

**HIGHLAND FALLS-FORT MONTGOMERY CENTRAL SCHOOL DISTRICT**

**TOWN OF HIGHLANDS**

**HIGHLAND FALLS, NEW YORK 10928**

**CONTRACTUAL AGREEMENT**

**BETWEEN THE**

**BOARD OF EDUCATION**

**AND**

**TOWN OF HIGHLANDS TEACHERS' ASSOCIATION**

**July 1, 2016- June 30, 2020**

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APPENDED WILL BE THE FOUR YEAR AGREEMENT FOR THE SCHEDULES LISTED BELOW:

SALARY SCHEDULES  
COMPENSATION FOR EXTRA DUTIES  
SICK LEAVE BANK  
MENTORING PROGRAM

BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND BOARD OF EDUCATION OF THE HIGHLAND FALLS-FORT MONTGOMERY CENTRAL SCHOOL DISTRICT, herein after "the District" and THE TOWN OF HIGHLANDS TEACHERS ASSOCIATION, hereinafter "the Union";

AGREEMENT made the 25<sup>th</sup> day of May, 2017, by and between the BOARD OF EDUCATION OF THE HIGHLAND FALLS-FORT MONTGOMERY CENTRAL SCHOOL DISTRICT, Town of Highlands, orange County, New York, a municipal corporation having its central office at the James I. O'Neill High School, 21 Morgan Road, Fort Montgomery, New York, and the TOWN OF HIGHLANDS TEACHERS' ASSOCIATION, comprising of an association of teachers of the said District having an address at the James I. O'Neill High School, 21 Morgan Road, Fort Montgomery, New York.

WITNESSETH:

IN CONSIDERATION OF THE MUTUAL COVENANTS HEREINAFTER EXCHANGED, THE PARTIES MUTUALLY AGREE AS FOLLOWS:

**ARTICLE 1:**        **RECOGNITION**

The Board of Education recognizes the Association for purposes of collective negotiations, pursuant to the Public Employees' Fair Employment Act, as the exclusive representative of a negotiating unit consisting of all members of the teaching staff and other certified employees of the School District during the regular school year, on tenure or probationary appointment, except the Superintendent of Schools, Assistant Superintendent(s), Principals, Assistant Principals, Directors, and except employees whose remuneration is based on less than half of the annual salary rate for their positions. Unless otherwise indicated, employees in this unit will be hereinafter referred to as "TEACHERS". Included also are Nurses and Occupational Therapists under Articles 3, 4, 5, 7, 9, 11, 12, 14 (separate schedule), 15, 16, 17, 20, 24, 25, 26 and 27.

**ARTICLE 2:**        **NEGOTIATIONS PROCEDURES**

The parties shall discuss only those terms and conditions which are applicable under the Taylor Law. The first negotiating meeting shall be conducted between March 1<sup>st</sup> and March 31<sup>st</sup> of the year of expiration.

**ARTICLE 3: GRIEVANCE PROCEDURE**

- A. Declaration of Policy. In order to establish a more harmonious and cooperative relationship, it is hereby declared to be the purpose of this procedure to provide a means for orderly settlement of differences as they arise, pursuant to the contract which has been mutually agreed to in the District.
- B. In the event that a teacher has a grievance, he or she may present the same informally to the Building Principal for resolution. In the event that a satisfactory resolution is not accomplished within five (5) days, the teacher shall then have the right of submitting the grievance to the Principal, in writing. In the event that a satisfactory resolution is not accomplished within (10) ten school days the teacher shall have the right to submit the grievance to the Superintendent of Schools in writing. In the event that a satisfactory resolution is not accomplished within twenty (20) school days of receipt of the written grievance, the teacher shall have the right of submitting the grievance in writing to the Board of Education and at the same time, after being furnished with a copy thereof, the Superintendent of Schools shall also submit in writing, his or her findings and conclusions or suggestions. In the event that the grievance is not resolved at the Board level within twenty (20) school days from the date of the first Board meeting following the receipt of the grievance, the matter shall be submitted for advisory arbitration to the American Arbitration Association to be conducted under their rules and regulations.
- C. Both teachers and Board respectively shall have the right to representation at all grievance procedures.
- D. All grievances will be initiated and processed by the THTA. A grievance may be presented at the lowest level of administration that would have the power to act on the particular grievance.
- E. Each side shall bear the cost thereof according to the rules of the American Arbitration Association.



**ARTICLE 4:           TEACHER ADMINISTRATION**

- A.           The Association may select representatives who shall meet with the administration of each school at a time other than while school is in session whenever necessary during the school year to review and discuss local problems and practices. Any such meeting may be canceled or adjourned by mutual consent. It is intended that school sessions not be interfered with.
  
- B.           The Association may select representatives who shall meet with the Superintendent of Schools at a time other than when school is in session whenever necessary during the school year to review and discuss local problems and practices. Any such meeting may be adjourned or canceled by mutual consent. Such meeting may not conflict with school sessions.
  
- C.           Administrative Regulations shall be discussed with the Administration in each school. Disagreements shall be referred to the Superintendent of Schools whose determination shall be final.

**ARTICLE 5:           VACANCIES**

- A.           Vacancies will be posted as they become available.

**ARTICLE 6:           INVOLUNTARY TRANSFERS AND REASSIGNMENTS**

- A.           Notice of an involuntary transfer or reassignment shall be given to teachers prior to June 1, except in case of a genuine educational emergency.
  
- B.           An involuntary transfer or reassignment shall be made only after a meeting between the teacher involved and the Principal in charge, at which time the teacher will be notified of the reasons therefore, which shall be based on sound educational policy.

- C. Whenever involuntary transfers must be made, the teacher's major and/or minor field of study, quality of teaching performance and length of service in the Highland Falls-Fort Montgomery Central School System shall be the criteria, together with instructional requirements and staff availability, in determining the transfer. Should the Board contemplate eliminating any regular or special teaching position, notice will be given to the teacher involved at the earliest possible date, but in no event later than thirty (30) days in advance of the last scheduled day for classes in any particular year, except in the case of a failed budget vote.
- D. Should the Board contemplate eliminating any regular or special teaching positions, it will provide the teacher at least 30 days notice prior to the Board's eliminating the position.

**ARTICLE 7:            TEACHER EVALUATION**

- A. Monitoring or observation of work performances of a teacher will be conducted openly by Principals with full knowledge of the teacher. The use of public address or audio systems and similar surveillance devices shall not be used for this purpose.
- B. Observations and evaluations of teachers shall be for the purpose of assistance and professional improvement, as well as evaluation or measurement purposes. (Such observations and evaluations shall be spaced at reasonable intervals.)
- C. An evaluation for probationary teachers is a written summary based upon at least three written observations and for tenured teachers at least two written observations.
- D. A copy of each observation shall be presented to the teacher involved before such time that a conference is held concerning said observation. The conference shall take place within ten (10) school days after the teacher is observed.

- E. The teacher will affix his signature to written observations and evaluations to indicate he has had an opportunity to review the material. The teacher will also have the opportunity to make a written comment.
- F. The teacher observation and evaluation procedure and forms will be subject to review and comment, on an annual basis, by the Town of Highlands Teachers' Association.
- G. All observations and evaluations shall be written personally by an administrator but may be typed by clerical staff and kept confidential.
- H. Tenured teachers shall be evaluated at least once a year.
- I. All probationary teachers shall be evaluated a minimum of three (3) times a year.
- J. Any teacher seeking advice and guidance relative to problems arising out of conduct of classroom shall be given advice consistent with the principal's duties, as and when available. This, however, shall not relieve the teacher of his/her primary obligations.
- K. A review of plan books shall be at the discretion of the building supervisor.
- L. Teachers will have the right, upon request, to review the content matter placed in their personal files subsequent to July 1, 1968. A teacher will be entitled to have a representative of the Association accompany him during such review. Letters or other materials received by the Board prior to hiring shall not be available and shall be sealed.
- M. No material derogatory to a teacher's conduct, service, character, or personality will be placed in his personnel file unless the teacher has had an opportunity to review such material. The teacher will acknowledge that he has had the opportunity to review the material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement

with the contents thereof. The teacher will also have the right to submit a written answer to such material and his answer and reply shall be reviewed by the Superintendent of Schools and attached to the filed copy. If the teacher shall refuse to sign as required above, the Superintendent of Schools shall indicate such refusal and at the same time, state the time and date of such refusal.

**ARTICLE 8:           USE OF SCHOOL FACILITIES**

- A.           The Association will have the right to use the school buildings without cost and at reasonable times for meetings and all scholarship fund raising activities (not to exceed ten (10) occasions per school year). The Principal of the building in question shall approve in advance the time and place of such meetings.
  
- B.           There will be (1) Bulletin Board in each faculty lounge for the exclusive use of the Association and teachers. The Association may use the staff mail boxes for communication with unit members.
  
- C.           The building representative shall be provided the (10) minutes at all faculty meetings, if requested, to report on matters involving representation of the teacher by the Association.
  
- D.           There shall be a permanently assigned faculty room in each building. In the event that a change is required, this change will be discussed with teachers' representatives. Any new room must be comparable to the previous room.
  
- E.           An outside telephone line located in a convenient private location will be provided for the use of the THTA in a non-class location and paid for by the THTA.

**ARTICLE 9:           SICK LEAVE AND PERSONAL LEAVE**

- A.           Teachers shall be entitled to thirteen (13) days of sick leave without loss of pay for each school year during which they are employed by the school district. Such

leave is available commencing the first day of the school year. Sick leave may be accumulated up to a maximum of 300 days.

1. Teachers shall be permitted to utilize ten (10) days of the sick leave each year in the event of illness in the family.
  2. In addition to personal illness or injury, three (3) days of leave not deductible from sick leave may be utilized for personal reasons each year. No reason for the leave need be offered. One day prior notice must be given except in case of emergency. The unused personal leave days will be added as sick leave at the end of the year.
  3. Personal leave may not be taken to extend a vacation or school holiday.
  4. The District may require a doctor's note for absences in excess of four (4) consecutive days, when sick leave is used before or after any school recess or whenever there is a pattern of sick leave use on Fridays and/or Mondays.
  5. The District and THTA agree to the creation of a sick bank. See attachment to contract.
- B. Each teacher will be given a statement of his/her accumulated sick leave at the end of the school year.

**ARTICLE 10:**      **RETIREMENT INCENTIVE**

- A. Unit members shall be entitled to a retirement incentive payment of \$20,000.00 if they resign for the purpose of retirement on June 30<sup>th</sup> of their first year of eligibility to receive payment from the New York State Teachers Retirement System or the New York State Employees Retirement System without penalty based upon age and having served in this School District for at least twenty (20) years. An irrevocable letter of resignation for the purposes of retirement to

receive benefits from the New York State Teachers' Retirement System must be given in writing to the Board on or before March 1<sup>st</sup> of the calendar year of retirement, whereupon the benefits will be paid between June 30<sup>th</sup> and December 31<sup>st</sup> of the calendar year; provided, however, that the letter submitted may be revoked upon the death of the unit member's spouse or domestic partner, (as defined in the Putnam-Northern-Westchester BOCES health insurance plan) or the verified unanticipated total unemployment of the spouse or domestic partner that occurs after the March 1 deadline. In such event, there shall not be a renewal of eligibility for participation in this benefit.

- B. Eligibility for this benefit shall be extended to those who are over the age of 55 who otherwise meet the qualifications requirements set forth in paragraph "A", above.
- C. Any teacher having been in the employ of the school district for ten (10) or more years, who submits to the Superintendent of Schools, an irrevocable letter of resignation for the purposes of retirement to receive benefits from the New York State Teachers' Retirement System on or before March 1<sup>st</sup> of the calendar year of retirement, shall be entitled to a special allowance.
  - 1. Such allowance shall become a part of the final year's salary and shall be paid in equal monthly installments over the last year of employment.
  - 2. The special allowance shall be computed at the rate of one (1) day's pay for every four (4) days of unused accumulated sick leave to the teacher's credit at the time of the announced, contemplated retirement.
  - 3. The daily rate of pay to the teachers who retire under the aforesaid provision shall be that earned in the year of retirement.
  - 4. It is understood that the letter submitted may be revoked upon the death of the unit member's spouse or domestic partner, (as defined in the Putnam-

Northern-Westchester BOCES health insurance plan) or based upon the verified unanticipated total unemployment of the spouse or domestic partner that occurs after the March 1 deadline. In such event, there shall not be a renewal of eligibility for participation in this benefit.

**ARTICLE 11: TEMPORARY LEAVES OF ABSENCE**

Teachers shall be entitled to the following absences with full pay each school year in addition to the leave specified in ARTICLE 9:

- A. Not exceeding one (1) day for the purpose of visiting other schools or attending meetings or conferences of an educational nature. Such requests must be submitted through My Learning Plan, and are subject to approval of the Superintendent of Schools, which must be obtained in advance of such event.
- B. Up to three (3) days for Association voting delegate to attend the Annual Delegates Assembly of the organization with which the teachers' bargaining agent is affiliated. Notice for this meeting shall be given as far in advance as possible.
- C. Time necessary for appearance in any legal proceeding pertaining to school business or the performance of jury duty. A teacher taking such leave shall reimburse the school district for any fees he receives as a juror or witness other than mileage reimbursement.
- D. Not exceeding five (5) days at any one time in the event of a death of a teacher's spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, brother-in-law, sister-in-law, sibling, grandchildren and grandparents.
- E. Teachers desiring to attend conferences and workshops shall submit their requests for conference attendance through My Learning Plan to their principal and, if approved by the Superintendent shall be reimbursed for reasonable expenses on the presentation of an itemized statement with receipts wherever possible. All



teachers attending such conference shall receive reimbursement for mileage at the rate per mile consistent with the Federal I.R.S. allowance as confirmed by the Board of Education at its Reorganization meeting in July of each year, plus actual expense documented by receipt for tolls. Reimbursement at this rate shall be made only for each private carrier; reimbursement shall be limited to the amount charged by the common carrier.

The Association shall be privileged to designate one (1) of its officers to attend to association business for a period not in excess of the sum total of three (3) days.

**ARTICLE 12:        EXTENDED LEAVES OF ABSENCE**

- A.        A child care leave of absence may be used by a teacher to permit him/her to care for a newly-born infant, foster or adopted child, and may be used prior to the birth or adoption to attend to matters in preparation for same. Such leave shall be without pay or other benefits, and shall not exceed two (2) years duration, unless extended by the District. Leave return dates for more than twelve (12) week leaves shall correspond with the end or the beginning of a semester unless extended by the Board of Education. Applications for such leaves shall be made at least thirty (30) days prior to the intended commencement of such leave, where possible. The application shall include the dates requested to leave and return.
- B.        A leave of absence may be granted at the discretion of the Board of Education without pay of up to two (2) years to any teacher who joins the Peace Corps, Vista or National Teacher Corps, and up to one (1) year for service as an exchange teacher and is a full time participant in such programs. Upon return from such leave, a teacher will be considered as if he were actively employed by the Board during the leave and will be placed on the salary schedule at the step at which he left. No more than 2% of the staff shall be on leave at any one time for these purposes. A leave of absence without any pay or increment of up to one (1) year or more may be granted for personal reasons at the discretion of the Board of Education.

- C. Any teacher whose personal illness extends beyond the period of accumulated sick leave may, at the discretion of the Board of Education, be granted a leave of absence for such time as is necessary for complete recovery from such illness up to a maximum of two (2) years. A doctor's certificate attesting to fitness may be required as a condition precedent to the return.
- D. All benefits which are then currently available and to which a tenured teacher was entitled at the time his leave of absence commenced, including the balance of unused accumulated sick leave, will be restored to him upon his return and he shall, if practicable, be assigned to the same position he held at the time said leave commenced. A teacher who returns from such leave will be placed on at least the same step of the salary schedule he was on when the leave commenced.
- E. All requests for leave, extension or renewal of leave will be applied for and granted or denied in writing, and if granted, at the same time, stating the duration of the leave or extension. A teacher on a leave of absence for a school year or more shall notify the Superintendent of Schools as to his intention to return to service at least six (6) months prior to the expiration date of such leave.
- F. For non-tenure teachers, extended leave shall be an interruption of the probationary period and not in lieu of service in meeting the requirements for serving a probationary period. No teacher shall return from any approved leave except at the commencement of the school year after giving the required notice.
- G. In the event that a requested leave shall be for a period of six (6) months or less, then at the same time that the application for leave shall be submitted to the Board of Education, the teacher shall indicate, to the extent possible, the exact date that he/she shall return to his/her normal duties. If a person on leave wishes to obtain Health Insurance, he/she shall have the right to do so upon payment of the total, full premium provided that the insurer agrees to accept such liability.

**ARTICLE 13:      SALARY**

A.      Payment. All teachers covered by this agreement shall be paid every other Friday. All such teachers shall have the option of being paid on a twelve (12) month or the (10) month basis. Teachers who choose the former shall receive the balance of their salary in the final check in JUNE, but teachers shall have only one option during the school year. Staff members may choose salary payments through regular paychecks or through direct deposit subject to the Districts ability to provide such service.

Each step-eligible unit member shall advance one step on the salary schedule during each year of this agreement. The teacher's salary schedule in place for the 2015-16 school year shall be increased on each step 1-27 by 1% effective July 1, 2016, an additional 1% effective July 1, 2017, an additional 1.5% effective July 1, 2018 and an additional 1.5% effective July 1, 2019. Nurse and Teaching Assistant salaries shall be increased on a pro-rata basis (90% of the BA schedule for Nurses and 40% for Teaching Assistants).

Occupational Therapists shall be paid on the BA schedule or MA schedule, without compensation for additional credits or degree status.

Longevity – effective July 1, 2007, employees upon completing twenty (20) years of service will be entitled to receive \$2,000 per year. Effective July 1, 2009 there shall be a twenty-eighth (L 28) year longevity in the amount of an additional \$500.00 payable to employees who have completed that number of years of service in the District. Effective July 1, 2017, L 20 shall be increased to \$2020 and L 28 shall be increased to \$505. Effective July 1, 2018, L 20 shall be increased to \$2050 and L 28 shall be increased to \$513. Effective July 1, 2019, L 20 shall be increased to \$2081 and L 28 shall be increased to \$521. It is understood that an employee who resigns from the District and is subsequently rehired severs their "service" time for the purposes of longevity acquisition and years of service will be based upon the employee's new start date.

- B. Salary and Extra-Curricular Schedules. The basic salary and extra-curricular schedules are appended to and considered a part of this agreement. Extra-curricular and coaching schedules shall remain at their 2015-16 school year levels effective July 1, 2016. Extra-curricular and coaching schedules shall be increased by 2% effective July 1, 2017, an additional 2% effective July 1, 2018 and an additional 2% effective July 1, 2019.
- C. Personnel with an Additional 1/10th Assignment. All personnel, receiving an additional 1/10 on the teachers' base salary must adhere to the following contract conditions:
1. They will work two (2) days prior to the opening of school in the month of September, if the calendar allows.
  2. They will work five (5) additional days, or up to June 30, whichever occurs first, after the last day of school as specified by the school calendar.
  3. They will work one hour beyond the contract requirements of the classroom teacher.
  4. This additional time is to be a minimum of 180 hours a year including evening meetings with students and parents.
  5. For these services rendered related to additional time required the amount of 10% will be added to base salary.
  6. For each summer month of additional service, 1/10th of the salary contracted as of July 1, of that year will be paid.
  7. Guidance counselors shall be responsible for administering Saturday tests and to be present as needed.
- D. The daily rate of pay (per diem) will be 1/200th of the yearly rate of pay; there shall be no compensatory time in lieu of pay.
- E. Summer Curriculum Work. Effective July 1, 2016, Summer Curriculum Work will be compensated at the daily rate of \$125.00. Effective July 1, 2017, Summer Curriculum Work will be compensated at the rate of \$27.50 per hour.

Unit members shall be compensated at the rate of \$125.00 per day over school recess periods or on weekends when engaging in curriculum development, master schedule development, or other similar projects as approved by the Superintendent of Schools.

F. Summer Instruction Rate. Unit members who provide direct classroom instruction to students over the summer months shall be compensated at the rate of \$55.00 per hour. It is understood by the parties hereto that this compensation is separate and distinct from Homebound Instruction, which is remunerated in accordance with the amount set forth in the schedule entitled "Compensation for Extra-Curricular Activities".

G. In-Service Instruction. Compensation shall be provided at the rate of \$50 per hour for in-service instruction by teachers that is conducted beyond the hours of the contractual work day. In-service instruction shall be provided by teachers based upon the needs of the District and shall be subject to approval by the Superintendent of Schools. The Association acknowledges that managerial control shall be exercised by the District in determining what in-service opportunities to offer and by whom the same shall be provided. There will be no additional remuneration for preparation time (as it is built into the hourly rate of \$50).

Compensation for Preparation of In-Service Instruction. When a teacher is asked to conduct in-service instruction during the contractual workday, he/she shall be compensated at the rate of \$20 per hour to prepare for each one hour of in-service instruction being provided.

H. Translation Services. Any Unit member who is qualified to and requested by an administrator to perform translation services outside of his/her contractual work day shall be compensated at the rate of \$15.00 per hour (to be pro-rated for increments of less than one hour). Unit members shall be paid no later than two pay periods after the submission of an itemized form to the District describing the



work performed, including the date, time and duration of the translation services. In addition, upon request by an administrator, unit members who translate written documents for the District shall be compensated at the rate of \$40.00 per page, with said work to be performed outside of the teacher's contractual work day.

**ARTICLE 14:      DUES DEDUCTION**

The Board agrees to deduct the several amounts indicated in the authorization furnished in the uniform amount to be designated by the teachers, per pay check from the several salaries of the teachers and to transmit such sums to the Town of Highlands Teachers' Association monthly. Authorizations must be received fifteen (15) days before the pay day when deductions begin.

Unit members who are not members of the Association shall be required to pay an agency fee to the Association in an amount equivalent to full Association dues. The District shall deduct the agency fee from the salaries of all non-Association members and shall transmit the sum so deducted to the Association at the same time and in the same manner as dues deducted from the salaries of the Association members.

- a. The Association will provide the District with a copy of the refund procedures prior to the deduction of any agency fees pursuant to this provision.
- b. The Association shall indemnify the District against damages which may be recovered against the District as well as provide a legal defense related to the District's obligations under this provision of the Agreement, except with respect to the obligation to make the deductions as described in this paragraph.

**ARTICLE 15:      MISCELLANEOUS WITHHOLDINGS AND DEDUCTIONS**

A. A teacher shall be afforded the opportunity to purchase U.S. Savings Bonds through payroll deductions according to one of the following plans:

1. Eight \$50.00 Bonds at \$25.00 each.
2. Eight \$75.00 Bonds at \$37.50 each.

3. Eight \$100.00 Bonds at \$50.00 each.

These bonds shall be purchased and delivered in a timely manner.

- B. Direct deposits of pay checks may be made to any financial institution within the United States as selected by the unit member.

**ARTICLE 16:        HEALTH AND INSURANCE BENEFITS**

- A. Effective July 1, 2016 all active employees shall contribute 12.0% towards the cost of monthly health insurance premiums for individual or family coverage, as selected by the employee. Effective July 1, 2018, all active employees shall contribute 12.5% towards the cost of monthly health insurance premiums for individual or family coverage as selected by the employee and effective July 1, 2019, all active employees shall contribute 13.5% towards the cost of monthly health insurance premiums for individual or family coverage as selected by the employee. The Board will assume the cost of all other monthly health insurance premiums for full-time staff members and their families. The benefits under any health plan furnished by the district must be continuously comparable to those given under the plan presently in effect. Any change in health plan or carrier will be subject to teacher input.
  
- B. For staff members and their families retiring on or after July 1, 1974, the Board will continue to pay full costs of health insurance premiums until such time as the member reaches Medicare age, at which time health insurance premiums will also be paid under that plan. Staff Members retiring on or after July 1, 2006 will contribute the same dollar amount each year in retirement as they contributed in their last full year as an active employee. In order to be eligible for retiree health insurance, a teacher must serve at least fifteen (15) years in the District and be eligible to receive payments from the New York State Teachers' Retirement System without penalty. "Without penalty" is defined for purposes of application as an employee who retires and is immediately eligible to receive pension monies from either the Teachers' Retirement System or Employees' Retirement System under his/her respective tier.



Unit members retiring on or after July 1, 2010 will contribute toward the cost of individual or family health insurance premiums at the same percentage as they did during their last year of employment in the District. Unit members hired on or after October 1, 2001 must serve at least fifteen (15) years in the District and retire from the New York State Employees Retirement System or the New York State Teachers' Retirement System to be able to receive health insurance in retirement through the School District.

- C. Effective July 1, 2016, payment shall be made to a unit member declining membership in an individual health plan or a member declining membership in a family health plan, based upon the following sliding scale, conditioned upon the number of buy-out participants as of September 1 of each year:

0 through 40:	Individual \$1,450; Family \$2,500
41 through 44:	Individual: \$1,500; Family \$2,600
45 through 49:	Individual: \$1,550; Family \$2,700
50 or more:	Individual: \$1,600; Family \$2,800

Payment will be made in a lump sum at the end of the school year.

- D. Anyone who is employed in the future in a full-time position and whose position is reduced to part-time due to a reduction in force will continue to receive health insurance coverage provided to full-time employees.
- E. The District shall offer a Health Maintenance Organization option for any full-time teacher who wishes this form of medical insurance. If the cost exceeds that presently paid by the District for the medical plan, the teacher choosing the HMO shall bear the additional expense. Payments will be payroll deductible.
- F. Any teacher who works less than full-time will receive health insurance paid for by the District at the pro-rata amount that the employee works (e.g., employee working .6 will receive 60% of the cost of health insurance premiums paid for by the District.

G. The Town of Highlands Teachers' Association may set up a dental plan for its members. Payments will be payroll deductible.

H. [Effective July 1, 1996] Any unit member whose spouse is eligible for family coverage under the Orange-Ulster County Health Insurance Plan shall be ineligible for health insurance coverage from this School District except for individual coverage during the last year of employment preceding retirement from the District or in the event that s/he seeks individual coverage and his/her spouse is also enrolled for individual coverage only. If the spouse is subject to a contractual provision or policy which establishes the same restriction set forth above, the Plan's rule for determining eligibility will apply. However, this restriction shall not apply if the effect would be to leave the spouse or children uninsured by reason of how custody and support issues have been determined by the parents or a court of law; to leave the family uninsured by reason of one spouse's coverage maximum being exhausted; or to force the spouse to relinquish Plan I or II coverage before the window period for a change-over arrives. The unit member shall be entitled to the family plan buy-out provided for in paragraph "C", above, if the restriction on dual coverage, as stated hereinabove, applies to him/her. Notwithstanding the above, the District shall be entitled to offer health insurance to unit members who would otherwise be ineligible for such offer as stated above, in order to comply with the Affordable Care Act, on a 4980H(a) I.R.C. penalty free basis.

The buy-out amount for those subject to the restrictions set forth above shall be \$2,500.00.

I. The District's reimbursement of Medicare Part B payments shall be based upon the floor income level for the active members of the bargaining unit and retirees who are Medicare Part B eligible.

**ARTICLE 17:      QUALITY EDUCATIONAL DEVELOPMENT**

- A.            Monday only will be reserved for obligatory faculty meetings. In the event that Monday is a holiday, these meetings will be held on Tuesday. Every effort will be made to limit this meeting to one hour. If by mutual consent of a Building Administrator and the staff of that building there is a more suitable day than Monday, another day may be selected.
  
- B.            A small committee of the Association and the Administration will consider whether there are ways to relate pupil progress to teacher performance and, if possible, also to create some tangible recognition or various levels of performance. The President of the Association and the Superintendent of Schools will appoint members from each area.

The Board of Education shall study accreditation of the school.

- C.            The teachers shall have the right to plan one District Conference day per school year. The District will pay the actual and reasonable expenses incident thereto as long as these expenses have been approved by the Superintendent of Schools.

**ARTICLE 18:      TEXTBOOKS AND SUPPLIES**

The purchase of additional textbooks and other instructional materials, changes in such materials or selection of new materials shall be made by the school district only after the School District administrative representative has met with the teachers and heads of departments whose fields of teaching are involved. Such consultation shall be conducted in good faith by all interested parties by the end of the school year, except in emergency situation with a view of adopting the policy and/or purchasing textbooks most beneficial to the entire educational system.

**ARTICLE 19:      INTERSCHOOL TEACHING**

A teacher who must have a car available for authorized transportation and for school emergencies shall be compensated for the use of their cars, provided no school vehicle is available for such use, at the rate per mile consistent with the Federal I.R.S. allowance as

confirmed by the Board of Education at its Reorganization meeting in July of each year. Those teachers traveling between buildings will receive an additional 15 minutes beyond their normal lunch hour for travel purposes. Provisions will be made in the handbook of each school regarding the assignment of duties of people who travel between school buildings.

**ARTICLE 20:**            **TEACHER AND ASSOCIATION RIGHTS**

The Association shall be given a place on the Agenda of any Board Meeting on six (6) working days notice.

**ARTICLE 21:**            **NO STRIKE PLEDGE**

There shall be no strike or work stoppage for any reason whatsoever during the term of this agreement.

**ARTICLE 22:**            **CLASS SIZE AND TEACHING LOAD**

- A. Every effort will be made to begin the school year with classes that are in agreement with the State recommended figure in the elementary grades. In the high school and middle school, the normal load will be considered five (5) instructional periods plus one (1) period of supervision per teacher. Student load will not exceed one hundred fifty (150) students per teacher, except in physical education classes. Whenever elementary grade level classes are housed at a secondary school and instruction is provided in the same manner as that in an elementary school building, the teacher's daily work schedule shall follow that of the elementary school(s) of the District. All teachers shall have a duty free lunch period as specified by law. Science teachers assigned to six periods a day (class and lab included) will not be assigned a supervisory period on that day.

- B. If any teacher is directed to teach more than a normal load, s/he shall be compensated according to the extent of the extra load. Teachers with no prior teaching experience will not be assigned a sixth period during the probationary period.
- C. As a normal rule, no academic teacher shall be given a teaching assignment which requires an unreasonable number of preparations.
- D. As a matter of professionalism, teachers recognize that emergencies arise which cannot be reasonably anticipated by the Administration, and they agree to substitute for their professional colleagues without charge or compensation from the Board of Education the first five (5) times they are called upon to serve during any school year. Thereafter, they shall be compensated at the rate of \$38.00 effective July 1, 2006.
- E. At the Elementary level if any teacher's preparation period is interrupted for a CSE or a CST meeting, the elementary teacher will be provided with his or her preparation period at another time during the same day, absent emergency circumstances, in which case the teacher will receive his or her preparation period no more than two (2) days thereafter.

**ARTICLE 23:           LENGTH OF TEACHER SCHOOL DAY AND SCHOOL YEAR**

- A. The teacher school day shall begin 15 minutes prior to the student day in the several buildings. Mondays shall be reserved for faculty meetings and the teachers may be excused each Friday or on the eve of school holiday and Mondays when there are no faculty meetings after student dismissal. Bus supervision and detention shall continue.

- B. Teachers shall not be required to work in excess of 184 days. Any unused snow days in excess of 184 shall be returned. The Board agrees to utilize any unused snow/emergency days in the school calendar to extend vacation periods.

The calendar will contain a provision for unused snow days to extend planned vacations. The teachers recognize that should an unanticipated emergency closing endanger the instructional calendar, planned day(s) will be removed at the Board's discretion.

- C. High School Teachers will not be required to perform lobby, lounge or lunch duty.
- D. A teacher's day at the elementary and middle school level is seven (7) hours and (15) minutes and a teacher's day at the high school level is seven (7) hours and nineteen (19) minutes.
- E. Annually, at the beginning of the school year, bargaining unit members shall be trained with respect to the District's student disciplinary code.

**ARTICLE 24: GENERAL PROVISIONS**

- A. No teacher shall suffer any professional disadvantage by reason of his membership in the Association or participation in its lawful activities.
- B. No negotiations meetings shall be scheduled by the Board of Education during school hours. The Board and the Association or its representatives shall make themselves available at reasonable times and hours for negotiation meetings after school hours. Minutes of official board meetings shall be sent to the Association as soon as possible after such meetings. A copy of the official agenda for the meeting will be sent to the Association two school days prior to the said meeting. If any provision of this Agreement is found contrary to law, then such provision or application shall not be deemed to be valid and subsisting except to the extent



permitted by law, but all other provisions or the application thereof will continue in full force and effect.

**ARTICLE 25:           ADMISSION OF NON-RESIDENT CHILDREN OF UNIT MEMBERS**

A.     Dependent children of unit members who are parents or legal guardians and residing outside of the District will be permitted to enroll in the Highland Falls-Fort Montgomery School Central School District, subject to the conditions set forth below:

1. Enrollment will be on a tuition-free basis, provided that any cost in excess of the general education per pupil rate will be the responsibility of the unit member.
2. If any excess costs as described above are required, payment of such costs shall be paid in full at the time of enrollment or on a 10-month payment plan if requested by the unit member. Monthly payments will be due on the 15<sup>th</sup> of each month in which school is in session. Should a student leave prior to the end of the school year, excess costs shall be pro-rated accordingly. Non-payment or late payment may result in the immediate termination of this benefit for the individual unit member, along with reimbursement of the District's reasonable attorneys' fees and court costs in recovering the monies that remain due and owing the District.
3. Children requiring placement in specialized out-of-district programs will not be eligible for enrollment, as their school district of residence would have that obligation. If the student requires special education, the unit member shall seek to have his or her school district of residence request placement in a program at this school district.
4. Transportation to and from school and extracurricular activities is the sole responsibility of the unit member. The parties understand that non-resident children of bargaining unit members, however, will be transported from



their schools to extra-curricular events off-campus and back to the schools, along with other students in the district attending such event.

5. Class placement decisions will be made by the building principal, subject to the ultimate authority of the Superintendent of Schools, utilizing standard placement procedures, consistent with IEP requirements, where applicable.
6. Students who are subject to disciplinary suspension from their District of residence shall not be eligible for admission under this contractual provision.
7. Children of unit members who are admitted for attendance will have access to District programs, as previously outlined, until a high school diploma is achieved or the school year in which the student reaches the age of 21, subject to annual application submission. Application for attendance must be made on or before May 1<sup>st</sup> of the preceding school year for initial admission or continuing attendance from one year to the next.
8. If the District faces increased enrollment and/or reduced staffing resulting in excessive class sizes and/or overcrowding, at the sole discretion of the Superintendent, this benefit may be terminated prior to matriculation or in the year following such determination, should such condition occur after the beginning of the school year.
9. The provisions of this Article shall continue in full force and effect, *unless any provision in this Article is declared to be illegal by any court or administrative agency, in which case said Article shall immediately thereupon be deemed null and void in all regards.*

ARTICLE 26:      DURATION

TERM - July 1, 2016 - June 30, 2020.

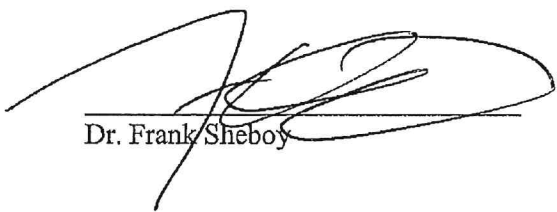
ARTICLE 27:      LEGISLATIVE ACTION CLAUSE

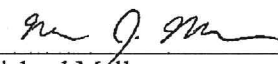
IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMBNDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the day and year first above written.

BOARD OF EDUCATION  
HIGHLAND FALLS-FORT MONTGOMERY  
CENTRAL SCHOOL DISTRICT  
TOWN OF HIGHLANDS  
HIGHLAND FALLS, NEW YORK

TOWN OF HIGHLANDS TEACHERS'  
ASSOCIATION  
HIGHLAND FALLS-FORT MONTGOMERY  
CENTRAL SCHOOL DISTRICT  
TOWN OF HIGHLANDS  
HIGHLAND FALLS, NEW YORK

  
\_\_\_\_\_  
Dr. Frank Sheboy

  
\_\_\_\_\_  
Michael Mallon

APPENDED WILL BE THE FOUR-YEAR AGREEMENT FOR THE SCHEDULES LISTED BELOW:

SALARY SCHEDULES FOR TEACHERS, TEACHER ASSISTANTS AND NURSES:  
2016-2017; 2017-2018; 2018-19; 2019-20

COMPENSATION FOR EXTRA DUTIES: 2016-2017; 2017-2018; 2018-19; 2019-20  
SICK BANK

MENTORING

**TEACHER SALARY SCHEDULE: 2016-2017**

<i>STEP</i>	<i>BA</i>	<i>BA+30</i>	<i>BA+60</i>	<i>MA</i>	<i>MA+30</i>
1	51,597.79	54,370.05	57,139.82	55,844.79	58,622.00
2	52,506.18	55,275.96	57,904.46	56,753.18	59,531.63
3	53,690.93	56,463.19	59,239.16	57,944.12	60,716.38
4	54,938.88	57,651.65	60,425.15	59,128.86	61,899.89
5	56,066.63	58,837.64	61,607.41	60,316.09	63,084.63
6	57,251.37	60,023.62	62,793.41	61,498.35	64,275.58
7	59,096.65	63,196.16	64,646.12	63,347.36	66,128.30
8	60,578.82	63,347.36	66,130.77	64,824.58	67,603.03
9	62,057.28	64,825.82	68,344.10	66,306.74	69,079.00
10	63,538.20	66,306.74	69,817.61	67,785.20	70,561.17
11	65,012.94	68,158.21	71,297.30	69,635.44	72,411.40
12	67,972.32	70,740.86	74,255.45	72,221.80	74,995.30
13	70,561.17	73,332.19	76,846.77	74,810.64	77,584.15
14	72,779.47	75,917.33	79,061.36	77,393.29	80,171.75
15	74,996.53	78,117.23	81,279.66	79,615.31	82,387.58
16	74,996.53	80,353.92	83,499.19	81,833.61	84,604.64
17	74,996.53	80,353.92	83,499.19	81,833.61	84,604.64
18	74,996.53	80,353.92	83,499.19	81,833.61	84,604.64
19	83,291.00	89,056.10	92,441.81	90,649.81	93,641.42
20	83,291.00	89,056.10	92,441.81	90,649.81	93,641.42
21	83,291.00	89,056.10	92,441.81	90,649.81	93,641.42
22	83,291.00	89,056.10	92,441.81	90,649.81	93,641.42
23	86,079.37	91,840.75	95,223.98	93,429.50	96,421.11
24	86,079.37	91,840.75	95,223.98	93,429.50	96,421.11
25	86,079.37	91,840.75	95,223.98	93,429.50	96,421.11
26	86,079.37	91,840.75	95,223.98	93,429.50	96,421.11
27	91,031.51	96,797.85	100,176.11	98,386.60	101,373.26

Item 1: Credit will be given for graduate work at the rate of \$91.45 per Graduate Hour. In order to qualify for payment, this credit must be approved by the Superintendent of Schools and meet one of the following criteria: (a) Meet the requirements of a degree program; (b) Meet certification requirements; (c) Be in the subject area of the teacher's certification.

Item 2: In connection with Item 1 above, credit for salary purposes for graduate credits will be paid as earned.

Item 3: Credit will be given for an earned doctorate at the rate of \$1,284.07.

Item 4: The amount of payment for in-service credit is \$46.34 per hour. One in-service credit is equal to 15 contact hours beyond the contractual work day that the teacher either pays for himself/herself or that the District offers free of charge. The District will notify unit members when it will be offering opportunities for in-service credits. Other opportunities that are not provided through the District must receive prior approval of the Superintendent to be eligible for compensability.

Item 5: Employees completing twenty (20) years of service in the District will be entitled to receive \$2,000 for longevity.

Item 6: Employees completing twenty-eight (28) years of service in the District will be entitled to receive an additional \$500 for longevity.

**TEACHER SALARY SCHEDULE: 2017-2018**

<i>STEP</i>	<i>BA</i>	<i>BA+30</i>	<i>BA+60</i>	<i>MA</i>	<i>MA+30</i>
1	52,113.77	54,913.75	57,711.22	56,403.24	59,208.22
2	53,031.25	55,828.72	58,483.51	57,320.71	60,126.95
3	54,227.84	57,027.82	59,831.55	58,523.57	61,323.55
4	55,488.27	58,228.16	61,029.40	59,720.15	62,518.89
5	56,627.29	59,426.02	62,223.49	60,919.25	63,715.48
6	57,823.88	60,623.86	63,421.34	62,113.34	64,918.34
7	59,687.61	63,828.13	65,292.58	63,980.84	66,789.58
8	61,184.61	63,980.84	66,792.08	65,472.82	68,279.06
9	62,677.85	65,474.08	69,027.55	66,969.81	69,769.79
10	64,173.58	66,969.81	70,515.79	68,463.05	71,266.78
11	65,663.07	68,839.80	72,010.28	70,331.79	73,135.52
12	68,652.05	71,448.27	74,998.01	72,944.02	75,745.25
13	71,266.78	74,065.51	77,615.24	75,558.75	78,359.99
14	73,507.26	76,676.50	79,851.97	78,167.22	80,973.47
15	75,746.50	78,898.40	82,092.46	80,411.46	83,211.45
16	75,746.50	81,157.46	84,334.19	82,651.95	85,450.69
17	75,746.50	81,157.46	84,334.19	82,651.95	85,450.69
18	75,746.50	81,157.46	84,334.19	82,651.95	85,450.69
19	84,123.91	89,946.66	93,366.22	91,556.31	94,577.84
20	84,123.91	89,946.66	93,366.22	91,556.31	94,577.84
21	84,123.91	89,946.66	93,366.22	91,556.31	94,577.84
22	84,123.91	89,946.66	93,366.22	91,556.31	94,577.84
23	86,940.16	92,759.16	96,176.22	94,363.80	97,385.33
24	86,940.16	92,759.16	96,176.22	94,363.80	97,385.33
25	86,940.16	92,759.16	96,176.22	94,363.80	97,385.33
26	86,940.16	92,759.16	96,176.22	94,363.80	97,385.33
27	91,941.83	97,765.83	101,177.87	99,370.47	102,386.99

Item 1: Credit will be given for graduate work at the rate of \$92.36 per Graduate Hour. In order to qualify for payment, this credit must be approved by the Superintendent of Schools and meet one of the following criteria: (a) Meet the requirements of a degree program; (b) Meet certification requirements; (c) Be in the subject area of the teacher's certification.

Item 2: In connection with Item 1 above, credit for salary purposes shall be submitted by November 1, for a salary adjustment to become retroactive to September 1, or by March 1 for salary adjustment to become retroactive to January 1.

Item 3: Credit will be given for an earned doctorate at the rate of \$1,284.07.

Item 4: The amount of payment for in-service credit is \$46.80 per hour. One in-service credit is equal to 15 contact hours beyond the contractual work day that the teacher either pays for himself/herself or that the District offers free of charge. The District will notify unit members when it will be offering opportunities for in-service credits. Other opportunities that are not provided through the District must receive prior approval of the Superintendent to be eligible for compensability.

Item 5: Employees completing twenty (20) years of service in the District will be entitled to receive \$2,020 for longevity.

Item 6: Employees completing twenty-eight (28) years of service in the District will be entitled to receive an additional \$505 for longevity.



**TEACHER SALARY SCHEDULE: 2018-2019**

<i>STEP</i>	<i>BA</i>	<i>BA+30</i>	<i>BA+60</i>	<i>MA</i>	<i>MA+30</i>
1	52,895.47	55,737.45	58,576.89	57,249.29	60,096.34
2	53,826.71	56,666.15	59,360.76	58,180.53	61,028.85
3	55,041.26	57,883.24	60,729.02	59,401.42	62,243.40
4	56,320.59	59,101.59	61,944.84	60,615.96	63,456.67
5	57,476.70	60,317.41	63,156.84	61,833.04	64,671.21
6	58,691.24	61,533.22	64,372.66	63,045.04	65,892.11
7	60,582.93	64,785.55	66,271.97	64,940.55	67,791.42
8	62,102.38	64,940.55	67,793.96	66,454.92	69,303.24
9	63,618.02	66,456.19	70,062.96	67,974.36	70,816.34
10	65,136.19	67,974.36	71,573.53	69,490.00	72,335.78
11	66,648.02	69,872.39	73,090.43	71,386.77	74,232.55
12	69,681.83	72,520.00	76,122.98	74,038.18	76,881.43
13	72,335.78	75,176.50	78,779.47	76,692.13	79,535.39
14	74,609.87	77,826.65	81,049.75	79,339.73	82,188.07
15	76,882.69	80,081.88	83,323.84	81,617.64	84,459.63
16	76,882.69	82,374.82	85,599.20	83,891.73	86,732.45
17	76,882.69	82,374.82	85,599.20	83,891.73	86,732.45
18	76,882.69	82,374.82	85,599.20	83,891.73	86,732.45
19	85,385.77	91,295.86	94,766.72	92,929.66	95,996.50
20	85,385.77	91,295.86	94,766.72	92,929.66	95,996.50
21	85,385.77	91,295.86	94,766.72	92,929.66	95,996.50
22	85,385.77	91,295.86	94,766.72	92,929.66	95,996.50
23	88,244.27	94,150.55	97,618.86	95,779.26	98,846.11
24	88,244.27	94,150.55	97,618.86	95,779.26	98,846.11
25	88,244.27	94,150.55	97,618.86	95,779.26	98,846.11
26	88,244.27	94,150.55	97,618.86	95,779.26	98,846.11
27	93,320.95	99,232.32	102,695.54	100,861.03	103,922.79

Item 1: Credit will be given for graduate work at the rate of \$93.75 per Graduate Hour. In order to qualify for payment, this credit must be approved by the Superintendent of Schools and meet one of the following criteria: (a) Meet the requirements of a degree program; (b) Meet certification requirements; (c) Be in the subject area of the teacher's certification.

Item 2: In connection with Item 1 above, credit for salary purposes shall be submitted by November 1, for a salary adjustment to become retroactive to September 1, or by March 1 for salary adjustment to become retroactive to January 1.

Item 3: Credit will be given for an earned doctorate at the rate of \$1,284.07.

Item 4: The amount of payment for in-service credit is \$47.50 per hour. One in-service credit is equal to 15 contact hours beyond the contractual work day that the teacher either pays for himself/herself or that the District offers free of charge. The District will notify unit members when it will be offering opportunities for in-service credits. Other opportunities that are not provided through the District must receive prior approval of the Superintendent to be eligible for compensability.

Item 5: Employees completing twenty (20) years of service in the District will be entitled to receive \$2,050 for longevity.

Item 6: Employees completing twenty-eight (28) years of service in the District will be entitled to receive an additional \$513 for longevity.

**TEACHER SALARY SCHEDULE: 2019-2020**

<i>STEP</i>	<i>BA</i>	<i>BA+30</i>	<i>BA+60</i>	<i>MA</i>	<i>MA+30</i>
1	53,688.91	56,573.52	59,455.54	58,108.02	60,997.78
2	54,634.11	57,516.14	60,251.17	59,053.23	61,944.29
3	55,866.88	58,751.49	61,639.96	60,292.44	63,177.05
4	57,165.40	59,988.11	62,874.01	61,525.19	64,408.52
5	58,338.85	61,222.17	64,104.19	62,760.53	65,641.28
6	59,571.61	62,456.22	65,338.25	63,990.71	66,880.49
7	61,491.67	65,757.33	67,266.05	65,914.66	68,808.29
8	63,033.91	65,914.66	68,810.87	67,451.74	70,342.79
9	64,572.29	67,453.03	71,113.90	68,993.97	71,878.58
10	66,113.23	68,993.97	72,647.13	70,532.35	73,420.82
11	67,647.74	70,920.48	74,186.79	72,457.57	75,346.04
12	70,727.05	73,607.80	77,264.82	75,148.75	78,034.65
13	73,420.82	76,304.14	79,961.16	77,842.51	80,728.42
14	75,729.02	78,994.05	82,265.50	80,529.83	83,420.89
15	78,035.93	81,283.10	84,573.70	82,841.90	85,726.52
16	78,035.93	83,610.45	86,883.19	85,150.11	88,033.43
17	78,035.93	83,610.45	86,883.19	85,150.11	88,033.43
18	78,035.93	83,610.45	86,883.19	85,150.11	88,033.43
19	86,666.56	92,665.30	96,188.22	94,323.60	97,436.45
20	86,666.56	92,665.30	96,188.22	94,323.60	97,436.45
21	86,666.56	92,665.30	96,188.22	94,323.60	97,436.45
22	86,666.56	92,665.30	96,188.22	94,323.60	97,436.45
23	89,567.93	95,562.81	99,083.15	97,215.95	100,328.80
24	89,567.93	95,562.81	99,083.15	97,215.95	100,328.80
25	89,567.93	95,562.81	99,083.15	97,215.95	100,328.80
26	89,567.93	95,562.81	99,083.15	97,215.95	100,328.80
27	94,720.77	100,720.81	104,235.98	102,373.94	105,481.63

Item 1: Credit will be given for graduate work at the rate of \$95.16 per Graduate Hour. In order to qualify for payment, this credit must be approved by the Superintendent of Schools and meet one of the following criteria: (a) Meet the requirements of a degree program; (b) Meet certification requirements; (c) Be in the subject area of the teacher's certification.

Item 2: In connection with Item 1 above, credit for salary purposes shall be submitted by November 1, for a salary adjustment to become retroactive to September 1, or by March 1 for salary adjustment to become retroactive to January 1.

Item 3: Credit will be given for an earned doctorate at the rate of \$1,284.07.

Item 4: The amount of payment for in-service credit is \$48.21 per hour. One in-service credit is equal to 15 contact hours beyond the contractual work day that the teacher either pays for himself/herself or that the District offers free of charge. The District will notify unit members when it will be offering opportunities for in-service credits. Other opportunities that are not provided through the District must receive prior approval of the Superintendent to be eligible for compensability.

Item 5: Employees completing twenty (20) years of service in the District will be entitled to receive \$2,081 for longevity.

Item 6: Employees completing twenty-eight (28) years of service in the District will be entitled to receive an additional \$521 for longevity.

**NURSE SALARY SCHEDULE: 2016-2017**

<i>STEP</i>	<i>BA</i>	<i>BA+30</i>
1	46,438.01	48,933.05
2	47,255.57	49,748.36
3	48,321.83	50,816.87
4	49,444.99	51,886.48
5	50,459.96	52,953.88
6	51,526.23	54,021.25
7	53,186.98	56,876.55
8	54,520.94	57,012.62
9	55,851.55	58,343.24
10	57,184.38	59,676.07
11	58,511.64	61,342.39
12	61,175.09	63,666.78
13	63,505.05	65,998.97
14	65,501.53	68,325.59
15	67,496.88	70,305.50
16	67,496.88	72,318.53
17	67,496.88	72,318.53
18	67,496.88	72,318.53
19	74,961.91	80,150.50
20	74,961.91	80,150.50
21	74,961.91	80,150.50
22	74,961.91	80,150.50
23	77,471.43	82,656.68
24	77,471.43	82,656.68
25	77,471.43	82,656.68
26	77,471.43	82,656.68
27	81,928.35	87,118.07

Item 1: Employees completing twenty (20) years of service in the District will be entitled to receive \$2,000 for longevity.

Item 2: Employees completing twenty-eight (28) years of service in the District will be entitled to receive an additional \$500 for longevity.



**NURSE SALARY SCHEDULE: 2017-2018**

<i>STEP</i>	<i>BA</i>	<i>BA+30</i>
1	46,902.39	49,422.38
2	47,728.12	50,245.84
3	48,805.05	51,325.04
4	49,939.44	52,405.34
5	50,964.56	53,483.41
6	52,041.49	54,561.47
7	53,718.85	57,445.32
8	55,066.15	57,582.75
9	56,410.06	58,926.67
10	57,756.23	60,272.83
11	59,096.76	61,955.81
12	61,786.84	64,303.45
13	64,140.10	66,658.95
14	66,156.55	69,008.85
15	68,171.84	71,008.56
16	68,171.84	73,041.71
17	68,171.84	73,041.71
18	68,171.84	73,041.71
19	75,711.53	80,952.00
20	75,711.53	80,952.00
21	75,711.53	80,952.00
22	75,711.53	80,952.00
23	78,246.15	83,483.25
24	78,246.15	83,483.25
25	78,246.15	83,483.25
26	78,246.15	83,483.25
27	82,747.64	87,989.25

Item 1: Employees completing twenty (20) years of service in the District will be entitled to receive \$2,020 for longevity.

Item 2: Employees completing twenty-eight (28) years of service in the District will be entitled to receive an additional \$505 for longevity.

**NURSE SALARY SCHEDULE: 2018-2019**

<i>STEP</i>	<i>BA</i>	<i>BA+30</i>
1	47,605.93	50,163.71
2	48,444.04	50,999.53
3	49,537.13	52,094.91
4	50,688.54	53,191.42
5	51,729.03	54,285.67
6	52,822.12	55,379.89
7	54,524.64	58,307.00
8	55,892.14	58,446.49
9	57,256.21	59,810.57
10	58,622.57	61,176.93
11	59,983.21	62,885.15
12	62,713.65	65,268.00
13	65,102.20	67,658.84
14	67,148.89	70,043.98
15	69,194.42	72,073.69
16	69,194.42	74,137.34
17	69,194.42	74,137.34
18	69,194.42	74,137.34
19	76,847.20	82,166.28
20	76,847.20	82,166.28
21	76,847.20	82,166.28
22	76,847.20	82,166.28
23	79,419.84	84,735.50
24	79,419.84	84,735.50
25	79,419.84	84,735.50
26	79,419.84	84,735.50
27	83,988.85	89,309.08

Item 1: Employees completing twenty (20) years of service in the District will be entitled to receive \$2,050 for longevity.

Item 2: Employees completing twenty-eight (28) years of service in the District will be entitled to receive an additional \$513 for longevity.

**NURSE SALARY SCHEDULE: 2019-2020**

<i>STEP</i>	<i>BA</i>	<i>BA+30</i>
1	48,320.02	50,916.17
2	49,170.71	51,764.52
3	50,280.19	52,876.34
4	51,448.86	53,989.29
5	52,504.97	55,099.95
6	53,614.45	56,210.59
7	55,342.51	59,181.60
8	56,730.53	59,323.19
9	58,115.06	60,707.73
10	59,501.91	62,094.58
11	60,882.96	63,828.43
12	63,654.35	66,247.02
13	66,078.74	68,673.72
14	68,156.13	71,094.64
15	70,232.34	73,154.79
16	70,232.34	75,249.40
17	70,232.34	75,249.40
18	70,232.34	75,249.40
19	77,999.91	83,398.78
20	77,999.91	83,398.78
21	77,999.91	83,398.78
22	77,999.91	83,398.78
23	80,611.14	86,006.53
24	80,611.14	86,006.53
25	80,611.14	86,006.53
26	80,611.14	86,006.53
27	85,248.68	90,648.72

Item 1: Employees completing twenty (20) years of service in the District will be entitled to receive \$2,081 for longevity.

Item 2: Employees completing twenty-eight (28) years of service in the District will be entitled to receive an additional \$521 for longevity.

**TEACHER ASSISTANT SALARY SCHEDULE: 2016-2017**

<i>STEP</i>	<i>BA</i>
1	20,639.12
2	21,002.48
3	21,476.37
4	21,975.55
5	22,426.65
6	22,900.55
7	23,638.66
8	24,231.53
9	24,822.91
10	25,415.29
11	26,005.18
12	27,188.93
13	28,224.47
14	29,111.79
15	29,998.62
16	29,998.62
17	29,998.62
18	29,998.62
19	33,316.41
20	33,316.41
21	33,316.41
22	33,316.41
23	34,431.75
24	34,431.75
25	34,431.75
26	34,431.75
27	36,412.60

Item 1: Employees completing twenty (20) years of service in the District will be entitled to receive \$2,000 for longevity.

Item 2: Employees completing twenty-eight (28) years of service in the District will be entitled to receive an additional \$500 for longevity.

**TEACHER ASSISTANT SALARY SCHEDULE: 2017-2018**

<i>STEP</i>	<i>BA</i>
1	20,845.51
2	21,212.50
3	21,691.13
4	22,195.31
5	22,650.91
6	23,129.55
7	23,875.04
8	24,473.84
9	25,071.14
10	25,669.44
11	26,265.23
12	27,460.82
13	28,506.71
14	29,402.90
15	30,298.60
16	30,298.60
17	30,298.60
18	30,298.60
19	33,649.57
20	33,649.57
21	33,649.57
22	33,649.57
23	34,776.07
24	34,776.07
25	34,776.07
26	34,776.07
27	36,776.73

Item 1: Employees completing twenty (20) years of service in the District will be entitled to receive \$2,020 for longevity.

Item 2: Employees completing twenty-eight (28) years of service in the District will be entitled to receive an additional \$505 for longevity.

**TEACHER ASSISTANT SALARY SCHEDULE: 2018-2019**

<i>STEP</i>	<i>BA</i>
1	21,158.19
2	21,530.69
3	22,016.50
4	22,528.23
5	22,990.68
6	23,476.50
7	24,233.17
8	24,840.95
9	25,447.21
10	26,054.48
11	26,659.21
12	27,872.73
13	28,934.32
14	29,843.95
15	30,753.08
16	30,753.08
17	30,753.08
18	30,753.08
19	34,154.31
20	34,154.31
21	34,154.31
22	34,154.31
23	35,297.71
24	35,297.71
25	35,297.71
26	35,297.71
27	37,328.38

Item 1: Employees completing twenty (20) years of service in the District will be entitled to receive \$2,050 for longevity.

Item 2: Employees completing twenty-eight (28) years of service in the District will be entitled to receive an additional \$513 for longevity.

**TEACHER ASSISTANT SALARY SCHEDULE: 2019-2020**

<i>STEP</i>	<i>BA</i>
1	21,475.56
2	21,853.65
3	22,346.75
4	22,866.16
5	23,335.54
6	23,828.64
7	24,596.67
8	25,213.56
9	25,828.92
10	26,445.30
11	27,059.10
12	28,290.82
13	29,368.33
14	30,291.61
15	31,214.38
16	31,214.38
17	31,214.38
18	31,214.38
19	34,666.63
20	34,666.63
21	34,666.63
22	34,666.63
23	35,827.17
24	35,827.17
25	35,827.17
26	35,827.17
27	37,888.30

Item 1: Employees completing twenty (20) years of service in the District will be entitled to receive \$2,081 for longevity.

Item 2: Employees completing twenty-eight (28) years of service in the District will be entitled to receive an additional \$521 for longevity.



**COACHING SALARIES 7/1/2016 – 6/30/2017**

Sport	Level	1st Year	3rd Year	5th Year	8th Year
Athletic Director	K-12	10,796.43	11,509.60	12,269.88	13,080.38
Baseball	Modified	1,900.23	2,183.69	2,783.42	3,211.23
	Jr. Varsity	2,288.67	2,589.19	3,183.67	3,511.75
	Varsity	3,083.94	3,387.08	3,981.56	4,389.69
Basketball	Modified Boys & Girls	1,900.23	2,183.69	2,783.42	3,211.23
	Jr. Varsity Boys & Girls	2,885.78	3,183.67	3,981.56	4,389.69
	Varsity Boys & Girls	3,881.82	4,375.25	5,169.20	5,702.00
Cheerleading	Modified	1,392.36	1,502.60	1,653.51	1,782.93
	Jr. Varsity	2,784.73	3,080.00	3,387.08	3,733.53
	Varsity	2,784.73	3,080.00	3,387.08	3,733.53
Crew	Varsity	3,367.66	3,536.03	3,712.83	3,898.47
Cross Country	Varsity	2,485.52	2,784.73	3,579.99	3,947.44
	Assistant	1,405.49	1,475.75	1,549.53	1,627.01
Equestrian	Varsity	1,968.47	2,066.89	2,170.23	2,278.74
Football	Modified	1,900.23	2,183.69	2,783.42	3,211.23
	Jr. Varsity	2,885.78	3,183.67	3,981.56	4,389.69
	Jr. Varsity Assistant	2,288.67	2,589.19	3,183.67	3,511.75
	Varsity	3,881.82	4,375.25	5,169.20	5,702.00
	Varsity Assistant	3,174.49	3,502.56	4,446.12	4,829.31
	Varsity Assistant	3,174.49	3,502.56	4,446.12	4,829.31
Golf	Varsity Boys & Girls	2,485.52	2,784.73	3,579.99	3,947.44
Hockey	Varsity	2,288.67	2,589.19	3,183.67	3,511.75
	Varsity Assistant	997.36	1,149.59	1,464.54	1,612.83
Lacrosse	Varsity Boys & Girls	3,083.94	3,387.08	3,981.56	4,389.69
	Varsity Assistant Boys & Girls	1,968.47	2,066.89	2,170.23	2,278.74



**COACHING SALARIES 7/1/2016 – 6/30/2017 (Continued)**

Sport	Level	1st Year	3rd Year	5th Year	8th Year
Skiing	Varsity	2,585.26	2,714.51	3,506.39	3,681.71
Soccer	Modified Boys & Girls	1,900.23	2,183.69	2,783.42	3,211.23
	Jr. Varsity Boys & Girls	2,288.67	2,589.19	3,183.67	3,511.75
	Varsity Boys & Girls	2,885.78	3,183.67	3,981.56	4,389.69
Softball	Modified	1,900.23	2,183.69	2,783.42	3,211.23
	Jr. Varsity	2,334.18	2,544.65	3,128.92	3,451.34
	Varsity	3,083.94	3,387.08	3,981.56	4,389.69
Swimming	Boys Varsity	2,485.52	2,784.73	3,410.01	3,947.44
	Girls Varsity	2,485.52	2,784.73	3,410.01	3,947.44
Tennis	Boys Varsity	2,485.52	2,784.73	3,410.01	3,947.44
	Girls Varsity	2,485.52	2,784.73	3,410.01	3,947.44
Track	Varsity, Winter Boys & Girls	2,485.52	2,784.73	3,579.99	3,947.44
	Varsity, Spring Boys & Girls	2,885.78	3,183.67	3,981.56	4,389.69
	Assistant Varsity	1,405.49	1,475.75	1,549.53	1,627.01
Volleyball	Modified	1,900.23	2,183.69	2,783.42	3,211.23
	Jr. Varsity	2,288.67	2,589.19	3,183.67	3,511.75
	Varsity	2,885.78	3,183.67	3,981.56	4,389.69
Weight Training		1,968.47	2,066.89	2,170.23	2,278.74
Wrestling-- MS		1,968.47	2,066.89	2,170.23	2,278.74
Timers- Basketball		59.05	64.30	72.18	78.74



**COACHING SALARIES 7/1/2017 – 6/30/2018**

<b>Sport</b>	<b>Level</b>	<b>1st Year</b>	<b>3rd Year</b>	<b>5th Year</b>	<b>8th Year</b>
Athletic Director	K-12	\$11,012.36	\$11,739.79	\$12,515.28	\$13,341.99
Baseball	Modified	\$1,938.23	\$2,227.36	\$2,839.09	\$3,275.45
	Jr. Varsity	\$2,334.44	\$2,640.97	\$3,247.34	\$3,581.99
	Varsity	\$3,145.62	\$3,454.82	\$4,061.19	\$4,477.48
Basketball	Modified Boys & Girls	\$1,938.23	\$2,227.36	\$2,839.09	\$3,275.45
	Jr. Varsity Boys & Girls	\$2,943.50	\$3,247.34	\$4,061.19	\$4,477.48
	Varsity Boys & Girls	\$3,959.46	\$4,462.76	\$5,272.58	\$5,816.04
Cheerleading	Modified	\$1,420.21	\$1,532.65	\$1,686.58	\$1,818.59
	Jr. Varsity	\$2,840.42	\$3,141.60	\$3,454.82	\$3,808.20
	Varsity	\$2,840.42	\$3,141.60	\$3,454.82	\$3,808.20
Crew	Varsity	\$3,435.01	\$3,606.75	\$3,787.09	\$3,976.44
Cross Country	Varsity	\$2,535.23	\$2,840.42	\$3,651.59	\$4,026.39
	Assistant	\$1,433.60	\$1,505.27	\$1,580.52	\$1,659.55
Equestrian	Varsity	\$2,007.84	\$2,108.23	\$2,213.63	\$2,324.31
Football	Modified	\$1,938.23	\$2,227.36	\$2,839.09	\$3,275.45
	Jr. Varsity	\$2,943.50	\$3,247.34	\$4,061.19	\$4,477.48
	Jr. Varsity Assistant	\$2,334.44	\$2,640.97	\$3,247.34	\$3,581.99
	Varsity	\$3,959.46	\$4,462.76	\$5,272.58	\$5,816.04
	Varsity Assistant	\$3,237.98	\$3,572.61	\$4,535.04	\$4,925.90
	Varsity Assistant	\$3,237.98	\$3,572.61	\$4,535.04	\$4,925.90
Golf	Varsity Boys & Girls	\$2,535.23	\$2,840.42	\$3,651.59	\$4,026.39
Hockey	Varsity	\$2,334.44	\$2,640.97	\$3,247.34	\$3,581.99
	Assistant	\$1,017.31	\$1,172.58	\$1,493.83	\$1,645.09
Lacrosse	Varsity Boys & Girls	\$3,145.62	\$3,454.82	\$4,061.19	\$4,477.48
	Varsity Assistant Boys & Girls	\$2,007.84	\$2,108.23	\$2,213.63	\$2,324.31



**COACHING SALARIES 7/1/2017 – 6/30/2018 (Continued)**

Sport	Level	1st Year	3rd Year	5th Year	8th Year
Skiing	Varsity	\$2,636.97	\$2,768.80	\$3,576.52	\$3,755.34
Soccer	Modified Boys & Girls	\$1,938.23	\$2,227.36	\$2,839.09	\$3,275.45
	Jr. Varsity Boys & Girls	\$2,334.44	\$2,640.97	\$3,247.34	\$3,581.99
	Varsity Boys & Girls	\$2,943.50	\$3,247.34	\$4,061.19	\$4,477.48
Softball	Modified	\$1,938.23	\$2,227.36	\$2,839.09	\$3,275.45
	Jr. Varsity	\$2,380.86	\$2,595.54	\$3,191.50	\$3,520.37
	Varsity	\$3,145.62	\$3,454.82	\$4,061.19	\$4,477.48
Swimming	Boys Varsity	\$2,535.23	\$2,840.42	\$3,478.21	\$4,026.39
	Girls Varsity	\$2,535.23	\$2,840.42	\$3,478.21	\$4,026.39
Tennis	Boys Varsity	\$2,535.23	\$2,840.42	\$3,478.21	\$4,026.39
	Girls Varsity	\$2,535.23	\$2,840.42	\$3,478.21	\$4,026.39
Track	Varsity, Winter Boys & Girls	\$2,535.23	\$2,840.42	\$3,651.59	\$4,026.39
	Varsity, Spring Boys & Girls	\$2,943.50	\$3,247.34	\$4,061.19	\$4,477.48
	Assistant	\$1,433.60	\$1,505.27	\$1,580.52	\$1,659.55
Volleyball	Modified	\$1,938.23	\$2,227.36	\$2,839.09	\$3,275.45
	Jr. Varsity	\$2,334.44	\$2,640.97	\$3,247.34	\$3,581.99
	Varsity	\$2,943.50	\$3,247.34	\$4,061.19	\$4,477.48
Weight Training		\$2,007.84	\$2,108.23	\$2,213.63	\$2,324.31
Wrestling--MS		\$2,007.84	\$2,108.23	\$2,213.63	\$2,324.31
Timers- Basketball		\$60.23	\$65.31	\$73.62	\$80.31



**COACHING SALARIES 7/1/2018 – 6/30/2019**

Sport	Level	1st Year	3rd Year	5th Year	8th Year
Athletic Director	K-12	\$11,232.61	\$11,974.59	\$12,765.59	\$13,608.83
Baseball	Modified	\$1,976.99	\$2,271.91	\$2,895.87	\$3,340.96
	Jr. Varsity	\$2,381.13	\$2,693.79	\$3,312.29	\$3,653.63
	Varsity	\$3,208.53	\$3,523.92	\$4,142.41	\$4,567.03
Basketball	Modified Boys & Girls	\$1,976.99	\$2,271.91	\$2,895.87	\$3,340.96
	Jr. Varsity Boys & Girls	\$3,002.37	\$3,312.29	\$4,142.41	\$4,567.03
	Varsity Boys & Girls	\$4,038.65	\$4,552.02	\$5,378.03	\$5,932.36
Cheerleading	Modified	\$1,448.61	\$1,563.30	\$1,720.31	\$1,854.96
	Jr. Varsity	\$2,897.23	\$3,204.43	\$3,523.92	\$3,884.36
	Varsity	\$2,897.23	\$3,204.43	\$3,523.92	\$3,884.36
Crew	Varsity	\$3,503.71	\$3,678.89	\$3,862.83	\$4,055.97
Cross Country	Varsity	\$2,585.93	\$2,897.23	\$3,724.62	\$4,106.92
	Assistant	\$1,462.27	\$1,535.38	\$1,612.13	\$1,692.74
Equestrian	Varsity	\$2,048.00	\$2,150.39	\$2,257.90	\$2,370.80
Football	Modified	\$1,976.99	\$2,271.91	\$2,895.87	\$3,340.96
	Jr. Varsity	\$3,002.37	\$3,312.29	\$4,142.41	\$4,567.03
	Jr. Varsity Assistant	\$2,381.13	\$2,693.79	\$3,312.29	\$3,653.63
	Varsity	\$4,038.65	\$4,552.02	\$5,378.03	\$5,932.36
	Varsity Assistant	\$3,302.74	\$3,644.06	\$4,625.74	\$5,024.42
	Varsity Assistant	\$3,302.74	\$3,644.06	\$4,625.74	\$5,024.42
Golf	Varsity Boys & Girls	\$2,585.93	\$2,897.23	\$3,724.62	\$4,106.92
Hockey	Varsity	\$2,381.13	\$2,693.79	\$3,312.29	\$3,653.63
	Assistant	\$1,037.66	\$1,196.03	\$1,523.71	\$1,677.99
Lacrosse	Varsity Boys & Girls	\$3,208.53	\$3,523.92	\$4,142.41	\$4,567.03
	Varsity Assistant Boys & Girls	\$2,048.00	\$2,150.39	\$2,257.90	\$2,370.80



**COACHING SALARIES 7/1/2018 – 6/30/2019 (Continued)**

Sport	Level	1st Year	3rd Year	5th Year	8th Year
Skiing	Varsity	\$2,689.71	\$2,824.18	\$3,648.05	\$3,830.45
Soccer	Modified Boys & Girls	\$1,976.99	\$2,271.91	\$2,895.87	\$3,340.96
	Jr. Varsity Boys & Girls	\$2,381.13	\$2,693.79	\$3,312.29	\$3,653.63
	Varsity Boys & Girls	\$3,002.37	\$3,312.29	\$4,142.41	\$4,567.03
Softball	Modified	\$1,976.99	\$2,271.91	\$2,895.87	\$3,340.96
	Jr. Varsity	\$2,428.48	\$2,647.45	\$3,255.33	\$3,488.78
	Varsity	\$3,208.53	\$3,523.92	\$4,142.41	\$4,567.03
Swimming	Boys Varsity	\$2,585.93	\$2,897.23	\$3,547.77	\$4,106.92
	Girls Varsity	\$2,585.93	\$2,897.23	\$3,547.77	\$4,106.92
Tennis	Boys Varsity	\$2,585.93	\$2,897.23	\$3,547.77	\$4,106.92
	Girls Varsity	\$2,585.93	\$2,897.23	\$3,547.77	\$4,106.92
Track	Varsity, Winter Boys & Girls	\$2,585.93	\$2,897.23	\$3,724.62	\$4,106.92
	Varsity, Spring Boys & Girls	\$3,002.37	\$3,312.29	\$4,142.41	\$4,567.03
	Assistant	\$1,462.27	\$1,535.38	\$1,612.13	\$1,692.74
Volleyball	Modified	\$1,976.99	\$2,271.91	\$2,895.87	\$3,340.96
	Jr. Varsity	\$2,381.13	\$2,693.79	\$3,312.29	\$3,653.63
	Varsity	\$3,002.37	\$3,312.29	\$4,142.41	\$4,567.03
Weight Training		\$2,048.00	\$2,150.39	\$2,257.90	\$2,370.80
Wrestling—MS		\$2,048.00	\$2,150.39	\$2,257.90	\$2,370.80
Timers- Basketball		\$61.43	\$66.62	\$75.09	\$81.92



**COACHING SALARIES 7/1/2019 – 6/30/2020**

Sport	Level	1st Year	3rd Year	5th Year	8th Year
Athletic Director	K-12	\$11,457.26	\$12,214.08	\$13,020.90	\$13,881.01
Baseball	Modified	\$2,016.53	\$2,317.35	\$2,953.79	\$3,407.78
	Jr. Varsity	\$2,428.75	\$2,747.67	\$3,378.54	\$3,726.70
	Varsity	\$3,272.70	\$3,594.40	\$4,225.26	\$4,658.37
Basketball	Modified Boys & Girls	\$2,016.53	\$2,317.35	\$2,953.79	\$3,407.78
	Jr. Varsity Boys & Girls	\$3,062.42	\$3,378.54	\$4,225.26	\$4,658.37
	Varsity Boys & Girls	\$4,119.42	\$4,643.06	\$5,485.59	\$6,051.01
Cheerleading	Modified	\$1,477.58	\$1,594.57	\$1,754.72	\$1,892.06
	Jr. Varsity	\$2,955.17	\$3,268.52	\$3,594.40	\$3,962.05
	Varsity	\$2,955.17	\$3,268.52	\$3,594.40	\$3,962.05
Crew	Varsity	\$3,573.78	\$3,752.47	\$3,940.09	\$4,137.09
Cross Country	Varsity	\$2,637.65	\$2,955.17	\$3,799.11	\$4,189.06
	Assistant	\$1,491.52	\$1,566.09	\$1,644.37	\$1,726.59
Equestrian	Varsity	\$2,088.96	\$2,193.40	\$2,303.06	\$2,418.22
Football	Modified	\$2,016.53	\$2,317.35	\$2,953.79	\$3,407.78
	Jr. Varsity	\$3,062.42	\$3,378.54	\$4,225.26	\$4,658.37
	Jr. Varsity Assistant	\$2,428.75	\$2,747.67	\$3,378.54	\$3,726.70
	Varsity	\$4,119.42	\$4,643.06	\$5,485.59	\$6,051.01
	Varsity Assistant	\$3,368.79	\$3,716.94	\$4,718.25	\$5,124.91
	Varsity Assistant	\$3,368.79	\$3,716.94	\$4,718.25	\$5,124.91
Golf	Varsity Boys & Girls	\$2,637.65	\$2,955.17	\$3,799.11	\$4,189.06
Hockey	Varsity	\$2,428.75	\$2,747.67	\$3,378.54	\$3,726.70
	Assistant	\$1,058.41	\$1,219.95	\$1,554.18	\$1,711.55
Lacrosse	Varsity Boys & Girls	\$3,272.70	\$3,594.40	\$4,225.26	\$4,658.37
	Varsity Assistant Boys & Girls	\$2,088.96	\$2,193.40	\$2,303.06	\$2,418.22



**COACHING SALARIES 7/1/2019 – 6/30/2020 (Continued)**

Sport	Level	1st Year	3rd Year	5th Year	8th Year
Skiing	Varsity	\$2,743.50	\$2,880.66	\$3,721.01	\$3,907.06
Soccer	Modified Boys & Girls	\$2,016.53	\$2,317.35	\$2,953.79	\$3,408.80
	Jr. Varsity Boys & Girls	\$2,428.75	\$2,747.67	\$3,378.54	\$3,726.70
	Varsity Boys & Girls	\$3,062.42	\$3,378.54	\$4,225.26	\$4,658.37
Softball	Modified	\$2,016.53	\$2,317.35	\$2,953.79	\$3,407.78
	Jr. Varsity	\$2,477.05	\$2,700.40	\$3,320.44	\$3,558.56
	Varsity	\$3,272.70	\$3,594.40	\$4,225.26	\$4,658.37
Swimming	Boys Varsity	\$2,637.65	\$2,955.17	\$3,618.73	\$4,189.06
	Girls Varsity	\$2,637.65	\$2,955.17	\$3,618.73	\$4,189.06
Tennis	Boys Varsity	\$2,637.65	\$2,955.17	\$3,618.73	\$4,189.06
	Girls Varsity	\$2,637.65	\$2,955.17	\$3,618.73	\$4,189.06
Track	Varsity, Winter Boys & Girls	\$2,637.65	\$2,955.17	\$3,799.11	\$4,189.06
	Varsity, Spring Boys & Girls	\$3,062.42	\$3,378.54	\$4,225.26	\$4,658.37
	Assistant	\$1,491.52	\$1,566.09	\$1,644.37	\$1,726.59
Volleyball	Modified	\$2,016.53	\$2,317.35	\$2,953.79	\$3,407.78
	Jr. Varsity	\$2,428.75	\$2,747.67	\$3,378.54	\$3,726.70
	Varsity	\$3,062.42	\$3,378.54	\$4,225.26	\$4,658.37
Weight Training		\$2,088.96	\$2,193.40	\$2,303.06	\$2,418.22
Wrestling--MS		\$2,088.96	\$2,193.40	\$2,303.06	\$2,418.22
Timers- Basketball		\$62.66	\$67.95	\$76.59	\$83.56

**COMPENSATION FOR EXTRA-CURRICULAR ACTIVITIES: 7/1/2016 – 6/30/17**

	<u>7/1/2016-6/30/2017</u>	<u>7/1/2016-6/30/2017</u>
	<u>YEAR 1</u>	<u>YEAR 3</u>
Academic League	\$1,567.63	\$1,724.75
Anime Club – High School	\$1,367.31	\$1,503.54
Art Club 3-6	\$1,367.31	\$1,503.54
Art Club – High School	\$1,367.31	\$1,503.54
Audio Visual Coordinator	\$1,002.36	\$1,102.34
Auditorium Coordinator	\$1,367.31	\$1,503.54
Chess Club – High School	\$1,367.31	\$1,503.54
Chess Club – Intermediate School	\$1,367.31	\$1,503.54
Choral Director – Musical High School	\$1,327.31	\$1,459.79
Craft Club – High School	\$1,367.31	\$1,503.54
Debate Club – High School	\$1,367.31	\$1,503.54
Department Coordinators	\$2,197.19	\$2,417.16
District Coordinator of Music K-12	\$2,197.19	\$2,417.16
Drama Club – High School	\$1,327.31	\$1,459.79
Drama Director HS-Fall Play	\$1,756.00	\$1,932.22
Drama Director – IS	\$1,930.97	\$2,124.70
Dramatics Director Spring Musical HS	\$1,930.97	\$2,124.70
Environmental Club – HS	\$1,459.79	\$1,606.02
Environmental Club – IS	\$1,459.79	\$1,606.02
Fashion Club – High School	\$1,367.31	\$1,503.54
Freshman Class Advisor	\$1,053.60	\$1,158.58
Gay-Straight Alliance – High School	\$1,367.31	\$1,503.54
Guitar Club	\$1,327.31	\$1,459.79
Homebound Instruction	\$46.24	\$51.24
Interact	\$1,393.55	\$1,533.53
Invisible Children Advisor	\$1,367.31	\$1,503.54
J. Corps – Intermediate School	\$1,367.31	\$1,503.54
Jazz Band HS	\$1,367.31	\$1,503.54
Jazz Band IS	\$1,367.31	\$1,503.54
Junior Class Advisor	\$1,393.55	\$1,533.53
Literary Magazine	\$1,756.00	\$1,932.22
Math Team	\$1,567.28	\$1,724.75
Mock Trial	\$1,339.81	\$1,933.47
Multicultural Club IS	\$1,367.31	\$1,503.54
Musical Director Spring Musical HS	\$1,367.31	\$1,503.54
National Honor Society HS	\$1,756.00	\$1,932.22
National Honor Society IS	\$1,367.31	\$1,503.54
Newspaper HS	\$1,789.75	\$1,968.47
Newspaper IS	\$1,789.75	\$1,968.47
Odyssey of the Mind	\$1,367.31	\$1,503.54
Peer Mediation HS	\$1,756.00	\$1,882.23
Peer Mediation IS	\$1,367.31	\$1,503.54

Pep Club HS	\$1,367.31	\$1,503.54
Ping Pong Club – High School	\$1,367.31	\$1,503.54
Reading Buddies – High School	\$1,353.77	\$1,503.54
Red Cross Club	\$1,367.31	\$1,503.54
SADD	\$2,124.70	\$2,337.17
Science Buddies – High School	\$1,353.77	\$1,503.54
Science Club – High School	\$1,367.31	\$1,503.54
Science Olympiad	\$1,367.31	\$1,503.54
Select Chorus HS	\$1,542.28	\$1,696.01
Select Chorus – IS	\$1,503.54	\$1,653.51
Senior Class Advisor	\$1,554.78	\$1,709.76
Snowboarding/Ski Club	\$1,327.31	\$1,459.79
Social Studies Club – High School	\$1,367.31	\$1,503.54
Sophomore Class Advisor	\$1,053.60	\$1,158.58
Spanish Club – High School	\$1,367.31	\$1,503.54
Stage Band – High School	\$1,367.31	\$1,503.54
Student Accounts Treasurer HS	\$1,662.26	\$1,828.49
Student Accounts Treasurer IS	\$1,459.79	\$1,606.02
Student Council HS	\$1,789.75	\$1,968.47
Student Council IS	\$1,789.75	\$1,968.47
Student-to-Student Ambassador HS	\$1,367.31	\$1,503.54
Summer Academy Instructor HS	\$55.00/hr	\$55.00/hr
Tech Crew Advisor	\$1,367.31	\$1,503.54
Technical Director Spring Musical	\$1,367.31	\$1,503.54
Technology Liaison (2)	\$2,703.36	\$2,973.33
Video Club HS	\$1,367.31	\$1,503.54
Video Club – Intermediate School	\$1,367.31	\$1,503.54
Website Coordinator - District	\$2,703.36	\$2,973.33
Yearbook Elementary	\$1,193.58	\$1,313.56
Yearbook MS	\$2,340.92	\$2,574.63
Yearbook--Editorial HS	\$2,652.12	\$2,917.08
Yearbook--Financial HS	\$2,652.12	\$2,917.08
Youth in Government (2)	\$1,883.48	\$2,072.20
Zumba – High School	\$1,367.31	\$1,503.54

**COMPENSATION FOR EXTRA-CURRICULAR ACTIVITIES: 7/1/2017 – 6/30/18**

	<u>7/1/2017-6/30/2018</u>	<u>7/1/2017-6/30/2018</u>
	<u>YEAR 1</u>	<u>YEAR 3</u>
Academic League	\$1,598.98	\$1,759.25
Anime Club – High School	\$1,394.66	\$1,533.61
Art Club 3-6	\$1,394.66	\$1,533.61
Art Club – High School	\$1,394.66	\$1,533.61
Audio Visual Coordinator	\$1,022.41	\$1,124.39
Auditorium Coordinator	\$1,394.66	\$1,533.61
Chess Club – High School	\$1,394.66	\$1,533.61
Chess Club – Intermediate School	\$1,394.66	\$1,533.61
Choral Director – Musical High School	\$1,353.86	\$1,488.99
Craft Club – High School	\$1,394.66	\$1,533.61
Debate Club – High School	\$1,394.66	\$1,533.61
Department Coordinators	\$2,241.13	\$2,465.50
District Coordinator of Music K-12	\$2,241.13	\$2,465.50
Drama Club – High School	\$1,353.86	\$1,488.99
Drama Director HS-Fall Play	\$1,969.59	\$2,167.19
Drama Director – IS	\$1,969.59	\$2,167.19
Dramatics Director Spring Musical HS	\$1,969.59	\$2,167.19
Environmental Club – HS	\$1,488.99	\$1,638.14
Environmental Club – IS	\$1,488.99	\$1,638.14
Fashion Club – High School	\$1,394.66	\$1,533.61
Freshman Class Advisor	\$1,074.67	\$1,181.75
Gay-Straight Alliance – High School	\$1,394.66	\$1,533.61
Guitar Club	\$1,353.86	\$1,488.99
Homebound Instruction	\$47.16	\$52.26
Interact	\$1,421.42	\$1,564.20
Invisible Children Advisor	\$1,394.66	\$1,533.61
J. Corps – Intermediate School	\$1,394.66	\$1,533.61
Jazz Band HS	\$1,394.66	\$1,533.61
Jazz Band IS	\$1,394.66	\$1,533.61
Junior Class Advisor	\$1,421.42	\$1,564.20
Literary Magazine	\$1,791.12	\$1,970.86
Math Team	\$1,598.63	\$1,759.25
Mock Trial	\$1,366.61	\$1,972.14
Multicultural Club IS	\$1,394.66	\$1,533.61
Musical Director Spring Musical HS	\$1,394.66	\$1,533.61
National Honor Society HS	\$1,791.12	\$1,970.86
National Honor Society IS	\$1,394.66	\$1,759.25
Newspaper HS	\$1,825.55	\$2,007.84
Newspaper IS	\$1,825.55	\$2,007.84
Odyssey of the Mind	\$1,394.66	\$1,533.61
Peer Mediation HS	\$1,791.12	\$1,970.86
Peer Mediation IS	\$1,394.66	\$1,533.61
Pep Club HS	\$1,394.66	\$1,533.61



Ping Pong Club – High School	\$1,394.66	\$1,533.61
Reading Buddies – High School	\$1,380.85	\$1,533.61
Red Cross Club	\$1,394.66	\$1,533.61
SADD	\$2,167.19	\$2,383.91
Science Buddies – High School	\$1,380.85	\$1,533.61
Science Club – High School	\$1,394.66	\$1,533.61
Science Olympiad	\$1,394.66	\$1,533.61
Select Chorus HS	\$1,573.13	\$1,729.93
Select Chorus – IS	\$1,533.61	\$1,686.58
Senior Class Advisor	\$1,585.88	\$1,743.96
Snowboarding/Ski Club	\$1,353.86	\$1,488.99
Social Studies Club – High School	\$1,394.66	\$1,533.61
Sophomore Class Advisor	\$1,074.67	\$1,181.75
Spanish Club – High School	\$1,394.66	\$1,533.61
Stage Band – High School	\$1,394.66	\$1,533.61
Student Accounts Treasurer HS	\$1,695.51	\$1,865.06
Student Accounts Treasurer IS	\$1,488.99	\$1,638.14
Student Council HS	\$1,825.55	\$2,007.84
Student Council IS	\$1,825.55	\$2,007.84
Student-to-Student Ambassador HS	\$1,394.66	\$1,533.61
Summer Academy Instructor HS	\$56.10/hr	\$56.10/hr
Tech Crew Advisor	\$1,394.66	\$1,533.61
Technical Director Spring Musical	\$1,394.66	\$1,533.61
Technology Liaison (2)	\$2,757.43	\$3,032.80
Video Club HS	\$1,394.66	\$1,533.61
Video Club – Intermediate School	\$1,394.66	\$1,533.61
Website Coordinator - District	\$2,757.43	\$3,032.80
Yearbook Elementary	\$1,217.45	\$1,339.83
Yearbook MS	\$2,387.74	\$2,626.12
Yearbook--Editorial HS	\$2,705.16	\$2,975.42
Yearbook--Financial HS	\$2,705.16	\$2,975.42
Youth in Government (2)	\$1,921.15	\$2,113.64
Zumba – High School	\$1,394.66	\$1,533.61



**COMPENSATION FOR EXTRA-CURRICULAR ACTIVITIES: 7/1/2018 – 6/30/19**

	<u>7/1/2018-6/30/2019</u>	<u>7/1/2018-6/30/2019</u>
	<u>YEAR 1</u>	<u>YEAR 3</u>
Academic League	\$1,630.96	\$1,794.43
Anime Club – High School	\$1,422.55	\$1,564.28
Art Club 3-6	\$1,422.55	\$1,564.28
Art Club – High School	\$1,422.55	\$1,564.28
Audio Visual Coordinator	\$1,042.86	\$1,146.87
Auditorium Coordinator	\$1,422.55	\$1,564.28
Chess Club – High School	\$1,422.55	\$1,564.28
Chess Club – Intermediate School	\$1,422.55	\$1,564.28
Choral Director – Musical High School	\$1,380.93	\$1,518.77
Craft Club – High School	\$1,422.55	\$1,564.28
Debate Club – High School	\$1,422.55	\$1,564.28
Department Coordinators	\$2,285.96	\$2,514.81
District Coordinator of Music K-12	\$2,285.96	\$2,514.81
Drama Club – High School	\$1,380.93	\$1,518.77
Drama Director HS-Fall Play	\$2,008.98	\$2,210.54
Drama Director – IS	\$2,008.98	\$2,210.54
Dramatics Director Spring Musical HS	\$2,008.98	\$2,210.54
Environmental Club – HS	\$1,518.77	\$1,670.90
Environmental Club – IS	\$1,518.77	\$1,670.90
Fashion Club – High School	\$1,422.55	\$1,564.28
Freshman Class Advisor	\$1,096.17	\$1,205.39
Gay-Straight Alliance – High School	\$1,422.55	\$1,564.28
Guitar Club	\$1,380.93	\$1,518.77
Homebound Instruction	\$48.11	\$53.31
Interact	\$1,449.85	\$1,595.48
Invisible Children Advisor	\$1,422.55	\$1,564.28
J. Corps – Intermediate School	\$1,422.55	\$1,564.28
Jazz Band HS	\$1,422.55	\$1,564.28
Jazz Band IS	\$1,422.55	\$1,564.28
Junior Class Advisor	\$1,449.85	\$1,595.48
Literary Magazine	\$1,826.94	\$2,010.28
Math Team	\$1,630.60	\$1,794.43
Mock Trial	\$1,393.94	\$2,011.58
Multicultural Club IS	\$1,422.55	\$1,564.28
Musical Director Spring Musical HS	\$1,422.55	\$1,564.28
National Honor Society HS	\$1,826.94	\$2,010.28
National Honor Society IS	\$1,422.55	\$1,794.43
Newspaper HS	\$1,862.06	\$2,048.00
Newspaper IS	\$1,862.06	\$2,048.00
Odyssey of the Mind	\$1,422.55	\$1,564.28
Peer Mediation HS	\$1,826.94	\$2,010.28
Peer Mediation IS	\$1,422.55	\$1,564.28
Pep Club HS	\$1,422.55	\$1,564.28

Ping Pong Club – High School	\$1,422.55	\$1,564.28
Reading Buddies – High School	\$1,408.46	\$1,564.28
Red Cross Club	\$1,422.55	\$1,564.28
SADD	\$2,210.54	\$2,431.59
Science Buddies – High School	\$1,408.46	\$1,564.28
Science Club – High School	\$1,422.55	\$1,564.28
Science Olympiad	\$1,422.55	\$1,564.28
Select Chorus HS	\$1,604.59	\$1,764.53
Select Chorus – IS	\$1,564.28	\$1,720.31
Senior Class Advisor	\$1,617.59	\$1,778.83
Snowboarding/Ski Club	\$1,380.93	\$1,518.77
Social Studies Club – High School	\$1,422.55	\$1,564.28
Sophomore Class Advisor	\$1,096.17	\$1,205.39
Spanish Club – High School	\$1,422.55	\$1,564.28
Stage Band – High School	\$1,422.55	\$1,564.28
Student Accounts Treasurer HS	\$1,729.42	\$1,902.36
Student Accounts Treasurer IS	\$1,518.77	\$1,670.90
Student Council HS	\$1,862.06	\$2,048.00
Student Council IS	\$1,862.06	\$2,048.00
Student-to-Student Ambassador HS	\$1,422.55	\$1,564.28
Summer Academy Instructor HS	\$57.22/hr	\$57.22/hr
Tech Crew Advisor	\$1,422.55	\$1,564.28
Technical Director Spring Musical	\$1,422.55	\$1,564.28
Technology Liaison (2)	\$2,812.58	\$3,093.45
Video Club HS	\$1,422.55	\$1,564.28
Video Club – Intermediate School	\$1,422.55	\$1,564.28
Website Coordinator - District	\$2,812.58	\$3,093.45
Yearbook Elementary	\$1,241.80	\$1,366.63
Yearbook MS	\$2,435.49	\$2,678.65
Yearbook--Editorial HS	\$2,759.27	\$3,034.93
Yearbook--Financial HS	\$2,759.27	\$3,034.93
Youth in Government (2)	\$1,959.57	\$2,155.92
Zumba – High School	\$1,422.55	\$1,564.28

**COMPENSATION FOR EXTRA-CURRICULAR ACTIVITIES: 7/1/2019 – 6/30/20**

	<u>7/1/2019-6/30/2020</u>	<u>7/1/2019-6/30/2020</u>
	<u>YEAR 1</u>	<u>YEAR 3</u>
Academic League	\$1,663.58	\$1,830.32
Anime Club – High School	\$1,451.00	\$1,595.57
Art Club 3-6	\$1,451.00	\$1,595.57
Art Club – High School	\$1,451.00	\$1,595.57
Audio Visual Coordinator	\$1,063.71	\$1,169.81
Auditorium Coordinator	\$1,451.00	\$1,595.57
Chess Club – High School	\$1,451.00	\$1,595.57
Chess Club – Intermediate School	\$1,451.00	\$1,595.57
Choral Director – Musical High School	\$1,408.55	\$1,549.14
Craft Club – High School	\$1,451.00	\$1,595.57
Debate Club – High School	\$1,451.00	\$1,595.57
Department Coordinators	\$2,331.68	\$2,565.11
District Coordinator of Music K-12	\$2,331.68	\$2,565.11
Drama Club – High School	\$1,408.55	\$1,549.14
Drama Director HS-Fall Play	\$2,049.16	\$2,254.75
Drama Director – IS	\$2,049.16	\$2,254.75
Dramatics Director Spring Musical HS	\$2,049.16	\$2,254.75
Environmental Club – HS	\$1,549.14	\$1,704.32
Environmental Club – IS	\$1,549.14	\$1,704.32
Fashion Club – High School	\$1,451.00	\$1,595.57
Freshman Class Advisor	\$1,118.09	\$1,229.49
Gay-Straight Alliance – High School	\$1,451.00	\$1,595.57
Guitar Club	\$1,408.55	\$1,549.14
Homebound Instruction	\$49.07	\$54.38
Interact	\$1,478.85	\$1,627.39
Invisible Children Advisor	\$1,451.00	\$1,595.57
J. Corps – Intermediate School	\$1,451.00	\$1,595.57
Jazz Band HS	\$1,451.00	\$1,595.57
Jazz Band IS	\$1,451.00	\$1,595.57
Junior Class Advisor	\$1,478.85	\$1,627.39
Literary Magazine	\$1,863.48	\$2,050.49
Math Team	\$1,663.21	\$1,830.32
Mock Trial	\$1,421.82	\$2,051.81
Multicultural Club IS	\$1,451.00	\$1,595.57
Musical Director Spring Musical HS	\$1,451.00	\$1,595.57
National Honor Society HS	\$1,863.48	\$2,050.49
National Honor Society IS	\$1,451.00	\$1,830.32
Newspaper HS	\$1,899.30	\$2,088.96
Newspaper IS	\$1,899.30	\$2,088.96
Odyssey of the Mind	\$1,451.00	\$1,595.57
Peer Mediation HS	\$1,863.48	\$2,050.49
Peer Mediation IS	\$1,451.00	\$1,595.57
Pep Club HS	\$1,451.00	\$1,595.57

Ping Pong Club – High School	\$1,451.00	\$1,595.57
Reading Buddies – High School	\$1,436.63	\$1,595.57
Red Cross Club	\$1,451.00	\$1,595.57
SADD	\$2,254.75	\$2,480.22
Science Buddies – High School	\$1,436.63	\$1,595.57
Science Club – High School	\$1,451.00	\$1,595.57
Science Olympiad	\$1,451.00	\$1,595.57
Select Chorus HS	\$1,636.68	\$1,799.82
Select Chorus – IS	\$1,595.57	\$1,754.72
Senior Class Advisor	\$1,649.94	\$1,814.41
Snowboarding/Ski Club	\$1,408.55	\$1,549.14
Social Studies Club – High School	\$1,451.00	\$1,595.57
Sophomore Class Advisor	\$1,118.09	\$1,229.49
Spanish Club – High School	\$1,451.00	\$1,595.57
Stage Band – High School	\$1,451.00	\$1,595.57
Student Accounts Treasurer HS	\$1,764.00	\$1,940.41
Student Accounts Treasurer IS	\$1,549.14	\$1,704.32
Student Council HS	\$1,899.30	\$2,088.96
Student Council IS	\$1,899.30	\$2,088.96
Student-to-Student Ambassador HS	\$1,451.00	\$1,595.57
Summer Academy Instructor HS	\$58.37/hr	\$58.37/hr
Tech Crew Advisor	\$1,451.00	\$1,595.57
Technical Director Spring Musical	\$1,451.00	\$1,595.57
Technology Liaison (2)	\$2,868.83	\$3,155.32
Video Club HS	\$1,451.00	\$1,595.57
Video Club – Intermediate School	\$1,451.00	\$1,595.57
Website Coordinator - District	\$2,868.83	\$3,155.32
Yearbook Elementary	\$1,266.64	\$1,393.96
Yearbook MS	\$2,484.20	\$2,732.22
Yearbook--Editorial HS	\$2,814.45	\$3,095.63
Yearbook--Financial HS	\$2,814.45	\$3,095.63
Youth in Government (2)	\$1,998.76	\$2,199.04
Zumba – High School	\$1,451.00	\$1,595.57

## **SICK LEAVE BANK**

The Highland Falls-fort Montgomery Central School District and the Town of Highlands Teachers' Association agree to establish a Sick Leave Bank (SLB) authorized July 1, 2003 and effective July 1, 2005.

### **PURPOSE:**

The purpose of the SLB is to provide income protection by supplementing members' exhausted individual sick leave entitlement in cases of catastrophic, long-term disabling illnesses or accidents that require extensive absence from employment.

### **GOVERNANCE:**

The SLB governing committee will be established to administer the SLB. The committee will consist of not more than three (3) delegates appointed by the Superintendent and the President of the T.H.T.A. respectively. Each delegation, (not to exceed three (3) members per delegation), will have one vote for a total SLB governing committee vote of two (2). The committee must concur in writing to any award from the SLB.

### **ELIGIBILITY:**

All full time members of the HFFMCSD who have sick leave entitlement are eligible to participate.

- A. Members who wish to participate may do so by advising the SLB committee in writing no later than October 1<sup>st</sup> of the year the SLB becomes effective. Donated sick days will be deducted from the individual's sick day entitlement for the year in which SLB participation becomes effective.
- B. New employees hired after the initial enrollment period may elect to participate in the SLB providing written notice within fourteen (14) days of board appointment.
- C. Eligible employees who do not join at the time of their first eligibility may elect to participate in any subsequent year providing written notice by June 15<sup>th</sup> of the current school year. Participation will become effective July 1<sup>st</sup> immediately following and the donated sick days will be deducted from their current year sick leave entitlement.
- D. Members donating the applicable number of days will be deemed members of the SLB and entitled to make application for withdrawal from the sick bank.

### **CONTRIBUTIONS:**

- A. Each member who wished to participate in the SLB shall submit to the SLB committee a written waiver of two (2) days accumulated sick leave. The unused



sick days in the bank will be cumulative and will be carried forward from year to year. Once contributions are made they may not be withdrawn.

- B. Any eligible employee who has accumulated the maximum number of sick leave days (300) can contribute up to a maximum of one (1) additional day per year to the SLB.
- C. The bank will be replenished when the number in the bank falls below one day per full time eligible employee of the district. Members who fail to contribute additional days upon replenishment, as directed by the SLB governing committee, will be terminated from the SLB.

#### **PROCEDURES FOR WITHDRAWALS:**

Any member who has a catastrophic, long-term, disabling illness or accident may apply for the SLB governing committee for a SLB award. The following conditions will apply:

- A. The member, or in event of incapacitation, the member's designee, must make a written application to the SLB governing committee containing medical evidence attesting to the medical condition.
- B. The employee must wait twenty (20) days after exhausting all sick and personal leave entitlement before becoming eligible for SLB days. In the event the employee has maintained an average of fifty percent (50%) of the sick/personal leave entitlement during their period of employment in the District, the twenty (20) day waiting period will be waived by the SLB governing committee. Therefore, the employee would be able to draw directly from the bank and not lose twenty (20) days of pay as outlined above.
- C. The applicant will not be allowed to apply after being adjudged permanently incapacitated or directly after any paid or unpaid leaves (Workers' Compensation).
- D. No SLB withdrawal may exceed 180 days during the duration of employment.
- E. SLB salary entitlement will be based on the full amount of the employee's applicable per diem salary.
- F. All decisions of the SLB governing committee shall be in writing.
- G. Decisions of the SLB governing committee will be deemed nongrievable.

## **MENTORING**

### **A. THE MENTORING PROGRAM**

1. The Mentoring Program provides to first year teachers a peer mentor selected by the Building Administrator. The mentor will provide the first year teacher with assistance and support in the achievement of goals, problem solving, and the fulfillment of responsibilities.
2. The mentor will meet with the teacher as early in the school year as possible to develop a professional, collegial relationship based upon trust and confidentiality. The mentor will not conduct formal observations, but will be available to observe the teacher and offer informal suggestions for improvement. The mentor will normally be expected to provide at least fifteen (15) hours of mentoring per semester. Mentors will be provided with release time from twelve (12) class periods throughout the course of a school year to carry out their responsibilities.
3. All first year teachers are required to participate in the Mentoring Program that provides the teacher with the assistance and support of a senior tenured teacher in the achievement of goals, problem solving and fulfillment of responsibilities. The school administrator, in consultation with the mentor may require a teacher to participate in the Mentoring Program during the teacher's second and third year of employment.

### **D. MENTOR SELECTION**

1. Tenured teachers interested in becoming mentors must complete an application and return it to the building administrator. The building administrator will review all applications and supportive materials.
2. Criteria for mentor Selection:
  - a. The applicant must be a full-time tenured teacher in the District.
  - b. The applicant must demonstrate expertise in teaching.
  - c. The applicant must be willing to give the time necessary for the task.
  - d. The applicant must demonstrate effective interpersonal skills.
  - e. The applicant must be willing to participate in training, coaching, and conferencing.

### **C. DUTIES OF THE MENTOR**

1. The school administrator is responsible for the evaluation of the instructional staff. A mentor is not an evaluator, but a source of professional support and assistance to the mentee.

2. Specific responsibilities of the mentor include:

- a. Meeting weekly with the mentee.
- b. Keeping an informal log of all mentoring activities.
- c. Informally observing and conferencing with the mentee.
- d. Communicating to the mentee the concerns of the administrator.
- e. Maintaining confidentiality.
- f. Assisting the mentee with such professional matters as daily planning, routine procedures, student evaluation, parent conferencing, management skills, classroom organization, curriculum planning, and instructional strategies.
- g. Attending formal and informal conferences.

**D. COMPENSATION OF MENTORS**

For the duration of this Agreement, mentors will receive a stipend in accordance with the chart set forth below:

7/1/16-6/30/17:	\$1,191.27
7/1/17-6/30/18:	\$1,203.18
7/1/18-6/30/19:	\$1,221.23
7/1/19-6/30/20:	\$1,239.55

