



Agreement between
Washingtonville Central School District Board of Education
and
Washingtonville Teachers' Association - Teacher Unit
July 1, 2022 to June 30, 2025

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Agreement made this 13th day of June, 2022, by and between the WASHINGTONVILLE CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION (hereinafter “Board” or “District”) and the WASHINGTONVILLE TEACHERS’ ASSOCIATION (hereinafter “Association”).

ARTICLE I – RECOGNITION

The Board, having determined that the Association is supported by a majority of the teachers in the unit described below, hereby recognizes the Association as the exclusive negotiating agent for the teachers in such unit. For purposes of recognition and negotiations, the unit shall be defined as all certified personnel, including those legally employable, but excluding the superintendent, the assistant superintendents, principals, assistant principals, district coordinators, the director of guidance, teaching assistants, and per diem substitutes.

ARTICLE II – DURATON OF AGREEMENT

- A. This Agreement shall be effective as of July 1, 2022, and shall continue in effect through June 30, 2025, at which time it will expire.
- B. Unless either party gives written notice to the other of its intention to modify or terminate this Agreement not later than January 15th immediately preceding its expiration, this Agreement shall continue in full force and effect without change for one year beyond the expiration date set forth in Paragraph “A.”
- C. Once notice of intention to modify or terminate this Agreement has been given in accordance with Paragraph “B,” the parties shall exchange proposals no later than February 15th immediately following such notice.

ARTICLE III – TEACHING ASSIGNMENTS, TRANSFERS, AND PROMOTIONS

A. Assignment of Teachers

- 1. Upon commencing employment, Teachers shall receive their school assignment from the Superintendent’s Office.
- 2. Teachers already in the District shall receive notification of their tentative teaching, building, and grade level/subject assignments for the ensuing year not later than June 1st of

the then-current school year, or 48-hours after a second budget vote is held in the event of a defeat of the first budget vote.

3. Teachers shall be consulted regarding changes to their tentative teaching, building, grade level/subject assignments and schedules, and any special or unusual classes or assignments they would have for the ensuing school year. In the event of a change in circumstances or conditions during the months of June through August, such assignments may be changed as required to meet the situation with the consultation of the Teacher(s) concerned.
4. In order to assure that pupils are taught by Teachers working within their areas of competence, Teachers shall not be assigned, except in accordance with the Regulations of the Commissioner of Education and for good cause, to subjects and/or grades or other classes outside the scope of their teaching certificates.
5. In making assignments, the wishes of each Teacher will be honored to the extent that these considerations do not conflict with the instructional requirements and best interests of the school system and the pupils.
6. There shall be no involuntary assignment of more than five teaching periods per day except in those teaching areas where such involuntary assignments have occurred by past practice, in which case the assignment of more than five teaching periods per day shall be consistent with such practice.
7. Teachers in grades 9 through 12 shall not be required to teach more than an average of 5 periods daily or the block equivalent (i.e., three blocks one semester/ two blocks the other semester); provided, however, that Teachers may opt for 6 teaching periods per day or the block equivalent each year (i.e., three blocks each semester) in which event they shall be relieved from all duty assignments, except for homeroom, bus duty, and to address emergency situations.

B. Transfers

1. When a vacancy exists, volunteers will be considered first and seniority in the District shall be considered in selecting volunteers. Any unsuccessful volunteer will, upon request, be informed of the reason for non-selection.
2. When involuntary transfers are necessary, length of service in the District shall be a factor in determining which Teacher is to be transferred. The Teacher being involuntarily transferred shall have the opportunity to consult with the Superintendent before such transfer takes place and, if the Teacher so requests at the conclusion of his or her meeting

with the Superintendent, an opportunity to meet with the Board. Where, in the Superintendent's discretion, an involuntary transfer must be made without further delay, such transfer may be made after the Superintendent's consultation with the concerned Teacher notwithstanding such Teacher's request to meet with the Board.

3. Teachers who desire to transfer to another building shall file a written statement of such desire with their Building Principal and the Director of Personnel no later than February 1st or ten days after the date of posting of vacancies. Such statements shall include the grade and/or subject to which the Teacher desires to be assigned or the school or schools (in order of preference, if the Teacher has preference) to which s/he desires to be transferred.
4. Notice of transfer shall be given to the Teacher as soon as practicable and under normal circumstances no later than June 1st.
5. Whenever elementary Teachers are involuntarily transferred due to District reorganization, they will be given the same grade level assignment for one year, if it exists, in the building to which they are transferred.
6. All unit members who are required to travel between buildings throughout the District shall be given twenty minutes per building change in which to travel. This time will be exclusive of any lunch or preparation to which they may otherwise be entitled.

C. Vacancies

1. All professional vacancies in the District of one semester or longer shall be posted in every school. Promotional opportunities shall be posted. Such notice shall clearly set forth the position description and will include the qualifications for the position.
2. When school is in session, such vacancy notices shall be posted as far in advance as practicable, ordinarily at least fifteen school days before the final date when applications must be submitted, and in no event less than ten school days before such date.
3. Teachers who desire to apply for such vacancies shall submit their applications in writing to the Superintendent or her/his designee within the time limit specified in the notice.
4. Teachers who desire to apply for a vacancy which may be filled during the summer vacation period shall submit their names to the Superintendent along with the position desired. Teachers shall include an address where they can be reached during the summer vacation period. The Superintendent shall notify such Teachers of any vacancy in a desired

position. Such notification will be sent as soon as practicable and shall include the notice described in Paragraph 1, above.

5. All applicants will be notified as soon as a position has been filled.

ARTICLE IV – JOB SECURITY

- A. The District will follow Section 3031 of the Education Law when seeking the dismissal of a probationary teacher.
- B. The District shall abide by Sections 3013 and 2510 of the Education Law when abolishing positions and reinstating unit members to such abolished positions.

ARTICLE V – TEACHER EVALUATIONS

- A. The Board and the Association agree that all Teachers will be evaluated by Administrators.
- B. No later than ten school days following an observation, the District will schedule a post-observation conference with the Teacher. At the conference, the Teacher will be given a copy of the observation report. Teachers may add comments to the report at the conference or may have up to ten days following the conference to do so. The Administrator or Teacher may only add further comments regarding the original content of the evaluation. In the absence of formal observations, a Teacher may assume that his or her performance is fully satisfactory.
- C. If an evaluator is not satisfied with the Teacher's performance during the observation, the reasons therefor shall be set forth, and within a reasonable time thereafter the Teacher will be observed again.
- D. Immediately upon receipt of a request or recommendation for non-renewal of contract or discontinuation of professional services of a Teacher, the Board shall notify the Teacher. The Association shall be given a copy of the evaluation if such is requested by the Teacher.
- E. No material derogatory to a Teacher's conduct, service, character or personality shall be placed in her/his personnel file unless the Teacher has had an opportunity to review the material. The Teacher shall also have the right to submit a written response to such material and her/his response shall be read by the Superintendent and attached to the file copy. Teachers have the right, upon request, to review the contents of their personnel files and to duplicate any documents in the files. Documents obtained during the hiring process are confidential and not subject to review and duplication.
- F. Non-tenured Teachers shall be observed at least three times per year; tenured Teachers shall be observed at least once per year.

- G. All probationary Teachers will be required to participate in the New Teacher Program until they are granted tenure. This program will be District administered with assistance from the Washingtonville Teachers Association. The program requires the completion of eight in-service hours per year (sessions not to exceed two hours), and will be designed with the purpose of preparing the new teachers for their employment in Washingtonville. The in-service hours for this program will not be eligible for salary credit.

The Classroom Visitation Report forms for teachers, librarians, guidance counselors and psychologists shall be prepared for the consideration of the negotiating teams by the APPR Committee, and such forms developed pursuant to 8 NYCRR §100.2(o), once agreed upon, shall be placed within the Agreement.

- H. The District's annual evaluation form for those unit members who are evaluated pursuant to NYCRR Part 100.2(o) shall be a combination of a narrative and a rubric that will be developed by the Superintendent of Schools or her/his designee in consultation with the APPR Committee. Such evaluation shall not comment upon the lawful leisure activities of the unit member or her/his private life. The evaluation shall be based upon a uniform set of criteria determined by the District, including those specified in the APPR regulations (presently 8A NYCRR Section 100.2[o]). See Appendix "C."

ARTICLE VI – PROTECTION OF TEACHERS

- A. Teachers shall immediately report all cases of assault suffered by them in connection with their employment. Such reports shall be submitted in writing to the Teacher's Principal and to the Superintendent.
- B. Such report shall be forwarded by the Superintendent to the Board which shall comply with any reasonable request from the Teacher for information in the Board's possession not privileged under law which relates to the incident or the persons involved.
- C. In the event a unit member is injured while performing job duties, and Workers' Compensation covers the injury, the unit member shall receive full pay for the first three months of time lost from work due to such injury, with the District receiving a reimbursement from the Workers' Compensation insurer for the advanced salary payments made during the three month period. Thereafter, the District shall apply sick leave time and personal leave time to the extent of the employee's accumulation and current allotments of sick leave days and personal leave days. The District shall then be entitled to receive the advance wage payment reimbursement from the Workers' Compensation insurer for all days for which leave days have been paid. Upon receipt of the reimbursement from the Workers Compensation insurer, the District shall reinstate leave days on a pro-rata basis (i.e., the value of the reimbursement divided by the per diem rate of pay shall equal the percentage of leave days restored).

In the event that the unit member's compensable injury or illness consumes all of the unit member's available sick leave and personal leave time and the unit member is no longer entitled to pay from the District, such unit member shall nevertheless be entitled to a leave of absence without pay for the period of time ending no later than one year from the onset of such injury or disability.

- D. The Board shall have the right to have the Teacher examined by a physician designated by the Board for the purpose of establishing the length of time during which the Teacher is temporarily disabled from performing her/his duties; and, in the event that there is no adjudication in the appropriate Workers' Compensation proceeding for the period of temporary disability, the opinion of the physician as to the period of disability shall control.
- E. Any written complaint(s) lodged against a Teacher by a student, parent of a student, or member of the community, shall be promptly called to the attention of the Teacher. Further, the Teacher shall be directly involved in any proceedings, conferences, investigations, or reports concerning the matter. When it is not physically possible for the Teacher to be directly involved, the Teacher shall be informed of any proceedings, conferences, investigations, or reports concerning the matter. The Teacher will be given ample time to respond in writing to the appropriate supervisor if s/he desires.
- F. A Teacher shall have the right to review her/his personnel file with an Association representative present.

ARTICLE VII – STUDENT CONTROL AND DISCIPLINE

A. Teacher may request the temporary removal, and refer to the Principal, any pupil whose conduct is detrimental to the learning process in the class or whose conduct is contrary to the accepted standards of good behavior on school property. As soon as possible, but no later than the end of the school day, the Teacher initiating the removal must present to the Principal a written report of the incident. The Principal will inform the Teacher in writing of the disposition of the incident. Where it is impossible for the Principal to make an immediate response concerning overt, uncontrollable misbehavior, the Teacher may send such disruptive student to the Principal's Office.

ARTICLE VIII – CLASS SIZE

A. It is agreed that no one class size is suitable to all situations. Many different conditions must be thought through to determine class size.

The following criteria should be employed in determining class size:

1. The Nature of the Student

Consider: Child's background, native ability, developmental ability, age and grade level, motivation and home environment.

2. Purpose of Instruction

Consider: Changing child's behavior, evaluating and diagnosing, and helping face adjustments in growing up.

Consider: The more abstract the concept, the more difficult to teach – and – the more skills involved on part of the learner, the more individualized the instruction.

3. Teacher Competence

Consider: Health, educational experience, interests, and recognized strengths.

4. Classroom Space and Facility

Consider: Child's background, native ability, developmental ability, age and grade level, motivation and home environment.

B. If the average District class size grows beyond those currently recommended by the New York State Department of Education, under prevailing circumstances, the Board and the Association will confer to seek an appropriate remedy.

ARTICLE IX – TEACHING EMPHASIS

The Board and the Association recognize that a Teacher's primary responsibility is to teach and that her/his energies should, to the extent possible, be utilized to this end. The Board will make every effort to meet this responsibility by continuing to hire, whenever feasible, auxiliary personnel to improve school operation and the instructional program. The Board must initially budget for auxiliary personnel in accordance with past practice. In addition, if the initial budget is defeated and the Board decides to resubmit a budget to the community, then a separate proposition concerning auxiliary personnel will be put before the voters.

ARTICLE X – TEACHING CONDITIONS

A. Each Teacher within the District shall have at least one planning period each day.

- B. Each Teacher shall receive thirty free minutes during the lunch period exclusive of all class passing time which requires teacher supervision.
- C. Number of Preparations: In the secondary program, wherever feasible, teacher preparations shall not exceed three. Every effort should be made to give a new Teacher two preparations. Preparations are defined as different courses of study within grade or subject area (to include different ability grouping) for full-year courses.
- D. Whenever feasible, each Guidance Counselor in the District will have a private counseling space for her/his exclusive use when s/he is in the building.
- E. Each Department Head will be assigned one class less than the assigned classes of other Teachers in the Department and, whenever feasible, no other non-teaching duties, such as homeroom, study halls, corridor or bus duty, will be assigned.
- F. Adequate facilities will, whenever feasible, be provided in each school building for rest and preparation.
- G. All unit members are expected to dress as professionals, meeting the standard of business casual dress.
- H. Dangers to life and limb exposing Teachers to unreasonable hazards will be immediately reported to a designated administrative officer who will investigate the situation and take appropriate action.
- I. No Teacher shall be required to take over supervisory duties nor render administrative decisions inconsistent with this Agreement and applicable law, except in emergencies.
- J. No Middle School Teacher shall be required to instruct or supervise students during a sixth instructional period. In addition to any other daily preparation period, each academic teacher (defined in the Middle School as Math, Science, English Language Arts, Social Studies, and Foreign Language) shall be provided with daily team planning time. This planning time shall be unencumbered; however, Teachers, in consultation with members of their team, are asked to exercise professional judgment in the use of the planning time. The parties acknowledge that Teachers will be engaged in professional activities.
- K. Effective with the 2006-2007 school year the District may implement a sign-in and sign-out procedure that does not have the effect of extending the teacher work day. Issues concerning the sign-in and sign-out procedure, particularly the potential extension of the work day, may be submitted to the following expedited arbitration procedure. The initial grievance shall be

filed at the Superintendent's Stage and must be filed within twenty school days of the occurrence of the grievance. The Superintendent shall be required to issue a written decision within five school days of the presentation of the grievance. If the Superintendent's decision is not satisfactory to the Association, it may file for expedited arbitration within ten school days. The arbitrator shall be the first available from the following list of three: David Stein, Ira Lobel, and Carol Wittenberg.

- L. In addition to any other contractual provision for professional time in this Agreement, teachers assigned to the elementary schools shall be provided with daily professional time of 40 minutes (Monday through Thursday inclusive) at the beginning of their workday, that shall be free from required student contact, absent emergency circumstances. That time is expected to be devoted to teacher directed consultation with colleagues, preparation for instruction and other instruction related tasks (e.g. grading student work, data analysis, R.T.I meetings, etc.) The teacher shall also be available during that time for a monthly meeting with supervisor(s), evaluators(s), and/or building leadership. On Fridays, when staff reports 20 minutes later, this professional time shall be reduced to 20 minutes for professional activities at the individual teacher's discretion."

ARTICLE XI -SCHOOL DAY

- A. The normal workday shall not exceed seven hours and fifteen minutes.
- B. Emergency circumstances may alter these times. If such an emergency develops, the Association will be advised and brought into discussions involving the emergency.
- C. Three (3) afternoon meetings per month and four evenings per year, one of which is Open House, may be used by the Building Principal and/or Superintendent to conduct the business of the school. Meetings will be kept to a reasonable time.
- D. The teaching day in the high school shall not exceed seven hours and fifteen minutes unless the Teacher has additional responsibilities, i.e., parent conferences, student assistance, case conferences, etc.
- E. The teaching day (for the Middle and High Schools) shall end on Fridays and on days preceding holidays when the buses leave. Elementary School Teachers shall arrive at work twenty minutes later on Fridays and on days preceding holidays.
- F. Teachers engaged in graduate coursework, or in District extracurricular activities, shall be excused by the Building Principal after bus dismissal.
- G. The last day of school for Elementary School students shall be a half-day in order to permit Teachers to complete administrative work. This practice shall continue unless the District's State aid would be jeopardized by such action.

ARTICLE XII - CALENDAR

- A. The District will consult with the Association prior to final preparation of the student calendar and, whenever possible, prior to the making of any changes to the student calendar after it has been adopted by the District. The work year shall be consistent with the Orange County Student Calendar.
- B. The day before Thanksgiving shall be an additional holiday for all unit members.
- C. Following consultation between the WTA President and the Superintendent, one unused snow day each year may, at the District's sole discretion, be scheduled as a non-workday by the District.
- D. For the 2022-23 Through 2024-25 school years the Teachers' Work Year will not begin before September 1st. This provision shall sunset on close of business on June 30, 2025.

ARTICLE XIII - PROFESSIONAL COMPENSATION

- A. 1. The salary schedules set forth in Appendix "A" apply to every unit member covered by this Agreement and specify annual base pay.

The 2022-2023 salary schedule shall be created by increasing each cell of the 2021-2022 salary schedule by 2% effective July 1, 2022. The 2023-2024 salary schedule shall be created by increasing each cell of the 2022-2023 salary schedule by 2% effective July 1, 2023. The 2024-2025 salary schedule shall be created by increasing each cell of the 2023-2024 salary schedule by 2% effective July 1, 2024.

- B. Unit members hired by the District shall initially be placed on the salary schedule in the column appropriate for her/his degree status. Step placement within a column shall be at the discretion of the District, but in no event shall a unit member with prior credited-experience receive less than one year of salary credit for each three full years of prior verified experience.
- C. At the District's option, to be announced to the Association leadership by May 1st of the preceding school year, teacher compensation for each school year shall be paid in 22 payments on a bi-weekly basis, starting in the month of September and ending during the last week of June. In the alternative, the District may schedule pay dates on the 15th day of each month and the final day of each month, with adjustments made for situations where the pay date would fall on a weekend or a holiday, in which event the pay date shall be on the day preceding the weekend day or the holiday. Payments shall be made in equal amounts, to the extent practicable and in a manner consistent with the requirements of Section 3015 of the Education Law; provided, however, that at the employee's option consistent with the provisions of Sec. 409(A) of the Internal Revenue Code, and its implementing regulations, each unit member shall be entitled to defer annual salary such that 5/26ths of such salary shall be paid in the final paycheck with the other 21/26ths of annual salary paid in equal installments on such other pay dates, in a manner consistent with the requirements of Section 3015 of the Education Law.

D. Credit for military service, Peace Corps, VISTA and the National Teaching Corps shall be given to teachers at the rate of one step on the schedule for each year of service not to exceed four steps, except with respect to initial placement of newly hired teachers.

E. 1. Unit members may receive payments for graduate credit as follows:

- Unit members who submit transcript information to the District no later than October 1 shall receive payment effective September 1 of the same year.

- Unit members who submit transcript information to the District no later than March 1 shall receive payment effective February 1 of the same year.

Effective July 1, 2017, graduate credits earned by unit members shall be valued at \$70.00 per credit; Effective July 1, 2018, graduate credits earned by unit members shall be valued at \$71.00 per credit; Effective July 1, 2019, graduate credits earned by unit members shall be valued at \$73.00 per credit; additionally, coursework taken at the District's direction to acquire dual certification shall be valued at \$75.00 per credit. Unit members who have attained only a Bachelor's degree shall be eligible for compensation for earned graduate credit in increments of nine credits. Unit members who have attained Master's degrees shall be eligible for compensation for earned graduate credit beyond the Master's degree in increments of six credits.

2. Effective July 1, 2022, Department Head stipends will be included in Appendix B. Effective July 1, 2017, Department Heads are to be paid at Teacher's step plus \$2214; Effective July 1, 2018, Department Heads are to be paid at Teacher's step plus \$2264; Effective July 1, 2019, Department Heads are to be paid at Teacher's step plus \$2314.

3. a) Guidance Counselors, Psychologists and Social Workers are to be paid at Teacher's step plus 10% for employment from September 1st through June 30th of each school year.

b) The High School Guidance Department will be staffed by a minimum of one full-time Counselor for five weeks during the months of July and August.

c) The Middle School Guidance Department will be staffed by a minimum of one full-time Counselor for five weeks during the months of July and August.

d) An Elementary School Guidance Counselor may be hired for a week during the Summer according to the needs of the specific program. This week will be scheduled cooperatively by the Building Principal and Counselor.

e) A Guidance Counselor employed during the months of July and August is to be paid an additional one two-hundredth (1/200th) of her/his annual salary per day of employment.

4. Reading Specialists are to be paid one two-hundredth (1/200th) of their salary for each day worked in excess of the regular school year.
5. Teachers who participate in the Environmental Education Program trips shall be compensated at the rate of \$1,149.00 per week for a full week's experience and will be prorated according to participation time (\$229.80/day).
6. A teacher employed to teach in a District-operated program during the Summer months will be paid one two-hundredth (1/200th) of her/his annual salary prorated for those hours taught. Five hours of teaching time constitutes a full Summer School workday for purposes of this provision. Time will be calculated to the nearest one-quarter hour.
7. Effective July 1, 2017, Teachers who provide home instruction and/or Alternative Education and/or who participate in the District's Special Education Summer School, at the District's request will be compensated \$50.00 per hour; Effective July 1, 2018, Teachers who provide home instruction and/or Alternative Education and/or who participate in the District's Special Education Summer School, at the District's request will be compensated \$51.00 per hour; Effective July 1, 2019, Teachers who provide home instruction and/or Alternative Education and/or who participate in the District's Special Education Summer School, at the District's request will be compensated \$53.00 per hour.
8. The Board agrees to compensate Teachers for approved projects deemed beneficial to the District. Financial support may cover materials and consulting services, if available and needed. As of July 1, 2021, payment for compensable time used by the Teacher or Teachers will be made at \$45 an hour or maximum of 5 hours a day (\$225). Any Teacher or group of Teachers employed by the District will be eligible to apply if qualified in the area of the project. Application will be made to the Board through normal administrative channels and will include the goal(s) or objective(s) of the project as well as detailed estimates of time and materials needed.
9. The stipends provided for in this paragraph shall be referred to as 'Longevity Stipends' and shall be non-cumulative. Effective July 1, 2022, a Longevity Stipend of \$600 will be paid to unit members who have completed five full years of service in the District (L5). This Longevity Stipend will increase to \$1500 and will be paid to unit members who have completed nine full years of service in the District (L10). Effective July 1, 2023, a Longevity Stipend of \$1,750 will be paid to unit members who have completed fourteen full years of service in the District (L15). Effective July 1, 2024, a Longevity Stipend of \$2,000 will be paid to unit members who have completed nineteen full years of service in the District (L20).

The stipends provided for in this paragraph shall be referred to as 'Step Stipends' and shall be non-cumulative. Unit members placed on Step 25 of the Salary Schedule shall be entitled to a Step Stipend of \$2,365. Upon reaching Step 28 of the Salary Schedule, this Step Stipend shall be increased to \$3,200. Upon reaching Step 30 of the salary schedule, the Step Stipend shall be \$4,500. Effective July 1, 2023 the Step Stipend payable at Step 30 will be \$4750. Effective July 1, 2024 the Step Stipend payable at Step 30 will increase

to \$5,000.

10. Step movement shall be automatic from steps 1 through 11 on Column A and steps 1 through 12 on Column B. Placement on advanced steps is determined by action of the Board.
11. Unit members who possess only a Bachelor's degree will not be eligible for additional compensation for coursework beyond BA + 60. For those unit members who attain MA + 60, on or after July 1, 2022, graduate school credits earned between MA61 to MA90 shall be permanent and posted in groups of six credits. In-Service credits shall be posted in groups of six credits but shall remain subject to a five (5) year limit for compensation. Approval shall be granted by the Superintendent or their designee for graduate school coursework and for coursework taken at the regional teachers' centers which is directly related to the teacher's certification or subject area(s) of instruction, District educational initiatives and incidental assignments outside of their certification area(s). In-service coursework may be subject to greater scrutiny and shall be awarded at the sole discretion of the Superintendent or designee.

Effective July 1, 2022, any Teacher with a Masters + 60 graduate credits shall receive an annual stipend of \$2,750.00. Effective July 1, 2017, any Teacher who earns a doctoral degree in accordance with the provisions of this Agreement, shall be paid on the applicable step of the MA + 60 column plus \$2,331.00; Effective July 1, 2018, any Teacher who earns a doctoral degree in accordance with the provisions of this Agreement, shall be paid on the applicable step of the MA + 60 column plus \$2,383.00; Effective July 1, 2019, any Teacher who earns a doctoral degree in accordance with the provisions of this Agreement, shall be paid on the applicable step of the MA + 60 column plus \$2,437.00.

12. Graduate hours between B.A. + 30 and B.A. + 60, M.A. + 30 and M.A. + 60, and toward a doctoral degree, should enable the individual to be better prepared in her/his academic area and such courses should be entered into only with prior approval of the Superintendent and/or the Board.
 13. A \$250 annual stipend will be paid to any unit members who certify billing for Medicaid Services.
- F. Unit members shall be given credit for placement on the salary schedule and for longevity payments in accordance with all salary credit granted by the District.

ARTICLE XIV – INSURANCE AND RETIREMENT

- A. 1. All full time and part-time Teachers of half-time (.5) or more covered by this Agreement shall be eligible to participate in the Orange-Ulster Health Plan in accordance with the provisions thereof. Effective July 1, 2022 active members of the bargaining unit shall be required to contribute 14.25% of the health insurance premium. Effective July 1, 2023 active members of the bargaining unit shall be required to contribute 14.75% of the health

insurance premium. Effective July 1, 2024, active members of the bargaining unit shall be required to contribute 15.25% of the health insurance premiums. Except as otherwise provided in this Article, the contractual entitlement for District contribution of 100% of cost of health insurance premium in the plan for retirees shall remain unchanged.

2. Any Teacher who waives insurance coverage for an entire year by giving written notice of such fact no later than January 15th (February 15th in 2021) immediately preceding the school year the waiver will be effective, shall be paid \$1,700.00 for waiving individual or family coverage. Part-time Teachers working less than half-time (less than .5) may receive 50% of the health insurance waiver (\$850.00) or the District will contribute 50% towards the monthly premium cost of individual health insurance or 25% towards the monthly premium of family health insurance.
3. Unit Members Hired on or Before July 1, 2012
Effective July 1, 2015, unit members who retire from the District after having completed 15 years of service shall be entitled to retiree health insurance benefits. Such retirees shall be entitled to a District contribution of 100% of the cost of the health insurance premium.

In addition, any unit member employed by the District on March 11, 2015, who has at least 10 years' District service and 30 years of credited service in the New York State Teachers' Retirement System shall be entitled, upon retirement, to a District contribution of 100% of the cost of the health insurance premium.

4. Unit Members Hired After July 1, 2012
Effective July 1, 2015, unit members hired after July 1, 2012 who retire from the District after having completed 15 years of service shall be entitled to retiree health insurance benefits. Such retirees shall be required to make the following percentage premium contributions toward retiree health insurance benefits:

15 years' service – 30% individual/30% family
16-19 years' service – 10% individual/15% family
20-24 years' service – 5% individual/10% family
25-29 years' service – 0% individual/5% family
30 years' service or more – 0% individual/0% family

The remaining contribution will be at the District's sole expense.

- B. Unit members whose spouse is entitled to coverage under the Orange-Ulster School District Health Plan shall be prohibited from receiving family health insurance coverage paid for by this District. Such employee shall be entitled to individual coverage at District expense. If her/his spouse, likewise, elects individual coverage. If the spouse is subject to the same restriction by contract, the spouse with the earlier birthday shall be entitled to the family coverage. However, if both spouses are employees of this District, both may enroll for individual coverage or either one may elect to be the covered employee for a single family coverage. Notwithstanding the above, this dual coverage restriction shall not apply if the effect would be to (1) leave the spouse uninsured, (2) leave the children uninsured by reason of how

custody and support issues have been determined by the parents or a court of law, (3) preclude coverage in retirement, (4) create ineligibility for coverage by reason of one spouse's coverage maximum being exhausted. Further, this dual coverage restriction shall not result in forcing the spouse to relinquish Plan I or II coverage where the spouse has the other coverage until the window period for a change-over arrives. An employee who is ineligible for coverage by reason of the restriction set forth above shall be entitled to receive a payment of \$1,700.00 per year paid in ten equal installments between September and June.

- C. Teachers shall be eligible to participate in a tax-sheltered annuity plan established pursuant to appropriate Federal, State and local law.
- D. All Teachers covered by this Agreement shall be eligible to participate in the Washingtonville Teachers Benefit Trust Fund. Effective July 1, 2019 the Board shall contribute per capita per annum \$1,280.00. Effective July 1, 2020 the Board shall contribute \$1,315.00 per capita per annum. Effective July 1, 2021 the Board shall contribute \$1,350.00 per capita per annum. The Association shall hold the District harmless and indemnify it for any costs arising out of claims concerning the administration of the Fund and use of the contributions made by the District.
- E. Any Teacher who has at least ten years' service in the District and who retires in accordance with the rules and regulations of the New York State Teachers' Retirement System, or any Teacher who has at least twenty years' actual service in the District and who leaves his/her position in the District for any reason whatsoever, shall be paid \$4,400 or \$440 for each year of service in the District to a maximum of eleven thousand dollars (\$11,000), whichever is greater. Six (6) month's advance written notice must be given to the District to receive this benefit. This benefit shall only be available to Teachers who retire or leave the District at or prior to the time they first become eligible for retirement under the New York State Teachers' Retirement System.
- F. The District shall continue the availability of the Section 125 Internal Revenue Code Plan.
- G. Unit members shall be eligible to participate in the District's short term disability group plan through payroll deduction. Unit members electing such coverage shall pay 100% of the cost.

ARTICLE XV - LEAVES OF ABSENCE WITH COMPENSATION

A. Sick Leave

1. A Teacher shall be entitled to twelve days at full pay per year and, upon accumulating a minimum of thirty days, as of the end of a school year, will be entitled to fifteen days per year, ever after, cumulative without limitation. Unused accumulated sick leave days are available for payment upon retirement in accordance with paragraph A.5 below. A Teacher may use up to seven (7) days of her/his annual sick leave allotment for the illness of an immediate family member or a domestic partner.
2. Effective July 1, 2015, the Association shall establish a Sick Leave Bank ("SLB"). The SLB shall be funded with unit members' contributions with reasonable limitations on per

event and aggregate per career utilization as well as an anti-fraud provision to be approved by the District.

3. When a Teacher expects to be or is absent for two or more consecutive working days, the Teacher is to report such absence directly to the Building Principal during school hours, in addition to the designated answering service. It is understood that if a Teacher is unable to speak directly with the Building Principal at the time s/he calls, the Teacher is to leave a message with the Building Principal's secretary concerning such absence.

After six (6) days' use of sick leave during the course of a school year and/or after 6 days of family sick leave use (not for a mixed use of personal and family sick leave), the District may require the unit member to submit a doctor's note to verify the illness or disability.

4. Teachers are asked to exercise professionalism when requesting sick days.
5. Upon retirement from the District, a unit member who has at least one hundred unused accumulated sick leave days shall be paid \$60.00 for each day; a unit member who has three hundred and one or more unused accumulated sick leave days shall be paid \$75.00 for each day over three hundred. If a unit member has between one and ninety-nine unused accumulated sick leave days, the unit member shall not be paid for unused sick leave days at retirement.

As an example, if a unit member has 325 unused accumulated sick leave days, the unit member shall be paid \$60.00 per day for days 1 through 300, and \$75.00 per day for days 301 through 325.

B. Personal Leave

1. Unit members will be granted four days' personal leave per year. One personal leave day may be taken per year for which no reason need be offered, to conduct matters that cannot be expedited at any other than school time.
2. At the conclusion of each school year unused personal leave days shall convert to sick leave. However, Teachers shall be permitted to carry one unused personal day forward to the next year rather than having it accumulated to sick leave, provided that at no time shall any Teacher have more than five personal leave days available in anyone year.
3. Requests for personal leave shall be submitted, except in cases of emergencies, at least two days prior to the date requested using the District's reporting system in seeking approval (e.g. My Learning Plan and AESOP).
4. Approved reasons for personal leave:
 - a) Legal matters: house closings, income tax hearings, adoption proceedings, court appearances for traffic violations, probating wills, obtaining licenses.
 - b) Funerals: for other than immediate relatives as specified in Agreement.

- c) Ceremonies: graduation of employee or child, day of wedding ceremony, participating in religious ceremonies such as confirmation, circumcision of child, honors and awards ceremonies involving an immediate member of the family.
- d) Education: required educational examinations, required parental visits by parents to colleges, instructional conferences sponsored by NYSUT and AFT of which the Association is an affiliate.
- e) Personal family problems.
- f) Religious observance where the tenets of one's faith prohibit work or require attendance at religious services during normal school hours.

An employee requesting approval of personal leave days must list the number of the category as the reason for the absence providing that the personal business is listed above as one of the approved reasons for such absence. If the reason is not listed above, the teacher is to state the specific reason for review by the Principal and the Superintendent. Emergencies will be handled on an individual basis by the building administrator. Personal leave should not be requested during examination periods or days preceding or following a vacation period, except in extreme emergencies.

- 5. Teachers are asked to exercise professionalism when requesting personal days.
- C. Three days' absence in the event of each death in the immediate family -- wife, husband, domestic partner residing in the unit member's household, parent, grandparents, child, brother, sister, stepchild, corresponding-in-law, or any relative residing with the employee. Days are not cumulative and will not be deducted from sick leave or personal days. However, unit members may request an additional two days' bereavement leave which shall be charged to sick leave upon approval of the Superintendent or her/his designee.
 - D. Leaves of absence with full pay not charged against personal illness or personal leave shall be permitted in the following instances:
 - 1. When called for jury duty, provided the District is reimbursed by the teacher for all jury duty fees received except travel and meal allowance.
 - 2. Court appearance when subpoenaed as a witness.
 - 3. One day for selective service examination.
 - 5. Attendance of authorized representatives at the N.Y.S.U.T. Representative Assembly and attendance at N.Y.S. Teachers' Retirement Delegates Convention.

ARTICLE XVI - EXTRACURRICULAR ACTIVITIES

- A. The Board and the Association agree that extracurricular activities are a necessary part of the educational program.
- B. The parties recognize that all new clubs and/or activities will be developed and agreed upon jointly by the District and the Association. Such agreement shall include, but may not be limited to, the description of the club/activity, the frequency of when it meets, and the stipend to be paid for the club/activity.

Proposals for new clubs/activities should be presented in writing by the first Friday after the winter recess.

If a contractual club is not running and/or assigned to an Association member by October 1st of a given school year, a written proposal for an alternative club should be submitted by October 15th. These proposals will be reviewed and agreed upon jointly by the Superintendent or her/his designee and the Association President or her/his designee.

- C. The Board agrees to notify the Association of any new or vacated extracurricular or coaching positions that occur during the school year, prior to their being filled.
- D. While all qualified District personnel have the opportunity to apply for extracurricular activities, all factors being equal, members of the bargaining unit will be given preference for such assignment.
- E. All new activities must be approved by the administration and will receive an honorarium negotiated by the District and the Association, provided the District may set the honorarium upon the commencement of the activity in the absence of a negotiated agreement with the Association, subject to continuing negotiations.
- F. An activity must be functioning in order for an honorarium to be paid.
- G. Each Club Advisor will file with the Building Principal a citation of the Club's purpose(s) and goal(s).
- H. All advisors shall be appointed by the Building Principal.
- I. Compensation for Teachers supervising extracurricular activities, including club advisors and school-sponsored affairs, shall be in accordance with the schedules set forth in the Appendix "B". Compensation for Appendix "B" assignments shall be paid during the pay periods of the activity in equal installments.

Effective July 1, 2022 all Appendix B stipends shall be increased by 1% each year of this Agreement (2022-2023 through 2024-2025)

Effective July 1, 2022 all longevities for coaches shall be included in Appendix B. Unit members serving as coaches shall be eligible for this cumulative longevity payment after five years', ten years', fifteen years', twenty years' twenty-five years' and thirty years' continuous service in the same sport. The parties agree that a leave of absence shall not be considered a break in service for purposes of eligibility for this longevity payment.

- J. Varsity Coaches and Odyssey of the Mind Advisors shall be compensated for post-season play at the rate of \$50 per practice day/game day, not to exceed \$200 per week, for secondary round play and beyond. Assistant coaches during post-season play shall receive one-half the rates set forth above for the varsity coaches.

ARTICLE XVII - LEAVE OF ABSENCE WITHOUT COMPENSATION

- A. Extended leaves of absence, without pay, will be granted for the following purposes:
 - 1. Military service of any Teacher who enlists or is drafted; maximum duration four years.**
 - 2. Childcare leave up to two years (including adoption). Absent extraordinary circumstances, childcare leaves shall commence at a time proximate to birth or adoption. Sixty (60) days' notice will be given for the request to extend a childcare leave, or for a request for a second, consecutive childcare leave. Nothing provided herein shall be understood to supersede FMLA leave options.
- B. Extended leaves shall be granted for the following reasons. Requests will not be unreasonably denied. Except for item B.5 and B.7, below, requests must be submitted prior to February 1st, but may be withdrawn by applicant before April 15th.
 - 1. To serve as an officer of a local, State or national professional organization.***
 - 2. Up to two years to serve in Peace Corps, VISTA, or similar programs. Eligibility limited to unit members who have a minimum of four years in the District.**/***
 - 3. Up to two years to serve in an overseas military school. Eligibility limited to unit members who have a minimum of four years in the District.**/***
 - 4. Advanced study.
 - 5. Up to one year for care of sick member of the Teacher's immediate family (spouse, domestic partner, parent, child, stepchild).
 - 6. To campaign and/or serve in public office.***
 - 7. Teacher who has illness extending beyond sick leave allotment.
 - 8. A mandatory leave of absence of not more than one year based on either physical or mental

examination; the Board will defray the cost of such examination if it originates the request for examination.

9. To serve as an Exchange Teacher, in which case the Board will maintain the insurance plan in effect and retirement benefits for the Teacher. The parties acknowledge and agree that this provision shall only be applicable when the Washingtonville District receives the services of a Teacher from the district or institution where the Exchange Teacher is going.

10. Other leaves may be granted by the Board.

** For purposes of salary, these shall be considered as time employed by the District.

*** At no time will more than 2% of teachers be granted these leaves (items 1, 2, 3, 6 and 9).

ARTICLE XVIII - PROFESSIONAL IMPROVEMENT

- A. The Board and the Association agree that means for professional improvement should be provided.
- B. In-service credits shall be subject to the prior approval of the Superintendent of Schools, or her/his designee. Fifteen hours of in-service courses shall be compensated in an amount equal to the compensation for one graduate credit.”
- C. The Board will provide at least one District-wide Teacher Workshop Day per year during the regular school day. Responsibilities for the workshop will be shared by the Board and the Association to prepare and conduct said workshop.

ARTICLE XIX - ADVISORY COMMITTEES

Purpose: The purpose of the District Advisory Committee shall be to strengthen the educational program through recommendations, research, and evaluation to the Board and the Association that will best meet the needs of the students, the schools and the community;

A. District Advisory Committee

1. The District Advisory Committee will advocate for communication between the District and the Association. The DAC shall be composed of the President of the Board of Education, the President of the Washingtonville Teachers' Association, and the Superintendent of Schools.
2. The Committee will be convened at any time upon the request of any one of its members. The Committee member wishing to call a meeting must notify the other members in writing

and state the topic(s) to be considered. A meeting must then be convened at the earliest possible date agreeable to all parties, but no longer than twenty school days from the date of request.

3. The Advisory Committee is empowered to appoint sub-committees composed of Teachers and administrators to study and report upon subjects of interest to either party. On completion of a sub-committee's study and report on the subject assigned to it, each sub-committee shall be dissolved, and once dissolved, no sub-committee shall be reactivated except by consent of the members of the Advisory Committee.
4. The clerical expenses of the Advisory Committee and its sub-committees shall be paid by the Board.
5. The Association member of the Advisory Committee shall be released from school duties for monthly meetings of the Advisory Committee without loss of salary whenever it is jointly decided to hold such meetings during the school day. Members of sub-committees may also be excused without loss of salary under the same conditions, if deemed necessary by the Advisory Committee.

B. Building Advisory Committees

1. A committee of Teachers shall be created in each school building from the faculty of that building.
2. In schools having a faculty of fewer than forty Teachers, the committee shall consist of three Teachers. Two members of the committee shall be elected by the Teachers in the building. One Teacher shall be appointed by the Association.
3. In schools having a faculty of more than forty Teachers, the committee shall consist of five Teachers. Three members of the committee shall be elected by the Teachers in the building. Two members of the committee shall be appointed by the Association.
4. The elections referred to in this Section "B" shall be conducted by the Association within each school. All Teachers within the school shall be eligible to vote for and hold elective positions in the committees irrespective of membership in the Association.
5. The Principal of each school shall meet at least once a month during the school year with the School Building Committee to discuss school operations and questions relating to the implementation of this Agreement.
6. The Principal may have additional administration staff from the building present at such meetings if s/he desires. Additional meetings may be held at the request of either party. Proposed changes in existing rules and procedures and new rules and procedures for each school shall be subject for discussion at such meetings. Such rules shall not be inconsistent with the terms of this Agreement.

- C. The parties shall form a Labor – Management Committee that shall meet at least quarterly to discuss contract administration issues. The committee shall be comprised of three (3) District and three (3) WTA appointees.
- D. The parties shall form a special committee comprised of five (5) District and five (5) WTA appointees who shall study the length of the school day and report its findings to the District and the WTA leadership. The committee shall issue its written report no later than February 1, 2018.

ARTICLE XX - ASSOCIATION RIGHTS

- A. After the close of school on school days, the Association shall have the right to use designated areas in school buildings for meetings of Teachers provided there is no interference with any scheduled school activities. The use of such designated areas shall be arranged with the Principal in advance. All requests for building use shall conform to Board Rules and Regulations provided, however, that there will be no cost to the Association for such meetings as long as no overtime custodial cost to the Board is involved.
- B. The Association may distribute materials dealing with proper and legitimate business of the Association through Teachers' mailboxes and through the District's email system. Courtesy copies will be provided to the Building Principal and to the Superintendent simultaneously.
- C. The Association shall have the right to place a bulletin board, for the purpose of posting materials dealing with proper and legitimate business of the Association. Such space shall be provided for the Association in each school for the unrestricted use of the Association. Such boards shall be placed in well-lighted areas in the faculty room. In school buildings which do not have bulletin boards for this purpose, the Association shall have the right to install them.
- D. Officers and delegates of the Association may request leave without compensation to attend meetings and workshops held by New York State United Teachers' and its national affiliates. Such leave days are not to exceed an aggregate total of fifteen days of each school year; and do not include the ones provided for by law. Each officer and delegate of the Association shall be limited to three days; the President of the Association shall be limited to five days.
- E. The Association shall be provided with a copy of the tentative agenda of each regular Board meeting prior to each meeting. The Association shall be provided with copies of the official minutes of each Board meeting as soon as possible after the approval of the said minutes by the Board.
- F. When it is necessary, during the school year, pursuant to the grievance procedures of the Agreement, for the Association representative to investigate a grievance during a school day, s/he may be released upon notice to the Principal.
- G. The Association shall have the right to use school, office and audiovisual equipment provided

there is no interference with the school program on an at-cost basis. Requests for use are to be made through the Building Principal.

- H. With the exception of confidential personnel records, the Board shall comply with any reasonable request by the Association for available information which is relevant to the processing of any grievance or to the negotiation by the Association and the Board of any condition of employment.
- I. The Association President, and/or her/his designee, may leave the building at reasonable times and for reasonable periods, upon advising the Building Principal, to conduct the business of administering this Agreement.
- J. Wherever feasible, the Association President shall not be assigned any duties involving non-teaching responsibilities. If the President of the Association is an elementary Teacher, the President will be relieved of the responsibility of supervising lunch (i.e., eating with the class). The Association Vice-President shall not be required to perform a duty assignment but may volunteer for such assignment.
- K. The Association may, at its request, have a desk and filing cabinet, if available, placed in the faculty lounge of any or all schools in the District, space permitting.
- L. The Board agrees to deduct from the salaries of its Teachers dues for the Association and its State and national affiliates, the Orange County Teachers' Association, the Mary Muldoon Fund, and contributions to Vote COPE, or any combination of such associations as said Teachers individually and voluntarily authorize the Board to deduct and to transmit the monies the same month, or as soon thereafter as possible, to the Association. Teacher authorization shall be in writing on the form set forth in Appendix F.

In addition, whenever it is feasible, the District will allow deductions for AFT -NYSUT benefits upon receipt of appropriate authorizations.

The parties agree to revive and modify, as may be necessary, the 'agency fee' provisions deleted from this successor agreement in order to comply with any future changes in the legal status of those payments.

- M. Deductions referred to in Paragraph "L", above, shall be made in the following manner: The total annual membership dues for those designated professional associations shall be deducted in eighteen equal installments beginning with the first paycheck in October. No later than two weeks prior to the second paycheck, the Association shall provide the Board with a list and the original signed dues deduction cards of those employees who have voluntarily authorized the Board to deduct dues for the associations named in Paragraph "L", above.
- N. The Board recognizes the right of the Association to distribute and collect dues deduction and designation authorization cards at the conference day held prior to the opening of school in September.

ARTICLE XXI - MISCELLANEOUS PROVISIONS

- A. This Agreement shall constitute the full and complete commitment between both parties and may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement.
- B. The Association has the privilege and right to file with the Board its position on existing or impending Board policy. All communications of this nature will be shared with the Board.
- C. This Agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.
- D. Any individual arrangement, agreement or contract between the Board and an individual Teacher hereafter executed shall be expressly made subject to and consistent with the terms of this or subsequent Agreements to be executed by both parties.
- E. If any provision of this Agreement, or any application of this Agreement to any Teacher or group of Teachers, shall be found contrary to law, then such provision or application shall be deemed invalid and severed from this Agreement to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- F. Copies of this Agreement shall be printed at the expense of the Board and distributed to each currently employed unit member. Additionally, a copy of this Agreement shall be provided to each newly employed unit member at orientation.
- G. The District shall prepare a seniority list or lists to be distributed in each building with a copy to the Association.

ARTICLE XXII - GRIEVANCE PROCEDURE

- A. A grievance is a dispute or controversy arising during the term of this Agreement out of the interpretation or application of a specific provision of this Agreement.
- B. Grievances may only be initiated by an aggrieved employee, group of similarly aggrieved employees, or by the Association. All parties have the right to representation of their own choice at all stages of the grievance procedure, provided that such representation may not be provided by an officer or other representative of a teacher's organization other than the Association. Further, the Association shall have the right to be present and state its views at all levels of the grievance procedure. Upon request, the aggrieved employee or employees must be present at all stages of the grievance procedure or the grievance shall be deemed waived and not subject to further appeal.
- C. Grievances must be initiated within twenty school days of the occurrence giving rise to the grievance. Such grievances must be set down in writing, specifying the name or names of the

aggrieved employees, the particular article(s) and subdivision(s) thereof at issue, the events alleged to have given rise to the grievance, and the relief sought. Grievances may be initiated directly at Step 2 within this twenty-school-day initiation period whenever they affect all teachers in the District.

- D. Step 1 The grievance is presented to the immediate supervisor or Principal within twenty school days of the occurrence alleged to have given rise to the grievance. The supervisor shall render a written decision within ten school days of the presentation of the grievance.

Step 2 If not settled at Step 1, the matter shall be submitted to the Superintendent within five school days of the decision at Step 1. A representative of the Superintendent and the aggrieved shall meet within ten school days of the submission to Step 2. Within five school days of the meeting, the Superintendent shall render a written decision on the grievance.

Step 3 If the grievance is not settled at Step 2, the matter shall be submitted to the Board within five school days of the decision at Step 2. The representative of the aggrieved and the representative of the Superintendent shall meet with the Board, or a subcommittee of the Board, within ten school days of the submission. A written decision will be rendered by the Board within five school days of such meeting.

Step 4 If the grievance is not settled at Step 3, the Association shall submit the grievance to the American Arbitration Association within fifteen school days of the decision at Step 3. The grievance will then be processed in accordance with the AAA Voluntary Labor Arbitration Rules, and the decision of the arbitrator shall be final and binding if rendered in accordance with this Agreement. The cost of the arbitrator will be shared equally by the parties.

- E. Failure to proceed in strict accordance with all time limits shall be deemed a waiver of the grievance, and it shall not be subject to further appeal, unless the time has been extended by written mutual consent. The parties will use their best effort to expedite the processing of any grievance filed after May 15th whenever use of all available time will carry the matter beyond the end of the school term and result in hardship to any party.
- F. All documents, communications, and records dealing with the processing of a grievance will be filed separately from the personnel files of the participants.
- G. Each party to a grievance shall have access at reasonable times to all written statements and records in the possession of the other pertaining thereto, as well as the right to obtain copies of same at their own expense.
- H. Every effort will be made to avoid interruption of classroom activities and to avoid the involvement of students in all phases of the grievance procedure.
- I. Pursuit of any legal, statutory or other remedy bars further or subsequent proceedings for relief under this Agreement.

J. The arbitrator shall have no authority to add to, subtract from, or otherwise modify this Agreement, or to make any decision which requires the commission of an act prohibited by law or which violates the terms of this Agreement.

ARTICLE XXIII - RECOGNITION OF LAW

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

IN WITNESS WHEREOF, the parties set their hands and seals in agreement this ___ day of October 2022.

FOR THE ASSOCIATION

FOR THE DISTRICT

BY: _____
WTA PRESIDENT

BY: _____
BOARD PRESIDENT

BY: _____
WTA VICE PRESIDENT

BY: _____
SUPERINTENDENT

APPENDIX A

Step	2022-23		2022-23	
	BA	MA	Appendix A	
1	\$ 51,628	\$ 58,050	L5	\$ 600
2	\$ 53,577	\$ 59,985	L10	\$ 1,500
3	\$ 55,507	\$ 61,928	Stipend 25	\$ 2,365
4	\$ 57,447	\$ 63,863	Stipend 26	\$ 2,365
5	\$ 59,392	\$ 65,805	Stipend 27	\$ 2,365
6	\$ 61,326	\$ 67,757	Stipend 28	\$ 3,200
7	\$ 63,387	\$ 69,792	Stipend 29	\$ 3,200
8	\$ 65,435	\$ 71,861	Stipend 30	\$ 4,500
9	\$ 67,489	\$ 73,912		
10	\$ 69,543	\$ 75,962	Credits	\$ 73
11	\$ 71,591	\$ 78,020	60 Credits +	\$ 2,750
12	\$ 73,815	\$ 80,353	Tutoring	\$ 53
13	\$ 76,046	\$ 82,698		
14	\$ 78,267	\$ 85,031		
15	\$ 80,726	\$ 87,599		
16	\$ 85,638	\$ 92,785		
17	\$ 86,359	\$ 93,511		
18	\$ 88,061	\$ 95,210		
19	\$ 89,666	\$ 96,814		
20	\$ 92,508	\$ 99,670		
21	\$ 92,508	\$ 99,670		
22	\$ 93,280	\$ 100,443		
23	\$ 93,280	\$ 100,443		
24	\$ 93,280	\$ 100,443		
25	\$ 95,388	\$ 102,550		
26	\$ 95,388	\$ 102,550		
27	\$ 96,419	\$ 103,580		
28	\$ 96,419	\$ 103,580		
29	\$ 96,419	\$ 103,580		
30	\$ 99,103	\$ 106,276		

Step	2023-24	
	BA	MA
1	\$ 52,661	\$ 59,211
2	\$ 54,649	\$ 61,185
3	\$ 56,617	\$ 63,167
4	\$ 58,596	\$ 65,140
5	\$ 60,580	\$ 67,121
6	\$ 62,553	\$ 69,112
7	\$ 64,655	\$ 71,188
8	\$ 66,744	\$ 73,298
9	\$ 68,839	\$ 75,390
10	\$ 70,934	\$ 77,481
11	\$ 73,023	\$ 79,580
12	\$ 75,291	\$ 81,960
13	\$ 77,567	\$ 84,352
14	\$ 79,832	\$ 86,732
15	\$ 82,341	\$ 89,351
16	\$ 87,351	\$ 94,641
17	\$ 88,086	\$ 95,381
18	\$ 89,822	\$ 97,114
19	\$ 91,459	\$ 98,750
20	\$ 94,358	\$ 101,663
21	\$ 94,358	\$ 101,663
22	\$ 95,146	\$ 102,452
23	\$ 95,146	\$ 102,452
24	\$ 95,146	\$ 102,452
25	\$ 97,296	\$ 104,601
26	\$ 97,296	\$ 104,601
27	\$ 98,347	\$ 105,652
28	\$ 98,347	\$ 105,652
29	\$ 98,347	\$ 105,652
30	\$ 101,085	\$ 108,402

2023-24	
Appendix A	
L5	\$ 600
L10	\$ 1,500
L15	\$ 1,750

Stipend 25	\$ 2,365
Stipend 26	\$ 2,365
Stipend 27	\$ 2,365
Stipend 28	\$ 3,200
Stipend 29	\$ 3,200
Stipend 30	\$ 4,750

Credits	\$ 73
60 Credits +	\$ 2,750
Tutoring	\$ 53

Step	2024-25	
	BA	MA
1	\$ 53,714	\$ 60,395
2	\$ 55,742	\$ 62,409
3	\$ 57,749	\$ 64,430
4	\$ 59,768	\$ 66,443
5	\$ 61,792	\$ 68,463
6	\$ 63,804	\$ 70,494
7	\$ 65,948	\$ 72,612
8	\$ 68,079	\$ 74,764
9	\$ 70,216	\$ 76,898
10	\$ 72,353	\$ 79,031
11	\$ 74,483	\$ 81,172
12	\$ 76,797	\$ 83,599
13	\$ 79,118	\$ 86,039
14	\$ 81,429	\$ 88,467
15	\$ 83,988	\$ 91,138
16	\$ 89,098	\$ 96,534
17	\$ 89,848	\$ 97,289
18	\$ 91,618	\$ 99,056
19	\$ 93,288	\$ 100,725
20	\$ 96,245	\$ 103,696
21	\$ 96,245	\$ 103,696
22	\$ 97,049	\$ 104,501
23	\$ 97,049	\$ 104,501
24	\$ 97,049	\$ 104,501
25	\$ 99,242	\$ 106,693
26	\$ 99,242	\$ 106,693
27	\$ 100,314	\$ 107,765
28	\$ 100,314	\$ 107,765
29	\$ 100,314	\$ 107,765
30	\$ 103,107	\$ 110,570

2023-24	
Appendix A	
L5	\$ 600
L10	\$ 1,500
L15	\$ 1,750
L20	\$ 2,000

Stipend 25	\$ 2,365
Stipend 26	\$ 2,365
Stipend 27	\$ 2,365
Stipend 28	\$ 3,200
Stipend 29	\$ 3,200
Stipend 30	\$ 5,000

Credits	\$ 73
60 Credits +	\$ 2,750
Tutoring	\$ 53

APPENDIX B

School Sponsored Affairs:

	1%	1%	1%
	22-23	23-24	24-25
Ticket Takers	\$ 67	\$ 68	\$ 69
Chaperones			
<i>Night/Activities/Away Games</i>	\$ 67	\$ 68	\$ 69
<i>Saturday</i>	\$ 87	\$ 88	\$ 88
<i>All Day Activities/Graduation</i>	\$ 153	\$ 155	\$ 156
Chain Crews: Football			
<i>Varsity Games</i>	\$ 87	\$ 88	\$ 88
<i>Other Games</i>	\$ 65	\$ 66	\$ 67
<i>Score Keepers (Modified)</i>	\$ 50	\$ 50	\$ 51
<i>Score Keepers (Varsity/JV/Freshmen)</i>	\$ 87	\$ 88	\$ 88
Announcers			
<i>Varsity Football</i>	\$ 136	\$ 137	\$ 138
<i>Varsity Basketball</i>	\$ 87	\$ 88	\$ 88
<i>JV Football</i>	\$ 87	\$ 88	\$ 88
<i>JV Basketball</i>	\$ 87	\$ 88	\$ 88
<i>Wrestling (& Timekeeper)</i>	\$ 87	\$ 88	\$ 88
<i>Varsity Swimming (& Scorer)</i>	\$ 87	\$ 88	\$ 88
<i>Timekeepers</i>	\$ 50	\$ 50	\$ 51
<i>Timekeeper - Varsity Football</i>	\$ 87	\$ 88	\$ 88
Crowd Control:			
<i>Varsity Football</i>	\$ 136	\$ 137	\$ 138
<i>JV Football</i>	\$ 93	\$ 94	\$ 95
<i>Other Games</i>	\$ 67	\$ 68	\$ 69
<i>Photographer</i>	\$ 87	\$ 88	\$ 88
<i>Intramurals</i>	\$ 28	\$ 28	\$ 28
<i>Dept Chair Stipend</i>	\$ 2,361	\$ 2,384	\$ 2,408

High School	1% 22-23	1% 23-24	1% 24-25
AADA	\$ 1,367	\$ 1,381	\$ 1,394
ACAD World Quest	\$ 2,634	\$ 2,660	\$ 2,687
Bowling	\$ 562	\$ 568	\$ 573
Cabaret Music Director	\$ 511	\$ 516	\$ 521
Cancer Support Group	\$ 1,505	\$ 1,520	\$ 1,535
Children's Musical Director	\$ 1,262	\$ 1,274	\$ 1,287
Community Service Club	\$ 2,353	\$ 2,377	\$ 2,401
English NHS	\$ 1,367	\$ 1,381	\$ 1,394
e-Sports	\$ 563	\$ 569	\$ 574
Extracurricular Music Directors	\$ 1,252	\$ 1,264	\$ 1,277
Fall Choreographer	\$ 1,148	\$ 1,159	\$ 1,171
Fall Play Assistant	\$ 2,001	\$ 2,021	\$ 2,042
Fall Play Director	\$ 2,353	\$ 2,377	\$ 2,401
Fall Play Stage Craft	\$ 2,259	\$ 2,281	\$ 2,304
Foreign Language Club	\$ 562	\$ 568	\$ 573
Freshmen Class	\$ 755	\$ 762	\$ 770
GSA	\$ 563	\$ 569	\$ 574
HS Ceremony Band Director	\$ 2,634	\$ 2,660	\$ 2,687
iDecide	\$ 2,353	\$ 2,377	\$ 2,401
Jazz Band	\$ 1,285	\$ 1,298	\$ 1,311
Junior Class	\$ 1,505	\$ 1,520	\$ 1,535
Literary Magazine	\$ 2,353	\$ 2,377	\$ 2,401
Masque and Mime	\$ 2,139	\$ 2,161	\$ 2,182
Math League/Math Wizards Honor Society	\$ 1,505	\$ 1,520	\$ 1,535
Mock Trial	\$ 1,882	\$ 1,901	\$ 1,920
National Art Honor Society	\$ 1,505	\$ 1,520	\$ 1,535
National Honor Society	\$ 1,505	\$ 1,520	\$ 1,535
Newspaper	\$ 2,259	\$ 2,281	\$ 2,304
OCAL	\$ 1,521	\$ 1,536	\$ 1,552
OM High School	\$ 2,139	\$ 2,161	\$ 2,182
OM High School	\$ 2,139	\$ 2,161	\$ 2,182
Peer Leadership (SSA)	\$ 956	\$ 965	\$ 975
Peer Leadership Asst (SSA)	\$ 2,353	\$ 2,377	\$ 2,401
Peer Tutoring (per MP)	\$ 1,383	\$ 1,397	\$ 1,411
Program Creator	\$ 801	\$ 809	\$ 817
Project Hope	\$ 687	\$ 693	\$ 700
Robotics/Computer Club	\$ 563	\$ 569	\$ 574
Science Honor Society	\$ 1,505	\$ 1,520	\$ 1,535
Senior Class	\$ 1,882	\$ 1,901	\$ 1,920
Set Construction Manager	\$ 1,148	\$ 1,159	\$ 1,171
Ski Club	\$ 941	\$ 950	\$ 959
Sophomore Class	\$ 1,131	\$ 1,143	\$ 1,154
Sound/Light Technician Manager	\$ 1,148	\$ 1,159	\$ 1,171
Special Olympics	\$ 1,367	\$ 1,381	\$ 1,394
Spring Musical Choreographer	\$ 2,833	\$ 2,861	\$ 2,890
Spring Musical Director	\$ 2,833	\$ 2,861	\$ 2,890
Spring Musical Vocals/Orchestra	\$ 2,626	\$ 2,652	\$ 2,679
Spring Play Assistant	\$ 2,001	\$ 2,021	\$ 2,042
Spring Play Stage Craft	\$ 2,259	\$ 2,281	\$ 2,304
STEM for Girls	\$ 523	\$ 529	\$ 534
Step Dancing Club	\$ 512	\$ 517	\$ 522
Student Coalition	\$ 2,353	\$ 2,377	\$ 2,401
TRI M Honor Society	\$ 1,420	\$ 1,434	\$ 1,449
WHS FL Honor Society	\$ 1,505	\$ 1,520	\$ 1,535
Yearbook	\$ 4,891	\$ 4,940	\$ 4,990
Youth In Government	\$ 1,882	\$ 1,901	\$ 1,920

Middle School	1% 22-23	1% 23-24	1% 24-25
Art	\$ 562	\$ 568	\$ 573
Book Club	\$ 562	\$ 568	\$ 573
Choral Club I	\$ 562	\$ 568	\$ 573
Choral Club II	\$ 562	\$ 568	\$ 573
Drama	\$ 2,833	\$ 2,861	\$ 2,890
Foreign Language	\$ 562	\$ 568	\$ 573
Girls on Fire	\$ 511	\$ 516	\$ 521
Homework #1	\$ 1,521	\$ 1,536	\$ 1,552
Homework #2	\$ 1,521	\$ 1,536	\$ 1,552
Jazz Band	\$ 1,201	\$ 1,213	\$ 1,225
JCSC	\$ 563	\$ 569	\$ 574
Jr. Optimist	\$ 1,630	\$ 1,646	\$ 1,663
Just Say No/AADA	\$ 2,353	\$ 2,377	\$ 2,401
Math Club 7th Grade	\$ 563	\$ 569	\$ 574
Math Club 8th Grade	\$ 563	\$ 569	\$ 574
MS Ski Club Advisor	\$ 2,139	\$ 2,161	\$ 2,182
MS Ski Club Chaperone Pay (per Trip)	\$ 85	\$ 86	\$ 86
Musical Director	\$ 1,499	\$ 1,514	\$ 1,529
Newspaper	\$ 1,505	\$ 1,520	\$ 1,535
NJHS	\$ 1,505	\$ 1,520	\$ 1,535
OM	\$ 2,353	\$ 2,377	\$ 2,401
OM	\$ 2,353	\$ 2,377	\$ 2,401
OM - used by Teacher @ HS	\$ 2,353	\$ 2,377	\$ 2,401
Peer Mediation (Rachel's Challenge)	\$ 1,521	\$ 1,536	\$ 1,552
Recycle Club	\$ 563	\$ 569	\$ 574
School Store	\$ 562	\$ 568	\$ 573
Science	\$ 562	\$ 568	\$ 573
Simulation	\$ 562	\$ 568	\$ 573
Ski Club	\$ 1,630	\$ 1,646	\$ 1,663
Special Olympics	\$ 1,367	\$ 1,381	\$ 1,394
Stage Craft	\$ 1,131	\$ 1,143	\$ 1,154
Step Dancing	\$ 563	\$ 569	\$ 574
Student Council	\$ 2,353	\$ 2,377	\$ 2,401
Technology Club	\$ 563	\$ 569	\$ 574
Yearbook	\$ 2,353	\$ 2,377	\$ 2,401

Little Britain	1% 22-23	1% 23-24	1% 24-25
Art	\$ 562	\$ 568	\$ 573
Dance Club	\$ 563	\$ 569	\$ 574
Drama (ELEMENTARY PLAY)	\$ 1,619	\$ 1,635	\$ 1,651
Journalism	\$ 1,227	\$ 1,239	\$ 1,252
Just Say No	\$ 2,353	\$ 2,377	\$ 2,401
Library Club	\$ 1,227	\$ 1,239	\$ 1,252
Odyssey of the Mind (INTERMEDIATE)	\$ 2,353	\$ 2,377	\$ 2,401
Odyssey of the Mind (PRIMARY)	\$ 2,353	\$ 2,377	\$ 2,401
Student Council	\$ 1,227	\$ 1,239	\$ 1,252
Yearbook	\$ 1,227	\$ 1,239	\$ 1,252

TAFT	1% 22-23	1% 23-24	1% 24-25
Library Club	\$ 1,227	\$ 1,239	\$ 1,252
Art	\$ 562	\$ 568	\$ 573
Drama (ELEMENTARY PLAY)	\$ 1,619	\$ 1,635	\$ 1,651
Jounralism	\$ 1,227	\$ 1,239	\$ 1,252
Just Say No	\$ 2,353	\$ 2,377	\$ 2,401
Odyssey of the Mind	\$ 2,353	\$ 2,377	\$ 2,401
Odyssey of the Mind	\$ 2,353	\$ 2,377	\$ 2,401
Step Club	\$ 563	\$ 569	\$ 574
Student Council	\$ 1,227	\$ 1,239	\$ 1,252
Yearbook	\$ 1,227	\$ 1,239	\$ 1,252

Round Hill	1% 22-23	1% 23-24	1% 24-25
Drama (Elementary Play)	\$ 1,619	\$ 1,635	\$ 1,651
Art	\$ 562	\$ 568	\$ 573
Journalism	\$ 1,227	\$ 1,239	\$ 1,252
Just Say No	\$ 2,353	\$ 2,377	\$ 2,401
Library	\$ 1,227	\$ 1,239	\$ 1,252
Odyssey of the Mind	\$ 2,353	\$ 2,377	\$ 2,401
Odyssey of the Mind	\$ 2,353	\$ 2,377	\$ 2,401
Student Council	\$ 1,227	\$ 1,239	\$ 1,252
Yearbook	\$ 1,227	\$ 1,239	\$ 1,252

	Group									
2022-2023	1	1	2	3	4	5	7	9	11	
Basketball Boys/Girls										
Varsity Head	\$ 3,552	\$ 4,109	\$ 4,669	\$ 5,226	\$ 6,231	\$ 7,033	\$ 7,826	\$ 8,624		
Junior Varsity Head	\$ 2,937	\$ 2,938	\$ 3,687	\$ 3,686	\$ 4,018	\$ 4,420	\$ 4,818	\$ 5,215		
Freshmen (Boys ONLY)	\$ 2,635	\$ 2,635	\$ 3,238	\$ 3,238	\$ 3,841	\$ 4,239	\$ 4,635	\$ 5,037		
Modified	\$ 2,504	\$ 2,504	\$ 3,107	\$ 3,107	\$ 3,710	\$ 4,109	\$ 4,506	\$ 4,907		
Soccer Boys/Girls										
Varsity Head	\$ 3,552	\$ 4,109	\$ 4,669	\$ 5,226	\$ 6,231	\$ 7,033	\$ 7,826	\$ 8,624		
Varsity Assistant Head	\$ 3,039	\$ 3,039	\$ 4,018	\$ 4,019	\$ 4,739	\$ 5,134	\$ 5,536	\$ 5,936		
Junior Varsity Head	\$ 2,937	\$ 2,938	\$ 3,687	\$ 3,686	\$ 4,018	\$ 4,420	\$ 4,818	\$ 5,216		
Modified	\$ 2,504	\$ 2,504	\$ 3,107	\$ 3,107	\$ 3,710	\$ 4,109	\$ 4,506	\$ 4,907		
Lacrosse Boys/Girls										
Varsity Head	\$ 3,552	\$ 4,109	\$ 4,669	\$ 5,226	\$ 6,231	\$ 7,033	\$ 7,826	\$ 8,624		
Varsity Assistant Head	\$ 3,039	\$ 3,039	\$ 4,018	\$ 4,019	\$ 4,739	\$ 5,134	\$ 5,536	\$ 5,936		
Junior Varsity Head	\$ 2,937	\$ 2,938	\$ 3,687	\$ 3,686	\$ 4,018	\$ 4,420	\$ 4,818	\$ 5,216		
Modified Head	\$ 2,504	\$ 2,504	\$ 3,107	\$ 3,107	\$ 3,710	\$ 4,109	\$ 4,506	\$ 4,907		
Football										
Varsity Head	\$ 3,552	\$ 4,109	\$ 4,669	\$ 5,226	\$ 6,231	\$ 7,033	\$ 7,826	\$ 8,624		
Varsity Assistant	\$ 3,039	\$ 3,970	\$ 4,018	\$ 4,379	\$ 4,739	\$ 5,134	\$ 5,536	\$ 5,936		
Junior Varsity Head	\$ 2,937	\$ 2,938	\$ 3,687	\$ 3,686	\$ 4,018	\$ 4,420	\$ 4,818	\$ 5,216		
Junior Varsity Assistant	\$ 2,504	\$ 2,504	\$ 3,107	\$ 3,107	\$ 3,710	\$ 4,109	\$ 4,506	\$ 4,907		
Junior Varsity Assistant	\$ 2,504	\$ 2,504	\$ 3,107	\$ 3,107	\$ 3,710	\$ 4,109	\$ 4,505	\$ 4,907		
Modified Head	\$ 2,504	\$ 2,504	\$ 3,107	\$ 3,107	\$ 3,710	\$ 4,109	\$ 4,506	\$ 4,907		
Modified Assistant	\$ 2,420	\$ 2,420	\$ 2,937	\$ 2,937	\$ 3,512	\$ 3,815	\$ 4,313	\$ 4,710		
Wrestling										
Varsity Head	\$ 3,552	\$ 4,109	\$ 4,669	\$ 5,226	\$ 6,231	\$ 7,033	\$ 7,826	\$ 8,624		
Junior Varsity Head	\$ 2,937	\$ 2,938	\$ 3,687	\$ 3,687	\$ 4,018	\$ 4,420	\$ 4,818	\$ 5,216		
Modified	\$ 2,504	\$ 2,504	\$ 3,107	\$ 3,107	\$ 3,710	\$ 4,109	\$ 4,506	\$ 4,907		
Modified Assistant	\$ 2,420	\$ 2,420	\$ 2,937	\$ 2,937	\$ 3,512	\$ 3,916	\$ 4,313	\$ 4,710		
Indoor Track Boys/Girls										
Varsity Head	\$ 3,552	\$ 4,109	\$ 4,669	\$ 5,226	\$ 6,231	\$ 7,033	\$ 7,826	\$ 8,624		
Varsity Assistant	\$ 3,039	\$ 3,971	\$ 4,018	\$ 4,379	\$ 4,739	\$ 5,134	\$ 5,536	\$ 5,936		
Outdoor Track Boys/Girls										
Varsity Head	\$ 3,552	\$ 4,109	\$ 4,669	\$ 5,226	\$ 6,231	\$ 7,033	\$ 7,826	\$ 8,624		
Varsity Assistant	\$ 3,039	\$ 3,039	\$ 4,018	\$ 4,019	\$ 4,739	\$ 5,134	\$ 5,536	\$ 5,936		
Modified Head	\$ 2,504	\$ 2,504	\$ 3,107	\$ 3,107	\$ 3,710	\$ 4,109	\$ 4,505	\$ 4,907		
Modified Assistant	\$ 2,420	\$ 2,420	\$ 2,937	\$ 2,938	\$ 3,512	\$ 3,912	\$ 4,313	\$ 4,710		
Swimming Boys/Girls										
Varsity Head	\$ 3,552	\$ 4,109	\$ 4,669	\$ 5,226	\$ 6,231	\$ 7,033	\$ 7,826	\$ 8,624		
Varsity Assistant	\$ 3,039	\$ 3,039	\$ 4,018	\$ 4,019	\$ 4,739	\$ 5,134	\$ 5,536	\$ 5,936		
Diving	\$ 3,039	\$ 3,039	\$ 4,020	\$ 4,019	\$ 4,739	\$ 5,134	\$ 5,536	\$ 5,936		

	Group									
2023-2024	1	1	2	3	4	5	7	9	11	
Basketball Boys/Girls										
Varsity Head	\$ 3,588	\$ 4,150	\$ 4,716	\$ 5,278	\$ 6,293	\$ 7,103	\$ 7,904	\$ 8,710		
Junior Varsity Head	\$ 2,966	\$ 2,967	\$ 3,724	\$ 3,722	\$ 4,058	\$ 4,464	\$ 4,866	\$ 5,267		
Freshmen (Boys ONLY)	\$ 2,661	\$ 2,661	\$ 3,270	\$ 3,270	\$ 3,879	\$ 4,281	\$ 4,682	\$ 5,088		
Modified	\$ 2,529	\$ 2,529	\$ 3,138	\$ 3,138	\$ 3,747	\$ 4,150	\$ 4,551	\$ 4,956		
Soccer Boys/Girls										
Varsity Head	\$ 3,588	\$ 4,150	\$ 4,716	\$ 5,278	\$ 6,293	\$ 7,103	\$ 7,904	\$ 8,710		
Varsity Assistant Head	\$ 3,069	\$ 3,069	\$ 4,058	\$ 4,059	\$ 4,787	\$ 5,186	\$ 5,591	\$ 5,995		
Junior Varsity Head	\$ 2,966	\$ 2,967	\$ 3,724	\$ 3,722	\$ 4,058	\$ 4,464	\$ 4,866	\$ 5,268		
Modified	\$ 2,529	\$ 2,529	\$ 3,138	\$ 3,138	\$ 3,747	\$ 4,150	\$ 4,551	\$ 4,956		
Lacrosse Boys/Girls										
Varsity Head	\$ 3,588	\$ 4,150	\$ 4,716	\$ 5,278	\$ 6,293	\$ 7,103	\$ 7,904	\$ 8,710		
Varsity Assistant Head	\$ 3,069	\$ 3,069	\$ 4,058	\$ 4,059	\$ 4,787	\$ 5,186	\$ 5,591	\$ 5,995		
Junior Varsity Head	\$ 2,966	\$ 2,967	\$ 3,724	\$ 3,722	\$ 4,058	\$ 4,464	\$ 4,866	\$ 5,268		
Modified Head	\$ 2,529	\$ 2,529	\$ 3,138	\$ 3,138	\$ 3,747	\$ 4,150	\$ 4,551	\$ 4,956		
Football										
Varsity Head	\$ 3,588	\$ 4,150	\$ 4,716	\$ 5,278	\$ 6,293	\$ 7,103	\$ 7,904	\$ 8,710		
Varsity Assistant	\$ 3,069	\$ 4,010	\$ 4,058	\$ 4,423	\$ 4,787	\$ 5,186	\$ 5,591	\$ 5,995		
Junior Varsity Head	\$ 2,966	\$ 2,967	\$ 3,724	\$ 3,722	\$ 4,058	\$ 4,464	\$ 4,866	\$ 5,268		
Junior Varsity Assistant	\$ 2,529	\$ 2,529	\$ 3,138	\$ 3,138	\$ 3,747	\$ 4,150	\$ 4,551	\$ 4,956		
Junior Varsity Assistant	\$ 2,529	\$ 2,529	\$ 3,138	\$ 3,138	\$ 3,747	\$ 4,150	\$ 4,550	\$ 4,956		
Modified Head	\$ 2,529	\$ 2,529	\$ 3,138	\$ 3,138	\$ 3,747	\$ 4,150	\$ 4,551	\$ 4,956		
Modified Assistant	\$ 2,444	\$ 2,444	\$ 2,966	\$ 2,966	\$ 3,547	\$ 3,853	\$ 4,356	\$ 4,757		
Wrestling										
Varsity Head	\$ 3,588	\$ 4,150	\$ 4,716	\$ 5,278	\$ 6,293	\$ 7,103	\$ 7,904	\$ 8,710		
Junior Varsity Head	\$ 2,966	\$ 2,967	\$ 3,724	\$ 3,724	\$ 4,058	\$ 4,464	\$ 4,866	\$ 5,268		
Modified	\$ 2,529	\$ 2,529	\$ 3,138	\$ 3,138	\$ 3,747	\$ 4,150	\$ 4,551	\$ 4,956		
Modified Assistant	\$ 2,444	\$ 2,444	\$ 2,966	\$ 2,966	\$ 3,547	\$ 3,955	\$ 4,356	\$ 4,757		
Indoor Track Boys/Girls										
Varsity Head	\$ 3,588	\$ 4,150	\$ 4,716	\$ 5,278	\$ 6,293	\$ 7,103	\$ 7,904	\$ 8,710		
Varsity Assistant	\$ 3,069	\$ 4,011	\$ 4,058	\$ 4,423	\$ 4,787	\$ 5,186	\$ 5,591	\$ 5,995		
Outdoor Track Boys/Girls										
Varsity Head	\$ 3,588	\$ 4,150	\$ 4,716	\$ 5,278	\$ 6,293	\$ 7,103	\$ 7,904	\$ 8,710		
Varsity Assistant	\$ 3,069	\$ 3,069	\$ 4,058	\$ 4,059	\$ 4,787	\$ 5,186	\$ 5,591	\$ 5,995		
Modified Head	\$ 2,529	\$ 2,529	\$ 3,138	\$ 3,138	\$ 3,747	\$ 4,150	\$ 4,550	\$ 4,956		
Modified Assistant	\$ 2,444	\$ 2,444	\$ 2,966	\$ 2,967	\$ 3,547	\$ 3,951	\$ 4,356	\$ 4,757		
Swimming Boys/Girls										
Varsity Head	\$ 3,588	\$ 4,150	\$ 4,716	\$ 5,278	\$ 6,293	\$ 7,103	\$ 7,904	\$ 8,710		
Varsity Assistant	\$ 3,069	\$ 3,069	\$ 4,058	\$ 4,059	\$ 4,787	\$ 5,186	\$ 5,591	\$ 5,995		
Diving	\$ 3,069	\$ 3,069	\$ 4,060	\$ 4,059	\$ 4,787	\$ 5,186	\$ 5,591	\$ 5,995		

	Group									
2024-2025	1	1	2	3	4	5	7	9	11	
Basketball Boys/Girls										
Varsity Head	\$ 3,623	\$ 4,192	\$ 4,763	\$ 5,331	\$ 6,356	\$ 7,174	\$ 7,984	\$ 8,797		
Junior Varsity Head	\$ 2,996	\$ 2,997	\$ 3,761	\$ 3,760	\$ 4,099	\$ 4,509	\$ 4,915	\$ 5,320		
Freshmen (Boys ONLY)	\$ 2,688	\$ 2,688	\$ 3,303	\$ 3,303	\$ 3,918	\$ 4,324	\$ 4,729	\$ 5,139		
Modified	\$ 2,555	\$ 2,555	\$ 3,170	\$ 3,170	\$ 3,785	\$ 4,192	\$ 4,596	\$ 5,005		
Soccer Boys/Girls										
Varsity Head	\$ 3,623	\$ 4,192	\$ 4,763	\$ 5,331	\$ 6,356	\$ 7,174	\$ 7,984	\$ 8,797		
Varsity Assistant Head	\$ 3,100	\$ 3,100	\$ 4,099	\$ 4,100	\$ 4,835	\$ 5,237	\$ 5,647	\$ 6,055		
Junior Varsity Head	\$ 2,996	\$ 2,997	\$ 3,761	\$ 3,760	\$ 4,099	\$ 4,509	\$ 4,915	\$ 5,321		
Modified	\$ 2,555	\$ 2,555	\$ 3,170	\$ 3,170	\$ 3,785	\$ 4,192	\$ 4,596	\$ 5,005		
Lacrosse Boys/Girls										
Varsity Head	\$ 3,623	\$ 4,192	\$ 4,763	\$ 5,331	\$ 6,356	\$ 7,174	\$ 7,984	\$ 8,797		
Varsity Assistant Head	\$ 3,100	\$ 3,100	\$ 4,099	\$ 4,100	\$ 4,835	\$ 5,237	\$ 5,647	\$ 6,055		
Junior Varsity Head	\$ 2,996	\$ 2,997	\$ 3,761	\$ 3,760	\$ 4,099	\$ 4,509	\$ 4,915	\$ 5,321		
Modified Head	\$ 2,555	\$ 2,555	\$ 3,170	\$ 3,170	\$ 3,785	\$ 4,192	\$ 4,596	\$ 5,005		
Football										
Varsity Head	\$ 3,623	\$ 4,192	\$ 4,763	\$ 5,331	\$ 6,356	\$ 7,174	\$ 7,984	\$ 8,797		
Varsity Assistant	\$ 3,100	\$ 4,050	\$ 4,099	\$ 4,467	\$ 4,835	\$ 5,237	\$ 5,647	\$ 6,055		
Junior Varsity Head	\$ 2,996	\$ 2,997	\$ 3,761	\$ 3,760	\$ 4,099	\$ 4,509	\$ 4,915	\$ 5,321		
Junior Varsity Assistant	\$ 2,555	\$ 2,555	\$ 3,170	\$ 3,170	\$ 3,785	\$ 4,192	\$ 4,596	\$ 5,005		
Junior Varsity Assistant	\$ 2,555	\$ 2,555	\$ 3,170	\$ 3,170	\$ 3,785	\$ 4,192	\$ 4,595	\$ 5,005		
Modified Head	\$ 2,555	\$ 2,555	\$ 3,170	\$ 3,170	\$ 3,785	\$ 4,192	\$ 4,596	\$ 5,005		
Modified Assistant	\$ 2,468	\$ 2,468	\$ 2,996	\$ 2,996	\$ 3,583	\$ 3,892	\$ 4,400	\$ 4,804		
Wrestling										
Varsity Head	\$ 3,623	\$ 4,192	\$ 4,763	\$ 5,331	\$ 6,356	\$ 7,174	\$ 7,984	\$ 8,797		
Junior Varsity Head	\$ 2,996	\$ 2,997	\$ 3,761	\$ 3,761	\$ 4,099	\$ 4,509	\$ 4,915	\$ 5,321		
Modified	\$ 2,555	\$ 2,555	\$ 3,170	\$ 3,170	\$ 3,785	\$ 4,192	\$ 4,596	\$ 5,005		
Modified Assistant	\$ 2,468	\$ 2,468	\$ 2,996	\$ 2,996	\$ 3,583	\$ 3,995	\$ 4,400	\$ 4,804		
Indoor Track Boys/Girls										
Varsity Head	\$ 3,623	\$ 4,192	\$ 4,763	\$ 5,331	\$ 6,356	\$ 7,174	\$ 7,984	\$ 8,797		
Varsity Assistant	\$ 3,100	\$ 4,051	\$ 4,099	\$ 4,467	\$ 4,835	\$ 5,237	\$ 5,647	\$ 6,055		
Outdoor Track Boys/Girls										
Varsity Head	\$ 3,623	\$ 4,192	\$ 4,763	\$ 5,331	\$ 6,356	\$ 7,174	\$ 7,984	\$ 8,797		
Varsity Assistant	\$ 3,100	\$ 3,100	\$ 4,099	\$ 4,100	\$ 4,835	\$ 5,237	\$ 5,647	\$ 6,055		
Modified Head	\$ 2,555	\$ 2,555	\$ 3,170	\$ 3,170	\$ 3,785	\$ 4,192	\$ 4,595	\$ 5,005		
Modified Assistant	\$ 2,468	\$ 2,468	\$ 2,996	\$ 2,997	\$ 3,583	\$ 3,991	\$ 4,400	\$ 4,804		
Swimming Boys/Girls										
Varsity Head	\$ 3,623	\$ 4,192	\$ 4,763	\$ 5,331	\$ 6,356	\$ 7,174	\$ 7,984	\$ 8,797		
Varsity Assistant	\$ 3,100	\$ 3,100	\$ 4,099	\$ 4,100	\$ 4,835	\$ 5,237	\$ 5,647	\$ 6,055		
Diving	\$ 3,100	\$ 3,100	\$ 4,101	\$ 4,100	\$ 4,835	\$ 5,237	\$ 5,647	\$ 6,055		

2022-2023

	Group 2	1	2	3	4	5	7	9	11
Baseball									
Varsity Head	\$	2,680	\$ 4,399	\$ 4,420	\$ 4,467	\$ 4,963	\$ 5,757	\$ 6,554	\$ 7,356
Varsity Assistant	\$	2,568	\$ 2,903	\$ 3,241	\$ 3,410	\$ 3,572	\$ 3,971	\$ 4,373	\$ 4,770
Junior Varsity Head	\$	2,504	\$ 2,504	\$ 3,107	\$ 3,107	\$ 3,348	\$ 3,750	\$ 4,148	\$ 4,547
Modified Head	\$	2,188	\$ 2,188	\$ 2,504	\$ 2,504	\$ 3,107	\$ 3,507	\$ 3,905	\$ 4,302
Softball									
Varsity Head	\$	2,680	\$ 4,399	\$ 4,420	\$ 4,467	\$ 4,963	\$ 5,757	\$ 6,554	\$ 7,356
Varsity Assistant Head	\$	2,568	\$ 2,903	\$ 3,241	\$ 3,410	\$ 3,572	\$ 3,971	\$ 4,373	\$ 4,770
Junior Varsity Head	\$	2,504	\$ 2,504	\$ 3,107	\$ 3,107	\$ 3,348	\$ 3,750	\$ 4,148	\$ 4,547
Modified Head	\$	2,188	\$ 2,188	\$ 2,504	\$ 2,504	\$ 3,107	\$ 3,507	\$ 3,906	\$ 4,302
Volleyball									
Varsity Head	\$	2,680	\$ 4,399	\$ 4,420	\$ 4,467	\$ 4,963	\$ 5,757	\$ 6,554	\$ 7,356
Junior Varsity Head	\$	2,504	\$ 2,504	\$ 3,107	\$ 3,107	\$ 3,348	\$ 3,750	\$ 4,148	\$ 4,547
Modified Head	\$	2,188	\$ 2,188	\$ 2,504	\$ 2,504	\$ 3,107	\$ 3,507	\$ 3,906	\$ 4,302
Cross Country Boys/Girls									
Varsity Head	\$	2,680	\$ 4,399	\$ 4,420	\$ 4,467	\$ 4,963	\$ 5,757	\$ 6,538	\$ 7,356
Varsity Assistant	\$	2,568	\$ 2,903	\$ 3,241	\$ 3,410	\$ 3,572	\$ 3,971	\$ 4,373	\$ 4,770
Modified Head	\$	2,188	\$ 2,188	\$ 2,504	\$ 2,504	\$ 3,107	\$ 3,507	\$ 3,906	\$ 4,302

2023-2024

	Group 2	1	2	3	4	5	7	9	11
Baseball									
Varsity Head	\$	2,707	\$ 4,443	\$ 4,464	\$ 4,512	\$ 5,012	\$ 5,815	\$ 6,620	\$ 7,430
Varsity Assistant	\$	2,593	\$ 2,932	\$ 3,273	\$ 3,444	\$ 3,608	\$ 4,011	\$ 4,417	\$ 4,818
Junior Varsity Head	\$	2,529	\$ 2,529	\$ 3,138	\$ 3,138	\$ 3,381	\$ 3,787	\$ 4,189	\$ 4,592
Modified Head	\$	2,210	\$ 2,210	\$ 2,529	\$ 2,529	\$ 3,138	\$ 3,542	\$ 3,944	\$ 4,345
Softball									
Varsity Head	\$	2,707	\$ 4,443	\$ 4,464	\$ 4,512	\$ 5,012	\$ 5,815	\$ 6,620	\$ 7,430
Varsity Assistant Head	\$	2,593	\$ 2,932	\$ 3,273	\$ 3,444	\$ 3,608	\$ 4,011	\$ 4,417	\$ 4,818
Junior Varsity Head	\$	2,529	\$ 2,529	\$ 3,138	\$ 3,138	\$ 3,381	\$ 3,787	\$ 4,189	\$ 4,592
Modified Head	\$	2,210	\$ 2,210	\$ 2,529	\$ 2,529	\$ 3,138	\$ 3,542	\$ 3,945	\$ 4,345
Volleyball									
Varsity Head	\$	2,707	\$ 4,443	\$ 4,464	\$ 4,512	\$ 5,012	\$ 5,815	\$ 6,620	\$ 7,430
Junior Varsity Head	\$	2,529	\$ 2,529	\$ 3,138	\$ 3,138	\$ 3,381	\$ 3,787	\$ 4,189	\$ 4,592
Modified Head	\$	2,210	\$ 2,210	\$ 2,529	\$ 2,529	\$ 3,138	\$ 3,542	\$ 3,945	\$ 4,345
Cross Country Boys/Girls									
Varsity Head	\$	2,707	\$ 4,443	\$ 4,464	\$ 4,512	\$ 5,012	\$ 5,815	\$ 6,603	\$ 7,430
Varsity Assistant	\$	2,593	\$ 2,932	\$ 3,273	\$ 3,444	\$ 3,608	\$ 4,011	\$ 4,417	\$ 4,818
Modified Head	\$	2,210	\$ 2,210	\$ 2,529	\$ 2,529	\$ 3,138	\$ 3,542	\$ 3,945	\$ 4,345

2024-2025	Group 2	1	2	3	4	5	7	9	11
Baseball									
Varsity Head	\$	2,734	\$ 4,487	\$ 4,509	\$ 4,557	\$ 5,063	\$ 5,873	\$ 6,686	\$ 7,504
Varsity Assistant	\$	2,619	\$ 2,962	\$ 3,306	\$ 3,479	\$ 3,644	\$ 4,051	\$ 4,461	\$ 4,866
Junior Varsity Head	\$	2,555	\$ 2,555	\$ 3,170	\$ 3,170	\$ 3,415	\$ 3,825	\$ 4,231	\$ 4,638
Modified Head	\$	2,232	\$ 2,232	\$ 2,555	\$ 2,555	\$ 3,170	\$ 3,578	\$ 3,983	\$ 4,388
Softball									
Varsity Head	\$	2,734	\$ 4,487	\$ 4,509	\$ 4,557	\$ 5,063	\$ 5,873	\$ 6,686	\$ 7,504
Varsity Assistant Head	\$	2,619	\$ 2,962	\$ 3,306	\$ 3,479	\$ 3,644	\$ 4,051	\$ 4,461	\$ 4,866
Junior Varsity Head	\$	2,555	\$ 2,555	\$ 3,170	\$ 3,170	\$ 3,415	\$ 3,825	\$ 4,231	\$ 4,638
Modified Head	\$	2,232	\$ 2,232	\$ 2,555	\$ 2,555	\$ 3,170	\$ 3,578	\$ 3,984	\$ 4,388
Volleyball									
Varsity Head	\$	2,734	\$ 4,487	\$ 4,509	\$ 4,557	\$ 5,063	\$ 5,873	\$ 6,686	\$ 7,504
Junior Varsity Head	\$	2,555	\$ 2,555	\$ 3,170	\$ 3,170	\$ 3,415	\$ 3,825	\$ 4,231	\$ 4,638
Modified Head	\$	2,232	\$ 2,232	\$ 2,555	\$ 2,555	\$ 3,170	\$ 3,578	\$ 3,984	\$ 4,388
Cross Country Boys/Girls									
Varsity Head	\$	2,734	\$ 4,487	\$ 4,509	\$ 4,557	\$ 5,063	\$ 5,873	\$ 6,669	\$ 7,504
Varsity Assistant	\$	2,619	\$ 2,962	\$ 3,306	\$ 3,479	\$ 3,644	\$ 4,051	\$ 4,461	\$ 4,866
Modified Head	\$	2,232	\$ 2,232	\$ 2,555	\$ 2,555	\$ 3,170	\$ 3,578	\$ 3,984	\$ 4,388

2022-2023	Group 3	1	2	3	4	5	7	9	11
Bowling									
Varsity Head	\$	1,832	\$ 2,122	\$ 2,412	\$ 2,714	\$ 3,016	\$ 3,413	\$ 3,813	\$ 4,213
Golf Boys/Girls									
Varsity Head	\$	1,832	\$ 2,122	\$ 2,412	\$ 2,714	\$ 3,016	\$ 3,413	\$ 3,813	\$ 4,213
Tennis Boys/Girls									
Varsity Head	\$	1,832	\$ 2,122	\$ 2,412	\$ 2,714	\$ 2,984	\$ 3,413	\$ 3,813	\$ 4,213
Junior Varsity Head	\$	1,377	\$ 1,593	\$ 1,803	\$ 2,036	\$ 2,262	\$ 2,658	\$ 3,058	\$ 3,455
Cheerleading									
Varsity Head	\$	1,832	\$ 2,122	\$ 2,412	\$ 2,714	\$ 2,984	\$ 3,413	\$ 3,813	\$ 4,213
Junior Varsity Head	\$	1,377	\$ 1,593	\$ 1,803	\$ 2,036	\$ 2,262	\$ 2,658	\$ 3,058	\$ 3,455
Basketball & Comp. Head	\$	1,832	\$ 2,122	\$ 2,412	\$ 2,714	\$ 2,984	\$ 3,413	\$ 3,813	\$ 4,213
Basketball & Comp. Asst.	\$	1,044	\$ 1,208	\$ 1,373	\$ 1,544	\$ 1,698	\$ 1,942	\$ 2,171	\$ 2,451

2023-2024		Group 3	1	2	3	4	5	7	9	11						
Bowling																
Varsity Head	\$	1,850	\$	2,143	\$	2,436	\$	2,742	\$	3,047	\$	3,447	\$	3,851	\$	4,255
Golf Boys/Girls																
Varsity Head	\$	1,850	\$	2,143	\$	2,436	\$	2,742	\$	3,047	\$	3,447	\$	3,851	\$	4,255
Tennis Boys/Girls																
Varsity Head	\$	1,850	\$	2,143	\$	2,436	\$	2,742	\$	3,014	\$	3,447	\$	3,851	\$	4,255
Junior Varsity Head	\$	1,391	\$	1,609	\$	1,821	\$	2,056	\$	2,284	\$	2,685	\$	3,089	\$	3,490
Cheerleading																
Varsity Head	\$	1,850	\$	2,143	\$	2,436	\$	2,742	\$	3,014	\$	3,447	\$	3,851	\$	4,255
Junior Varsity Head	\$	1,391	\$	1,609	\$	1,821	\$	2,056	\$	2,284	\$	2,685	\$	3,089	\$	3,490
Basketball & Comp. Head	\$	1,850	\$	2,143	\$	2,436	\$	2,742	\$	3,014	\$	3,447	\$	3,851	\$	4,255
Basketball & Comp. Asst.	\$	1,054	\$	1,220	\$	1,387	\$	1,560	\$	1,715	\$	1,962	\$	2,192	\$	2,476

2024-2025		Group 3	1	2	3	4	5	7	9	11						
Bowling																
Varsity Head	\$	1,869	\$	2,164	\$	2,460	\$	2,769	\$	3,077	\$	3,482	\$	3,890	\$	4,298
Golf Boys/Girls																
Varsity Head	\$	1,869	\$	2,164	\$	2,460	\$	2,769	\$	3,077	\$	3,482	\$	3,890	\$	4,298
Tennis Boys/Girls																
Varsity Head	\$	1,869	\$	2,164	\$	2,460	\$	2,769	\$	3,044	\$	3,482	\$	3,890	\$	4,298
Junior Varsity Head	\$	1,405	\$	1,625	\$	1,839	\$	2,077	\$	2,307	\$	2,712	\$	3,120	\$	3,525
Cheerleading																
Varsity Head	\$	1,869	\$	2,164	\$	2,460	\$	2,769	\$	3,044	\$	3,482	\$	3,890	\$	4,298
Junior Varsity Head	\$	1,405	\$	1,625	\$	1,839	\$	2,077	\$	2,307	\$	2,712	\$	3,120	\$	3,525
Basketball & Comp. Head	\$	1,869	\$	2,164	\$	2,460	\$	2,769	\$	3,044	\$	3,482	\$	3,890	\$	4,298
Basketball & Comp. Asst.	\$	1,065	\$	1,232	\$	1,401	\$	1,575	\$	1,733	\$	1,981	\$	2,214	\$	2,501

22-23		
	Longevity	Cumulative
5 Years	\$ 261	\$ 261
10 Years	\$ 261	\$ 522
15 Years	\$ 261	\$ 783
20 Years	\$ 261	\$ 1,045
25 Years	\$ 261	\$ 1,306
30 Years	\$ 261	\$ 1,567
**Longevities are CUMULATIVE		

23-24		
	Longevity	Cumulative
5 Years	\$ 264	\$ 264
10 Years	\$ 264	\$ 528
15 Years	\$ 264	\$ 791
20 Years	\$ 264	\$ 1,055
25 Years	\$ 264	\$ 1,319
30 Years	\$ 264	\$ 1,583
**Longevities are CUMULATIVE		

24-25		
	Longevity	Cumulative
5 Years	\$ 266	\$ 266
10 Years	\$ 266	\$ 533
15 Years	\$ 266	\$ 799
20 Years	\$ 266	\$ 1,066
25 Years	\$ 266	\$ 1,332
30 Years	\$ 266	\$ 1,598
**Longevities are CUMULATIVE		

APPENDIX C

Washingtonville Central School District Classroom
Observation
(For Teachers Not Covered Under 3012-d Education Law)

Teacher: Teacher Name Date of Observation: _____

Grade Level/Subject: Click here to enter text. Building: Choose an item. **Traveling Teacher**

Observer's Name: Click here to enter text. Length of observation: Click here to

Lesson Summary:
Click here to enter text.

Teacher's Comments:
 Comments attached

Date of Conference: _____

Signature of Observer

Signature of Teacher

Date signed: _____

Date signed: _____

cc: Superintendent
Director of Personnel (For File)

Asst. Superintendent for Instruction

Revised 9-2008

Classroom Observation of: Teacher Name on: _____
 Observer's Initials: _____ Date: _____ Teacher's Initials: _____ Date: _____

The following scale should be used to evaluate each performance indicator:

Distinguished: Indicates the teacher does an outstanding job in this performance indicator. No area for improvement is readily identifiable.
Accomplished: Indicates the teacher consistently meets and sometimes exceeds expectations for performance in this performance indicator. Current practices are clearly acceptable.
Developing: * Indicates the teacher's performance sometimes but not always meets expectations in this performance indicator. Improvement activities are required for performance to consistently meet standards.
Needs Improvement: * Indicates the teacher's performance in this performance indicator is not acceptable. Improvement activities must be undertaken immediately.

1) Classroom Atmosphere and Management				
Select only one attribute per row.	Distinguished	Accomplished	Developing*	Needs Improvement*
a) Educational Setting				
Classroom arrangement facilitates lesson goals and reflects as well as promotes student learning and safety. Classroom environment is visually stimulating and immerses students in their learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Interaction with students				
Teacher-student interactions are friendly and demonstrate genuine warmth, caring and respect. Such interactions are appropriate to developmental and cultural norms. Students exhibit respect for teacher.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Time Management				
Instructional time is maximized. Transitions are seamless. Pacing is modified to accommodate instructional needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Classroom Routines				
Routines are clear to students. Procedures for handling materials and supplies maximize instructional time.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Management of Student Behavior				
Standards of conduct are clear to students. Teacher response to misbehavior is highly effective and sensitive to students' individual needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

* Performance improvement targets must be provided in areas where *Developing* and *Needs Improvement* have been indicated

Commended instructional behaviors / Performance improvement targets:

Classroom Observation of: Teacher Name on: _____
 Observer's Initials: _____ Date: _____ Teacher's Initials: _____ Date: _____

2) Planning and Preparation				
<i>Select only one attribute per row.</i>	Distinguished	Accomplished	Developing*	Needs Improvement*
a) Evidence of planning/lesson design				
The lesson's structure (goals, objectives, procedures, and evaluation) is clear and includes all components of a well-developed lesson. The lesson addresses all goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Knowledge of content				
Teacher displays extensive content knowledge.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Selection of goals				
The goals are valuable, and the teacher clearly establishes high expectations, which relate to curriculum frameworks and standards. The goals take into account varying learning needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Use of instructional resources				
Materials and resources support the instructional objectives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Choice of learning activities				
The learning activities are highly relevant to students and to the instructional goals. The activities progress in a balanced manner and reflect current educational research.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

* Performance improvement targets must be provided in areas where *Developing* and *Needs Improvement* have been indicated.

Commended instructional behaviors / Performance improvement targets:

Classroom Observation of: Teacher Name on:
 Observer's Initials: Date: Teacher's Initials: Date:

3) Instructional Delivery				
<i>Select only one attribute per row.</i>	Distinguished	Accomplished	Developing*	Needs Improvement*
a) Provides for individual differences				
Teacher initiates or adapts activities and projects to enhance student understanding. Students are cognitively engaged in the activities and assignments.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Establishes directions and procedures				
Teacher directions and procedures are clear to students and anticipate possible student misunderstanding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Applies appropriate instructional techniques				
Teaching strategies meet the instructional goals and engage students in the interpretation, and/or synthesis and/or evaluation of information.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Provides feedback to students				
Teacher provides consistent, timely and meaningful feedback to students throughout the lesson.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Demonstrates instructional flexibility				
Teacher anticipates and makes adjustments to the lesson as needed. The adjustments enable the lesson to flow smoothly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

* Performance improvement targets must be provided in areas where *Developing* and *Needs Improvement* have been indicated

Commended instructional behaviors / Performance improvement targets:

**Washingtonville Central School District
Counselor Observation**

Counselor: _____ Date of Observation: _____

Grade Level/Subject: _____ Building: _____ Traveling Counselor

Observer's Name: _____ Length of Observation: _____

Summary:

Counselor's Comments:
 Comments attached

Date of Conference: _____

Signature of Observer

Signature of Counselor

Date signed: _____

Date signed: _____

cc: Superintendent
Director of Personnel (For File)

Asst. Superintendent for Instruction

Observation of: _____ on: _____
 Observer's Initials: _____ Date: _____ Counselor's Initials: _____ Date: _____

The following scale should be used to evaluate each performance indicator:

Distinguished: Indicates the counselor does an outstanding job in this performance indicator. No area for improvement is readily identifiable.
Accomplished: Indicates the counselor consistently meets and sometimes exceeds expectations for performance in this performance indicator. Current practices are clearly acceptable.
Developing:* Indicates the counselor's performance sometimes but not always meets expectations in this performance indicator. Improvement activities are required for performance to consistently meet standards.
Needs Improvement:* Indicates the counselor's performance in this performance indicator is not acceptable. Improvement activities must be undertaken immediately.

Select only one per row.	Distinguished	Accomplished	Developing*	Needs Improvement*
I. Content Knowledge				
Counselor has an understanding of information being presented and uses several examples to demonstrate knowledge.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
II. Preparation				
The goal of the presentation is clearly defined with evidence of thorough planning and preparation. This is demonstrated by the incorporation of a variety of resources during the presentation of the information.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
III. Delivery of Services				
The counselor clearly disseminates information to the students, taking into account the various emotional and social levels of understanding for individual students. Counselor uses interactive activities and/or examples relevant to both the students and the goal of the presentation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

* Performance improvement targets must be provided in areas where *Developing* and *Needs Improvement* have been indicated

Commendable behaviors / Performance improvement targets:

•

Observation of: _____ on: _____
 Observer's Initials: _____ Date: _____ Counselor's Initials: _____ Date: _____

<i>Select only one per row.</i>	Distinguished	Accomplished	Developing*	Needs Improvement*
IV. Organization/Management				
The counselor is well organized in the delivery of the information. The presentation includes activities that progress in a clear and sensible manner reflective of the goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
V. Student Development				
a. Counselor has a clear understanding of student development and demonstrates this through highly relevant learning activities and goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The activity/presentation chosen provides an opportunity to address the diverse needs of the students involved.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
VI. Student Assessment				
Counselor uses techniques to assess students' prior knowledge and determines level of understanding throughout the presentation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

* Performance improvement targets must be provided in areas where *Developing* and *Needs Improvement* have been indicated

Commendable behaviors / Performance improvement targets:

-

Observation of: _____ on: _____
 Observer's Initials: _____ Date: _____ Counselor's Initials: _____ Date: _____

<i>Select only one per row.</i>	Distinguished	Accomplished	Developing*	Needs Improvement*
VII. Collaboration				
The counselor has collaborated with colleagues (teachers, counselors, pupil personnel, etc.) to determine the overall objectives of the presentation to ensure consistency regarding the topics being presented.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
VIII. Reflective and Responsive Practice				
The counselor plans for and encourages either verbal or written feedback from colleagues to make improvements in future presentations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

* Performance improvement targets must be provided in areas where *Developing* and *Needs Improvement* have been indicated

Commendable behaviors / Performance improvement targets:

•

Washingtonville Central School District
Library-Media Specialist Observation

Librarian's Name: _____ Date of Observation: _____

Grade Level: _____ Building: _____

Observer's Name: _____ Length of Observation: _____

Lesson Summary:

Librarian's Comments:
 Comments attached

Date of Conference: _____

Signature of Observer

Signature of Librarian

Date signed: _____

Date signed: _____

cc: Superintendent
Director of Personnel (For File)

Asst. Superintendent for Instruction

Observation of: _____ on: _____
 Observer's Initials: _____ Date: _____ Librarian's Initials: _____ Date: _____

The following scale should be used to evaluate each performance indicator:

Distinguished: Indicates the librarian does an outstanding job in this performance indicator. No area for improvement is readily identifiable.
Accomplished: Indicates the librarian consistently meets and sometimes exceeds expectations for performance in this performance indicator. Current practices are clearly acceptable.
Developing:* Indicates the librarian's performance sometimes but not always meets expectations in this performance indicator. Improvement activities are required for performance to consistently meet standards.
Needs Improvement:* Indicates the librarian's performance in this performance indicator is not acceptable. Improvement activities must be undertaken immediately.

I. Management and Administration of the Library Media Center				
<i>Select only one per row.</i>	Distinguished	Accomplished	Developing*	Needs Improvement*
a) Library Budget				
Thorough planning with administration and faculty is evident. Budget requests are based on the needs and objectives of the library program.	N/A <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Organization and Maintenance of the Library				
Organizes and maintains the library for optimal use by students and faculty. Ensures that the library facility, materials and equipment are used appropriately and are well maintained.	N/A <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Communication				
Effective communication with staff and administration is evident.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

* Performance improvement targets must be provided in areas where *Developing* and *Needs Improvement* have been indicated

Commendable behaviors / Performance improvement targets:

Observation of: _____ on: _____
 Observer's Initials: _____ Date: _____ Librarian's Initials: _____ Date: _____

II. Library Collection Development				
<i>Select only one per row.</i>	Distinguished	Accomplished	Developing*	Needs Improvement*
a) Selection and Acquisitions				
Extensive planning and collaboration in the selection and acquisition of materials for the collection is evident. The librarian uses a variety of selection tools such as periodical reviews, bibliographies, and professional judgment effectively.	N/A <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
III. Library Media Services				
a) Instructional services				
Effectively assists and instructs staff and students in the use of the Library and its resources. Makes the library and its resources readily accessible to students and staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Curriculum Development				
Participate as a member of the instructional team in curriculum development and plans with teachers at their request.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

* Performance improvement targets must be provided in areas where *Developing* and *Needs Improvement* have been indicated
 Commendable behaviors / Performance improvement targets:

Observation of: _____ on: _____
 Observer's Initials: _____ Date: _____ Librarian's Initials: _____ Date: _____

IV. Enables students to become effective information users				
<i>Select only one per row.</i>	Distinguished	Accomplished	Developing⁺	Needs Improvement⁺
a) Preparation				
Plans, implements and evaluates the needs and skills of students. Uses a variety of resources as appropriate to the lesson.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Research Skills				
Helps students develop habits of independent reference work and literacy by providing instruction in reference / research skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Library Climate				
1. Interactions between librarian and students are professional, caring and respectful.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Standards of conduct are clear to students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Librarian encourages students to take responsibility for learning and conduct.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

⁺ Performance improvement targets must be provided in areas where *Developing* and *Needs Improvement* have been indicated

Commendable behaviors / Performance improvement targets:

APPENDIX D

WASHINGTONVILLE CENTRAL SCHOOL DISTRICT
PAYROLL DEDUCTION AUTHORIZATION

Please return this form and membership application to your Professional Relations member whether or not you desire payroll deduction.

(Print) Last Name, First Initial Building

Address

TO: BOARD OF EDUCATION, WASHINGTONVILLE CENTRAL SCHOOL DISTRICT

Pursuant to Chapter 392, Laws of 1967, I hereby request and authorize you, according to arrangements agreed upon with the Washingtonville Teachers' Association, to deduct from my salary for those designated professional associations the total annual membership dues in eighteen installments beginning with the first paycheck in October. In case of termination of employment, the Board shall deduct the remainder of the annual dues for the year from my final paycheck. I hereby waive all right and claim for said monies so deducted and transmitted in accordance with this authorization and relieve the Board of Education and all its officers from any liability therefor. This authorization shall be continuous while employed in this school system or until withdrawn by written notice.

	<u>AMOUNT OF DUES</u>	<u>CHECK HERE</u>
Washingtonville Teachers' Association and its State and National Affiliates	_____	_____
Orange County Teachers' Association	_____	_____
Mary Muldoon Fund	_____	_____
Vote COPE	_____	_____

Employee's Signature

If you intend to join any of the above associations and do not elect payroll deductions, please make payment to the Professional Relations Committee member in your building. Do not send money directly to any of the above associations.

Appendix E
403b SMOA

MEMORANDUM OF AGREEMENT (hereinafter “MOA”)

THIS AGREEMENT entered into as of the 13th day of June, 2013, by and between the Washingtonville Central School District (“Employer” or “District”) and the Washingtonville Teachers Association (“WTA” or “Association”), does hereby amend the terms of the existing collective bargaining agreement (“CBA”) that governs the employment relationship between the District and the WTA as follows:

Effective on the date of execution, the District and WTA agree that the following terms shall modify the sick leave payout provision of the CBA at Article XV(A)(5) and any retirement incentive payout entitlements that may be established between the parties through subsequent supplemental memoranda of agreement.

MANDATORY CLAUSES

1. **No Cash Option**: No employee may receive cash in lieu of or as an alternative to any of the Employer’s Non-elective Contribution(s) described herein.

2. **Contribution Limitations**: In any applicable year, the maximum Employer Contribution shall not cause an employee’s 403(b) account to exceed the applicable contribution limit under §415(c)(1) of the Internal Revenue Code, as adjusted for cost of living increases, using the calendar year for determining the contribution limit. For Employer non-elective contributions made post-employment to a former employee’s 403(b) account, the contribution limit shall be based on the employee’s compensation, as determined under §403(b) (3) of the Code and, in any event, no Employer non-elective contribution shall be made on behalf of such former employee after the fourth taxable year following the taxable year in which that employee terminated employment.

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

- A. For all members in the New York State Teachers Retirement System (“TRS”) with a membership date before June 17, 1971,¹ the Employer shall first make an Employer

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

non-elective contribution up to the contribution limit of the Internal Revenue Code and then pay any excess amount as compensation directly to the employee. In no instance shall the employee have any rights to, including the ability to receive, any excess amount as compensation unless and until the contribution limit of the Internal Revenue Code is fully met through payment of the Employer's non-elective contribution; and

- B. For all members in the TRS with a membership date in the TRS on or after June 17, 1971, the employee shall first make an Employer non-elective contribution up to the contribution limit of the Internal Revenue Code. To the extent that the Employer non-elective contribution exceeds the contribution limit, such excess shall be reallocated to the employee the following year as an Employer non-elective contribution (which contribution shall not exceed the maximum amount permitted under the Code), and in January of the following year for up to four (4) years after the year of the Employee's employment severance, until such time as the Employer's non-elective contribution is fully deposited into the employee's 403(b) account. In no case shall the Employer non-elective contribution exceed the contribution limit of the Internal Revenue Code.

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

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

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

6. This MOA shall further be subject to the approval of the 403(b) Provider, which shall review the MOA solely as a matter of form and as the provider of investment products designed to meet the requirements of Section 403(b) of the Internal Revenue Code. Upon request, OMNI Financial ("OMNI") agrees to provide the Employer with OMNI's standard hold harmless

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

agreement where the Employer has selected OMNI as the endorsed plan provider of 403(b) accounts for receipt of Employer Non-elective Contributions.

7. **Employer Non-Elective Contributions Equal to Termination Pay**: The Employer agrees to make an Employer non-elective contribution to the 403(b) account of each covered employee who severs their employment with the Employer during the contract year and who is eligible to apply for and who commences their retirement from the state sponsored retirement system. The amount of the Employer non-elective contribution shall be the amount set forth at Article XV(A)(5), as well as any amount described in any supplemental memoranda of agreement between the parties regarding retirement incentive programs. The Employer shall make the contribution as described in paragraph 2, herein above.