

**AGREEMENT
BETWEEN THE
CORNWALL CENTRAL TEACHERS' ASSOCIATION
AND THE
CORNWALL CENTRAL SCHOOL DISTRICT**

JULY 1, 2021 – JUNE 30, 2025

TABLE OF CONTENTS

Article 1	Recognition	1
Article 2	General Contract Provisions	1
Article 3	Dues Deductions	2
Article 4	Compensation	3
Article 5	Health & Retirement Benefits	8
Article 6	Extracurricular Compensation	11
Article 7	Teaching Load	11
Article 8	Professional Services	14
Article 9	Grievance Procedure	14
Article 10	Disruptive Pupils	16
Article 11	Professional Development	17
Article 12	Teaching Conditions	17
Article 13	Teacher Evaluation	22
Article 14	Substitutes	23
Article 15	Teacher Transfer & Assignment	23
Article 16	Leaves	25
Article 17	Association Rights	28
Article 18	School Calendar	29
Article 19	School Nurses	30
Article 20	Duration of Agreement	31
Article 21	Legislative Authority	32
Appendices		
A	Salary Schedule	33
B	Non-Athletic Stipends (ALL)	39
C	Athletic Stipends	42
D	Intramurals & Clubs Activities and other Stipends	44

ARTICLE 1 – RECOGNITION

Cornwall Central School District hereinafter called "the District" hereby recognizes the Cornwall Central Teachers Association, hereinafter called "the Association," as the exclusive negotiating agent for the bargaining unit consisting of all certified personnel, plus school nurses, and excluding substitutes, teaching assistants, building principals, administrators, and directors. Such unchallenged recognition shall be continuous hereafter unless another employee organization submits to the District a competing claim of such majority support under terms of Article XVI of the Civil Service Laws of 1967 and subsequent amendments (Public Employees Fair Employment Act).

The District agrees not to negotiate with any other bargaining unit organization or individual unit member other than the Association for the duration of this contract subject to the conditions indicated above. It is understood that this in no way limits individual rights as described in the Grievance Procedure.

ARTICLE 2 - GENERAL CONTRACT PROVISIONS

- A. This contract shall constitute the full and complete commitment between both parties and may not be altered, changed, added to, deleted from or modified unless by mutual consent of both parties in a written and signed statement which shall be attached to this contract.
- B. This contract shall supersede any rules, regulations or practices of the District, which may be inconsistent with its terms. The provisions of this contract shall be incorporated into and be considered part of the established policies of the District.
- C. Any individual agreement, arrangement, or contract between the District and a bargaining unit member, heretofore executed, and related to the terms of this contract, shall conform to the terms and conditions of this contract. Any individual agreement, arrangement, or contract hereafter executed and related to the terms of this contract shall be in conformity with the terms of this or subsequent contracts to be executed by the parties and which relate to this contract. In the event such individual agreement, arrangement, or contract which relate to the terms of this contract, contains any language inconsistent with this contract, this contract shall be controlling.
- D. This contract shall be given full force and effect during its term. However, in the event that any provision of this contract or any application of this contract to any bargaining unit member or group of bargaining unit members shall be found contrary to law, then such provision or application shall not be deemed valid and binding except to the extent

permitted by law; but all other provisions or applications shall continue in full force and effect.

- E. Copies of this contract shall be provided by the District and distributed to all bargaining unit members now employed or hereafter employed by the District within a reasonable time after its ratification by the Association and by the District and its subsequent execution by the agents of both parties.
- F. The Association agrees that all negotiable items have been discussed during the negotiations leading to this agreement and negotiations will not be reopened on any item, whether contained in this agreement or not, during the life of this agreement.
- G. Any District policies unaltered or unchanged by the language of this agreement shall remain in force and it shall be the prerogative of the District to initiate and announce new policies not effecting or changing matters contained in this agreement.

ARTICLE 3 - DUES DEDUCTIONS

- A. The District agrees that union members shall have their membership dues, as certified by the Association, deducted from their salaries. The Association shall certify by the first October pay period to the District the dollar amount of dues and the list of members requesting dues deductions, along with any signed dues deduction authorizations for all such members (unless previously provided). The total annual dues for the Association shall be deducted in thirteen (13) equal installments beginning with the second pay period following notification by the Association. For any dues deduction authorizations submitted at a later date, dues deduction shall commence after receipt and deduction shall be made in equal installments from the pay periods remaining in the year according to the District's payroll schedule at the regular bi-weekly dues deduction amount. Within seven (7) school days of each dues deduction the District agrees to transmit all collected monies to the Association.
- B. The Association shall provide the District with the current rate of dues in writing or email to the Superintendent of Schools.
- C. The Association, when notified of a membership revocation of a union member, shall correspond with the District as to the effective date of such revocation as soon as possible. When a union member notifies the District that he/she is revoking the payroll deduction authorization, the District will correspond with the Association as soon as possible.
- D. New payroll authorization deduction cards shall be submitted to the District's Assistant Superintendent for Business.

ARTICLE 4 – COMPENSATION

- A. The salary schedules for teachers for the 2021-2022, 2022-2023, 2023-2024, and 2024-2025 school years are attached hereto as Appendix A, each of which reflects an increase of 2%, retroactive to February 1, 2022 as set forth in the March 4, 2022 Memorandum of Agreement. It is understood that each unit member shall advance a step each year on the salary schedule until the unit member reaches the top step. In addition, the School District shall make a one-time payment in the amount of \$500, less appropriate taxes and withholdings, to each member of the bargaining unit employed as of the date the Board of Education approves this Memorandum of Agreement (i.e. March 21, 2022). This is a one-time only payment which will not be added to base salary.

- B. Credit for prior service may be granted up to ten (10) years' service. When granting credit for service beyond ten (10) years, the number of years will be reduced by three (3).

- C. For bargaining unit members employed by the District after March 1, 1974, compensation for approved courses shall be based upon the agreed upon salary schedule appended hereto and upon salary notification.

- D. Salary movement from column to column shall be maintained in increments of 15 credits. All credits between columns shall be paid in three credit blocks at the rate of \$57.00 per credit. All hours shall be accumulated, and credit given on an hour-by-hour basis. If classes are less than 8 hours, those hours shall be carried over to other credit accumulation.

- E.
 - 1. All courses completed prior to September 1 of each year of this contract shall be accepted for salary consideration under this agreement providing:
 - a. Notification is given to the District Office no later than October 31 that such courses were completed and
 - b. Official transcripts are furnished to the District Office within a reasonable time.

 - 2. The District shall use the following criteria in decisions concerning the prior approval of courses.
 - a. In-service courses sponsored, or sanctioned, by the District.
 - b. Courses leading to a Master's Degree in one's teaching area.
 - c. Courses needed to meet the requirements of permanent certification.
 - d. Other courses not included in a, b, and c above for which the unit member has the prior approval of the Superintendent.

3. Unit members who take in-service courses sponsored and offered by the District and who seek salary credit payment for those courses shall comply with the following in order to receive in-service credit payment. Following the completion of the course, the unit member shall notify his/her building principal that the course is complete so that the principal or another administrator and the unit member may mutually agree as to how the unit member will demonstrate the value of the in-service course as it relates to student education. Such demonstration may include but is not limited to a demonstration lesson in the unit member's classroom, presentation to a colleague, discussion with the administrator, skill application, review of course materials as to their application in the classroom and the like. It is understood the agreed upon demonstration will not be used for purposes of evaluation or observation. The administrator will consult with the unit member as to the time for the demonstration. The unit member and administrator shall cooperate in the scheduling of the demonstration. If the demonstration has not occurred within three weeks, then the unit member shall be given salary credit payment approval for the course.

The form to be used for in-service courses consistent with the above is accessed through use of the District's "My Learning Plan" computer program.

- F. The District agrees to pay each unit member the second Friday after school opens in September and every second Friday thereafter, whenever feasible.
- G. School Counselor(s), School Psychologist(s), and CSE Chair(s) will be paid a stipend of \$4,555.00 in addition to their regular unit member's salary for working one (1) additional hour daily. School Counselor(s), School Psychologist(s), CSE Chair(s), and related service providers or teachers participating in CSE meetings or performing evaluations will be paid for working for any time after the school year ends and up until the next school year commences (i.e. summer work) for work pre-approved by the administration in accordance with the hourly rate set forth in Appendix D, Subsection B (i.e. the instructional hourly rate). The District will post the School Counselor, School Psychologist, and CSE Chair positions needed for the summer.
- H. Effective July 1, 2022, a new longevity payment of \$1,250.00 will be paid to unit members, other than nurses, who have completed 19 full and consecutive years of teaching in the District in addition to the existing 24 and 29 year longevity. The longevity amount will be paid at the commencement of the 20th year in the District. A longevity payment of \$1,500.00 will be paid to unit members who have completed 24 full and consecutive years of teaching in the District. The longevity amount will be

paid at the commencement of the 25th year in the District. A longevity payment of \$1,500.00 will be paid to unit members who have completed 29 full and consecutive years of teaching in the District. The longevity amount will be paid at the commencement of the 30th year in the District. Longevities are paid each year and are cumulative. For example, a teacher who has completed 29 years of service shall receive a \$4,250.00 longevity payment. Longevities shall be credited on the first July 1st succeeding completion of the years of service requirement (i.e. longevities will not be calculated and paid during the school year).

District service must be consecutive with any break in service starting the longevity period anew. Unpaid leaves shall not constitute a break in service. However, any period of unpaid leave in excess of 90 school days would not count towards the completion of years of teaching for longevity purposes.

I. DIRECT DEPOSIT

The District will use direct deposit for all members to institution(s) designated by the member. All members are required to use direct deposit.

J. IRC 403(b)

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

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

- a. For all members in the New York State Teachers' Retirement System ("TRS") with a membership date before June 17, 1971, the Employer shall first make an Employer Non-elective

Contribution up to the Contribution Limit of the Internal Revenue Code and then pay any excess amount as compensation directly to the Employee. In no instance shall the Employee have any rights to, including the ability to receive, any excess amount as compensation unless and until the Contribution Limit of the Internal Revenue Code are fully met through payment of the Employer's Non-Elective Contribution; and

- b. For all members in the New York State Teachers Retirement System ("TRS") with a membership date in the TRS on or after June 17, 1971, and for all members in the New York State Employees' Retirement System regardless of their membership date, the Employer shall first make an Employer Non-elective Contribution up to the Contribution Limit of the Internal Revenue Code. To the extent that the Employer Non-elective Contribution exceeds the Contribution Limit, such excess shall be reallocated to the Employee the following year as an Employer Non-elective Contribution (which Contribution shall not exceed the maximum amount permitted under the Code), and in January of each subsequent year for up to four (4) years after the year of the Employee's employment severance, until such time as the Employer Non-elective Contribution is fully deposited into the Employee's 403(b) account. In no case shall the Employer Non-elective Contribution exceed the Contribution Limit of the Internal Revenue Code.
3. 403(b) Accounts - Employer contributions shall be deposited into the 403(b)-account selected by employee from those offered by the District pursuant to Article 5(D), provided such account will accept Employer Non-elective Contributions. If the employee does not designate a 403(b) account to receive Employer's contributions, or if the account designated will not accept Employer's Non-elective Contributions for any reason, then Employer shall deposit contributions, in the name of the employee, into an approved 403(b) program.
4. Tier I Adjustments - Tier I members with membership dates prior to June 17, 1971, Employer Non-elective Contribution hereunder will be reported as non-regular compensation to the New York State Teachers' Retirement System.
5. This provision shall be subject to IRS regulations and rulings. Should any portion be declared contrary to law, then such portion shall not be deemed valid and subsisting, but all other portions shall continue in full force and effect. As to those portions declared

contrary to law, the Association and Employer shall promptly meet and alter those portions in order to provide the same or similar benefit(s) which conform, as closest as possible, to the original intent of the parties.

6. Both the Employer and Employee are responsible for providing accurate information to the 403(b) Provider. This information includes both Elective and Employer Non-Elective Contributions and the amount of the participant's Includible Compensation.
7. Employer Non-Elective Contribution Equal to Termination Pay - The Employer agrees to make an Employer Non-elective Contribution to the 403(b) account of each covered employee, who severs their employment with the Employer during the contract year and who is eligible to apply for and who commences their retirement from the state sponsored retirement system. The amount of Employer's contribution for each eligible employee shall equal the value of each such employee's accumulated leave days, determined in accordance with Article 5(C) of the Collective Bargaining Agreement. The Employer shall make the maximum contribution permitted under Section 415(c)(1) of the Internal Revenue Code of 1986, as amended, for the year in which the employee severs employment. The Employer shall deposit the contribution no later than July 30 of the year following retirement.

K. MEDICAID REIMBURSEMENT

1. Members in the titles of SLP, LCSW, and OT who are required by the District to complete Medicaid reimbursement forms and who incur fees for maintaining a license or certification to be eligible to complete such forms in accordance with any governmental requirements, shall be reimbursed for the cost of obtaining or maintaining the particular license or certification involved up to a maximum amount of Three Hundred Dollars (\$300.00) every three (3) year period. To receive such reimbursement, the member shall submit proof of payment and the amount involved for any such license, registration, or certification fee.
2. In addition to the above, the District recognizes that such members may be required to participate in course work to obtain and maintain such required licenses or certifications. Such members shall be entitled to participate in the Professional Development opportunities set forth in Article 11 of the Agreement and the credit opportunities set forth in Article 4 of the Agreement to the same extent and subject to the same conditions of other members of the bargaining unit and said credit shall not be denied if the member

pays for the course and the course is required for such license or certification.

3. This provision shall operate for so long as the District requires members of the Association to complete and execute Medicaid reimbursement forms. Should the requirements associated with school districts requesting Medicaid reimbursement for services rendered to students of the District change, the parties shall discuss the matter to determine if the terms of this Memorandum of Agreement should be altered.

ARTICLE 5 - HEALTH & RETIREMENT BENEFITS

- A. The District agrees to continue the Orange/Ulster School District's Health Insurance Plan through June 30, 2025.

Effective July 1, 2020, the District will pay 88.5% of the premium rate for the individual or family plan and the unit member will pay 11.5% of the premium regardless of the plan in which they are enrolled.

Effective July 1, 2022, the District will pay 88% of the premium rate for the individual or family plan and the unit member will pay 12% of the premium regardless of the plan in which they are enrolled.

Effective July 1, 2023, the District will pay 87.5% of the premium rate for the individual or family plan and the unit member will pay 12.5% of the premium regardless of the plan in which they are enrolled.

Effective July 1, 2024, the District will pay 87% of the premium rate for the individual or family plan and the unit member will pay 13% of the premium regardless of the plan in which they are enrolled.

- B. The School District may also make available to unit members an alternate health plan.

Any unit member selecting the alternate plan which has a premium which is less than the premium for the Orange Ulster School District Health Insurance Plan referenced in Section A above shall pay the same employee contribution percentage as for the Orange Ulster Plan and the School District shall pay the same contribution percentage as for the Orange Ulster Plan as provided in Section A above.

Any unit member selecting the alternate plan which has a premium which is more than the premium for the Orange Ulster Plan, shall contribute the same employee contribution percentage as provided in Section A above plus 100% of the difference in cost of the alternate plan over the Orange Ulster Plan.

The School District's contribution towards the alternate plan is limited to the cost of its percentage contribution towards the Orange Ulster plan. The intent of this provision is to ensure that the School District's costs of its contribution towards the alternate plan is no more than the cost of its contribution towards the Orange Ulster Plan.

As with the Orange Ulster Plan, all employee contributions shall be by payroll deduction.

Due to change of status (e.g. death of spouse, loss of employment, divorce, etc.) the unit member may, subject to the rules of the plans, choose to switch coverage from the Orange Ulster Plan to the alternate Plan or from the alternate Plan to the Orange Ulster Plan.

- C. Unit members, other than nurses as set forth below, who have served ten (10) years of continuous service with the District immediately prior to retirement in accordance with the Rules and Regulations of the NYS Retirement System are eligible for health insurance in retirement. In addition, such members who, at the time they retire from the District, have at least fifty (50) accumulated sick leave days shall be compensated for such days at the rate of \$81.00 per day provided they are at least 55 years of age at the time of retirement and they notify the District of their intent to retire at least 60 calendar days prior to the date of retirement, but no later than March 30 of the school year in which he/she intends to retire. Effective July 1, 2022, this notice date shall be January 15th. Such notice shall be considered final for the purposes of this Article. Payments shall not exceed the maximum number of accumulated sick days allowed by contract (250). Any member who has in excess of 250 days may elect to donate up to ten (10) of such excess days to the sick leave bank by providing written notice of such donation to the Superintendent prior to the effective date of their retirement.

Members of the bargaining unit who retire or have retired previously shall be covered by the same health insurance plan as is provided to members of the Association pursuant to Article 5(A) or (B) above. Changes to retiree health coverage can consist only of the School District providing the same plan available to active members as set forth in Article 5(A) or (B) above, as such plan may be changed by the Association and School District by mutual agreement. Only dependents consisting of a spouse and dependent child or grandchild the unit member has at the time of retirement are eligible for dependent coverage under this provision. Should a retiree later become the legal guardian of a child or grandchild that was in existence at the time the member retired (or is a child of a child who was in existence at the time the member retires), those new dependents would be eligible for coverage under the retiree's plan.

School Nurses are subject to the same eligibility conditions as set forth above, however the compensation shall be at the rate \$60 per day.

- D. The District and the Association will agree on a tax sheltered annuity program to be administered by the District, under current law, with a maximum of 25 companies to be mutually agreed upon by both parties.
- E. The District shall pay \$2,300.00 to each unit member who foregoes health insurance (Orange Ulster and NYSHIP Plan) offered by the District because he/she is covered by another health insurance plan. The payment for School Nurses shall be \$2,500.00.
- F. The District agrees to contribute 75% of the cost of health insurance for qualified retirees and 50% of the cost of their dependents. The alternate plan will be offered to qualified retirees subject to the District contribution of 75% of the cost for the retiree and 50% of the cost of dependents. Upon the death of a retiree the spouse of that retiree shall continue health insurance coverage through the District subject to the rules and requirements of the insurance carrier. The spouse shall be responsible for the full amount of the premium cost of the plan.
- G. A Benefit Fund has been established by the Association for the purpose of providing various insurance benefits for the members by the bargaining unit. The amount of the Benefit Fund contribution shall be \$1,000.00 effective July 1, 2017 and \$1,025.00 effective July 1, 2018 for each member of the unit. District contributions to the Fund shall be according to the following schedule each year:

No later than the first two weeks of July:	25%
No later than the first two weeks of October:	25%
No later than the first two weeks of January:	25%
No later than the first two weeks of April:	25%

The Association will provide an auditor's report of the fund to the District at the end of each fiscal year and shall make general fiscal records available.

Effective July 1, 2020, nurses shall be covered by Article 5(G), the Benefit Fund in lieu of their existing Dental and Vision Insurance fund.

- H. The District and Association may choose to create a health insurance investigation committee consistent with the following:

The District and the Association shall each appoint five members to the committee. The purpose of the committee is to investigate alternative health insurance plans and to evaluate any cost containment measures, which may be available to the parties. The committee is an advisory

committee and has no authority to make changes to the Collective Bargaining Agreement.

- I. A 125 "Cafeteria" plan has been jointly established to allow unit members to make pretax dollar contributions. The code 125 will be jointly overseen by the District and the CCTA, as consistent with any Federal laws, rules or regulations.

ARTICLE 6 - EXTRACURRICULAR COMPENSATION

- A. For this agreement, the extracurricular compensation schedule is attached hereto as Appendices B, C, and D. These schedules reflect an increase to the stipends in Appendices "B" and "C" of 2% on the following dates: 7/1/22, 7/1/23, and 7/1/24. The application of the percentage increases to be rounded to the nearest whole number.
- B. The decision to maintain any extracurricular position or program continues to rest solely with the District.

ARTICLE 7 - TEACHING LOAD

A. ELEMENTARY

Preparation Time:

The District agrees to provide each elementary bargaining unit member with a minimum of 45 consecutive minutes each day free from instruction and supervisory duties which will be available to and be used by the bargaining unit member for preparation. Such preparation time shall be scheduled by the building principal and shall be in addition to the state mandated duty-free lunch period.

B. MIDDLE SCHOOL (GRADES 5-8)

1. Within a middle school nine (9) period day*, the parties agree that unit members will be assigned the following: [*Note: in the event the School District anticipates a change in the number of periods in the middle school day, it recognizes its obligation to negotiate the terms and conditions associated with such a change and as such changes may affect the following assignment listing.]
 - a. The number of daily periods of classroom instruction shall not exceed five (5). Unit members shall be assigned to no more than four (4) consecutive teaching assignments whenever possible. A unit member may volunteer to teach a 6th assignment and will be paid 1/6th of his/her annual salary.

- b. Each unit member will be provided a minimum of one (1) preparation period per day, free from instruction and supervisory duties.
 - c. Each member teaching in an academic core subject area, as defined by Part 30 of the Commissioner's Regulations, shall receive one (1) team planning period per day. Members teaching in the special subject areas, as defined by Part 30 of the Commissioner's Regulations, may be assigned either a team planning period or an additional preparation period depending on the needs of the District. If a teacher in the special subject area is assigned the "additional preparation period", it is subject to the same parameters as set forth in paragraph "2" below relating to team planning.
 - d. Each member may be assigned a duty period.
 - e. Each member shall receive one (1) duty free lunch period.
2. It is mutually understood that team planning time is available for the benefit of both teachers and administration to meet professional communication and educational needs. The parties understand the need for mutual flexibility and respect of each other's needs in the use of team planning time which shall be available for use by administrators if needed. Use of and planning for, team planning time requires collaboration between the members of the teams and administration which will require regular communication. Examples of uses of team planning periods include, but are not limited to, team collaboration, meeting between building administration and members of the team, parent-teacher conferences, meeting with special education teachers concerning IEP issues, administrative discussion of standardized testing issues, presentation of consultant strategies, etc.
3. Concerning the duty period, it is understood by the Association that the District has a right of assignment of supervisory duties to teachers during the duty period. Such duties may include, but are not limited to, study period, hall duty, lunch detention, and homeroom. Assignment of duties will be rotated on a yearly basis. However, it is understood that assignment of study period duty will primarily be to core subject area teachers and is not subject to such annual rotation. Assignment of study period duty may be made to special subject area teachers as needed by the District. The District reserves its right to also assign supervisory duties to members before and after the commencement of the student day and within the normal teacher work day. Such duties include, but are not limited to, hall duty, bus duty, cafeteria duty (rotated on a yearly basis), and other student supervision type assignments.

C. **HIGH SCHOOL**

1. **Academic Subject Areas:** The number of daily periods of classroom instructions shall not exceed five (5) except under unusual circumstances. Unit members shall be assigned to no more than four (4) consecutive teaching assignments whenever possible. Wherever possible, the daily teaching load shall not exceed one hundred twenty-five pupils. A unit member may volunteer to teach a 6th class and will be paid 1/6th of his/her annual salary.
2. **Special Subject Area Goals:**
 - a. **Art:** The total daily load shall not exceed one Hundred twenty-five.
 - b. **Music:** The total daily load per vocal music teacher shall not exceed one hundred fifty pupils.
 - c. **Technology and Home and Careers:** The total daily load shall not exceed one hundred ten pupils.
3. Each secondary unit member shall be provided a minimum of one preparation period per day.
4. The number of preparations per day shall be a factor in assigning non-professional duties. Therefore, some teachers with greater preparations shall be relatively free of extra duties. The District shall endeavor to balance the amount of preparations with relief from extra duties.
5. Department Chairs shall have one period per day that shall be used for department business which shall result from them being relieved of a duty period, not an instructional period.
6. Effective beginning with the 2019-2020 school year, the high school instructional day will be increased by fifteen (15) minutes per day. This will result in an instructional day of 6 hours and 45 minutes at the high school.

D. **WORK DAY**

Effective July 1, 2022, the work day for members of the bargaining unit shall be seven (7) hours and five (5) minutes inclusive of AM Opening Supervision Duties (bus/sidewalks/hallways/stairwells, etc.) and PM Closing Supervision Duties (bus/sidewalks/hallways/stairwells, etc.).

ARTICLE 8 - PROFESSIONAL SERVICES

- A. School counselors, school nurse teachers, school librarians, and psychologists will be provided in accordance with state guidelines within the available budgetary funds of the school district.
- B. Upon satisfying the conditions set forth herein, a unit member who achieves National Board Certification shall receive an annual stipend of \$5,000.00 so long as his/her national certificate remains current and the conditions of this provision are satisfied.

On or before April 1 of the school year preceding the year in which the unit member is to receive the national certification, he/she shall notify the District that he/she is receiving the certification so the District may make appropriate budget accommodations for the subsequent school year.

In exchange for receiving the annual stipend, the unit member, Association President and the Superintendent shall meet to determine and to mutually agree as to the additional services to be provided to the District. Such services may include but are not limited to mentoring a probationary teacher (a tenured teacher may agree to being mentored), providing training opportunities for staff, being a national certification resource person, other responsibilities which may be consistent with the certification program and the like.

The unit member shall provide written notification to the District if the certificate lapses or is not renewed.

ARTICLE 9 - GRIEVANCE PROCEDURE

DEFINITIONS

A "grievance" is any alleged violation of the application, meaning or interpretation of this agreement.

An "aggrieved person" is the person or persons making the claim.

The term "unit member" shall include individuals or groups who are members of the bargaining unit covered by this agreement.

All "days" referred to shall be defined as unit member working days.

A "party in interest" is the Teachers Association or the person or persons making a claim and any person or persons whom might be required to take action or against whom action might be taken in order to resolve the claim.

If a grievance affects a group of unit members in more than one building, the grievance shall be filed with the Superintendent at Step 2.

STEP 1

Within thirty (30) days of the time following knowledge of the act or condition upon which the grievance is based, the grievant may present the grievance in writing to his/her building principal who will arrange for a meeting to take place within five (5) days after the receipt of the grievance. The grievant and the building principal shall be present for the meeting. The building principal shall provide the aggrieved party with a written answer to the grievance within three (3) days after the meeting. Such answer shall include the reasons upon which the decision was based. Any written grievance shall include the contract section or personnel policy alleged to have been violated, the facts constituting the violation and the remedy sought.

STEP 2

If the grievant is not satisfied with the disposition of the grievance at Step 1 or if no decision is rendered within six (6) days after he/she has filed the written grievance, then the grievance may be referred to the Superintendent or his official designee within ten (10) days. The Superintendent shall arrange for a hearing with the grievant within five (5) days of the filing of the appeal. The parties in interest shall have the right in the presentation at this step to present such witnesses as they deem necessary to develop facts pertinent to the grievance. Upon conclusion of the hearing, the Superintendent shall have four (4) days to submit a written decision together with the reasons for his decision. Copies of this decision shall be submitted to the grievant and to the Association.

STEP 3

If the aggrieved person is not satisfied with the decision of the Superintendent, the grievance can be submitted to the Cornwall Board of Education within ten (10) days after the receipt of the decision. The Board shall hold a hearing and render a decision within twenty (20) days after the grievance was presented to the Board.

STEP 4

In the event that the decision of the Board of Education does not resolve the grievance, the Association and the grievant may submit the grievance to arbitration provided it does so within ten (10) days after receipt of the grievance decision.

No grievance may be submitted to arbitration except by the Association.

The Association and the District will choose an arbitrator from the following panel of arbitrators who shall serve in rotating order: Jeffrey

Selchick, Sheila Cole, Howard Edelman. Changes to the list shall be made by the mutual agreement of the parties.

The arbitrator's decision will be in writing and will set forth his/her findings, reasoning and conclusions on the issue submitted. The arbitrator will be without power or authority to make any decision which requires commission of an act prohibited by law or which adds, subtracts from or alters the terms and conditions of this contract. The decision of the arbitrator shall be binding on both parties.

The arbitrator's fee and expenses will be equally shared by the parties.

MISCELLANEOUS

Copies of all written decisions shall be sent to all parties involved and the CCTA President.

All documents, communications or records, dealing with a grievance shall be filed separately from the personnel files of the participants.

Access shall be provided to all records necessary to the determination and processing of the grievance except for privileged information.

No grievance may be brought more than thirty (30) days after the occurrence of the act or condition upon which it is based or after the grievant knew or should have known of said act or conditions.

All grievance hearings and arbitrations shall be scheduled after regular school hours.

Nothing contained herein shall be construed as limiting the right of any unit member having a complaint to discuss the matter informally through administrative channels.

ARTICLE 10 - DISRUPTIVE PUPILS

Any problem involving disruptive pupils shall be referred immediately to a building administrator. Unit members referring disruptive pupils to administrators for action shall be entitled to a report from the District on the actions to be taken regarding the disruptive pupil, within three (3) school days. In those cases where the unit member is the complainant and the pupil is suspended for a period in excess of five days and is afforded a hearing before the Superintendent or the Board of Education, participation by the complainant unit member shall be assured.

ARTICLE 11 - PROFESSIONAL DEVELOPMENT

The School District shall pay all reasonable expenses, including fees, meals, lodging, transportation and/or registration fees incurred by unit members in attending conferences, seminars, workshops and other professional improvement sessions that have been approved by the District in advance.

To promote the widest participation among the faculty:

1. A list shall be provided to the Association President semi-annually of all faculty members attending professional meetings.
2. All participants shall be required to report to their fellow faculty members in interested subject areas. This report may be in written or oral form.
3. All notification of conferences shall be by My Learning Plan, or some similar electronic notice system.

ARTICLE 12 - TEACHING CONDITIONS

- A. The District and the Teachers Association recognize the need for safe, healthy and adequate facilities, within the budgetary limitations of the school district. Therefore, complaints from the members of the faculty will be entertained by the school district administration provided that the complaint is in writing and given first to the building principal for processing. In the event the complainant is not satisfied with the action taken by the building principal, he may then proceed under the grievance procedures established in Article IX up to and including Step 3.
- B. Instructional schedules will have priority over maintenance schedules at all times except when exigencies and emergencies dictate otherwise.
- C. Clerical and typing services shall be available to all unit members for educational purposes provided that the office worker receives reasonable notice thereof.
- D. Classroom interruptions are always disruptive to the teaching situation. Therefore, all administrators shall strive to minimize classroom interruptions.

This section shall not be construed to impede the District from conducting periodic classroom observations in connection with ongoing program evaluation.

- E. Unit members shall not be required to copy, transfer or transmit information that does not have a bearing on the learning experience of the child.
- F. Solicitors in School Buildings. Unless stated to be agreeable to the unit members, administrators will not permit agents of any type to solicit unit members during the school day. Such contacts must be made during the free time of the unit member before or after school, or if the principal feels it to be extremely desirable, during a preparation period. The latter provision would be granted in the event that book representatives presenting material of particular interest to the staff members were present in the building.

Unit members will assume no responsibility for the distribution of advertising materials from these sources nor will they furnish such representatives with lists of peoples' names. The Superintendent of the school district, when distribution or use of such materials is deemed advantageous to the educational program, will determine whether or not such materials may be used or distributed. Further, the unit member may not be used as a solicitor or collector of monies for such non-educational projects as school picture taking, insurance, and any other non-educational projects. However, these projects may be conducted on a voluntary basis.

- G. Any bargaining unit member who has worked at least ninety-one (91) school days as an appointed staff member during any school year shall be credited with one (1) year of service for salary and longevity purposes when they return to full service with the District.
- H. The District will schedule one evening conference in addition to the open house night.
- I. Bargaining unit members will be required to attend a maximum of two (2) one-hour sessions per month in accordance with the following purpose and procedures:
 - 1. The purpose of these sessions is to provide opportunities for the staff and administration to collaborate on issues relating to the successful delivery of programs to the students of the district. It is not the intended purpose to use the sessions to deliver instructional services to students nor to provide additional student contact time.
 - 2. Each month may have two, one-hour sessions, or one, two-hour session as determined by the District.
 - 3. The purpose of each session shall be determined by the District after consultation with the Association President. Unit members will be

notified of the dates of the sessions as far in advance as possible, but in no instance with less than three weeks' notice.

4. Sessions will be held on Mondays, unless otherwise mutually agreed upon by the Superintendent and Association President. In the event a session is canceled due to weather or due to circumstances beyond the District's control (e.g. speaker cancels), it will be rescheduled within the school year subject to the above notice provision.
 5. These two (2) one-hour sessions are exempt from in-service credit.
 6. All bargaining unit members within a building will be required to attend for the full hour; or, in the case of a two-hour meeting, for the full two hours.
 7. Faculty meetings are in addition to the sessions set forth above.
 8. Building Principals may continue to require a general faculty meeting no more than once every other month. Such general faculty meetings will be no longer than one hour and will be held on Mondays. It is mutually understood that the Superintendent may call meetings to address emergency circumstances or events.
- J. Professional Duties – It is recognized by the District and the Association that the teacher is a professional whose primary duty is to teach and promote and improve student learning. In meeting these responsibilities teachers and administrators will work together to ensure a climate conducive to learning both in the classroom and in the school building community.
- K. Mentoring Program
1. This mentoring program has been developed consistent with all applicable rules, regulations, statutes and laws.
 2. To the extent that it is required by the Agreement the parties recognize their respective responsibilities to abide by its terms as it applies to the mentoring program.
 3. The parties have created a mentoring sub-committee of the District's Professional Development Committee. The sub-committee shall consist of six CCTA members appointed by the president, two building administrators and one district administrator appointed by the district. The purpose of the mentoring sub-committee is to develop, implement and monitor the District Based Mentoring Plan.

4. The mentoring sub-committee recognizes its responsibility to refer to the parties' respective bargaining teams issues which relate to terms and conditions of employment.
5. The position(s) of teacher mentor shall be posted yearly and shall include at a minimum the responsibilities, duration, qualifications, program evaluation, and stipend amount (copy attached).
6. The mentoring sub-committee shall recommend to the Superintendent the candidates for the position of District Mentoring Coordinator. The Superintendent shall select the person to be recommended to the Board of Education for appointment.
7. The District Mentoring Coordinator shall serve a term not to exceed three years. A coordinator may serve for more than one term.
8. Effective July 1, 2022, the District Mentor Coordinator shall receive an annual stipend of \$4,237.
9. A mentor is defined as a permanently certified, tenured teacher with at least five years of teaching experience.
10. An intern is defined as a newly employed teacher who is required to have a mentoring experience to meet the NYS certification requirements.
11. Mentors will make application to the mentoring subcommittee by submitting a completed application, a building principal nomination and a colleague nomination. The mentoring sub-committee will select the pool of mentors and advise the District Superintendent of those selected to be mentors. The building principal and building subcommittee member will pair mentors and interns within each building and will forward those pairs to the Superintendent for appointment by the Board of Education. To the extent possible the mentor and intern pairings shall be from the same grade level, curriculum area and/or building. If the building principal and building sub-committee member are unable to agree on the match of mentor and intern, then the final pairing of mentor(s) to intern(s) will be decided by the Superintendent after consultation with the Association President and then recommended to the Board of Education for appointment.
12. The responsibilities of the mentors and interns have been developed by the sub-committee and may be amended by the sub-committee to the extent that it does not affect terms and conditions of employment.

13. The information obtained by the mentor throughout his/her interaction with the intern shall be confidential and shall not be made available to District administrators or used in evaluation procedures of the interns or the mentors.
14. Substitute teachers will be provided to cover the classes of the mentors and interns as needed to allow for classroom visitations. Reasonable notice will be given to the district in order to arrange for substitute coverage.
15. Any mentor and/or intern who work in more than one of the District's buildings will be given additional time as their schedules dictate.
16. Nothing in this agreement shall be construed as placing a greater burden on any unit member who does not participate in the mentoring program in order to accommodate those who do participate. An example would be' asking a unit member to cover the supervisory duty of a mentor and/or intern.
17. Mentors will not formally evaluate or observe the intern. The mentor will be responsible for feedback to the interns.
18. No part of the mentoring program shall be used against the intern in the District's decision to grant or not to grant tenure to the intern. No part of the program, including the mentor/intern log, will be used against the intern in the District's decision to continue or not to continue a unit member's probationary status.
19. Mentors shall be compensated at the rate of \$1,500.00 per year for each intern to whom they are assigned. The \$1,500.00 represents a minimum of 8.75 hours per quarter for a total of 35 hours per year.

L. District Wide Facilities

1. Each special area unit member, i.e., Art, Music, Library, and Physical Education shall be provided with adequate and sufficient classroom facilities within the capabilities of the school district.
2. The District agrees that in the planning of any future facility, it will consult with the CCTA.

ARTICLE 13 – TEACHER EVALUATION

- A. Certified administrators employed as such will conduct observations and/or evaluations of all unit members.
- B. Unit members will be given a copy of professional observation and evaluation reports. No material directly resulting from an observation or evaluation shall be placed in a unit member's file or otherwise acted upon without a prior conference with the unit member. All evaluation reports will be followed by a conference with the unit member and building administrator. The unit member's official personnel file shall be located in the District Office.
- C. Unit members will have the right, upon request, to review, during normal business hours, the contents of their personnel files and to make copies of any documents in the files. Information used in the hiring of a unit member shall be excluded from the right of review and copy. Upon request by unit members, a union representative may be present.
- D. Any unit member shall have the right to submit written responses to materials in their individual files. Answers so submitted shall be entered in the unit member's file.
- E. Professional observations of probationary unit members shall be conducted to provide advice and guidance as well as evaluation. At least one observation per year shall be conducted for probationary unit members.
- F. All formal classroom observations shall be conducted openly and each shall not exceed fifty (50) minutes in length.
- G. Evaluations shall be submitted to the unit member not later than ten (10) school days after completion of the observation. Normally, a second formal classroom observation of the unit member shall not be made prior to receipt by the unit member of the evaluation of the previous classroom observation.
- H. All observations and performance reviews of unit members covered by APPR shall be done consistent with the parties most recent negotiated Annual Professional Performance Review (APPR) which is made a part of the collective bargaining agreement. Such APPR shall be reviewed and re-negotiated to the extent required by law or regulation, in accordance with the requirements set forth in Commissioner's Rules and Regulations Part 100.2, as may be amended.

ARTICLE 14 – SUBSTITUTES

- A. It is the responsibility of the administration to obtain substitute teachers. Such responsibility shall extend beyond the limits of regular classes to the special classes including, but not limited to, art, music, library, and physical education. Every effort will be made to provide a substitute certified in the subject area.
- B. In such instances when the district is unable to obtain a substitute, the following shall apply. Teachers who volunteer to cover a class period during their lunch, duty, team planning, or preparation period due to the absence of a substitute will receive a payment of Twenty-Five Dollars (\$25.00) for that period. This rate will increase to Thirty Dollars (\$30.00) effective July 1, 2020. A “period” at the secondary level is the length of a period. A “period” at the elementary level is defined as forty-five (45) minutes. In the absence of any volunteers, the building principal may switch the duty of a teacher to cover that class period at the same pay stated above, in which case they shall also receive the above payment. A building administrator can only involuntarily switch an individual teacher’s duty period up to five (5) times per year.

ARTICLE 15 - TEACHER TRANSFER & ASSIGNMENT

1. INVOLUNTARY TRANSFERS

- A. A meeting shall be held between the unit member involved and the principal, or other administrator in charge, before the involuntary transfer or reassignment is made. This meeting shall be formally scheduled in writing by the principal or other administrator in charge and shall be held at the earliest mutually agreeable time. At this meeting, the unit member shall be notified of the reasons for the transfer, based on sound educational policy. In the event the unit member objects to the transfer or reassignment at this meeting, upon the request of the unit member, he/she may meet with the Superintendent.
- B. Written notice of an involuntary transfer/reassignment shall be given to the unit member not less than 24 hours after the meeting at which the unit member was notified of administrative intent to transfer or reassign.
- C. Whenever an involuntary transfer must be made, the unit member's major and/or minor field of study and length of service to the District shall be considered and discussed at the meeting between the principal or other administrator in charge, and unit member.
- D. Further, at this same meeting, the unit member being involuntarily transferred shall be informed in writing by the principal, or other administrator in charge, of other positions available at that time in the unit

member's tenure area and shall be transferred only to a comparable position within that tenure area. The unit member being involuntarily transferred may request the positions in order of preference to which he or she desires to be transferred.

- E. No unit member who is transferred shall, by reason thereof, be denied any legal rights they may otherwise have.

NOTIFICATION: All unit members shall be notified of their tentative teaching assignment for the following year by June 1 of the current year. The notice shall include specific courses of instruction and whenever possible, projected class enrollment. If an assignment change is necessary because of unanticipated personnel changes, the individuals involved will be notified at least ten (10) school days prior to the start of the new assignment.

2. VOLUNTARY TRANSFERS AND POSTING OF OPENINGS

- A. Regardless of how an open position is to be filled, the School District shall post by electronic notice (i.e. email) to all members, the notice of the professional position, it intends to fill prior to, or at the same time, as any outside advertisement for said position. A copy of all such postings shall be emailed to the President of the Cornwall Central Teachers' Association. The School District shall use its best efforts to provide such postings to all members and will utilize established electronic distribution lists to distribute the electronic notices to avoid any unintentional omission. The parties agree that "positions" covers any open teaching positions, but shall also include any positions as reflected in Appendices "B", "C", and "D". Such postings that may involve building specific duties shall be noted on the posting and appointment may be limited to members within those buildings. This includes, but is not limited to, such building specific areas as home bound instruction, tutoring, and extra-curricular activities. The parties acknowledge that some building specific duties, such as home bound instruction, are not suitable for the two-week notice requirement set forth in "B" below and may reflect a response time of as little as 24 hours in the posting as is reflected in "B" below.
- B. Except in unusual circumstances, and as noted in "A" above for building specific duties, no such position shall be filled until two (2) weeks have elapsed from the date of posting. In those cases where positions are filled in less than two (2) weeks, the Association President will be so notified.
- C. All such notices shall include, insofar as possible, a brief statement of the duties involved in the position and the qualifications the District seeks in the person to fill the position.

D. Unit members shall be given an opportunity to make application for any such position and the District shall give consideration to any unit member who possesses the qualifications desired and makes application for the posted position. All unit members who apply for such positions shall be notified in writing of the action taken by the District in the filling of any such position.

ARTICLE 16 – LEAVES

A. PERSONAL LEAVE

Each full-time member is entitled to three (3) full days of personal leave with pay. These days shall be granted only upon specified reason(s) given to the principal. Unused personal leave days shall be allowed to accumulate as sick days.

In general, personal leave shall be granted in connection with matters which cannot be taken care of outside of regular school hours and for reasons of serious enough nature as to cause undue inconvenience or hardship. It is incumbent upon each individual to consider carefully any such request in the light of his/her own professional and ethical standards. At the discretion of the Superintendent, personal leave days may be taken immediately before, or after, any school recess or holiday weekend as per the school calendar.

Except in emergencies, the individual shall request the leave by using the electronic or other system provided by the District for tracking leave (e.g. AESOP) in advance of the date requested. Situations not covered are not necessarily excluded but may only be requested as they arise.

Generally, legitimate requests for personal leaves shall fall in the four categories listed below.

LEGAL: Court appearance, consultation with lawyer, etc.

BUSINESS TRANSACTION: Selling of real estate, etc.

FAMILY: Graduation or other honors involving individuals, immediate family, personal problem or marriage counseling.

EDUCATIONAL: Summer institute in which unit member has been accepted which begins before the actual closing of school.

B. DEATH IN FAMILY

Each full-time staff member will be granted a leave of absence with pay not to exceed five (5) consecutive days due to death in the family. Such leave will be granted by the Superintendent or his designee. The family shall include spouse, Domestic Partner as defined by applicable New York State Law, parent, grandparent, child, sister, brother or corresponding-in-

law. A member may submit a request to the Superintendent, with reasons, to reserve one or more of these five bereavement days to a later date. The Superintendent shall determine, in his/her discretion, if such request is granted.

C. SICK LEAVE

1. Each school year, full time unit members are entitled to twelve (12) paid sick leave days due to personal or immediate family illness (immediate family is defined as spouse, children, parents, or a person living in the employee's household). A unit member who commences employment after February 1st will have paid sick leave pro-rated as follows:

February 2 - March 1	7
March 2 - April 1	6
April 2 - May 1	5
May 2 - June 1	3
June 2 - June 30	2

Unit members shall be allowed to accumulate 250 sick leave days.

2. Sick leave for part-time unit members will be pro-rated according to the fraction of time employed and may be accumulated annually toward the current maximum (250).
3. A doctor's certificate may be required after three (3) days of consecutive absence at the discretion of the Superintendent. At the discretion of the Superintendent, verification may be required in the event of an absence on a day before or day after any school recess as listed in the student calendar.
4. The District reserves the right to require an employee to submit to a medical examination consistent with Education Law §913.

D. SICK LEAVE BANK

Effective July 1, 1977, a sick leave bank was established and remains in effect for the duration of the contract.

1. All tenured full-time unit members shall participate in the sick leave bank and shall contribute one (1) day of accumulated sick leave to the sick leave bank in the event the bank is depleted. Only participants may draw from the bank. Teachers granted tenure will contribute one day to the sick leave bank.

2. Eligibility to draw from the bank shall be limited to members whose applications are granted, who have an extended illness or an accident and who have exhausted all of their accumulated sick days.
3. The bank shall be administered by a committee composed of the Association President (or designee) and the Superintendent (or designee). This committee shall adopt procedures for administration of the bank and shall act upon applications for withdrawal. The decisions of this committee shall be final and binding upon all parties. In the event of a tie vote whether to grant or deny a request for days from the sick leave bank, the matter will be decided by an arbitrator designated in accordance with the rules of the American Arbitration Association. The arbitrator's decision shall be binding.
4. Applications for withdrawal of days from the bank shall be made prior to the exhaustion of the applicant's accumulated sick leave. Compensation from the bank shall not be effective earlier than the tenth (10th) day after exhaustion of all accumulated sick leave, provided, however, that upon the unanimous approval of the committee such compensation may be made retroactive to the date of exhaustion of all accumulated sick leave days.
5. If, through collective bargaining, the provisions of the sick leave bank are deleted from the contract, all days in the bank at that time remain until used.

E. OTHER LEAVE

An employee may request child care leave of absence without pay, not to exceed two (2) years, providing a request is submitted 30 days prior to the anticipated start day of the leave when such leave is foreseeable and as soon as practicable when such leave is not foreseen. The request shall specify the first day upon which the leave is to commence and the first day of the academic year upon which it is to terminate. An employee intending to return from said leave at the beginning of a school year shall advise the District by May 1st of the previous school year his/her intent to return.

F. LEAVES FOR PERSONAL REASONS

Both parties acknowledge the District's continuing discretion to grant leaves of absence without pay to unit members applying for same for personal reasons.

G. JURY DUTY

1. A unit member summoned to Jury Duty shall immediately notify the District Office and shall make every effort in cooperation with the District Office to have the Jury Duty rescheduled during the summer recess period. If, despite such reasonable efforts, the unit member must serve, he/she shall receive his/her regular teaching salary for the duration of said service, provided, however, that his/her per diem jury duty pay shall be transferred to the Treasurer of the District.
2. A unit member subpoenaed to testify relating to his/her professional capacity as a unit member (and not merely as an employee) in the District shall receive his/her regular salary pursuant to the provisions and requirements of one (1) above.

H. RETURN FROM LEAVE OF ABSENCE

Upon return from an approved leave of absence, the terms of which were fulfilled, a unit member shall be restored to his/her former position or a position similar and within his/her tenure area. Any unit member who commences an unpaid leave of absence during an academic year shall be granted salary step credit for that year, provided he/she has worked at least ninety-one (91) days of that year and will receive all contractual benefits immediately.

ARTICLE 17 - ASSOCIATION RIGHTS

- A. The Association will receive copies of existing agenda and minutes of the Board of Education.
- B. The Association has the right to use bulletin boards, buildings, rooms, and other facilities, provided normal District procedures for approval are followed.
- C. The Association shall be provided time on the agenda for the Orientation of New Staff Members' meeting and for the meeting of staff on the opening day of school conference.
- D. The Association may designate delegates to attend NYSUT, or other affiliated teacher organization conventions, without loss of pay, provided no more than six full days shall be taken; provided further that the names of the individuals involved, and the date(s) and location(s) of the conventions shall be certified to the District by the Association at least three (3) weeks in advance.

The Association shall reimburse the District for any substitute wage costs incurred in the implementation of this provision.

- E. Upon submission of a written agenda at least 48 hours in advance, the Superintendent shall hold a conference with the Association on the third Thursday of every month. It shall be held at 3:30 p.m. in the Superintendent's office between the Superintendent and the President of the Association and/or their designees. Each reserves the right to invite members of the professional staff. Any other members of the professional staff may attend as observers but will be excluded from any discussion involving confidential or personnel matters or any other matters specifically protected by statute.
- F. The President of the CCTA shall have two periods per week to fulfill his/her duties which shall be as a relief from duties not teaching assignments.
- G. Bargaining unit members may enroll their children in the Cornwall Central School District at a tuition rate equal to the rate established by SED subject to the following conditions:
 - 1. The District shall initially charge the estimated rate from SED to be adjusted to the final rate from SED once it is issued;
 - 2. A member electing this opportunity is solely responsible for providing all transportation for this child to and from school;
 - 3. Enrollment is based on a "space available" basis as determined by the Superintendent of Schools. There is no right for enrollment in a particular building. However, once enrolled, it is presumed the child will continue in enrollment and, in the case of an elementary school, remain in the same school;
 - 4. Enrollment is only possible for in-District programs and placements, not out of district programs and placements. The exception is that students may, if otherwise eligible, participate in partial day CTE programs provided by BOCES.

ARTICLE 18 - SCHOOL CALENDAR

- A. The Superintendent shall consult with the Association each year prior to December 1 concerning the development of the annual school calendar.
- B. Effective with the 1999/00 school year, if the District's calendar exceeds 187 days including conference days, the District will pay each unit member 1/200th of that unit member's salary for each day over 187 days.

ARTICLE 19 – SCHOOL NURSES

A. NURSES

In addition to the provisions in this Article below, nurses shall be covered by the following provisions of this collective bargaining agreement:

Article 1 (Recognition)
Article 2 (General Contract Provisions)
Article 3 (Dues Deductions)
Article 4 (Compensation) (F, I, and J)
Article 5 (Health & Retirement Benefits)
Article 6 (Extra-curricular Compensation)
Article 9 (Grievance Procedure)
Article 16 (Leaves)
Article 17 (Association Rights)
Article 18 (School Calendar)
Article 20 (Duration of Agreement)
Article 21 (Legislative Authority)

B. COMPENSATION

1. Salary schedules for nurses are attached hereto as Appendix A-1, each of which reflects an increase of 2% and are retroactive to February 1, 2022 as set forth in the March 4, 2022 Memorandum of Agreement. Nurses hired prior to May 1, 2016 shall continue to advance one step per year on the schedule to the top step of Step 32. Nurses hired on or after May 1, 2016 shall advance one step per year to a cap of Step 22 on the schedule. This latter change is effective February 1, 2022.
2. An additional \$750 will be paid each year to nurses with a bachelor's degree. Effective February 1, 2022, increase the compensation for obtaining a BSN to \$1,250. When earned during the course of a school year, the amount will be pro-rated through the end of that school year.

C. WORKDAY AND WORK YEAR

1. The work day for nurses shall continue to be seven and one half (7.5) hours per day. The work year shall follow the teachers' calendar.
2. A nurse's hourly rate shall be paid for additional hours worked when requested to do so by the school or an administrator.

D. **HEALTH PLAN**

In addition to the provisions of Article 5, nurses shall be governed by the below provisions:

1. Nurses who work six (6) hours or more per day shall be eligible to participate in the health insurance set forth in Article 5.
2. Effective July 1, 2017, all nurses shall contribute 12% of the premium cost of the appropriate plan (i.e. individual, two-person, or family). Effective July 1, 2023, all nurses shall contribute towards premium costs to the same level as teacher under Article 5.

E. **MISCELLANEOUS**

1. Nurses will be reimbursed for their cost in purchasing Personal Malpractice Insurance up to \$150 (one hundred and fifty dollars) per year.
2. The school district shall pay reasonable expenses for conferences or workshops approved in advance by the superintendent of schools.

ARTICLE 20 - DURATION OF AGREEMENT

This contract shall be effective as of July 1, 2021 and shall continue in effect through June 30, 2025. However, no later than January 1, 2025, either party may notify the other in writing that it desires to renegotiate any or all of the provisions to be effective July 1, 2025.

ARTICLE 21 - LEGISLATIVE AUTHORITY

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 THERETO SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

THE CORNWALL CENTRAL SCHOOL DISTRICT AND THE CORNWALL CENTRAL TEACHERS' ASSOCIATION HAVE RATIFIED THE ABOVE AGREEMENT AND SUCH RATIFICATION IS VERIFIED BY THE SIGNATURES APPEARING BELOW.

CORNWALL CENTRAL SCHOOL DISTRICT:

President, Board of Education

Superintendent of Schools

CORNWALL CENTRAL TEACHERS' ASSOCIATION:

President, C.C.T.A.

Cornwall Central School District
 CCTA Contract 7/1/21 to 6/30/25
 APPENDIX A - Salary Schedules

2021-22 (7/1/21 through 1/31/22) *(0% increase)*

Step	BA	BA15	BA30	BA45	BA60/MA	MA15	MA30
1	53,460	55,201	56,942	58,682	60,423	62,164	63,905
2	55,786	57,526	59,267	61,008	62,749	64,489	66,230
3	58,111	59,852	61,593	63,333	65,074	66,815	68,556
4	60,437	62,178	63,918	65,659	67,400	69,141	70,881
5	62,762	64,503	66,244	67,985	69,725	71,466	73,207
6	65,088	66,829	68,569	70,310	72,051	73,792	75,532
7	67,413	69,154	70,895	72,636	74,376	76,117	77,858
8	69,739	71,480	73,220	74,961	76,702	78,443	80,183
9	72,064	73,805	75,546	77,287	79,027	80,768	82,509
10	74,390	76,131	77,871	79,612	81,353	83,094	84,834
11	76,716	78,456	80,197	81,938	83,679	85,419	87,160
12	79,041	80,782	82,523	84,263	86,004	87,745	89,486
13	81,367	83,107	84,848	86,589	88,330	90,070	91,811
14	83,692	85,433	87,174	88,914	90,655	92,396	94,137
15	86,018	87,758	89,499	91,240	92,981	94,721	96,462
16	88,343	90,084	91,825	93,565	95,306	97,047	98,788
17	90,669	92,409	94,150	95,891	97,632	99,373	101,113
18	92,994	94,735	96,476	98,217	99,957	101,698	103,439
19	95,320	97,061	98,801	100,542	102,283	104,024	105,764
20	97,645	99,386	101,127	102,868	104,608	106,349	108,090
21	99,971	101,712	103,452	105,193	106,934	108,675	110,415
22	102,296	104,037	105,778	107,519	109,259	111,000	112,741

2021-22 (2/1/22 through 6/30/22) (2% increase)

Step	BA	BA15	BA30	BA45	BA60/MA	MA15	MA30
1	54,529	56,305	58,081	59,856	61,631	63,407	65,183
2	56,902	58,677	60,452	62,228	64,004	65,779	67,555
3	59,273	61,049	62,825	64,600	66,375	68,151	69,927
4	61,646	63,422	65,196	66,972	68,748	70,524	72,299
5	64,017	65,793	67,569	69,345	71,120	72,895	74,671
6	66,390	68,166	69,940	71,716	73,492	75,268	77,043
7	68,761	70,537	72,313	74,089	75,864	77,639	79,415
8	71,134	72,910	74,684	76,460	78,236	80,012	81,787
9	73,505	75,281	77,057	78,833	80,608	82,383	84,159
10	75,878	77,654	79,428	81,204	82,980	84,756	86,531
11	78,250	80,025	81,801	83,577	85,353	87,127	88,903
12	80,622	82,398	84,173	85,948	87,724	89,500	91,276
13	82,994	84,769	86,545	88,321	90,097	91,871	93,647
14	85,366	87,142	88,917	90,692	92,468	94,244	96,020
15	87,738	89,513	91,289	93,065	94,841	96,615	98,391
16	90,110	91,886	93,662	95,436	97,212	98,988	100,764
17	92,482	94,257	96,033	97,809	99,585	101,360	103,135
18	94,854	96,630	98,406	100,181	101,956	103,732	105,508
19	97,226	99,002	100,777	102,553	104,329	106,104	107,879
20	99,598	101,374	103,150	104,925	106,700	108,476	110,252
21	101,970	103,746	105,521	107,297	109,073	110,849	112,623
22	104,342	106,118	107,894	109,669	111,444	113,220	114,996

2022-23 (2% increase)

Step	BA	BA15	BA30	BA45	BA60/MA	MA15	MA30
1	55,620	57,431	59,243	61,053	62,864	64,675	66,487
2	58,040	59,851	61,661	63,473	65,284	67,095	68,906
3	60,458	62,270	64,082	65,892	67,703	69,514	71,326
4	62,879	64,690	66,500	68,311	70,123	71,934	73,745
5	65,297	67,109	68,920	70,732	72,542	74,353	76,164
6	67,718	69,529	71,339	73,150	74,962	76,773	78,584
7	70,136	71,948	73,759	75,571	77,381	79,192	81,003
8	72,557	74,368	76,178	77,989	79,801	81,612	83,423
9	74,975	76,787	78,598	80,410	82,220	84,031	85,842
10	77,396	79,207	81,017	82,828	84,640	86,451	88,262
11	79,815	81,626	83,437	85,249	87,060	88,870	90,681
12	82,234	84,046	85,856	87,667	89,478	91,290	93,102
13	84,654	86,464	88,276	90,087	91,899	93,708	95,520
14	87,073	88,885	90,695	92,506	94,317	96,129	97,940
15	89,493	91,303	93,115	94,926	96,738	98,547	100,359
16	91,912	93,724	95,535	97,345	99,156	100,968	102,779
17	94,332	96,142	97,954	99,765	101,577	103,387	105,198
18	96,751	98,563	100,374	102,185	103,995	105,807	107,618
19	99,171	100,982	102,793	104,604	106,416	108,226	110,037
20	101,590	103,401	105,213	107,024	108,834	110,646	112,457
21	104,009	105,821	107,631	109,443	111,254	113,066	114,875
22	106,429	108,240	110,052	111,862	113,673	115,484	117,296

2023-24 (2% increase)

Step	BA	BA15	BA30	BA45	BA60/MA	MA15	MA30
1	56,732	58,580	60,428	62,274	64,121	65,969	67,817
2	59,201	61,048	62,894	64,742	66,590	68,437	70,284
3	61,667	63,515	65,364	67,210	69,057	70,904	72,753
4	64,137	65,984	67,830	69,677	71,525	73,373	75,220
5	66,603	68,451	70,298	72,147	73,993	75,840	77,687
6	69,072	70,920	72,766	74,613	76,461	78,308	80,156
7	71,539	73,387	75,234	77,082	78,929	80,776	82,623
8	74,008	75,855	77,702	79,549	81,397	83,244	85,091
9	76,475	78,323	80,170	82,018	83,864	85,712	87,559
10	78,944	80,791	82,637	84,485	86,333	88,180	90,027
11	81,411	83,259	85,106	86,954	88,801	90,647	92,495
12	83,879	85,727	87,573	89,420	91,268	93,116	94,964
13	86,347	88,193	90,042	91,889	93,737	95,582	97,430
14	88,814	90,663	92,509	94,356	96,203	98,052	99,899
15	91,283	93,129	94,977	96,825	98,673	100,518	102,366
16	93,750	95,598	97,446	99,292	101,139	102,987	104,835
17	96,219	98,065	99,913	101,760	103,609	105,455	107,302
18	98,686	100,534	102,381	104,229	106,075	107,923	109,770
19	101,154	103,002	104,849	106,696	108,544	110,391	112,238
20	103,622	105,469	107,317	109,164	111,011	112,859	114,706
21	106,089	107,937	109,784	111,632	113,479	115,327	117,173
22	108,558	110,405	112,253	114,099	115,946	117,794	119,642

2024-25 (2% increase)

Step	BA	BA15	BA30	BA45	BA60/MA	MA15	MA30
1	57,867	59,752	61,637	63,519	65,403	67,288	69,173
2	60,385	62,269	64,152	66,037	67,922	69,806	71,690
3	62,900	64,785	66,671	68,554	70,438	72,322	74,208
4	65,420	67,304	69,187	71,071	72,956	74,840	76,724
5	67,935	69,820	71,704	73,590	75,473	77,357	79,241
6	70,453	72,338	74,221	76,105	77,990	79,874	81,759
7	72,970	74,855	76,739	78,624	80,508	82,392	84,275
8	75,488	77,372	79,256	81,140	83,025	84,909	86,793
9	78,005	79,889	81,773	83,658	85,541	87,426	89,310
10	80,523	82,407	84,290	86,175	88,060	89,944	91,828
11	83,039	84,924	86,808	88,693	90,577	92,460	94,345
12	85,557	87,442	89,324	91,208	93,093	94,978	96,863
13	88,074	89,957	91,843	93,727	95,612	97,494	99,379
14	90,590	92,476	94,359	96,243	98,127	100,013	101,897
15	93,109	94,992	96,877	98,762	100,646	102,528	104,413
16	95,625	97,510	99,395	101,278	103,162	105,047	106,932
17	98,143	100,026	101,911	103,795	105,681	107,564	109,448
18	100,660	102,545	104,429	106,314	108,197	110,081	111,965
19	103,177	105,062	106,946	108,830	110,715	112,599	114,483
20	105,694	107,578	109,463	111,347	113,231	115,116	117,000
21	108,211	110,096	111,980	113,865	115,749	117,634	119,516
22	110,729	112,613	114,498	116,381	118,265	120,150	122,035

Cornwall Central School District
 CCTA Contract 7/1/21 to 6/30/25
 APPENDIX A-1 – Salary Schedules – NURSES

Step	(0% increase)	(2% increase)	(2% increase)	(2% increase)	(2% increase)
	2021-22 (7/1/21 to 1/31/22)	2021-22 (2/1/22 to 6/30/22)	2022-23	2023-24	2024-25
1	46,759	47,694	48,648	49,621	50,613
2	47,874	48,831	49,808	50,804	51,820
3	49,019	49,999	50,999	52,019	53,059
4	50,194	51,198	52,222	53,266	54,331
5	51,402	52,430	53,479	54,549	55,640
6	52,464	53,513	54,583	55,675	56,789
7	53,527	54,598	55,690	56,804	57,940
8	54,590	55,682	56,796	57,932	59,091
9	55,654	56,767	57,902	59,060	60,241
10	56,716	57,850	59,007	60,187	61,391
11	57,779	58,935	60,114	61,316	62,542
12	58,842	60,019	61,219	62,443	63,692
13	59,905	61,103	62,325	63,572	64,843
14	60,967	62,186	63,430	64,699	65,993
15	62,030	63,271	64,536	65,827	67,144
16	63,093	64,355	65,642	66,955	68,294
17	64,156	65,439	66,748	68,083	69,445
18	65,216	66,520	67,850	69,207	70,591
19	66,282	67,608	68,960	70,339	71,746
20	67,345	68,692	70,066	71,467	72,896
21	68,408	69,776	71,172	72,595	74,047
22	69,471	70,860	72,277	73,723	75,197
23	70,534	71,945	73,384	74,852	76,349
24	71,598	73,030	74,491	75,981	77,501
25	72,661	74,114	75,596	77,108	78,650
26	73,724	75,198	76,702	78,236	79,801
27	74,788	76,284	77,810	79,366	80,953
28	75,852	77,369	78,916	80,494	82,104
29	76,915	78,453	80,022	81,622	83,254
30	77,978	79,538	81,129	82,752	84,407
31	79,041	80,622	82,234	83,879	85,557
32	80,105	81,707	83,341	85,008	86,708

Cornwall Central School District
 CCTA Contract 7/1/21 to 6/30/25
 APPENDIX B – Non-Athletic Stipends

Level	Non-Athletic Stipends	(0% increase)	(2% increase)	(2% increase)	(2% increase)
		2021-22	2022-23	2023-24	2024-25
All	Dean of Students	4,352	4,439	4,528	4,619
All	Department Chair	4,237	4,322	4,408	4,496
Elem	Elementary Grade Level Coordinator	3,369	3,436	3,505	3,575
Elem	Head Teacher	4,237	4,322	4,408	4,496
Elem	Odyssey of Mind per team Advisor	2,347	2,394	2,442	2,491
Elem	Academic Curriculum Coordinator	3,075	3,137	3,200	3,264
Elem	Newspaper Club Advisor	939	958	977	997
Elem	Art Club Advisor	470	479	489	499
Elem	Friday Morning Opening Coordinators	939	958	977	997
Elem	Physical Education Club Advisor	939	958	977	997
Elem	Elem Orchestra Concert Rehearsal	285	291	297	303
Elem	All County Elem Band Festival - 4th	1,226	1,251	1,276	1,302
Elem	All County Elem Orchestra Festival - 4th	1,226	1,251	1,276	1,302
Elem	All County Elem Chorus Festival - 4th	1,226	1,251	1,276	1,302
Elem	NYSSMA Elem Band Solo Festival - 4th	619	631	644	657
Elem	NYSSMA Elem Orchestra Solo Festival - 4th	619	631	644	657
Elem	NYSSMA Elem Chorus Solo Festival - 4th	619	631	644	657
Elem	4th Grade Student Council	938	957	976	996
Elem	Book Club Advisor	939	958	977	997
Elem	Homework Club Advisor	1,486	1,516	1,546	1,577
HS/MS	A/V Technician	4,149	4,232	4,317	4,403
HS	A/V Asst Technician	2,792	2,848	2,905	2,963
HS	9th Grade Class Advisor	1,668	1,701	1,735	1,770
HS	10th Grade Class Advisor	1,668	1,701	1,735	1,770
HS	11th Grade Class Advisor	1,897	1,935	1,974	2,013
HS	11th Grade Class Advisor Assistant	1,269	1,294	1,320	1,346
HS	12th Grade Class Advisor 1	3,628	3,701	3,775	3,851
HS	12th Grade Class Advisor 2	3,628	3,701	3,775	3,851
HS	Comptroller Sports	3,628	3,701	3,775	3,851
HS	Comptroller G.O.	3,628	3,701	3,775	3,851
HS	Drama Advisor ¹	4,149	4,232	4,317	4,403
HS	Drama Assistant Advisor	1,897	1,935	1,974	2,013
HS	Key Club Advisor	2,696	2,750	2,805	2,861
HS	Local Enrichment Advisor	2,696	2,750	2,805	2,861
HS	Math Team Advisor	1,668	1,701	1,735	1,770
HS	National Honor Society Advisor	2,696	2,750	2,805	2,861
HS	National Honor Society Assistant Advisor	1,808	1,844	1,881	1,919
HS	Acappella Club	1,873	1,910	1,948	1,987
HS	Newspaper Club Advisor	1,852	1,889	1,927	1,966
HS	School Store Advisor	3,628	3,701	3,775	3,851
HS	Student Government Organization Advisor	1,897	1,935	1,974	2,013
HS	Yearbook Advisor	3,628	3,701	3,775	3,851
HS	Yearbook Assistant Advisor	1,852	1,889	1,927	1,966
HS	Youth in Government Advisor	1,668	1,701	1,735	1,770
HS	Youth in Government Assistant Advisor	1,142	1,165	1,188	1,212
HS	Academic Team (Quiz Bowl) Advisor	939	958	977	997
HS	Book Club Advisor	939	958	977	997
HS	Mock Trial Advisor	939	958	977	997
HS	Odyssey of Mind per team Advisor	2,347	2,394	2,442	2,491
HS	Senior Enrichment Advisor 1	1,427	1,456	1,485	1,515
HS	Senior Enrichment Advisor 2	1,427	1,456	1,485	1,515
HS	Triple Threat Advisor	939	958	977	997
HS	Chess Club Advisor	1,878	1,916	1,954	1,993
HS	Environmental Club Advisor	1,777	1,813	1,849	1,886
HS	Art Club Advisor	1,878	1,916	1,954	1,993
HS	Film Club Advisor	1,878	1,916	1,954	1,993
HS	Foreign Language Club Advisor	1,878	1,916	1,954	1,993
HS	Literary Magazine Advisor	1,878	1,916	1,954	1,993

Level	Non-Athletic Stipends	(0% increase)	(2% increase)	(2% increase)	(2% increase)
		2021-22	2022-23	2023-24	2024-25
HS	Youth Against Racism Advisor	939	958	977	997
HS	SADD Advisor	939	958	977	997
HS	Spirit / Varsity Club Advisor	1,878	1,916	1,954	1,993
HS	Weightlifting Club Advisor	1,878	1,916	1,954	1,993
HS	Student Docent Advisor	1,878	1,916	1,954	1,993
HS	Field Band	2,886	2,944	3,003	3,063
HS	Band Concert Rehearsals	929	948	967	986
HS	Concert (Select) Choir	1,859	1,896	1,934	1,973
HS	Mixed Chorus Concert Rehearsals	929	948	967	986
HS	Orchestra After-School Rehearsals	929	948	967	986
HS	All County HS Jazz Festival	1,301	1,327	1,354	1,381
HS	All County HS Band Festival	1,301	1,327	1,354	1,381
HS	All County HS Orchestra Festival	1,301	1,327	1,354	1,381
HS	All County HS Chorus Festival	1,301	1,327	1,354	1,381
HS	NYSSMA HS Band Solo Festival	867	884	902	920
HS	NYSSMA Orchestra Solo Festival	867	884	902	920
HS	NYSSMA Chorus Solo Festival	867	884	902	920
HS	Area All State HS Band Festival	619	631	644	657
HS	Area All State HS Orchestra Festival	619	631	644	657
HS	Area All State HS Chorus Festival	619	631	644	657
HS	Technology Club	1,878	1,916	1,954	1,993
HS	Cooking Club	939	958	977	997
HS	Ski Club	1,878	1,916	1,954	1,993
HS	Safe School Ambassadors Club	939	958	977	997
HS	GSA Club Advisor	939	958	977	997
HS	Mandelbrot Club Advisor	939	958	977	997
HS	Chess Team Advisor	1,878	1,916	1,954	1,993
HS	Dragons and Dungeons Club	939	958	977	997
HS	Foreign Affairs Club	939	958	977	997
MS	A/V Technician	2,792	2,848	2,905	2,963
MS	5th Grade Class Advisor	1,668	1,701	1,735	1,770
MS	6th Grade Class Advisor	1,668	1,701	1,735	1,770
MS	7th Grade Class Advisor	1,668	1,701	1,735	1,770
MS	8th Grade Class Advisor	1,668	1,701	1,735	1,770
MS	Drama Advisor	3,628	3,701	3,775	3,851
MS	Drama Assistant Advisor	1,897	1,935	1,974	2,013
MS	Store Advisor	3,628	3,701	3,775	3,851
MS	Team Leader	2,074	2,115	2,157	2,200
MS	Yearbook Advisor (1st)	939	958	977	997
MS	Yearbook Advisor (2nd)	939	958	977	997
MS	Foreign Language Club Advisor	1,878	1,916	1,954	1,993
MS	Homework Club Advisor	1,472	1,501	1,531	1,562
MS	Math Club Advisor	1,827	1,864	1,901	1,939
MS	Newspaper Club Advisor	1,409	1,437	1,466	1,495
MS	Odyssey of Mind per team Advisor	2,347	2,394	2,442	2,491
MS	Physical Education Club Advisor	1,878	1,916	1,954	1,993
MS	Retail Club Advisor	698	712	726	741
MS	Ski Club Advisor	1,878	1,916	1,954	1,993
MS	Weightlifting Club Advisor	1,409	1,437	1,466	1,495
MS	Yoga Club Advisor	1,878	1,916	1,954	1,993
MS	Student Activity Council Advisor (SAC) - 5th & 6th	1,878	1,916	1,954	1,993
MS	Student Activity Council Advisor (SAC) - 7th	1,878	1,916	1,954	1,993
MS	Student Activity Council Advisor (SAC) - 8th	1,878	1,916	1,954	1,993
MS	Extracurricular Club Activity Coordinator	5,853	5,970	6,089	6,211
MS	Extracurricular Intramural Activity Coordinator	5,853	5,970	6,089	6,211
MS	Band 5-6	916	934	953	972
MS	Band 7-8	916	934	953	972
MS	Middle School Orchestra	916	934	953	972
MS	Middle School Orchestra 5-6	916	934	953	972
MS	Middle School Orchestra 7-8	916	934	953	972
MS	Jazz Band 5-8	916	934	953	972
MS	Chorus 5-6	916	934	953	972

Level	Non-Athletic Stipends	(0% increase)	(2% increase)	(2% increase)	(2% increase)
		2021-22	2022-23	2023-24	2024-25
MS	Chorus 7-8	916	934	953	972
MS	Select Chorus	916	934	953	972
MS	All County Elem Band Festival - 5th & 6th	1,226	1,251	1,276	1,302
MS	All County Elem Orchestra Festival - 5th & 6th	1,226	1,251	1,276	1,302
MS	All County Elem Chorus Festival - 5th & 6th	1,226	1,251	1,276	1,302
MS	All County JHS Jazz Festival - 7th & 8th	1,301	1,327	1,354	1,381
MS	All County JHS Band Festival - 7th & 8th	1,301	1,327	1,354	1,381
MS	All County JHS Orchestra Festival - 7th & 8th	1,301	1,327	1,354	1,381
MS	All County JHS Chorus Festival - 7th & 8th	1,301	1,327	1,354	1,381
MS	NYSSMA Elem Band Solo Festival - 5th & 6th	619	631	644	657
MS	NYSSMA Elem Orchestra Solo Festival - 5th & 6th	619	631	644	657
MS	NYSSMA Elem Chorus Solo Festival - 5th & 6th	619	631	644	657
MS	NYSSMA JHS Band Solo Festival -7th & 8th	780	796	812	828
MS	NYSSMA JHS Orchestra Solo Festival -7th & 8th	780	796	812	828
MS	NYSSMA JHS Chorus Solo Festival -7th & 8th	780	796	812	828
MS	Expanded club advisors	1,381	1,409	1,437	1,466
MS	Expanded intramural advisors	1,381	1,409	1,437	1,466

¹ Predicated on two plays per year.

Cornwall Central School District
 CCTA Contract 7/1/21 to 6/30/25
 APPENDIX C – Athletic Stipends

2021-22		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
LEVEL I COACHES	% OF PAY	EXP.1	EXP. 4	EXP. 7	EXP.11	EXP. 15	EXP. 18	EXP. 22
HEAD VARSITY	1	4,440	5,075	5,708	6,344	6,978	7,613	8,247
ASST. VARSITY	0.9	3,996	4,567	5,138	5,708	6,280	6,851	7,422
HEAD JR. VARSITY	0.9	3,996	4,567	5,138	5,708	6,280	6,851	7,422
ASST. JR. VARSITY	0.8	3,552	4,060	4,567	5,075	5,583	6,090	6,598
HEAD MODIFIED	0.7	3,108	3,552	3,996	4,440	4,884	5,328	5,773
ASST. MODIFIED	0.7	3,108	3,552	3,996	4,440	4,884	5,328	5,773
LEVEL II COACHES								
HEAD VARSITY	0.75	3,330	3,805	4,281	4,757	5,232	5,708	6,185
ASST. VARSITY	0.675	2,997	3,425	3,854	4,281	4,710	5,138	5,568
HEAD JR. VARSITY	0.675	2,997	3,425	3,854	4,281	4,710	5,138	5,568

2022-23		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
LEVEL I COACHES	% OF PAY	EXP.1	EXP. 4	EXP. 7	EXP.11	EXP. 15	EXP. 18	EXP. 22
HEAD VARSITY	1	4,529	5,177	5,822	6,471	7,118	7,765	8,412
ASST. VARSITY	0.9	4,076	4,658	5,241	5,822	6,406	6,988	7,570
HEAD JR. VARSITY	0.9	4,076	4,658	5,241	5,822	6,406	6,988	7,570
ASST. JR. VARSITY	0.8	3,623	4,141	4,658	5,177	5,695	6,212	6,730
HEAD MODIFIED	0.7	3,170	3,623	4,076	4,529	4,982	5,435	5,888
ASST. MODIFIED	0.7	3,170	3,623	4,076	4,529	4,982	5,435	5,888
LEVEL II COACHES								
HEAD VARSITY	0.75	3,397	3,881	4,367	4,852	5,337	5,822	6,309
ASST. VARSITY	0.675	3,057	3,494	3,931	4,367	4,804	5,241	5,679
HEAD JR. VARSITY	0.675	3,057	3,494	3,931	4,367	4,804	5,241	5,679

2023-24		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
LEVEL I COACHES	% OF PAY	EXP.1	EXP. 4	EXP. 7	EXP.11	EXP. 15	EXP. 18	EXP. 22
HEAD VARSITY	1	4,620	5,281	5,938	6,600	7,260	7,920	8,580
ASST. VARSITY	0.9	4,158	4,751	5,346	5,938	6,534	7,128	7,721
HEAD JR. VARSITY	0.9	4,158	4,751	5,346	5,938	6,534	7,128	7,721
ASST. JR. VARSITY	0.8	3,695	4,224	4,751	5,281	5,809	6,336	6,865
HEAD MODIFIED	0.7	3,233	3,695	4,158	4,620	5,082	5,544	6,006
ASST. MODIFIED	0.7	3,233	3,695	4,158	4,620	5,082	5,544	6,006
LEVEL II COACHES								
HEAD VARSITY	0.75	3,465	3,959	4,454	4,949	5,444	5,938	6,435
ASST. VARSITY	0.675	3,118	3,564	4,010	4,454	4,900	5,346	5,793
HEAD JR. VARSITY	0.675	3,118	3,564	4,010	4,454	4,900	5,346	5,793

2024-25		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
LEVEL I COACHES	% OF PAY	EXP.1	EXP. 4	EXP. 7	EXP.11	EXP. 15	EXP. 18	EXP. 22
HEAD VARSITY	1	4,712	5,387	6,057	6,732	7,405	8,078	8,752
ASST. VARSITY	0.9	4,241	4,846	5,453	6,057	6,665	7,271	7,875
HEAD JR. VARSITY	0.9	4,241	4,846	5,453	6,057	6,665	7,271	7,875
ASST. JR. VARSITY	0.8	3,769	4,308	4,846	5,387	5,925	6,463	7,002
HEAD MODIFIED	0.7	3,298	3,769	4,241	4,712	5,184	5,655	6,126
ASST. MODIFIED	0.7	3,298	3,769	4,241	4,712	5,184	5,655	6,126
LEVEL II COACHES								
HEAD VARSITY	0.75	3,534	4,038	4,543	5,048	5,553	6,057	6,564
ASST. VARSITY	0.675	3,180	3,635	4,090	4,543	4,998	5,453	5,909
HEAD JR. VARSITY	0.675	3,180	3,635	4,090	4,543	4,998	5,453	5,909

Cornwall Central School District
 CCTA Contract 7/1/21 to 6/30/25
 APPENDIX D – Intramurals, Club Activities and other Stipends

- A. INTRAMURALS & CLUB ACTIVITIES - The stipend for any athletic or non-athletic position other than those listed in Appendices B and C shall be based upon an hourly rate of \$45.00. The number of hours for each such athletic position is at the discretion of the Athletic Director for Intramurals and the Superintendent. The number of hours for club activities needs prior approval of the building administrator and the Superintendent.
- B. Salaries of teachers for homebound study programs and all other programs involving instruction of students shall be paid at the rate of \$68.00 per class hour. These teachers shall be reimbursed for transportation costs at Internal Revenue Service rates.
- C. Adult Education instructors shall be paid at the hourly rate of \$45.00.
- D. Salaries for Driver Education instructors shall be paid at the rate of \$42.00 per class hour.
- E. Chaperones for each of the activities mentioned below will be compensated according to the following schedule:

EVENT	
Concerts	\$77.00
Middle School Moving up Ceremony / Graduation	\$77.00
Dances	\$77.00
Crowd Monitors Athletic Events	\$77.00
Head Gateman	\$110.00
Varsity & JV (2 Games)	\$109.00
Varsity or JV (1 Game)	\$81.00
Modified (1 Game)	\$78.00
30 Second Clock (2 Games)	\$92.00
30 Second Clock (1 Game)	\$78.00
Score Keeper – Varsity & JV	\$109.00
Score Keeper – Varsity or JV	\$81.00

Instructional Hourly rate	\$68.00
Non-Instructional Hourly rate	\$45.00

- F. Curriculum development work shall be paid at the hourly rate of \$45.00.
- G. The summer stipend for department chairpersons shall be \$2459.00 for work performed consistent with the parties agreed upon job description.
- H. Assistants to the Principal shall be paid on the teachers' salary schedule plus an additional stipend of \$2685.00.