a decision on a grievance is not appealed to the next step of the procedure within the time limit specified, the grievance will be deemed settled on the basis of the disposition at the preceding step and further appeal shall be barred.
- c. Failure by a party at any step of the grievance procedure to meet or to communicate the decision on a grievance within the specified time limits shall permit lodging of an appeal by the other party at the next step of the procedure within the time which would have been allotted had the decision been given.
- d. The time limits specified for either party may, however, be extended or reduced by mutual agreement.
- e. In the event a grievance is filed on or after June 1st which, if left unresolved until the beginning of the following school year, could result in irreparable harm to any person or party, the time limits set forth herein will be reduced by agreement so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is practicable.
- f. Absent an agreement in accordance with subparagraph "e", the timeline for grievances filed after June 1st will be suspended until the first day of the following school year.

7.3 Purpose and General Procedures

- a. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances which may from time to time arise. These procedures will be kept as informal as may be appropriate at any step of the procedure.
- b. Decisions rendered at each step of the grievance procedure shall be in writing, setting forth the decision and the supporting reasons therefore, and will be promptly transmitted to the Association representatives processing the grievance at such step and to the teacher initiating the grievance.
- c. If a grievance affects a group or class of teachers and appears to arise from the alleged action of authority higher than the principal of a school or is associated with system-wide policies, it may be submitted directly at Step 2, to be described below.
- d. Nothing contained herein will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration and having the grievance adjusted without intervention of the Association provided:
 - 1. The adjustment is not inconsistent with the terms of this Agreement; and
 - 2. If the teacher desired, the Association has been given an opportunity to be

present at such adjustment and to state its view on the grievance.

7.4 Step 1: Principal or Immediate Supervisor

A teacher or Association representative with a grievance will first discuss it with his/her principal or the principal's designated representative. This may be done directly, or the individual teacher may pursue it through the Association's building representative, with the objective of resolving the matter informally. If the grievance cannot be resolved informally, it shall be reduced to writing and presented to the principal or immediate supervisor. Within five (5) school days after the written grievance is referred to him/her, the principal or immediate supervisor shall render a decision thereon.

7.5 Step 2: Superintendent

- a. If the teacher initiating the grievance is not satisfied with the disposition of the grievance at Step 1, the teacher may present the grievance to the Association.
- b. If the Association approves the further processing of the grievance, the building representative shall file an appeal of the grievance in writing, together with copies of the grievance and the decision at Step 1, with the Superintendent within fifteen (15) school days after the decision at Step 1.
- c. Within ten (10) school days after receipt of the appeal, the Superintendent or his designee at the Central Office level will meet with representatives of the Association in an effort to resolve the grievance.
- d. Within ten (10) school days after such meeting, the Superintendent shall render a decision on the grievance.

7.6 Step 3: Board of Education

- a. If the Association is not satisfied with the disposition of the grievance at Step 2, the President or his/her designee may file an appeal in writing, together with copies of the grievance and the decisions at Steps 1 and 2, with the full membership of the Board of Education within fifteen (15) school days after the decision at Step 2. A copy of the appeal shall simultaneously be submitted to the Superintendent.
- b. No later than the next regularly scheduled meeting of the Board of Education which is not less than seven (7) calendar days after the filing of the appeal or at a special meeting of the Board of Education called earlier for such purpose, the Board of Education shall consider the grievance in executive session held at a mutually acceptable hour. An appropriate representative selected by the Association shall be heard on behalf of the Association by the Board of Education.

- c. Within seven (7) school days after such meeting, the Board of Education shall render a decision in writing on the grievance.

7.7 Step 4: Arbitration

- a. If the Association is not satisfied with the disposition of the grievance at Step 3, the Association may submit the grievance to arbitration by written notice to the Board of Education within ten (10) school days after the decision at Step 3.
- b. Within five (5) school days after such written notice of submission to arbitration, the Board of Education and the Association will agree upon a mutually acceptable arbitrator and will obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators will be made the American Arbitration Association by either party. The parties will be bound by the Voluntary Labor Arbitration Rules of the American Arbitration Association. If there is any conflict between the provisions of the collective bargaining agreement and the Voluntary Labor Arbitration Association, the provisions of the Agreement shall prevail.
- c. The arbitrator so selected will hear the matter and the arbitrator's decisions will be in writing and will set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The arbitration hearings will be held in a Mount Pleasant School District building during school hours.
- d. The arbitrator shall limit his/her decision strictly to the interpretation or application of the provision or provisions of this Agreement and shall be without power or authority to make any decisions:
 - 1. contrary to, or inconsistent with, or modifying or varying in any way, the terms of this Agreement, or of applicable law, or rules or regulations having the force and effect of law;
 - 2. involving Board discretion or Board policy under the provisions of this Agreement, under Board rules or regulations, under regulations having the force and effect of law, or under applicable law;
 - 3. limiting or interfering in any way with the powers, duties and responsibilities of the Board or the Superintendent of Schools under the Board's rules or regulations, applicable law, and rules and regulations having the force and effect of law.
- e. The decision of the arbitrator, if made in accordance with his/her jurisdiction and authority under this Agreement, will be accepted as final by the parties to the dispute and they will abide by it.
- f. The costs for the services of the arbitrator, including expenses, if any, will be

borne equally by the Board and the Association.

SECTION EIGHT: NURSES

- a. Salary paid to registered nurses shall be in accordance with the following schedule:

Step	2019-2020	2020-2021	2021-2022
1	\$47,820	\$48,776	\$49,752
2	\$49,213	\$50,197	\$51,201
3	\$50,602	\$51,614	\$52,646
4	\$51,996	\$53,036	\$54,097
5	\$53,386	\$54,454	\$55,543
6	\$56,002	\$57,122	\$58,264
7	\$58,628	\$59,801	\$60,997
8	\$61,255	\$62,480	\$63,730
9	\$63,884	\$65,162	\$66,465
10	\$66,511	\$67,841	\$69,198
11	\$68,209	\$69,573	\$70,964
12	\$69,907	\$71,305	\$72,731
13	\$71,604	\$73,036	\$74,497
14	\$73,302	\$74,768	\$76,263
15	\$75,000	\$76,500	\$78,030

All nurses will progress one step each year. Nurses on step 10 for the 2018-2019 school year will progress to step 11 for the 2019-2020 school year and thereafter progress one step each subsequent school year.

- b. Applicable Contract Provisions

The following contractual provisions will apply to all full-time registered nurses:

Section 1	The Agreement
Section 2	Association Rights
Section 3.1	Personal Leave Days
Section 3.2	Sick Leave
Section 3.3	Bereavement Leave
Section 3.4	Child-Care Leave
Section 3.6	Workers' Compensation Sick Leave
Section 3.7	Visiting Days & Conference Leave
Section 4.2	Teacher Extra Activity Pay
Section 4.7	Pay Periods
Section 4.9	Deduction of Salary

Section 4.10	Health Insurance
Section 4.11	Health Insurance Buy-Out
Section 4.12	Retiree Health Insurance
Section 4.13 a.	Teacher Benefit Fund
Section 4.14	Other Benefits Upon Retirement
Section 5.3	Professional Opportunities
Section 5.5	Personnel Files
Section 6.1	School Calendar
Section 6.2	Teaching Day
Section 6.3	Lunch Period
Section 7	Grievance Procedure

c. Health Services Coordinator

The annual stipend for the position of Health Services Coordinator shall be:

<u>Year</u>	<u>Amount</u>
2019-2020	\$4,776
2020-2021	\$4,872
2021-2022	\$4,969

d. Substitutes/Extra Coverage

Nurses who are assigned on an equitable basis to cover for absent nurses, shall be compensated an additional one hundred dollars (\$100) per day over and above his/her base salary.

Said sum shall be prorated for nurses providing such coverage for less than a full day.

Nurses required to work during the “duty free” lunch period shall be compensated for such additional time at their regular hourly rate based upon the nurse’s base salary.

f. Part-Time Employee Benefits

Those nurses who are working 0.5 FTE or greater shall receive a prorated portion of the aforementioned benefits (Section 8(b)) received by full-time employees based upon the part-time employee’s applicable workday. Nurses working less than 0.5 FTE shall not be eligible for benefits.

g. Longevity

Nurses who have completed ten (10) years of service in the Mount Pleasant

Central School District shall receive a \$1515 longevity stipend which shall be added to his/her base salary.

h. Evaluation

Each nurse shall receive an annual evaluation from his/her immediate supervisor.

i. Maintenance of License

It shall be the responsibility of each nurse to maintain a valid license throughout their employment in the Mount Pleasant Central School District.

j. Retirement Announcement Bonus

Nurses indicate a desire to claim legal retirement will be granted \$1,000 provided that a six (6) month notice is given in advance.

k. Secondary Schools Nursing Work Day

The District has the ability to hire secondary nurses with a daily schedule of 10:00am to 5:15pm.

SECTION NINE: NEGOTIATION CONCLUSION

The parties agree that all negotiable items have been discussed during negotiations leading to the contract, and that negotiations shall not be reopened on any such item during the life of the Agreement except by mutual consent in writing.

MOUNT PLEASANT TEACHERS' ASSOC.

By *Viggo C. Campbell*
President

By *Biel Schawme*
Negotiator

MOUNT PLEASANT CENTRAL SCHOOL DISTRICT

By *Colleen Spagnoli-Nyja*
President, Board of Education

By *Karen J. [Signature]*
Superintendent of Schools

SCHEDULE A

2019-2020 SALARY SCHEDULE

Step	BA	BA+10	BA+20	BA+30	BA+40	MA	MA+10	MA+15	MA+20	MA+30	MA+40	MA+45	MA+50	MA+60	MA+75	DOC	DOC+15
1	\$57,865	\$59,553	\$61,233	\$62,926	\$64,622	\$65,393	\$67,629	\$68,756	\$69,881	\$72,126	\$74,366	\$75,491	\$76,616	\$78,856	\$80,517		
2	\$59,289	\$60,982	\$62,666	\$64,403	\$66,103	\$67,219	\$69,460	\$70,590	\$71,717	\$73,967	\$76,212	\$77,340	\$78,467	\$80,712	\$82,373		
3	\$60,714	\$62,411	\$64,099	\$65,880	\$67,583	\$69,045	\$71,291	\$72,424	\$73,553	\$75,808	\$78,059	\$79,188	\$80,318	\$82,567	\$84,228		
4	\$62,138	\$63,839	\$65,532	\$67,357	\$69,064	\$70,871	\$73,123	\$74,258	\$75,389	\$77,650	\$79,905	\$81,037	\$82,168	\$84,423	\$86,084		
5	\$63,563	\$65,268	\$66,965	\$68,834	\$70,545	\$72,697	\$74,954	\$76,091	\$77,226	\$79,491	\$81,751	\$82,885	\$84,019	\$86,279	\$87,940		
6	\$64,987	\$66,697	\$68,398	\$70,311	\$72,025	\$74,524	\$76,785	\$77,925	\$79,062	\$81,332	\$83,597	\$84,734	\$85,870	\$88,134	\$89,795		
7	\$66,412	\$68,126	\$69,831	\$71,788	\$73,506	\$76,350	\$78,617	\$79,759	\$80,898	\$83,173	\$85,443	\$86,582	\$87,721	\$89,990	\$91,651		
8	\$67,836	\$69,555	\$71,264	\$73,264	\$74,987	\$78,176	\$80,448	\$81,592	\$82,734	\$85,014	\$87,289	\$88,431	\$89,572	\$91,846	\$93,507		
9	\$69,261	\$70,983	\$72,696	\$74,741	\$76,468	\$80,002	\$82,280	\$83,426	\$84,570	\$86,855	\$89,135	\$90,279	\$91,423	\$93,702	\$95,363		
10	\$70,685	\$72,412	\$74,129	\$76,218	\$77,948	\$81,828	\$84,111	\$85,260	\$86,406	\$88,696	\$90,982	\$92,128	\$93,273	\$95,557	\$97,218		
11	\$72,110	\$73,841	\$75,562	\$77,695	\$79,429	\$83,654	\$85,942	\$87,094	\$88,242	\$90,537	\$92,828	\$93,976	\$95,124	\$97,413	\$99,074	\$106,935	\$108,594
12	\$73,534	\$75,270	\$76,995	\$79,172	\$80,910	\$85,480	\$87,774	\$88,927	\$90,078	\$92,378	\$94,674	\$95,825	\$96,975	\$99,269	\$100,930	\$108,423	\$110,082
13	\$74,959	\$76,698	\$78,428	\$80,649	\$82,390	\$87,306	\$89,605	\$90,761	\$91,914	\$94,219	\$96,520	\$97,673	\$98,826	\$101,124	\$102,785	\$109,911	\$111,570
14	\$76,383	\$78,127	\$79,861	\$82,126	\$83,871	\$89,132	\$91,436	\$92,595	\$93,751	\$96,061	\$98,366	\$99,522	\$100,677	\$102,980	\$104,641	\$111,399	\$113,058
15	\$77,808	\$79,556	\$81,294	\$83,602	\$85,352	\$90,959	\$93,268	\$94,428	\$95,587	\$97,902	\$100,212	\$101,370	\$102,527	\$104,836	\$106,497	\$112,887	\$114,546
16	\$79,232	\$80,985	\$82,727	\$85,079	\$86,833	\$92,785	\$95,099	\$96,262	\$97,423	\$99,743	\$102,058	\$103,219	\$104,378	\$106,692	\$108,353	\$114,375	\$116,034
17	\$80,657	\$82,414	\$84,160	\$86,556	\$88,313	\$94,611	\$96,931	\$98,096	\$99,259	\$101,584	\$103,905	\$105,067	\$106,229	\$108,547	\$110,208	\$115,862	\$117,521
18	\$82,081	\$83,842	\$85,593	\$88,033	\$89,794	\$96,437	\$98,762	\$99,930	\$101,095	\$103,425	\$105,751	\$106,916	\$108,080	\$110,403	\$112,064	\$117,350	\$119,009
19	\$83,505	\$85,271	\$87,026	\$89,510	\$91,275	\$98,263	\$100,593	\$101,763	\$102,931	\$105,266	\$107,597	\$108,764	\$109,931	\$112,259	\$113,920	\$118,838	\$120,497
20	\$84,930	\$86,700	\$88,459	\$90,987	\$92,755	\$100,089	\$102,425	\$103,597	\$104,767	\$107,107	\$109,443	\$110,613	\$111,782	\$114,115	\$115,776	\$120,326	\$121,985
21	\$86,354	\$88,129	\$89,892	\$92,464	\$94,236	\$101,915	\$104,256	\$105,431	\$106,603	\$108,948	\$111,289	\$112,462	\$113,632	\$115,970	\$117,631	\$121,814	\$123,473
22	\$87,779	\$89,557	\$91,325	\$93,940	\$95,717	\$103,741	\$106,088	\$107,265	\$108,439	\$110,789	\$113,135	\$114,310	\$115,483	\$117,826	\$119,487	\$123,302	\$124,961
23	\$89,203	\$90,986	\$92,757	\$95,417	\$97,198	\$105,567	\$107,919	\$109,098	\$110,275	\$112,630	\$114,981	\$116,159	\$117,334	\$119,682	\$121,343	\$124,790	\$126,449
24	\$90,628	\$92,415	\$94,190	\$96,894	\$98,678	\$107,393	\$109,750	\$110,932	\$112,112	\$114,472	\$116,828	\$118,007	\$119,185	\$121,537	\$123,198	\$126,278	\$127,937
25	\$92,052	\$93,844	\$95,623	\$98,371	\$100,159	\$109,220	\$111,582	\$112,766	\$113,948	\$116,313	\$118,674	\$119,856	\$121,036	\$123,393	\$125,054	\$127,766	\$129,425
26	\$93,477	\$95,273	\$97,056	\$99,848	\$101,640	\$111,046	\$113,413	\$114,599	\$115,784	\$118,154	\$120,520	\$121,704	\$122,887	\$125,249	\$126,910	\$129,254	\$130,913
27	\$94,901	\$96,701	\$98,489	\$101,325	\$103,120	\$112,872	\$115,244	\$116,433	\$117,620	\$119,995	\$122,366	\$123,553	\$124,737	\$127,105	\$128,766	\$130,741	\$132,400
28	\$96,326	\$98,130	\$99,922	\$102,802	\$104,601	\$114,698	\$117,076	\$118,267	\$119,456	\$121,836	\$124,212	\$125,401	\$126,588	\$128,960	\$130,621	\$132,229	\$133,888
29				\$104,278	\$106,082	\$116,524	\$118,907	\$120,101	\$121,292	\$123,677	\$126,058	\$127,250	\$128,439	\$130,816	\$132,477	\$133,717	\$135,376
30						\$118,350	\$120,739	\$121,934	\$123,128	\$125,518	\$127,904	\$129,098	\$130,290	\$132,672	\$134,333	\$135,205	\$136,864

2020-2021 SALARY SCHEDULE

Step	BA	BA+10	BA+20	BA+30	BA+40	MA	MA+10	MA+15	MA+20	MA+30	MA+40	MA+45	MA+50	MA+60	MA+75	DOC	DOC+15
1	\$59,022	\$60,744	\$62,458	\$64,185	\$65,914	\$66,701	\$68,982	\$70,131	\$71,279	\$73,569	\$75,853	\$77,001	\$78,148	\$80,433	\$82,127		
2	\$60,475	\$62,202	\$63,919	\$65,691	\$67,425	\$68,563	\$70,849	\$72,002	\$73,151	\$75,446	\$77,736	\$78,887	\$80,036	\$82,326	\$84,020		
3	\$61,928	\$63,659	\$65,381	\$67,198	\$68,935	\$70,426	\$72,717	\$73,872	\$75,024	\$77,324	\$79,620	\$80,772	\$81,924	\$84,218	\$85,913		
4	\$63,381	\$65,116	\$66,843	\$68,704	\$70,445	\$72,288	\$74,585	\$75,743	\$76,897	\$79,203	\$81,503	\$82,658	\$83,811	\$86,111	\$87,806		
5	\$64,834	\$66,573	\$68,304	\$70,211	\$71,956	\$74,151	\$76,453	\$77,613	\$78,771	\$81,081	\$83,386	\$84,543	\$85,699	\$88,005	\$89,699		
6	\$66,287	\$68,031	\$69,766	\$71,717	\$73,466	\$76,014	\$78,321	\$79,484	\$80,643	\$82,959	\$85,269	\$86,429	\$87,587	\$89,897	\$91,591		
7	\$67,740	\$69,489	\$71,228	\$73,224	\$74,976	\$77,877	\$80,189	\$81,354	\$82,516	\$84,836	\$87,152	\$88,314	\$89,475	\$91,790	\$93,484		
8	\$69,193	\$70,946	\$72,689	\$74,729	\$76,487	\$79,740	\$82,057	\$83,224	\$84,389	\$86,714	\$89,035	\$90,200	\$91,363	\$93,683	\$95,377		
9	\$70,646	\$72,403	\$74,150	\$76,236	\$77,997	\$81,602	\$83,926	\$85,095	\$86,261	\$88,592	\$90,918	\$92,085	\$93,251	\$95,576	\$97,270		
10	\$72,099	\$73,860	\$75,612	\$77,742	\$79,507	\$83,465	\$85,793	\$86,965	\$88,134	\$90,470	\$92,802	\$93,971	\$95,138	\$97,468	\$99,162		
11	\$73,552	\$75,318	\$77,073	\$79,249	\$81,018	\$85,327	\$87,661	\$88,836	\$90,007	\$92,348	\$94,685	\$95,856	\$97,026	\$99,361	\$101,055	\$109,074	\$110,766
12	\$75,005	\$76,775	\$78,535	\$80,755	\$82,528	\$87,190	\$89,529	\$90,706	\$91,880	\$94,226	\$96,567	\$97,742	\$98,915	\$101,254	\$102,949	\$110,591	\$112,284
13	\$76,458	\$78,232	\$79,997	\$82,262	\$84,038	\$89,052	\$91,397	\$92,576	\$93,752	\$96,103	\$98,450	\$99,626	\$100,803	\$103,146	\$104,841	\$112,109	\$113,801
14	\$77,911	\$79,690	\$81,458	\$83,769	\$85,548	\$90,915	\$93,265	\$94,447	\$95,626	\$97,982	\$100,333	\$101,512	\$102,691	\$105,040	\$106,734	\$113,627	\$115,319
15	\$79,364	\$81,147	\$82,920	\$85,274	\$87,059	\$92,778	\$95,133	\$96,317	\$97,499	\$99,860	\$102,216	\$103,397	\$104,578	\$106,933	\$108,627	\$115,145	\$116,837
16	\$80,817	\$82,605	\$84,382	\$86,781	\$88,570	\$94,641	\$97,001	\$98,187	\$99,371	\$101,738	\$104,099	\$105,283	\$106,466	\$108,826	\$110,520	\$116,663	\$118,355
17	\$82,270	\$84,062	\$85,843	\$88,287	\$90,079	\$96,503	\$98,870	\$100,058	\$101,244	\$103,616	\$105,983	\$107,168	\$108,354	\$110,718	\$112,412	\$118,179	\$119,871
18	\$83,723	\$85,519	\$87,305	\$89,794	\$91,590	\$98,366	\$100,737	\$101,929	\$103,117	\$105,494	\$107,866	\$109,054	\$110,242	\$112,611	\$114,305	\$119,697	\$121,389
19	\$85,175	\$86,976	\$88,767	\$91,300	\$93,101	\$100,228	\$102,605	\$103,798	\$104,990	\$107,371	\$109,749	\$110,939	\$112,130	\$114,504	\$116,198	\$121,215	\$122,907
20	\$86,629	\$88,434	\$90,228	\$92,807	\$94,610	\$102,091	\$104,474	\$105,669	\$106,862	\$109,249	\$111,632	\$112,825	\$114,018	\$116,397	\$118,092	\$122,733	\$124,425
21	\$88,081	\$89,892	\$91,690	\$94,313	\$96,121	\$103,953	\$106,341	\$107,540	\$108,735	\$111,127	\$113,515	\$114,711	\$115,905	\$118,289	\$119,984	\$124,250	\$125,942
22	\$89,535	\$91,348	\$93,152	\$95,819	\$97,631	\$105,816	\$108,210	\$109,410	\$110,608	\$113,005	\$115,398	\$116,596	\$117,793	\$120,183	\$121,877	\$125,768	\$127,460
23	\$90,987	\$92,806	\$94,612	\$97,325	\$99,142	\$107,678	\$110,077	\$111,280	\$112,481	\$114,883	\$117,281	\$118,482	\$119,681	\$122,076	\$123,770	\$127,286	\$128,978
24	\$92,441	\$94,263	\$96,074	\$98,832	\$100,652	\$109,541	\$111,945	\$113,151	\$114,354	\$116,761	\$119,165	\$120,367	\$121,569	\$123,968	\$125,662	\$128,804	\$130,496
25	\$93,893	\$95,721	\$97,535	\$100,338	\$102,162	\$111,404	\$113,814	\$115,021	\$116,227	\$118,639	\$121,047	\$122,253	\$123,457	\$125,861	\$127,555	\$130,321	\$132,014
26	\$95,347	\$97,178	\$98,997	\$101,845	\$103,673	\$113,267	\$115,681	\$116,891	\$118,100	\$120,517	\$122,930	\$124,138	\$125,345	\$127,754	\$129,448	\$131,839	\$133,531
27	\$96,799	\$98,635	\$100,459	\$103,352	\$105,182	\$115,129	\$117,549	\$118,762	\$119,972	\$122,395	\$124,813	\$126,024	\$127,232	\$129,647	\$131,341	\$133,356	\$135,048
28	\$98,253	\$100,093	\$101,920	\$104,858	\$106,693	\$116,992	\$119,418	\$120,632	\$121,845	\$124,273	\$126,696	\$127,909	\$129,120	\$131,539	\$133,233	\$134,874	\$136,566
29				\$106,364	\$108,204	\$118,854	\$121,285	\$122,503	\$123,718	\$126,151	\$128,579	\$129,795	\$131,008	\$133,432	\$135,127	\$136,391	\$138,084
30						\$120,717	\$123,154	\$124,373	\$125,591	\$128,028	\$130,462	\$131,680	\$132,896	\$135,325	\$137,020	\$137,909	\$139,601

2021-2022 SALARY SCHEDULE

Step	BA	BA+10	BA+20	BA+30	BA+40	MA	MA+10	MA+15	MA+20	MA+30	MA+40	MA+45	MA+50	MA+60	MA+75	DOC	DOC+15
1	\$60,202	\$61,959	\$63,707	\$65,469	\$67,232	\$68,035	\$70,362	\$71,534	\$72,705	\$75,040	\$77,370	\$78,541	\$79,711	\$82,042	\$83,770		
2	\$61,685	\$63,446	\$65,197	\$67,005	\$68,774	\$69,934	\$72,266	\$73,442	\$74,614	\$76,955	\$79,291	\$80,465	\$81,637	\$83,973	\$85,700		
3	\$63,167	\$64,932	\$66,689	\$68,542	\$70,314	\$71,835	\$74,171	\$75,349	\$76,524	\$78,870	\$81,212	\$82,387	\$83,562	\$85,902	\$87,631		
4	\$64,649	\$66,418	\$68,180	\$70,078	\$71,854	\$73,734	\$76,077	\$77,258	\$78,435	\$80,787	\$83,133	\$84,311	\$85,487	\$87,833	\$89,562		
5	\$66,131	\$67,904	\$69,670	\$71,615	\$73,395	\$75,634	\$77,982	\$79,165	\$80,346	\$82,703	\$85,054	\$86,234	\$87,413	\$89,765	\$91,493		
6	\$67,613	\$69,392	\$71,161	\$73,151	\$74,935	\$77,534	\$79,887	\$81,074	\$82,256	\$84,618	\$86,974	\$88,158	\$89,339	\$91,695	\$93,423		
7	\$69,095	\$70,879	\$72,653	\$74,688	\$76,476	\$79,435	\$81,793	\$82,981	\$84,166	\$86,533	\$88,895	\$90,080	\$91,265	\$93,626	\$95,354		
8	\$70,577	\$72,365	\$74,143	\$76,224	\$78,017	\$81,335	\$83,698	\$84,888	\$86,077	\$88,448	\$90,816	\$92,004	\$93,190	\$95,557	\$97,285		
9	\$72,059	\$73,851	\$75,633	\$77,761	\$79,557	\$83,234	\$85,605	\$86,797	\$87,986	\$90,364	\$92,736	\$93,927	\$95,116	\$97,488	\$99,215		
10	\$73,541	\$75,337	\$77,124	\$79,297	\$81,097	\$85,134	\$87,509	\$88,704	\$89,897	\$92,279	\$94,658	\$95,850	\$97,041	\$99,417	\$101,145		
11	\$75,023	\$76,824	\$78,614	\$80,834	\$82,638	\$87,034	\$89,414	\$90,613	\$91,807	\$94,195	\$96,579	\$97,773	\$98,967	\$101,348	\$103,076	\$111,255	\$112,981
12	\$76,505	\$78,311	\$80,106	\$82,370	\$84,179	\$88,934	\$91,320	\$92,520	\$93,718	\$96,111	\$98,498	\$99,697	\$100,893	\$103,279	\$105,008	\$112,803	\$114,530
13	\$77,987	\$79,797	\$81,597	\$83,907	\$85,719	\$90,833	\$93,225	\$94,428	\$95,627	\$98,025	\$100,419	\$101,619	\$102,819	\$105,209	\$106,938	\$114,351	\$116,077
14	\$79,469	\$81,284	\$83,087	\$85,444	\$87,259	\$92,733	\$95,130	\$96,336	\$97,539	\$99,942	\$102,340	\$103,542	\$104,745	\$107,141	\$108,869	\$115,900	\$117,625
15	\$80,951	\$82,770	\$84,578	\$86,979	\$88,800	\$94,634	\$97,036	\$98,243	\$99,449	\$101,857	\$104,260	\$105,465	\$106,670	\$109,072	\$110,800	\$117,448	\$119,174
16	\$82,433	\$84,257	\$86,070	\$88,517	\$90,341	\$96,534	\$98,941	\$100,151	\$101,358	\$103,773	\$106,181	\$107,389	\$108,595	\$111,003	\$112,730	\$118,996	\$120,722
17	\$83,915	\$85,743	\$87,560	\$90,053	\$91,881	\$98,433	\$100,847	\$102,059	\$103,269	\$105,688	\$108,103	\$109,311	\$110,521	\$112,932	\$114,660	\$120,543	\$122,268
18	\$85,397	\$87,229	\$89,051	\$91,590	\$93,422	\$100,333	\$102,752	\$103,968	\$105,179	\$107,604	\$110,023	\$111,235	\$112,447	\$114,863	\$116,591	\$122,091	\$123,817
19	\$86,879	\$88,716	\$90,542	\$93,126	\$94,963	\$102,233	\$104,657	\$105,874	\$107,090	\$109,518	\$111,944	\$113,158	\$114,373	\$116,794	\$118,522	\$123,639	\$125,365
20	\$88,362	\$90,203	\$92,033	\$94,663	\$96,502	\$104,133	\$106,563	\$107,782	\$108,999	\$111,434	\$113,865	\$115,082	\$116,298	\$118,725	\$120,454	\$125,188	\$126,914
21	\$89,843	\$91,690	\$93,524	\$96,199	\$98,043	\$106,032	\$108,468	\$109,691	\$110,910	\$113,350	\$115,785	\$117,005	\$118,223	\$120,655	\$122,384	\$126,735	\$128,461
22	\$91,326	\$93,175	\$95,015	\$97,735	\$99,584	\$107,932	\$110,374	\$111,598	\$112,820	\$115,265	\$117,706	\$118,928	\$120,149	\$122,587	\$124,315	\$128,283	\$130,009
23	\$92,807	\$94,662	\$96,504	\$99,272	\$101,125	\$109,832	\$112,279	\$113,506	\$114,731	\$117,181	\$119,627	\$120,852	\$122,075	\$124,518	\$126,245	\$129,832	\$131,558
24	\$94,290	\$96,148	\$97,995	\$100,809	\$102,665	\$111,732	\$114,184	\$115,414	\$116,641	\$119,096	\$121,548	\$122,774	\$124,000	\$126,447	\$128,175	\$131,380	\$133,106
25	\$95,771	\$97,635	\$99,486	\$102,345	\$104,205	\$113,632	\$116,090	\$117,321	\$118,552	\$121,012	\$123,468	\$124,698	\$125,926	\$128,378	\$130,106	\$132,927	\$134,654
26	\$97,254	\$99,122	\$100,977	\$103,882	\$105,746	\$115,532	\$117,995	\$119,229	\$120,462	\$122,927	\$125,389	\$126,621	\$127,852	\$130,309	\$132,037	\$134,476	\$136,202
27	\$98,735	\$100,608	\$102,468	\$105,419	\$107,286	\$117,432	\$119,900	\$121,137	\$122,371	\$124,843	\$127,309	\$128,544	\$129,777	\$132,240	\$133,968	\$136,023	\$137,749
28	\$100,218	\$102,095	\$103,958	\$106,955	\$108,827	\$119,332	\$121,806	\$123,045	\$124,282	\$126,758	\$129,230	\$130,467	\$131,702	\$134,170	\$135,898	\$137,571	\$139,297
29				\$108,491	\$110,368	\$121,231	\$123,711	\$124,953	\$126,192	\$128,674	\$131,151	\$132,391	\$133,628	\$136,101	\$137,830	\$139,119	\$140,846
30						\$123,131	\$125,617	\$126,860	\$128,103	\$130,589	\$133,071	\$134,314	\$135,554	\$138,032	\$139,760	\$140,667	\$142,393

SCHEDULE A-1
New Grid Conversion

BA

Current		New Step
Step		
1		2
1A		3
2		4
2A		6
3		7
3A		9
4		10
5		12
6		14
7		16
8		18
9		20
10		21
11		23
12		25
13		27
14		28
15		
16		

BA+10

Current		New Step
Step		
1		2
1A		3
2		4
2A		6
3		7
3A		9
4		10
5		12
6		14
7		16
8		18
9		20
10		21
11		23
12		25
13		27
14		28
15		
16		

BA+20

Current		New Step
Step		
1		2
1A		3
2		4
2A		6
3		7
3A		9
4		11
5		12
6		14
7		16
8		18
9		20
10		21
11		23
12		25
13		27
14		28
15		
16		

BA+30

Current		New Step
Step		
1		2
1A		3
2		4
2A		6
3		7
3A		9
4		10
5		12
6		14
7		16
8		17
9		19
10		21
11		23
12		24
13		26
14		28
15		29
16		

BA+40

Current		New Step
Step		
1		2
1A		3
2		4
2A		6
3		7
3A		9
4		10
5		12
6		14
7		16
8		17
9		19
10		21
11		23
12		24
13		26
14		28
15		29
16		

MA

Current	New Step
1	2
1A	3
2	4
2A	5
3	7
3A	8
4	10
5	12
6	13
7	15
8	17
9	19
10	20
11	22
12	24
13	25
14	27
15	29
16	30

MA+10

Current	New Step
1	
1A	
2	
2A	
3	
3A	
4	
5	
6	
7	
8	
9	
10	
11	
12	
13	
14	
15	
16	30

MA+15

Current	New Step
1	2
1A	3
2	4
2A	5
3	7
3A	8
4	10
5	12
6	13
7	15
8	17
9	19
10	20
11	22
12	24
13	25
14	27
15	29
16	30

MA+20

Current	New Step
1	
1A	
2	
2A	
3	
3A	
4	
5	
6	
7	
8	
9	
10	
11	
12	
13	
14	
15	
16	30

MA+30

Current		
Step	New Step	
1	2	
1A	3	
2	4	
2A	5	
3	7	
3A	8	
4	10	
5	12	
6	13	
7	15	
8	17	
9	19	
10	20	
11	22	
12	24	
13	25	
14	27	
15	29	
16	30	

MA+40

Current		
Step	New Step	
1		CLOSED
1A		
2		
2A		
3		
3A		
4		
5		
6		
7		
8		
9		
10		
11		
12		
13		
14		
15		
16	30	

MA+45

Current		
Step	New Step	
1	2	
1A	3	
2	4	
2A	6	
3	7	
3A	8	
4	10	
5	12	
6	14	
7	15	
8	17	
9	19	
10	20	
11	22	
12	24	
13	26	
14	27	
15	29	
16	30	

MA+50

Current		
Step	New Step	
1	2	CLOSED
1A	3	
2	4	
2A	6	
3	7	
3A	8	
4	10	
5	12	
6	14	
7	15	
8	17	
9	19	
10	20	
11	22	
12	24	
13	25	
14	27	
15	29	
16	30	

MA+60

Current		
Step	New Step	
1	2	
1A	3	
2	4	
2A	6	
3	7	
3A	9	
4	10	
5	12	
6	14	
7	15	
8	17	
9	19	
10	20	
11	22	
12	24	
13	26	
14	27	
15	29	
16	30	

MA+75

Current		
Step	New Step	
1	2	
1A	3	
2	4	
2A	6	
3	7	
3A	9	
4	10	
5	12	
6	14	
7	15	
8	17	
9	19	
10	20	
11	22	
12	24	
13	26	
14	27	
15	29	
16	30	

DOC

Current		
Step	New Step	
1		N/A
1A		
2		
2A		
3		
3A		
4		
5	12	
6	14	
7	15	
8	14	
9	16	
10	18	
11	20	
12	22	
13	24	
14	26	
15	28	
16	30	

DOC+15

Current		
Step	New Step	
1	2	N/A
1A	3	
2	4	
2A	6	
3	7	
3A	9	
4	10	
5	12	
6	14	
7	15	
8	14	
9	16	
10	18	
11	20	
12	22	
13	24	
14	26	
15	28	
16	30	

**SCHEDULE B
TEACHER EXTRA ACTIVITY PAY**

	2019-2020	2020-2021	2021-2022
Teachers Extra Activity (Curricular) Pay	0.00%	2.00%	2.00%
Group 1			
HS Year Book	\$ 4,232	\$ 4,317	\$ 4,403
HS Convention II/ Speech	\$ 3,344	\$ 3,411	\$ 3,479
HS Musical Prod. Director	\$ 4,086	\$ 4,168	\$ 4,251
Group 2			
Senior Class Advisor	\$ 3,671	\$ 3,744	\$ 3,819
HS. Student Council	\$ 3,890	\$ 3,968	\$ 4,047
HS Drama Director	\$ 4,077	\$ 4,159	\$ 4,242
HS Musical Prod. Choreographer	\$ 3,021	\$ 3,081	\$ 3,143
MS Play Director	\$ 4,077	\$ 4,159	\$ 4,242
Group 3			
HS Year Book Business Manager	\$ 2,595	\$ 2,647	\$ 2,700
HS Musical Show Asst. (Tech)	\$ 2,595	\$ 2,647	\$ 2,700
HS Musical Show Vocal	\$ 2,595	\$ 2,647	\$ 2,700
HS Newspaper	\$ 3,386	\$ 3,454	\$ 3,523
MS Student Council	\$ 2,595	\$ 2,647	\$ 2,700
Group 4			
Jr. Class Advisor (Senior. Awards Dinner)	\$ 3,032	\$ 3,093	\$ 3,155
E-Chalk Coord (4 positions)	\$ 2,224	\$ 2,268	\$ 2,313
HS National Honor Society (Dinner)	\$ 2,224	\$ 2,268	\$ 2,313
HS Drama Production Assist	\$ 2,224	\$ 2,268	\$ 2,313
HS Mock Trial Contest Team	\$ 2,224	\$ 2,268	\$ 2,313
HS Science Olympiad - Life	\$ 2,224	\$ 2,268	\$ 2,313
HS Science Olympiad - Physical	\$ 2,224	\$ 2,268	\$ 2,313
HS Jazz Band	\$ 2,224	\$ 2,268	\$ 2,313
HS Rock Band	\$ 2,224	\$ 2,268	\$ 2,313
HS Service Club	\$ 2,224	\$ 2,268	\$ 2,313
Blendors	\$ 2,224	\$ 2,268	\$ 2,313
MS Science Olympiad	\$ 2,224	\$ 2,268	\$ 2,313
MS Science Olympiad 2 Positions	\$ 2,224	\$ 2,268	\$ 2,313
MS Newspaper	\$ 2,224	\$ 2,268	\$ 2,313
MS Year Book	\$ 2,224	\$ 2,268	\$ 2,313
MS Ski Club Advisor	\$ 2,224	\$ 2,268	\$ 2,313
Elem Troubadours	\$ 2,224	\$ 2,268	\$ 2,313
PALS	\$ 2,224	\$ 2,268	\$ 2,313
Meistersingers, WMS	\$ 2,224	\$ 2,268	\$ 2,313

	2019-2020	2020-2021	2021-2022
Teachers Extra Activity (Curricular) Pay	0.00%	2.00%	2.00%
Group 5			
Sophomore Class Advisor	\$ 2,021	\$ 2,061	\$ 2,102
Autism Speaks	\$ 1,923	\$ 1,961	\$ 2,000
HS Literary Magazine Advisor	\$ 1,923	\$ 1,961	\$ 2,000
HS Music Show Assist (Orch)	\$ 1,923	\$ 1,961	\$ 2,000
HS Pep Band	\$ 1,923	\$ 1,961	\$ 2,000
HS English Honor Society	\$ 1,923	\$ 1,961	\$ 2,000
HS Video Club	\$ 1,923	\$ 1,961	\$ 2,000
MS Play Director Music	\$ 1,923	\$ 1,961	\$ 2,000
MS Talent Director	\$ 1,923	\$ 1,961	\$ 2,000
MS Theater Assist	\$ 1,923	\$ 1,961	\$ 2,000
MS Theater Assist	\$ 1,923	\$ 1,961	\$ 2,000
MS Choreographer	\$ 1,923	\$ 1,961	\$ 2,000
MS Jazz Band	\$ 1,923	\$ 1,961	\$ 2,000
Group 6			
Freshman Class Advisor	\$ 1,808	\$ 1,844	\$ 1,881
HS Spanish club	\$ 1,648	\$ 1,681	\$ 1,715
HS Spanish Honor Society	\$ 1,648	\$ 1,681	\$ 1,715
HS Italian Club	\$ 1,648	\$ 1,681	\$ 1,715
HS Italian Honor Society	\$ 1,648	\$ 1,681	\$ 1,715
HS Art Club	\$ 1,648	\$ 1,681	\$ 1,715
HS Book Club	\$ 1,648	\$ 1,681	\$ 1,715
HS Fashion Club	\$ 1,648	\$ 1,681	\$ 1,715
HS Math club	\$ 1,648	\$ 1,681	\$ 1,715
HS Westlake Revue	\$ 1,648	\$ 1,681	\$ 1,715
HS Environmental Club	\$ 1,648	\$ 1,681	\$ 1,715
HS Photography Club	\$ 1,648	\$ 1,681	\$ 1,715
HS Gay/Straight Alliance	\$ 1,648	\$ 1,681	\$ 1,715
HS S.A.D.D	\$ 1,648	\$ 1,681	\$ 1,715
HS Science Honor Society	\$ 1,648	\$ 1,681	\$ 1,715
HS Senior Scholarship Awards Coordinator	\$ 1,571	\$ 1,602	\$ 1,634
HS Social Studies Honor Society	\$ 1,648	\$ 1,681	\$ 1,715
HS Spanish Honor Society	\$ 1,648	\$ 1,681	\$ 1,715
HS Thespian Club	\$ 1,648	\$ 1,681	\$ 1,715
MS Math Club	\$ 1,648	\$ 1,681	\$ 1,715
MS Engineerting Club	\$ 1,648	\$ 1,681	\$ 1,715
MS Environmental Club	\$ 1,648	\$ 1,681	\$ 1,715
MS Art Club	\$ 1,648	\$ 1,681	\$ 1,715
MS All 4's on Paws	\$ 1,648	\$ 1,681	\$ 1,715
HS Math Honor Society	\$ 1,648	\$ 1,681	\$ 1,715
Elem. Math Club	\$ 1,648	\$ 1,681	\$ 1,715
HS Star (Students Terminating Abusive Relationships)	\$ 1,648	\$ 1,681	\$ 1,715
Westlake Tech Crew	\$ 1,648	\$ 1,681	\$ 1,715

SCHEDULE C

TEACHER ACTIVITY COACHING PAY

Teachers Extra Activity (Coaching) Pay	0.00%	2.00%	2.00%
Fall	2019-2020	2020-2021	2021-2022
Fitness Room Supervisor (per season)	\$ 1,785	\$ 1,821	\$ 1,857
Varsity Football (Head Coach)	\$ 8,196	\$ 8,360	\$ 8,527
Varsity Soccer (Boys)	\$ 6,536	\$ 6,667	\$ 6,800
Varsity Soccer (Boys) - Assistant	\$ 4,817	\$ 4,913	\$ 5,011
Varsity Soccer (Girls)	\$ 6,536	\$ 6,667	\$ 6,800
Varsity Soccer (Girls) - Assistant	\$ 4,817	\$ 4,913	\$ 5,011
Varsity Swimming Girls	\$ 6,010	\$ 6,130	\$ 6,253
Varsity Swimming Girls - Assistant	\$ 4,817	\$ 4,913	\$ 5,011
Varsity Volleyball	\$ 6,536	\$ 6,667	\$ 6,800
Varsity Volleyball - Assistant	\$ 4,817	\$ 4,913	\$ 5,011
Varsity Football 1st Assistant	\$ 6,010	\$ 6,130	\$ 6,253
Varsity Football 1st Assistant	\$ 6,010	\$ 6,130	\$ 6,253
Football (2nd Assistant)	\$ 5,352	\$ 5,459	\$ 5,568
Football (2nd Assistant)	\$ 5,352	\$ 5,459	\$ 5,568
Football (2nd Assistant)	\$ 5,352	\$ 5,459	\$ 5,568
Football (2nd Assistant)	\$ 5,352	\$ 5,459	\$ 5,568
Varsity Cross Country Fall B&G	\$ 6,107	\$ 6,229	\$ 6,354
J.V. Soccer (Boys)	\$ 4,706	\$ 4,800	\$ 4,896
J.V. Soccer (Girls)	\$ 4,706	\$ 4,800	\$ 4,896
J.V. Volleyball	\$ 4,706	\$ 4,800	\$ 4,896
MS Cross Country	\$ 4,258	\$ 4,343	\$ 4,430
MS Soccer (Boys)	\$ 4,258	\$ 4,343	\$ 4,430
MS Soccer (Girls)	\$ 4,258	\$ 4,343	\$ 4,430
MS Volleyball - Boys	\$ 4,258	\$ 4,343	\$ 4,430
MS Volleyball - Girls	\$ 4,258	\$ 4,343	\$ 4,430
Varsity Cheerleading (Fall)	\$ 3,173	\$ 3,236	\$ 3,301
J.V. Cheerleading (Fall)	\$ 2,954	\$ 3,013	\$ 3,073
MS Cheerleading Fall only	\$ 2,524	\$ 2,574	\$ 2,625
Diving (Girls)	\$ 2,923	\$ 2,981	\$ 3,041
Varsity Tennis (Girls)	\$ 5,107	\$ 5,209	\$ 5,313
J.V. Tennis - Girls	\$ 4,706	\$ 4,800	\$ 4,896

Teachers Extra Activity (Coaching) Pay	0.00%	2.00%	2.00%
Winter	2019-2020	2020-2021	2021-2022
Fitness Room Supervisor (per season)	\$ 1,785	\$ 1,821	\$ 1,857
Varsity Basketball (Boys)	\$ 7,758	\$ 7,913	\$ 8,071
Varsity Basketball (Boys) - Assistant	\$ 4,817	\$ 4,913	\$ 5,011
Varsity Basketball (Girls)	\$ 7,758	\$ 7,913	\$ 8,071
Varsity Basketball (Girls) - Assistant	\$ 4,817	\$ 4,913	\$ 5,011
Varsity Wrestling	\$ 7,463	\$ 7,612	\$ 7,764
Varsity Swimming Boys	\$ 6,010	\$ 6,130	\$ 6,253
Varsity Swimming Boys - Assistant	\$ 4,817	\$ 4,913	\$ 5,011
J.V Basketball (Boys)	\$ 5,352	\$ 5,459	\$ 5,568
J.V Basketball (Girls)	\$ 5,352	\$ 5,459	\$ 5,568
J.V Wrestling	\$ 5,352	\$ 5,459	\$ 5,568
Indoor Track -Winter	\$ 5,107	\$ 5,209	\$ 5,313
Assistant Indoor Track- Winter	\$ 4,817	\$ 4,913	\$ 5,011
MS Basketball (Boys)	\$ 4,258	\$ 4,343	\$ 4,430
MS Basketball (Girls)	\$ 4,258	\$ 4,343	\$ 4,430
MS Wrestling	\$ 4,258	\$ 4,343	\$ 4,430
MS Track (Winter B&G)	\$ 4,258	\$ 4,343	\$ 4,430
J.V. Cheerleading (Winter)	\$ 4,706	\$ 4,800	\$ 4,896
Varsity Cheerleading (Winter)	\$ 6,010	\$ 6,130	\$ 6,253
Diving (Boys)	\$ 2,923	\$ 2,981	\$ 3,041
Spring	2019-2020	2020-2021	2021-2022
Fitness Room Supervisor (per season)	\$ 1,785	\$ 1,821	\$ 1,857
Varsity Baseball	\$ 6,821	\$ 6,957	\$ 7,096
Varsity Baseball - Assistant	\$ 4,817	\$ 4,913	\$ 5,011
Varsity Lacrosse (Boys)	\$ 6,821	\$ 6,957	\$ 7,096
Varsity Lacrosse (Boys) - Assistant	\$ 4,817	\$ 4,913	\$ 5,011
Varsity Lacrosse (Girls)	\$ 6,821	\$ 6,957	\$ 7,096
Varsity Lacrosse (Girls) - Assistant	\$ 4,817	\$ 4,913	\$ 5,011
Varsity Softball	\$ 6,821	\$ 6,957	\$ 7,096
Varsity Softball - Assistant	\$ 4,817	\$ 4,913	\$ 5,011
Varsity Track (Boys) Spring	\$ 6,010	\$ 6,130	\$ 6,253
Varsity Track (Boys) Spring - Assistant	\$ 4,817	\$ 4,913	\$ 5,011
Varsity Track (Girls) Spring	\$ 6,010	\$ 6,130	\$ 6,253
Varsity Track (Girls) Spring - Assistant	\$ 4,817	\$ 4,913	\$ 5,011
Varsity Golf	\$ 5,107	\$ 5,209	\$ 5,313
J.V. Baseball	\$ 4,706	\$ 4,800	\$ 4,896
J.V. Lacrosse (Boys)	\$ 4,706	\$ 4,800	\$ 4,896
J.V. Lacrosse (Girls)	\$ 4,706	\$ 4,800	\$ 4,896
J.V. Softball	\$ 4,706	\$ 4,800	\$ 4,896
MS Baseball	\$ 4,258	\$ 4,343	\$ 4,430
MS Lacrosse (Boys)	\$ 4,258	\$ 4,343	\$ 4,430
MS Lacrosse (Girls)	\$ 4,258	\$ 4,343	\$ 4,430
MS Softball	\$ 4,258	\$ 4,343	\$ 4,430
MS Track (Boys)Spring	\$ 4,258	\$ 4,343	\$ 4,430
MS Track (Girls)Spring	\$ 4,258	\$ 4,343	\$ 4,430
Varsity Tennis (Boys)	\$ 5,107	\$ 5,209	\$ 5,313
J.V. Tennis - Boys	\$ 4,706	\$ 4,800	\$ 4,896

SCHEDULE D

TEACHING ASSISTANTS SALARY SCHEDULE

Step	2019-2020	2020-2021	2021-2022
1	\$31,290	\$31,916	\$32,554
2	\$33,163	\$33,826	\$34,503
3	\$35,358	\$36,065	\$36,786
4	\$37,526	\$38,277	\$39,043
5	\$40,037	\$40,838	\$41,655
6	\$42,330	\$43,177	\$44,041

SCHEDULE E

SUPPLEMENTAL ASSIGNMENTS

Counselors/School

	<u>2019-2020</u>	<u>2020-2021</u>	<u>2021-2022</u>
	\$ 3,969	\$ 4,048	\$ 4,129

Chaperone Pay

	<u>2019-2020</u>	<u>2020-2021</u>	<u>2021-2022</u>
Up to 3.5 hrs.	\$ 111	\$ 113	\$ 115
Each add hr.	\$ 45	\$ 46	\$ 47
Maximum	\$ 218	\$ 222	\$ 226

Curriculum Leaders

<u>Position</u>	<u>2019-2020</u>	<u>2020-2021</u>	<u>2021-2022</u>
K-2 Mathematics	\$ 2,461	\$ 2,510	\$ 2,560
3-5 Mathematics	\$ 2,461	\$ 2,510	\$ 2,560
6-12 Mathematics/Bus Tech Ed/Computers	\$ 5,841	\$ 5,958	\$ 6,077
K-2 Science	\$ 2,461	\$ 2,510	\$ 2,560
3-5 Science	\$ 2,461	\$ 2,510	\$ 2,560
6-12 Science	\$ 5,841	\$ 5,958	\$ 6,077
K-2 ELA/Reading	\$ 2,461	\$ 2,510	\$ 2,560
3-5 ELA/Reading/Library	\$ 2,461	\$ 2,510	\$ 2,560
6-12 ELA/Reading	\$ 5,841	\$ 5,958	\$ 6,077
K-2 Social Studies	\$ 2,461	\$ 2,510	\$ 2,560
3-5 Social Studies	\$ 2,461	\$ 2,510	\$ 2,560
6-12 Social Studies	\$ 5,841	\$ 5,958	\$ 6,077
K-2 Fine Arts	\$ 2,461	\$ 2,510	\$ 2,560
3-5 Fine Arts	\$ 2,461	\$ 2,510	\$ 2,560
6-12 Fine Arts	\$ 5,841	\$ 5,958	\$ 6,077
K-2 Special Services/ELL	\$ 2,461	\$ 2,510	\$ 2,560
3-5 Special Services/ELL	\$ 2,461	\$ 2,510	\$ 2,560
6-12 Special Services/ELL	\$ 5,841	\$ 5,958	\$ 6,077
K-2 Phys Ed/Health	\$ 2,461	\$ 2,510	\$ 2,560
3-5 Phys Ed/ Health	\$ 2,461	\$ 2,510	\$ 2,560
6-12 Phys Ed/Health	\$ 5,841	\$ 5,958	\$ 6,077
Guidance/Home-Careers	\$ 5,840	\$ 5,957	\$ 6,076
7-12 World Languages	\$ 4,920	\$ 5,018	\$ 5,118

SCHEDULE F

<u>Contract Reference</u>	<u>Description:</u>	<u>2019-2020</u>	<u>2020-2021</u>	<u>2021-2022</u>
4.1 (d)	Professional Hourly Rate	\$ 69.69	\$ 71.08	\$ 72.50
4.1 (e)	TA Class Coverage for Teacher (per 40 min period)	\$ 15.56	\$ 15.87	\$ 16.19
4.8	Summer Employment:			
(a)	Daily Rate for Counselors, Psychologists, CSE Staff	1/200th of salary		
(b)	Daily Rate for Teacher Curriculum Work 1/200th or maximum noted here	375.72	383.23	390.89
(c)	Hourly Rate for attendance at CSE Meetings (minimum 3 hours paid)	\$ 50.00	\$ 51.00	\$ 52.02
6.8 (c)	Teacher - Class Coverage Assigned	\$ 48.91	\$ 49.89	\$ 50.89
6.9 (a) 2	Teacher - Class Coverage Unassigned	\$ 34.63	\$ 35.32	\$ 36.03
6.9 (e) 5	Secondary Supervisory Stipends per semester	\$ 1,207.44	\$ 1,231.59	\$ 1,256.22

APPENDIX "A"

ANNUAL PROFESSIONAL PERFORMANCE REVIEW

APPEALS PROCEDURE

A. APPEAL OF EVALUATION:

1. Within ten (10) school days of the receipt of a teacher's annual evaluation, the teacher may request, in writing, review by the original evaluator. In the event that the original evaluator is unable to complete this request, the request will be fulfilled by the Superintendent.
2. The appeal writing shall articulate in detail the basis of the appeal to the original evaluator. As set forth in Section 3012-c of the Education Law, the evaluated teacher may only challenge:
 - the substance of the annual professional performance review;
 - the school district's adherence to the standards and methodologies required for such reviews pursuant to Section 3012-c of the Education Law;
 - the school district's adherence to the regulations of the commissioner and compliance with any applicable locally negotiated procedures; and
 - the school district's issuance and/or implementation of the terms of the teacher improvement plan.
3. The parties herewith acknowledge that unit members shall not be permitted to appeal for any other reason, including, but not limited to, alleged claims of bias, retaliation and/or inequitable application of the evaluation process and/or procedures.
4. Non-tenured teachers shall not be permitted to appeal any aspect of their annual evaluation, or the school district's issuance and/or implementation of the terms of a teacher improvement plan.
5. Performance ratings of "ineffective" and "developing" are the only ratings subject to appeal for tenured teachers. Teachers who receive a rating of "highly effective," or "effective" shall not be permitted to appeal their rating. A tenured teacher may choose to submit a written rebuttal upon the determination of any "effective rating" if desired, but may not appeal such rating.
6. Within five (5) school days of receipt of the appeal, the original evaluator shall render a determination, in writing, respecting the appeal. In the event that the original evaluator is unable to render a determination, the determination will be rendered by the Superintendent.
7. Within five (5) school days of the teacher's receipt of the original evaluator's determination, the teacher may request, in writing, review by the Superintendent of Schools. Failure to articulate a particular basis for the appeal in the appeal writing

to the Superintendent of Schools shall be deemed a waiver of that claim and shall not be considered by the Superintendent when his/her determination is rendered. In all other respects said appeal shall be consistent with the requirements set forth in sub-paragraphs two (2) through five (5) above.

8. Within five (5) school days of receipt of the appeal, as practicable, the Superintendent of Schools shall render a final and binding determination, in writing, respecting the appeal.
9. The determination of the Superintendent of Schools shall not be grievable, arbitrable, nor reviewable in any other forum. The Superintendent shall consult with the MPTA prior to rendering his/her determination. In the event the Superintendent is unable to consult with the MPTA, his/her time to respond shall be extended accordingly subject to paragraph six (6) above.
10. Evaluations may only be appealed once.
11. This APPR Plan shall be reviewed by the parties on or before June 30th of each year.

B. PROSPECTIVE APPR REGULATIONS AND TEACHER IMPROVEMENT PLANS

Upon promulgation of the Regulations of the Commissioner of Education enacted pursuant Section 3012-c of the Education Law, the parties shall meet at a mutually agreeable time to discuss those provisions of the District's Annual Professional Performance Review Plan, or then current labor agreement as required by the provisions of Section 3012-c of the Education Law.

C. AUTHORITY OF ARBITRATOR:

Any arbitrator appointed pursuant to this contract shall be wholly without authority to consider, apply or interpret any provision of the District's APPR Plan, Section 3012-c of the Education Law, or any Regulation of the Commissioner of Education arising under Section 3012-c of the Education Law, or a dispute arising thereunder, unless the procedures for evaluation set forth in the collective bargaining agreement are violated.

D. CONFLICTS:

Nothing contained in this labor agreement shall conflict with, nor be determined to conflict with the annual professional performance review Regulations of the Commissioner of Education which have been and may hereafter be issued, nor with the provisions of Section 3012-c of the Education Law of the State of New York, and any amendments thereto. If it is determined by a final court of competent jurisdiction that a conflict exists, the law and the aforesaid Regulations shall govern.

APPENDIX “B”

CURRICULUM LEADERS MODEL

1. Notice of Vacancies

Notice of Curriculum Leader positions shall be posted annually at least fifteen (15) days before the deadline set forth in said notice for the submission of application. All interested eligible tenured teachers shall be considered for Curriculum Leader positions and shall be granted an interview.

2. Appointment

Appointment shall be at the discretion of the Superintendent of Schools, subject to the approval of the Board of Education. The District reserves the right to refrain from filling a Curriculum Leader position if, in the determination of the District, said position is unnecessary. In the event that the District determines a position is unnecessary and said position is not posted, the tasks attached to the job description will not be assigned to members of the MPTA.

3. Work Year and Work Day

Secondary

Curriculum Leaders in the following subject areas and grade levels shall receive .2 release time:

Grades 6-12: 1-ELA/Reading
1-Mathematics/Business/Tech Ed/Computers
1-Science
1-Social Studies
1-Fine Arts
1-Special Services/ELL (20% reduction in case load in the event a school psychologist is selected as a Curriculum Leader)
1-Guidance/Home and Careers Skills (20% reduction in case load in the event a guidance counselor is selected as a Curriculum Leader)

Grades 7-12: Foreign Language

Elementary

Curriculum Leaders in the following subject areas and grade levels shall receive up to five (5) days release time to be scheduled mutually between the Curriculum Leader and the Building Principal.

Grades K-2: 1-ELA/Reading
1-Mathematics
1-Science
1-Social Studies
1-Fine Arts
1-Special Services/ELL

Grades 3-5: 1-ELA/Reading/Library
1-Mathematics
1-Science
1-Social Studies
1-Fine Arts
1-Special Services/ELL

K-12 Physical Education and Health Teachers shall be under the auspices of the Director of Physical Education, Health and Athletics.

All other elementary teachers not falling into a category listed above shall be under the auspices of the Principal.

In the event a school psychologist is appointed to a Curriculum Leader position, said individual will receive a 20% reduction in job responsibilities in lieu of release time.

In addition to the release time set forth herein above (to the extent applicable), all Curriculum Leaders shall be relieved of supervisory duty. Each Curriculum Leader shall be required to work one (1) additional night each year without additional pay for each building they represent. In the event Curriculum Leaders are required to work any additional nights, said individuals shall be compensated at the professional hourly rate.

4. Professional Development and Leadership Training

Curriculum Leaders shall receive training in those areas the Superintendent of Schools and/or his designee deems appropriate. Said training shall take place during the workday unless the parties mutually agree otherwise.

In the event the District, in its discretion, decides to offer Leadership Training to staff members, said training shall take place during the workday, unless the parties mutually agree otherwise.

5. Evaluation of Curriculum Leaders

Curriculum Leaders shall be formally evaluated in the leadership position by the Director of Curriculum and Instructional Services in collaboration with the appropriate building level principal.

6. Job Responsibilities

- Lead informed analysis of data and testing
 - to make sound curriculum recommendations
 - to inform instructional decisions
- Assist with benchmarking when appropriate
- Coordinate budget requests between administration and department
- Attend training sessions/meetings/conferences during the workday as requested
- Develop K-12 content knowledge
- Support articulation within and across content areas/grade levels and buildings
- Contribute to Superintendent's Conference Day planning
- Facilitate and plan grade level/department meetings of curriculum committee meetings
- Work with staff to provide instructional leadership
- Provide input into building master schedule design on the secondary level
- Support a positive climate among teachers and administrators
- Submission of an end of the year annual summary highlighting professional goals, accomplishments and challenges