

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
RED HOOK SCHOOL FACULTY ASSOCIATION
AND
RED HOOK CENTRAL SCHOOL DISTRICT

July 1, 2017 - June 30, 2021

Table of Contents

ARTICLE I – RECOGNITION	2
ARTICLE II - ASSOCIATION AND INDIVIDUAL RIGHTS	3
ARTICLE III -WORK ASSIGNMENT, HOURS AND LOAD	4
ARTICLE IV - JOB SECURITY	9
ARTICLE V - SALARY AND ECONOMIC CONSIDERATIONS	10
ARTICLE VI - CLASS SIZE	11
ARTICLE VII - LEAVES	12
ARTICLE VIII – EVALUATION	16
ARTICLE IX - PERSONNEL FILES	19
ARTICLE X - VACANCIES, PROMOTIONS AND TRANSFERS	19
ARTICLE XI - DEPARTMENT CHAIRPERSONS AND COORDINATORS.....	20
ARTICLE XII - TEACHER AIDES	20
ARTICLE XIII - GRIEVANCE PROCEDURE	21
ARTICLE XIV - INSURANCE AND WELFARE	23
ARTICLE XV - MISCELLANEOUS PROVISIONS	27
ARTICLE XVI - TERM, AMENDMENT, MODIFICATION AND TERMINATION.....	28
ARTICLE XVII - LEGISLATIVE ACTION	29
SCHEDULE A - COMPENSATION SCHED FOR UNIT MEMBERS EXCLUSIVE OF NURSES - BACHELORS...	30
COMPENSATION SCHED FOR UNIT MEMBERS EXCLUSIVE OF NURSES - MASTER'S	31
ADDITIONAL COMPENSATION	32
SCHEDULE B - COMPENSATION SCHEDULES FOR SCHOOL NURSES.....	34
SCHEDULE C - COMPENSATION SCHEDULES FOR CHAIRS, COORDINATORS, LEADERS, MENTORS	35
SCHEDULE D COMPENSATION SCHED FOR COACHING, EXTRA-CLASSROOM, IN-SERVICE & OTHER...	36
SCHEDULE E- COMPENSATION SCHEDULE - MISCELLANEOUS.....	39
SCHEDULE F - COMPENSATION SCHEDULE – CLUBS, ADVISORIES, MUSIC & THEATER.....	41

ARTICLE I – RECOGNITION

1. The Red Hook Board of Education ("Board") recognizes the Red Hook Faculty Association ("Association") as the exclusive representative of all full time and part time teachers, guidance counselors, librarians, school psychologists, speech therapists, and registered professional nurses in matters of terms and conditions of employment and grievances.

Excluded are the Superintendent of Schools, the Assistant to the Superintendent for Curriculum and Instruction, Administrative Assistant to the Superintendent, Principals, Assistant Principals, the Director of Special Services, and the Director of Physical Education.

2. Substitute employees shall be members of the bargaining unit according to the following:
 - A. A contract substitute who takes the place of an employee, who is on a leave of absence of a specific duration for more than three (3) months, shall be a member of the unit from the first day of employment. Such an employee shall be afforded the rights under Articles I, II, III, V, VI, VII, 1 ABC, 2A, 3A, VIII, IX, XIV, 1a, 2, 3, 4, XV, 4, 5, 6, 7 and schedules where appropriate and shall be afforded the grievance rights under Article XIII for these articles or these sections only.
 - B. A contract substitute who takes the place of an employee who is on a leave of absence of a specific duration for a period of one (1) month to three (3) months shall be a member of the unit from the first day of employment. Such an employee shall be afforded the rights under Articles I, II, III, V, VI, VII, 1abc, 2a, 3a, VIII, IX, XV, 4, 5, 6, 7 and schedules where appropriate and shall be afforded the grievance rights under Article XIII for these articles or sections only.
 - C. A per diem substitute hired to take the place of an employee who is on a leave of unspecified duration, shall be a member of the unit after thirty (30) consecutive work days. Such a member shall be afforded retroactively, the rights specified under the contract from the first day of employment. Those rights shall be the ones covered by Articles I, II, III, V, VI, VII, 1abc, 2a, 3a, IX, XV, 4, 5, 6, 7, and schedules where appropriate and shall be afforded the grievance rights under Article XIII for these articles and sections only.

The beginning day for the purpose of this part shall be the first day the substitute began continuous work in the position of the individual on leave.
 - D. Notification of an extended medical leave by a part time, probationary, or permanent employee must be in writing and if sent to a supervisor, shall be forwarded to the Superintendent.

ARTICLE II - ASSOCIATION AND INDIVIDUAL RIGHTS

1. Unit members may participate in tax sheltered annuity programs. The costs of administering such programs will be borne by the District.
2. The District agrees to deduct, in consecutive pay periods, from the pay of all unit members a service fee as certified to the Superintendent by the Association and to transmit such monies to the Association. The Association shall provide the District at least 30 days' notice, in writing, of the method of deduction.
3. The Association affirms that it has adopted such procedures for refund of service fee deduction as required in Section 3, Chapter 677 of the Laws of 1977 of the State of New York. This provision for a service fee deduction shall continue in effect so long as the Association maintains such procedure.
4. The Association asserts that it will not strike against the District during the term hereof.
5. The Association will have the right to use the school buildings without cost at reasonable times for meetings. To assure availability, sufficient notice will be given in advance to the Building Principal. The Association shall have the right to use school facilities and equipment. Use of District supplies shall be on a cost reimbursement basis.
6. The President of the Association shall be relieved of one study hall assignment, if in the secondary, or an equivalent time period, if in the elementary, for the purpose of attending to Association business.
7. The Association will have the right to place its notices, circulars, and other materials relating to proper and legitimate Association business in the members' mail boxes.
8. The Association shall have the right to submit, in writing, its recommendations on planning new and additional instruction to the Superintendent for processing to the Board of Education. The Board shall advise the Association, in writing, of the disposition thereof.
9. The District shall provide the Association with 250 copies of the contract for distribution to unit members within thirty (30) days of the signing of the contract.
10. The Association President will be provided with a copy of the agenda of Board meetings at the same time and in the same manner copies are provided members of the Board, and will be provided a copy of the minutes of Board meetings following approval of such minutes by the Board. Any financial document of the District available to public inspection shall be made available for inspection by Association representatives.
11. The Board and the Association agree that effective teaching is best promoted when each teacher is free to pursue in class the most effective teaching possible within the accepted educational program of the District as established by the Board of Education. The Board agrees that unit members shall enjoy the most reasonable degree of academic freedom within this established program.

12. The District shall provide time necessary for the Association to attend to its needs. A total of twelve (12) days shall be made available each year. The Association shall reimburse the District for days used at the basic substitute rate for that year. The reimbursement shall be made each June.

ARTICLE III -WORK ASSIGNMENT, HOURS AND LOAD

1. Work Assignments and Hours

- A. Unit members will be notified of his/her assignments and building locations no later than June 1st. If a change is necessary after this date, the unit member will be notified by letter, if possible, of the change and will be given the opportunity to discuss the change with the administrator. When reassignment of a unit member is necessary and all qualifications being equal, seniority in the system will determine the change.
- B. Seniority, for the purpose of this Agreement, shall mean and be measured by continuous service (inclusive of paid leaves provided for under Article VII hereof) in the District. Credit toward seniority for unpaid leaves commenced prior to July 1, 1982 shall continue.
- C. The regular work day for all unit members shall commence no earlier than 7:40a.m., no later than 8:30 a.m. It shall be seven hours in length. Prior to the implementation of a split schedule, the District will consult with the Association regarding the decision to implement such a schedule. In the event the Board elects to proceed with split sessions, the District and the Association will enter into immediate negotiations regarding the impact of such a decision on starting times and other terms and conditions of employment in the contract.

On a case-by-case basis, the Superintendent of Schools and the Association President may agree to a change of start and finish times for individual bargaining unit members when warranted. Such agreement may be for only one school year and shall be recorded in an individual side letter.

- D. All unit members shall have a duty-free lunch period of not less than thirty (30) minutes a day.

2. Meetings

- A. Whenever possible, and except as set forth in this agreement, all general faculty, meetings, department and grade level meetings, and any other professional meetings will be held within the school day. The District may hold up to one (1) meeting per month during the school year at which members may be required to attend for up to one (1) hour beyond the normal work day. Attendance beyond such hour for these meetings shall be on a voluntary basis. Twenty-four (24) hours will be considered a minimum prior notice to such meetings, except those that may be called in extreme emergencies.

- B. Effective beginning the 2011-12 school year, the District may hold an additional eight (8) monthly meetings during the school year ("Additional Meetings") which members may be required to attend for up to one (1) hour beyond the normal work day. Attendance beyond such hour shall be on a voluntary basis. The agenda for such additional meeting days, shall be determined by the Professional Development Committee (or such other mutually agreed upon body). The purpose for such additional meeting days may include, but are not limited to, large group professional development (i.e., building wide), small group meetings (i.e., department or grade level and across grade level meetings), or district-wide issues/training. In the event the Professional Development Committee (or such other mutually agreed upon body) cannot arrive at agreement on the agenda for such additional meeting days, the Superintendent of Schools shall make such determination.
- C. All of the above days shall be set forth in the school calendar or otherwise provided to members in writing at the commencement of the school year. The District may alter a previous meeting date set on the calendar on an emergency basis.
- D. On months when an open house occurs, attendance at faculty meetings is voluntary, as has been the past practice. Section 2F of Article III does not commit the Association to an additional meeting in the event of an open house during any particular month.
- E. Members of the bargaining unit who participate in District committees which are held outside of the work day including, but not limited to such committees as the Annual Professional Performance Review, Professional Development, Department Level Team, Building Level Team, Dignity for All Students Act, Safety, Mentor, and Hiring committees may use attendance at up to two (2) of such meetings to count towards the eight (8) meetings set forth in "B" above.
- F. Unit members are expected to attend meetings described above and scheduled open houses. Unit members who fail to attend such meetings or open houses without having been excused from such attendance by the Building Principal in advance shall be charged one-half personal day. Unit members should only request to be excused for extraordinary reasons which prevent their attendance.

3. Elementary Level Faculty

- A. Each elementary teacher will be granted one (1) hour of preparation time each day. A minimum of one half hour of unencumbered time will be granted during the student day.
- B. Every elementary unit member will be provided a minimum duty-free break of fifteen (15) minutes when they are assigned duties for a period of two hours and forty-five minutes or more.
- C. Effective July 1, 1999, elementary teachers shall be relieved of outdoor playground duty. This duty -free period is in addition to the time set forth in paragraphs 3.A and 3.B in Article III.

- D. A half day will be provided for Elementary Teachers in the months of September (first week of school), October, January, February, and May for professional purposes (e.g., team planning, within and across grade level developments, curriculum development, etc.). These days may be scheduled by the superintendent to coincide with Superintendent Conference days. The intent of such days is to support the district's education goals and objectives. Teacher planning for the content of these days should incorporate these goals and objectives. Teachers and/or the Association shall notify the Superintendent and relevant building principal(s) no later than three (3) weeks in advance of the proposed content of such days. The purpose to be covered in these half days is subject to the approval by the Superintendent of Schools. Should the teachers and/or the Association fail to notify the Superintendent of the proposed content of such days, then the Superintendent shall direct the content. Should the teachers and/or Association notify the Superintendent of such content and the Superintendent disapproves of the content of part or all of these days, he shall notify the Association of the reason(s) for such disapproval and alternative content shall be developed by the teachers and/or Association and submitted to the Superintendent of his approval with seven (7) calendar days of his notice. Should the Superintendent then disapprove of the content, he shall notify the Association and the reason(s) for such disapproval and shall instead direct the alternative content.

For the purpose of this provision, the student day shall be defined as the time the unit members are responsible for the supervision or instruction of students.

4. Nurses

Effective September 1, 2006, school nurses will be provided one unencumbered day each month for the purpose of maintaining and updating various medical records and health care plans.

5. Secondary Level Faculty

- A. Every secondary unit member shall have at least one (1) preparation period, of the same length as a regular class period, during which the unit member shall not be assigned any other duties.
- B. Secondary level special subject teachers (music, art, physical education, Family and Consumer Sciences, special education, A.I.S., and industrial arts) will be assigned six (6) periods of instruction or five (5) periods of instruction and one (1) supervisory period.
- C. Secondary level librarians will be assigned no more than six (6) periods per day.
- D. Secondary level Title I/PSEN Remedial Reading, Writing and Mathematics teachers will be assigned no more than six (6) periods of instruction or five (5) periods of instruction and one (1) supervisory period.

- E. Secondary level teachers of English, social studies, mathematics, science, foreign languages and business shall have no more than five (5) instructional periods, including labs, and one (1) supervisory period per day. This provision shall not apply during examination weeks.
- F. The examination proctoring load shall be shared fairly and equitably by all secondary teachers. During examination weeks, unit members shall be in attendance during the normal work day.
- G. The provisions of Paragraph 5 (F) of this Article notwithstanding, a secondary level regular subject unit member may be assigned classes in remediation, to the extent allowed by law. A remedial class will be a group of no more than ten (10) students. When a regular subject unit member is assigned such classes, the following limits shall apply:

Regular Class	Remedial Class	Supervisory Periods
4	1	1
3	2	1
2	3	1
1	4	1
3	3	0
2	4	0

If scheduling requires the remedial class to meet more than one (1) period per day, then the affected unit member will be relieved of the supervisory period. In no instance shall such unit member have more than six (6) instructional periods

- H. When, during the seven-hour work day, bargaining unit members are not involved in instruction, supervision, preparation or lunch as outlined by this agreement, they may be assigned by the District to meetings involving curriculum and other educational issues, including team meetings, meetings with parents, shared decision-making meetings, department, and grade level meetings. The professional duties of a teacher include dealing with the individual needs of students. There is an expectation that teachers, when not involved in the activities outlined above in this paragraph, will be available to meet such needs during their seven-hour work day.

6. First Year Teachers

Effective July 1, 1999, first year teachers in the District will be brought in for up to two (2) days the week before the start of school to participate in an orientation program developed and delivered by the Association which has been reviewed and approved by the Superintendent. The Association shall present the anticipated program to the Superintendent or his/her designee by July 15th and, upon request, meet with the Superintendent or his/her designee to discuss input from the Superintendent concerning the program. Such first-year teachers, including contract substitutes and part-time

teachers, will be compensated at the rate of 1/200th of salary for the day(s) of required attendance.

7. A sixth class for core subject teachers or a seventh class for special area teachers may be assigned to a secondary-level teacher on a voluntary basis. Compensation for an additional class assignment shall be based on the FTE of the class assignment as applied to the bargaining unit member's annual teaching salary and the FTE that the additional class represents. A secondary-level teacher who teaches special subjects and is voluntarily assigned a seventh class shall receive compensation as if the assigned class is a sixth class as set forth in the example below.

How this provision is to be applied is based on how District historically has calculated FTE for secondary-level teachers who agree to take an additional assignment. Examples are:

- A. The regular assignment for a secondary core subject teacher (i.e., Math, English, Social Studies, Science, Foreign Language, etc.) is five (5) classes and one (1) duty. Teachers in these areas who agree to take on an additional class period for a full year have been provided with an additional 0.2 FTE calculated as one additional class against a normal load of five classes with the duty not included in the calculation in any manner.
- B. Certain secondary special subject teachers (i.e., Physical Education, Art, Music, etc.) may have a regular assignment of six (6) classes and no duty. Teachers in these areas who agree to take on an additional seventh class period for a full year have been provided with an additional 1/6 FTE calculated as one additional class against a normal load of six (6) classes. In some cases, a Physical Education Teacher takes on an additional class period that meets every other day for the full year and in these cases the FTE has been calculated as 1/12 FTE.
- C. Secondary Science teachers have a more complicated calculation for FTE based on whether the additional assignment has a lab associated with it and whether another portion of their assignment can be modified in order to better accommodate the additional class. In calculating the FTE for an additional Science class that includes an every-other-day lab in addition to the class period, the additional assignment has been treated as 1.5 against a normal load of five (5) classes and one (1) duty. Discounting the duty and comparing a 1.5 addition to a normal load of five (5) classes generates a 0.3 FTE. When a teacher's schedule is modified to allow the additional class to be assigned, these modifications could reduce the 0.3 FTE to either 0.2 FTE or 0.1 FTE depending on what has been removed from that teacher's assignments.
- D. In each of the above examples, when an assignment is not for a full year, the

amount paid is pro-rated to the portion of the year that the additional class assignment is in place.

8. Occupational Therapists and Physical Therapists shall work 35 hours each week that school is in session. These hours are flexible and to be scheduled in consultation with the District. OTs and PTs shall have a duty-free lunch period each day of not less than thirty minutes and a duty-free preparation period each day of not less than thirty minutes.

ARTICLE IV - JOB SECURITY

1. The District agrees not to employ outside agencies or individuals to displace bargaining unit members.
2. However, vacancies for extra-curricular assignments (i.e. coaching, advisors, chaperones) shall be posted in early June and throughout the school year as needed simultaneously via e-mail and on the District website.
3. The Board shall have the right to make the decision as to the best qualified applicant to be employed for the assignment.
4. Should a person employed for an extra-curricular assignment be a member of the bargaining unit at the time of employment and during the term of the assignment or prior to the commencement of the assignment, resign, retire, or otherwise be excused from his teaching position and no longer be a unit member, the Board shall have the right to retain such person to perform or complete the assignment for which he had been employed.
5. Unit members on lay-off shall have priority in the filling of vacancies subsequently existing outside their tenure area, provided they hold certification in the area where such vacancy exists. Such priority shall exist for the maximum period authorized by statute and be in order of seniority based on service in the District.
6. Registered Nurses shall be laid off upon the basis of inverse order of seniority when such positions are abolished. Recall rights shall extend for the period applicable to teachers on a straight seniority basis.
7. All job security rights of part-time unit members shall be subordinate to those of full time members. There shall be no presumption of job continuity for part-time members or long term substitutes. Part-time members and long-term substitutes who achieve full term service shall not accrue cumulative job security benefits over full-time members except for properly credited Jarema Credit.
8. Occupational Therapists and Physical Therapists are in the competitive jurisdictional class and, as such, have certain rights, benefits and privileges within the NY Civil Service Law and the Dutchess County Civil Service Rules and Regulations.

ARTICLE V - SALARY AND ECONOMIC CONSIDERATIONS

1. **Schedule A Salaries.** The annual salaries set forth in Schedule "A" (Compensation Schedule for Unit Members Exclusive of Nurses Bachelors and Compensation Schedule for Unit Members Exclusive of Nurses Masters) are attached hereto with the following increases made:
 - Effective July 1, 2017, the salaries for the 2016-2017 school year shall be increased by 1% to create 2017-2018 schedules;
 - Effective July 1, 2018, the salaries for the 2017-2018 school year shall be increased by 1.25% to create 2018-2019 schedules;
 - Effective July 1, 2019, the salaries for the 2018-2019 school year shall be increased by 1.25% to create 2019-2020 schedules; and
 - Effective July 1, 2020, the salaries for the 2019-2020 school year shall be increased by 1.25% to create 2020-2021 schedules.

2. **Schedule A Longevities.** Unit members covered by Schedule A with the appropriate years of service will be eligible to receive payment of longevities in the amounts shown below. These longevities are cumulative; they are added to your base salary. "Credited Service in the District" is defined as the sum of the educational service credited by Red Hook on hire plus the years of service credited under Paragraph A.7 of this section and the number of years worked in the District.

	2016-17	2017-18	2018-19	2019-20	2020-21
16 Year Longevity	\$3,278	\$3,278	\$3,788	\$4,198	\$4,343
20 Year Longevity	\$4,293	\$4,293	\$4,293	\$4,293	\$4,293
23 Year Longevity	\$0	\$1,000	\$3,000	\$5,000	\$7,000
25 Year Longevity	\$4,293	\$4,293	\$4,293	\$4,293	\$4,293
27 Year Longevity	\$4,293	\$4,293	\$4,293	\$4,293	\$4,293
30 Year Longevity	\$6,060	\$6,060	\$6,060	\$6,060	\$6,060

For example, to reflect new cumulative totals with 30 years of service in 2017-18 as \$23,217; 2018-19 as \$25,727; 2019-20 as \$28,137; and 2020-21 as \$30,282. There shall be no other changes or increases to longevities during the duration of the new agreement.

3. **Credits.** The rate for Master's credits will increase for credits earned on or after July 1, 2017. Master's credits earned before July 1, 2017, shall be paid at the rate of \$67.10. Master's credits earned on or after July 1, 2017, shall be paid at the rate of \$87.00 and shall remain unchanged throughout the term of this agreement. Bachelor's credits shall be paid at the rate of \$87 and shall remain unchanged throughout the term of this agreement.

Schedule A Credit Hour Payment per Credit is amended accordingly.

4. **Schedule B Salaries.** The annual salaries set forth in Appendix "B" (Compensation

Schedules for School Nurses) are attached hereto with the following increases:

- Effective July 1, 2017, the entry level and three years of service salaries for the 2016-2017 school year shall be increased by 3.5% to create 2017-2018 salaries;
- Effective July 1, 2018, the entry level and three years of service salaries for the 2017-2018 school year shall be increased by 3.5% to create 2018-2019 salaries;
- Effective July 1, 2019, the entry level and three years of service salaries for the 2018-2019 school year shall be increased by 3.5% to create 2019-2020 salaries;
- Effective July 1, 2020, the entry level and three years of service salaries for the 2019-2020 school year shall be increased by 3.5% to create 2020-2021 salaries.

5. **Schedule B Longevities. The 15 Year Longevity and 20 Year Longevity shall be as follows which include an increase of \$500 effective July 1, 2017, and an increase of \$500 on July 1, 2018:**

	2016-17	2017-18	2018-19	2019-20	2020-21
10 Year	\$1,653	\$1,711	\$1,771	\$1,833	\$1,897
15 Year	\$2,483	\$3,070	\$3,677	\$3,806	\$3,939
20 Year	\$3,226	\$3,839	\$4,473	\$4,630	\$4,792

6. **Direct Deposit**

Members shall be required to elect direct deposit by completing the forms necessary to authorize such deposit. The District may also institute paperless pay stubs which shall be electronically transmitted to employees.

ARTICLE VI - CLASS SIZE

1. The maximum class sizes excluding Physical Education, Band and Chorus, will be as follows:

Kindergarten	24 pupils
Grades 1 through 6	27 pupils (except in special classes which shall not exceed 20)
Grades 7 through 12	The maximum number of students per teacher will be 130 and no more than 30 pupils in a given class.

Within the confines of the daily class schedule, every attempt will be made to equalize class size in grades 7 through 12.

2. Acceptable reasons for exceeding the stated class size limits shall be:
- a) There is no space available to permit the scheduling of an additional class or;
 - b) A new student enters the District after October 15th or March 15th. In such event the District shall return to compliance by the beginning of the following term.

If either situation exists, there shall be a meeting between the Superintendent and the Association President to seek a solution.

In no event shall the class size limit be exceeded by more than two students per class. Special classes for purposes of this provision means "pre-first" and "Level A" kindergarten classes, and for sixth grade middle school teachers only it applies to art, music (except band and chorus), home & careers, technology, and computers.

ARTICLE VII - LEAVES

1. Sick Leave

- A. Unit members shall be allowed 15 days per year for sick leave at regular pay. Unused sick leave may be accumulated.
 - i. A contract sub under Article 1.2A shall have his/her leave days prorated for the percent of the year worked. These days shall be available at the beginning of the contract period.
 - ii. A contract sub under Article 1.2B shall have one sick day available at the beginning of the contract period and be granted one additional day for each fifteen (15) days worked.
 - iii. A contract sub under Article 1.2C shall have two (2) sick days available at the beginning of his/her contract period and be granted one (1) additional day for each additional fifteen (15) days worked.
- B. Up to seven of such days may be used for illness in the unit member's family. As used in this paragraph, "family" is defined as meaning mother, father, husband, wife, sibling, and child.
- C. Two of such days may be used for religious leave which requires the absence of the unit member during the unit member's normal workday.
- D. The existing sick leave bank, subject to the rules and procedures heretofore established, shall continue.
- E. Upon retiring from the District, at the age of fifty-five (55) or over, a unit member with 20 years or more of credited service in a New York Retirement System will be paid fifty (50%) percent of the last year's daily rate for all unused sick leave days accumulated beyond sixty (60) days with the maximum liability to the District of Fifteen Thousand (\$15,000) Dollars as of July 1, 2001. Employees must make this decision to leave by April 1st of their retirement year, and once the decision to leave is made, it is irrevocable. Effective July 1, 2018, employees must make this decision to leave by March 1st of their retirement year, and once the decision to leave is made, it is irrevocable.

2. Bereavement Leave. There will be no deduction in pay for absences not exceeding five (5) days for each occurrence during the school year because of death of a member of the family of the unit member.
3. Personal Leave
 - A. A unit member shall, subject to the approval of the Superintendent, be entitled to two (2) personal leave days each school year solely for urgent personal business which cannot be conducted in non-school hours. If possible, requests for such leave must be made in writing, in advance, identifying the specific urgent personal business as being for legal reasons, for household or transportation emergencies, for family or financial obligations.
 - B. A personal leave day may not be taken on a day immediately before or after a vacation period or holiday to extend that vacation or holiday. The unused portion of this leave shall accumulate as personal sick leave.
 - C. There shall exist a personal leave review board composed of two Board members, two Association Representatives (all of whom shall be designated in writing, prior to September 10 of each year) and the Superintendent, to meet at the call of the Superintendent, for the purpose of reviewing any alleged abuse. If abuse exists, the individual involved shall be docked for the day(s) questioned and shall lose entitlement for the day(s) of leave abused.
4. Child/Dependent Care Leave
 - A. Unit members shall be granted care leave upon written application for a period not to exceed (2) years, or in the event that two (2) years does not coincide with the end of a semester, the end or beginning of the semester preceding or following the two-year measuring period. The time of the leave shall commence upon the birth of the child or immediately following the end of the unit member's pregnancy related disability, or in case of adoption, from the date when the child first resides in the home. Leaves in excess of the two-year period may be extended, upon request, at the discretion of the Board.
 - B. For non-tenured unit members, child care leave shall be an interruption of the probationary period and not in lieu of service in meeting the requirements for serving the probationary period. A unit member will not accumulate additional leave days during child care leave. However, on return from such leave, prior accumulated leave days will be restored. The unit member will be placed at a salary which the unit member would have achieved in the year immediately following the commencement of the leave of absence, if the unit member worked at least 91 days of the school year during which the leave commenced. If the unit member worked more than 45 but less than 91 days, upon return to the District from leave, one-half step of salary schedule advancement shall be granted. No advancement on the salary schedule shall be granted upon return from leave to unit members who worked no more than 45 days during the school year in which the leave was granted.

- C. Child care leave shall also be available with respect to the adoption of a child under the age of five (5).
- D. The benefits of this section shall be made available to full-time unit members who require leave to care for dependents living in their homes provided that the unit member not be otherwise employed during school hours during the period of said leave.

5. Leave Without Pay

- A. A leave of absence may be granted for personal reasons without pay to unit members at the discretion of the Board. It is understood that unpaid leave is only appropriate in extraordinary circumstances. Requests for unpaid leave must be made in writing at least thirty (30) days prior to the requested leave. This time limit may be waived in an emergency by the Superintendent of Schools.
- B. Those Unit Members granted an unpaid leave of absence of one semester or longer shall notify the District by May 1st whether they will return the following September and by November 15th whether they will return the second semester.

6. Sabbatical Leave

- A. Sabbatical leave will be granted to unit members (inclusive of physical therapists and occupational therapists but exclusive of registered nurses) subject to the following conditions:
 - i. A unit member must have completed eight (8) consecutive years of service in the Red Hook Central School District to become eligible.
 - ii. No more than one unit member will be granted leave during a given year; said leave may be a full year or a half year leave.
 - iii. Applications for sabbatical leaves must be submitted to the Board by March 1st prior to the school year in which the leave is to be taken. There shall exist a sabbatical review committee consisting of five (5) tenured unit members who themselves are not applicants, appointed by the Association, to which committee sabbatical applications will be referred by the Board by March 15th. The Committee shall review all applications and make recommendations in writing relative thereto to the Board by April 15, providing in each instance justification of the recommendation made. The Board shall process, review and notify the applicants of its decision no later than May 15th. In the event that there are applications for full and half-year sabbaticals, the Board shall have complete discretion, which shall not be subject to arbitral review, in determining whether to grant the full or one-half year sabbatical. A unit member having previously been granted a sabbatical leave shall not be eligible for another such leave until the completion of an additional eight (8) years of service not including the time on sabbatical leave.

- iv. Applicants must submit with their application, a detailed outline of the proposed sabbatical program and how this program will improve their proficiency in their work assignment and how- the proposed leave program will serve the interests and needs of the school district. Sabbaticals will be approved only if the application meets the requirements of this paragraph.
- v. Credit hours earned by a person during sabbatical leave periods shall not be credited for salary purposes.
- vi. Each applicant granted sabbatical leave shall sign an agreement to return to service in the school district for a consecutive two-year period commencing in September of the year following the sabbatical leave or in the event of a one-half year leave, the next following semester. If for any reason the applicant is not able to fulfill the return to service agreement, the unit member shall repay the District the full amount of compensation earned during the sabbatical leave or a pro-rated amount to the extent that the two-year service requirement referred to herein is not fulfilled.
- vii. A unit member on a semester sabbatical shall receive 75% of that semester's pay. A unit member on a full year sabbatical shall receive 50% of his/her annual salary.

7. Miscellaneous Leaves

- A. Unit members will be entitled to the following absences with pay:
 - i. Time necessary for appearance in any legal proceeding in response to a subpoena.
 - ii. When unit members are required to serve on jury duty on a scheduled work day, the District will pay full salary for the period of such duty. Upon receipt of the jury duty pay from the appropriate governmental agency by the unit member, the member will remit the jury duty portion of the pay to the District, either by endorsing the jury duty check or, if the expenses for jury duty are combined with the pay, by issuing a personal check for the jury duty portion of the pay. The Unit Member shall provide his/her Building Principal with a copy of the jury service notice as soon as possible after receipt.
- B. A unit member, upon request, may be granted at least one day per year to visit another school system. The following procedures and limitations will apply:
 - i. The request should be submitted in writing to the Building Principal three (3) weeks in advance. The Building Principal may waive the time requirement at his/her discretion.
 - ii. The request should include a brief statement of the purpose other visit and the name of the school to be visited. The request should indicate if the unit

member wishes the Building Principal to make arrangements for the visit with the person in charge of the program to be observed.

- iii. Approval or denial of a request with the reason stated shall be made in writing one week in advance of a day requested.
 - iv. The Building Principal may request additional visitations to be made by the unit member.
 - v. Following such visit a written report of the unit member's observations shall be made to the Building Principal.
 - vi. Unit members will be reimbursed for reasonable expenses. If a personal vehicle is used, mileage up to a maximum of 150 miles will be paid at the current I.R.S. rate per mile. The Building Principal may waive this mileage limit at his/her discretion.
- C. With the approval of the Building Principal, a unit member may be granted, upon request and without any loss of pay, time necessary for attendance at professional meetings, conferences, coaching schools or clinics, for the purpose of expanding the attendant's education and/or enhancing the instructional process. The following stipulations shall apply:
- i. Request shall be submitted to the appropriate Department Chairman and Building Principal one month prior to the annual meeting or a budget requisition time.
 - ii. A brief statement relating to the type of the meeting or conference shall accompany the request.
 - iii. Attendance at additional meetings or conferences may be requested by the appropriate Department Chairman or Building Principals.
 - iv. Unit members will be reimbursed by the Board of Education for reasonable expenses incurred.
 - v. Attendance at a coaching school or clinic by a coach shall be limited to one per year.

ARTICLE VIII – EVALUATION

Pursuant to applicable law and regulations, the parties have negotiated an APPR evaluation plan, which is subject to continuing negotiations as may be set forth in the plan or pursuant to law. Where any provision of the APPR plan is inconsistent with a provision of Article VIII, the provision of the APPR plan shall control.

- A. The purpose of evaluation is to assess the areas of strength and weakness of a unit member and to judge the competency of that unit member.

- B. Unit members shall have reasonable expectation of continued employment provided their services are competent, efficient and satisfactory. The granting of tenure is vested exclusively with the Board of Education.
- C. All unit members shall be advised as to the evaluation procedures of the District. In the event that a unit member is found to be unsatisfactory in any particular area, the unit member shall be advised of the unsatisfactory area requiring change or improvement, etc., and shall be expected to remedy such deficiencies in his/her performance within a reasonable time and opportunity provided the unit member to do so.

2.

- A. Unit members shall be evaluated at least once a year at the discretion of the administrator or supervisor. Such evaluation may be by observation or through completion of performance or project goals as outlined in the District policy.
- B. Project goals will be developed by teacher at the beginning of the school year and reviewed by an administrator. At the end of the year, the teacher and administrator will review the progress of the initiative and evaluate its outcome.
- C. All bargaining unit members will complete a self evaluation yearly to be used to identify the following year's performance goals. These goals shall be in accordance with the procedures in the District Evaluation Policy.
- D. Any document of an evaluative nature must be presented to the unit member in a timely fashion. The member shall have the right to respond to such documents within five (5) school days of the documents receipt. The member must sign the document which shall indicate receipt. The document can leave the administrator issuing it only after the-five (5) day period has elapsed or the response is attached.

3.

- A. Unit members, exclusive of guidance counselors, nurses, and psychologists will be evaluated by an observation in the workplace.
- B. Such observations shall begin with the submission of a pre-observation form. This form will be given to the appropriate administrator two (2) days in advance of the observation date. A conference may be requested by either party at that time. There shall be three (3) such observations each year for untenured teachers, two of which will be completed by January 31st. A tenured teacher shall be evaluated in this manner at least once in a three (3) year period.
- C. The unit member shall be given a written copy of the evaluation no later than five (5) school days after the observation. All additional copies of the evaluation will remain with the observer until the conclusion of the conference or twelve (12) school days following the date of the observation, whichever is earlier.

- D. Within seven (7) school days of the observation, a conference will be held between the unit member and the observer. Such time may be extended by an additional five (5) school days by mutual agreement. At the conclusion of the conference, the unit member will acknowledge that there has been an opportunity to review such material by affixing his/her signature to the copy to be filed with the expressed understanding that such signature in no way indicates agreement with the contents or conclusions thereof. Within seven (7) school days of the conference, the unit member has the right to submit a written response to the evaluation which will be attached to the evaluation document prior to the document being placed in the unit member's file.
- E. Unit members may, at their request, meet with the Superintendent to review their evaluation records prior to these records being placed in their personnel file.
- F. Nothing in this Article shall prohibit the District from disciplining or discharging a unit member for:
 - i. incompetence
 - ii. neglect of duty
 - iii. insubordination
 - iv. misconduct
- 4. The District and Association shall form a committee to review the evaluation process under Article VIII. The committee shall be comprised of the Superintendent of Schools, President of the Association, and additional members each shall designate. The charge to the committee is to review the present evaluation process, especially as set forth in Article VIII, and make any recommendations it deems appropriate. The goal is to have such review completed during the 2001-2002 school year, or as may otherwise be mutually agreed. Any recommendations of the committee which require changes to Article VIII or affect terms and conditions of employment as they relate to evaluation, shall be subject to the approval of the Superintendent, Board, and Association.
- 5. The parties acknowledge that they have a duty to negotiate in good faith certain aspects of Education Law §3012-c (Chapter 103 of the Laws of 2010). Accordingly, notwithstanding the other provisions in this Memorandum of Agreement, those subjects of negotiations as required under Section §3012-c of the Education Law shall remain open subjects of bargaining between the parties beyond the time of ratification of this Memorandum of Agreement. In satisfaction of the parties obligations pursuant to Chapter 103 of the Laws of 2010 (Education Law Section §3012-c and others), the school district and association shall form a committee comprised of members designated by each party (APPR Committee) to work on recommendations for new evaluation procedures and processes as required by that law within applicable time periods. The work of the committee that results in any changes to the Collective Bargaining Agreement and/or evaluation procedures, shall be subject to approval by the Superintendent, the Board of Education, and by the Association.

ARTICLE IX - PERSONNEL FILES

1. Only material containing salary and fringe benefits information and material of a professional evaluative nature will be placed in a unit member's file. Where material of a professional evaluative nature is prepared by an administrator below the level of Superintendent of Schools for inclusion in a unit member's file, the administrator shall provide a copy of the material to the unit member prior to submitting it to the Superintendent. The unit member shall have five (5) calendar days to respond to the administrator who has prepared the material. That administrator may submit the material in its original or amended form to the Superintendent five (5) days after providing the original material to the unit member.
2. A copy of all written materials related to the unit member's job performance shall be given to the unit member prior to placement in the personnel file. The unit member shall be entitled to attach a written response which shall also be placed in the personnel files.
3. Unit members shall have the right to review the contents of their personnel files at any time during normal office hours.

ARTICLE X - VACANCIES, PROMOTIONS AND TRANSFERS

1. New and Promotional Positions
 - A. Whenever any new position is created or whenever any vacancy shall occur in any promotional position, the same shall be publicized by giving written notice of such position to the Association and by posting such notices in each school building. This notice shall set forth the qualification for the position, salary range, and the selection process.
 - B. Unit members who desire to apply for such vacancies shall submit their applications to the Superintendent, or his/her designated administrator, within the time limit specified in the notice. Upon request, each applicant will be granted an interview.
 - C. Within sixty (60) days of the final submission date, the Board shall inform the applicant, in writing, of its decision.
 - D. If the applicant for such a position who is not selected requests the reasons, such reason shall be given to him/her orally whether or not the position has been filled.
2. Non-Promotional Positions

Vacancies in existing non-promotional positions shall be posted at least two (2) weeks prior to the deadline for applications. In emergency situations, the Association may waive the deadline.
3. Transfers

Unit members who wish to transfer in position shall inform the Superintendent. When a vacancy or a new position occurs in the area that the unit member requested, the Superintendent or his/her designee shall notify the unit member and arrange an interview.

4. Appointment to Unit Vacancies

All appointments to vacancies and openings within the unit represented by the Association shall be based on qualifications and experience (the same being equal, seniority in the system shall determine the appointment), and shall be made at the sole discretion of the Board. Such appointments shall be made without regard to age, sex, race, creed, color, religion, nationality, marital status, or ancestry.

5. The Occupational Therapists and Physical Therapists shall maintain their current practices regarding student scheduling and assignments under the District's oversight and approval.

ARTICLE XI - DEPARTMENT CHAIRPERSONS AND COORDINATORS

1. Salary and Assigned Periods

- A. Salary applicable to Department Chairperson, Assistant Chairperson, Subject Coordinator, Grade Level Coordinator, and such other similar positions or assignments as may be established by the Board of Education at its discretion are within Schedule C.
- B. Department Chairpersons for Grades 6-12, Assistant Chairpersons for Grades 6-8 or for Grades 9-12, and Coordinators for Grades K-12 shall be limited to a maximum of five (5) assigned periods per day.
- C. Department Chairpersons for Grades K-12 shall be limited to a maximum of four (4) assigned periods per day.

2. IB Coordinator

- A. IB Coordinator is similar to that of department chairpersons and coordinators. The member who applies for and is assigned this responsibility shall be released from two (2) periods of instruction per day and shall not have any assigned supervisory period as compensation for performance of such duties.
- B. This assignment shall be on an annual basis and shall be made following a posting for such assignment in accordance with the requirements as applied to department chairpersons and coordinators.

ARTICLE XII - TEACHER AIDES

1. Teacher Aides

- A. A teacher aide may be assigned by the Board of Education to assist the unit members in such non-teaching duties as:

- i. Managing records, materials and equipment;
 - ii. Attending to the physical needs of children; and
 - iii. Supervising students and performing such other services as support work duties when such services are determined and supervised by unit members.
- B. Recommendations for the use of teacher aides will be submitted through the cabinet in each building to the Building Principal who shall include these along with his/her recommendations in a report to the Superintendent for consideration by the Board of Education. The Superintendent shall report back to the cabinet, by way of the Building Principal, the disposition thereof.

ARTICLE XIII - GRIEVANCE PROCEDURE

1. Definitions

- A. "Grievant" shall mean either: (1) unit member; or (2) the Association;
- B. "Grievance" shall mean an alleged violation (misapplication or misinterpretation) of any one or more of the terms and provisions of this Agreement; and,
- C. "Class Grievance" shall mean a grievance affecting a substantial number of unit members from more than one building. A class grievance may be initiated by the Association in the first instance at the Superintendent's stage of consideration. In such event, the time for the Superintendent to render a decision shall be fifteen (15) school days from the receipt of the grievance.

2. Procedural Requirements

- A. A grievance must be submitted within thirty (30) school days of the occurrence giving rise to the grievance or of the date which the Grievant had or should have had knowledge thereof, in order to be timely.
- B. In the event a unit member or group of unit members presents a grievance, notice of meetings, written submissions, or other such communications shall be provided to the Association. The Association shall have the right to participate in any meeting or hearing of said grievance.

3. Grievance Procedure

- A. Stage 1 - A Grievant shall submit a written statement/grievance giving all necessary details and particulars relating to the grievance to the administrator or supervisor whose area of responsibility covers the subject of the grievance. Within five (5) school days after submission, a meeting will be held between the administrator or supervisor and the Grievant and/or the representatives thereof. Within five (5) school days thereafter, the administrator or supervisor will render a decision in writing to the Grievant;

- B. Stage 2 - In the event the grievance is not resolved and the Grievant desires to pursue the same, the Grievant, within ten (10) school days of receipt of the decision in Stage 1, shall notify the Superintendent of Schools in writing of the desire to pursue the grievance. Within ten (10) school days of receipt of such notice, the Superintendent shall consider the grievance and render a decision in writing. The Superintendent may hold a meeting with the Grievant and Association to discuss the substance of the grievance within this ten (10) day period.
- C. Stage 3 - In the event the grievance is not resolved and the Grievant desires to pursue the same, the Grievant, within ten (10) school days of receipt of the decision of the Superintendent, shall notify the Board, in writing, of the desire to pursue the grievance by delivering such notice to the Superintendent on behalf of the Board. Within ten (10) school days, the Board, or committee thereof, shall hold a meeting on the grievance, in executive session, with the Grievant(s). Within ten (10) school days thereafter, the Board of Education shall render a written decision concerning the grievance. There shall be no appeal of a grievance beyond the Board level unless the Association is the Grievant or pursues the appeal on behalf of the Grievant.
- D. Stage 4 - In event the grievance is not resolved and the Association desires to pursue the grievance, the matter shall be submitted to arbitration by filing a Demand for Arbitration with the Clerk of the Board within fifteen (15) school days of the final decision at the Board of Education stage. Arbitration shall be conducted in accordance with the following procedures:
- i. All arbitrations shall be heard before one of the following arbitrators who shall be appointed on a rotating basis: Jeffrey Selchick (Albany); Howard Edelman (Long Island); Dan A. Eischen (Ithaca); Jay Siegel.
 - ii. The rules and procedures of the American Arbitration Association shall apply to the conduct of hearings;
 - iii. The selected arbitrator will hear the matter promptly and will issue the decision. The arbitrator's decision will be in writing and will set forth his/her findings of fact, reasoning and conclusions on the issues;
 - iv. The arbitrator shall have no power or authority to make any decisions which require the commission of an act prohibited by law or which is violates of the terms of the Agreement;
 - v. The decision of the arbitrator shall be final and binding upon all parties; and,
 - vi. The cost for the services of the arbitrator, including expenses, if any, will be borne equally by the Board and the Association.

ARTICLE XIV - INSURANCE AND WELFARE

Effective July 1, 2018, physical therapists and occupational therapists shall be within Article XIV.

1. Health Insurance

- A. Effective July 1, 2018, the District will no longer offer the DEHIC Alternate PPO Plan as a health insurance plan choice to employees. Effective July 1, 2018, the District will contribute to the cost of the DEHIC Healthy Advantage Plan as it exists on July 1, 2018, as follows:

	1/1/18	7/1/18	7/1/19	7/1/20
Full-time Employee Coverage	84%	85%	85%	85%
Dependent Coverage	84%	85%	85%	85%
Part-time (.5 up to 1.0) Employee Coverage	84%	85%	85%	85%
Dependent Coverage	50%	50%	50%	50%
Part-time (less than .5) Employee Coverage	80%	80%	80%	80%
Dependent Coverage	0%	0%	0%	0%

For the period of January 1, 2018, through June 30, 2018, the employer contribution to the cost of health insurance shall be 84%. For the period of January 1, 2018, to June 30, 2018, one percent (1%) of the employee contribution of 16% shall be taken in equal installments over the pay periods remaining after the date of approval by the Board of Education. Effective July 1, 2018, the employer contribution to the cost of the DEHIC Healthy Advantage Plan shall be 85%. Effective July 1, 2018, the District will contribute 90% to the cost of the DEHIC EPO Select 20 Plan for employees who select that plan.

A bargaining unit member who is .5 FTE to less than 1.0 FTE has the same payment as full time members for individual and 50% dependent coverage.

Once 1.0 FTE status is reached, then payment will be in accordance with the provision for full time members.

- B. Employee contribution toward the premium shall be by payroll deduction.
- C. Unit members in a part-time status as of November 25th, 1998, shall continue to receive health insurance benefits as provided to full time employees so long as they remain continuously employed by the District.

2. Health Insurance Benefits in Retirement and Retirees.

- A. The Board will contribute to the cost of the Dutchess Educational Health Insurance Consortium (DEHIC) Alternate PPO Plan as it exists as of July 1, 2001, which will represent the minimum level of benefits to be provided for the health insurance of unit member retirees and dependents. Effective July, 1999, the District will contribute for retirees as follows:

Employee Coverage	90%
Dependent's Coverage	70%

- B. Effective July 1, 2018, the District will no longer offer the DEHIC Alternate PPO Plan as a health insurance plan choice to retirees. Effective July 1, 2018, the District will contribute to the cost of the DEHIC Healthy Advantage Plan as it exists on July 1, 2018, as follows:

Employee Coverage	90%
Dependent's Coverage	70%

- C. Effective July 1, 2014, any unit member who retires with individual coverage or later reverts to individual coverage from dependent coverage shall have the same employer contribution towards individual coverage as the unit member had at the time of retirement as an active employee.

Effective July 1, 2014, a member of the bargaining unit member must have worked for the School District a minimum of ten (10) consecutive years immediately prior to retirement in accordance with the rules and regulations of the applicable New York State Retirement System in order to qualify for health insurance in retirement. A unit member who may have been off payroll for reasons such as extended medical illness immediately prior to retirement would be deemed to satisfy this requirement.

- D. The District will contribute 85% percent toward individual health insurance and 70% toward dependent health insurance upon and in retirement for bargaining unit members who retire during the period of January 1, 2018, through June 30, 2018.

3. Any contribution to health insurance shall be a true percentage of the entire annual premium. Employee contributions toward the health insurance premiums shall be by payroll deductions.
4. The District will offer Domestic Partnership Health Insurance coverage subject to the requirements and procedures established by the DEHIC under the Empire Blue Cross Blue Shield Rider, or as may otherwise exist under DEHIC and insurance provided by the District pursuant to this article.
5. The School District will offer the DEHIC EPO Select 20 plan as a voluntary option in which members and retirees may participate. A full-time member of the bargaining unit who participates in the DEHIC EPO Select 20 plan will have a District contribution of ninety percent (90%) of the cost of the DEHIC EPO Select 20 plan. A part-time member of the bargaining unit who participates in the DEHIC EPO Select 20 plan will have a District contribution as set forth in Article XIV.1.A. A retiree who participates in the DEHIC EPO Select 20 shall have the level of District contribution as provided in Article XIV.2. Members and the retirees may switch plans at any open enrollment period or as allowed under the plan, law, rule and regulation.
6. Health Insurance Opt Out
 - A. Unit members and retirees who are otherwise health insured may opt out of the District's health insurance program and receive a payment equal to 35% of the annual premium paid by the District as set on July 1 of each year. Such payment shall be made by the District in two installments, the first to be made on or before October 1st and the second to be made on or before April 15th of each year.
 - B. The application and proof of alternative health care coverage shall be provided to the Business Administrator in writing by June 1st in order to opt out as of July 1st; and by December 1st in order to opt out as of January 1st. Applications for buyouts must be renewed each year by June 1st.
 - C. Re-entry into the District's health insurance program shall be allowed at any time subject only to the waiting period, if any, of the District's health insurance program rules and regulations.
 - D. New employees may choose this option and receive this benefit on a pro-rated basis, provided that an application and proof of other health insurance is furnished to the Business Administrator within thirty (30) calendar days of beginning work.
 - E. Re-entry into the District's health insurance program shall be conditioned upon the unit member's repaying 1/12th of the annual buy out amount for each month remaining in the school year. In the event that the employee's services are terminated for whatever reason or the employee is granted an unpaid leave, the employee shall be required to repay the portion of the amount applicable for the remaining months in the school year. To the extent that the payment is not made on a voluntary basis, the District is authorized to recoup repayment from any unpaid salary or compensation otherwise due the employee.

7. Welfare Trust Fund

- A. The District will contribute to the Welfare Trust Fund the sum of \$1,550.00 per member effective July 1, 2017, \$1,625 per member effective July 1, 2018, and \$1,700 per member effective July 1, 2019.
- B. On each July 1st the District will contribute one half of the amount due to the Welfare Trust Fund for each bargaining unit member of record on July 1st. On November 1st the second half of the amount due will be paid by the District, with appropriate adjustments made for any changes of membership that occurred after July 1st.
- C. The Welfare Trust Fund will be administered by the Association only - provided, however, that the District's contribution shall be used for purchasing benefits such as: dental, life, optical, disability, or income protection insurance and group legal services.
- D. The Association shall inform the Board of Education of the usage of the Fund and upon request of the Board, the Association shall provide appropriate accounting records as to the use and disposition of the monies in the Fund. In addition, the Association is required to notify the District no later than January. 10th of each year whether any portion of the District contribution toward the fund should be treated as taxable to any employee or member of the fund. Members of the bargaining unit may elect payroll deductions for their individual contributions to the fund and the District will credit the fund with the amount of the members' contributions each payroll date.
- E. A pool of \$2500 per year will be provided by the District for damaged property. This pool shall be used for the reimbursement of damaged, lost or stolen equipment brought into the District by unit members for educational purposes, where such equipment is brought into the District with the prior written approval of the administration.

8. Full Flex Plan

- A. The District shall offer an Internal Revenue Code Section 125 full flex plan to members of the unit effective April 1st, 1999. The District shall select the administrator of the plan and be responsible for payment of the administrative fees. The District shall consult with the Association as to the selection of a plan administrator.
- B. Full year contract substitutes will be eligible for this benefit.

ARTICLE XV - MISCELLANEOUS PROVISIONS

1. Professional Development. Each unit member will follow a continuous program of professional growth.
2. Curriculum. The faculty shall be entitled to propose to the Building Principal changes in the curriculum to be reviewed by the Board. The Unit members involved in the project will be advised, in writing, of the disposition of the proposals and the reasons therefore. The faculty will be consulted in the planning stages of special projects funded by special Federal or State grants.
3. Association Building Meetings
 - A. In each building the Red Hook Faculty Association building representatives, and any other unit member(s) selected by the faculty of the building, shall meet as a cabinet at least once a month with the Building Principal to review and discuss matters of mutual interest. Such meetings shall take place on a day mutually agreed to.
 - B. The minutes of such a meeting shall be transcribed and distributed to the faculty of the building within three (3) school days unless a faculty meeting is held.
4. Teacher Facilities, Textbooks and Materials
 - A. Each school shall have an appropriately furnished room to be provided for the use of unit members as a lounge.
 - B. Conference facilities shall be made available for department and grade level meetings.
 - C. Unit members in academic and/or grade level areas will be consulted in the selection of textbooks and related materials. Recommendations for textbooks and related materials will be submitted to the Department Chair and Building Principal who will include these along with their recommendations to the Superintendent for consideration by the Board.
 - D. The Board agrees to order materials approved for use in such time that they will be available for use at the opening of school. Within a reasonable period of time following a requisition submission date, a unit member will be notified by the Department Chairperson or Building Principal of all changes in such unit member's requisition with explanation for such change. For the purpose hereof, a reasonable time shall be deemed to be time sufficient to permit a resubmission of the changed item or items.

5. Calendar

- A. Unit members may be required to work no more than 183 days. The last two days will be half days for K-8 student attendance. The last day will be a half day for teacher attendance. The school calendar shall designate anticipated make up days to be used in the event of excessive school closings and shall designated the order of make-up days. However, it is understood that circumstances may require make up days and other changes to the school calendar beyond that originally set forth. Such make-up days, if students are not involved and the District has determined that not all unit members need to be present at the same time, could be made up either at Spring Recess or in June after school closes. Additionally, the school calendar shall also designate the anticipated days that school would be closed in the event that fewer closings than anticipated occur during a school year.
- B. Prior to March 1 of each subsequent year, the Superintendent shall consult with the Association in the development of the calendar for the ensuing school year. The school calendar for each school year will be annexed to this contract.

6. Expense Reimbursement

Unit members who are authorized to use their own automobile to travel to more than one building will be reimbursed at the I.R.S. rate in effect on July 1st of that school year. Claim forms and mileage records shall be submitted on a quarterly basis.

7. Traveling teachers are those assigned between different buildings. Each traveling teacher will be assigned a base school for the purposes of attending faculty meetings, evaluations, and open houses. For each traveling teacher, the District will assign specific parking spaces in close proximity to the buildings in order to maximize instructional time. Traveling teachers will also be given a mailbox at each school in which he or she is assigned. Travel between schools will be reimbursed at the current IRS rate. Traveling teachers will have a reasonable period of time to travel between buildings, inclusive of breakdown and set-up times.

ARTICLE XVI - TERM, AMENDMENT, MODIFICATION AND TERMINATION

1. The provisions hereof shall be effective as of July 1, 2017, and remain in effect until June 30, 2021, and from year to year thereafter unless either party hereto shall notify the other, in writing, on or before January 15 of the final year of their desire to amend, modify, or terminate the same.
2. Should either party timely notify the other of a desire to amend, modify or terminate this agreement as hereinbefore provided, negotiations for a subsequent agreement shall commence on March 15th next following such notice, unless the parties shall mutually agree upon an alternate date, on which date the party giving notice shall present in full its proposals for such subsequent agreement. Within fifteen (15) days thereafter, unless time is extended by mutual agreement, the party not initiating renegotiation by notice, shall present in full its proposals for such subsequent agreement.

3. This agreement and the terms, conditions, and covenants contained herein shall not be altered, changed, or modified except by an agreement, in writing, executed by the parties hereto.
4. If any provision of the Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed to be valid and subsisting, except to the extent permitted by law, but all other provisions or applications will continue in full force and effect.

ARTICLE XVII - LEGISLATIVE ACTION

IT IS HEREBY 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 have caused this Agreement to be executed in the manner following.

RED HOOK FACULTY ASSOCIATION

BY: _____

Nancy J. Keeney
President

Date: _____

1/3/19

RED HOOK CENTRAL DISTRICT

BY: _____

Paul Finch
Superintendent of Schools

Date: _____

1/3/19

SCHEDULE A

1. Each unit member shall be placed on the salary schedule as follows:
 - A. Placement will be based on the experience credited at the time of employment plus the years of service in the District.
 - B. All teachers will advance one full step in each succeeding year.

COMPENSATION SCHEDULE FOR UNIT MEMBERS EXCLUSIVE OF NURSES BACHELOR'S

Bachelor's Schedule –2016-21

STEP	16-17	17-18	18-19	19-20	20-21
1.0	53971	54511	55192	55882	56581
1.5	54845	55393	56085	56786	57496
2.0	55721	56278	56981	57693	58414
2.5	56630	57196	57911	58635	59368
3.0	57541	58116	58842	59578	60323
3.5	58484	59069	59807	60555	61312
4.0	59431	60025	60775	61535	62304
4.5	60414	61018	61781	62553	63335
5.0	61394	62008	62783	63568	64363
5.5	62415	63039	63827	64625	65433
6.0	63433	64067	64868	65679	66500
6.5	64493	65138	65952	66776	67611
7.0	65554	66210	67038	67876	68724
7.5	66654	67321	68163	69015	69878
8.0	67755	68433	69288	70154	71031
8.5	68899	69588	70458	71339	72231
9.0	70042	70742	71626	72521	73428
9.5	71230	71942	72841	73752	74674
10.0	72419	73143	74057	74983	75920
10.5	73656	74393	75323	76265	77218
11.0	74891	75640	76586	77543	78512
11.5	76173	76935	77897	78871	79857
12.0	77455	78230	79208	80198	81200
13.0	78294	78607	79393	80385	81591

**COMPENSATION SCHEDULE FOR UNIT MEMBERS
EXCLUSIVE OF NURSES
MASTER'S**

Master's Schedule –2016-21

STEP	16-17	17-18	18-19	19-20	20-21
-----	-----	-----	-----	-----	-----
1.0	58412	58996	59733	60480	61236
1.5	59300	59893	60642	61400	62168
2.0	60190	60792	61552	62321	63100
2.5	61108	61719	62490	63271	64062
3.0	62027	62647	63430	64223	65026
3.5	62982	63612	64407	65212	66027
4.0	63935	64574	65381	66198	67025
4.5	64922	65571	66391	67221	68061
5.0	65910	66569	67401	68244	69097
5.5	66932	67601	68446	69302	70168
6.0	67955	68635	69493	70362	71242
6.5	69014	69704	70575	71457	72350
7.0	70073	70774	71659	72555	73462
7.5	71172	71884	72783	73693	74614
8.0	72270	72993	73905	74829	75764
8.5	73401	74135	75062	76000	76950
9.0	74544	75289	76230	77183	78148
9.5	75721	76478	77434	78402	79382
10.0	76902	77671	78642	79625	80620
10.5	78119	78900	79886	80885	81896
11.0	79342	80135	81137	82151	83178
11.5	80605	81411	82429	83459	84502
12.0	81870	82689	83723	84770	85830
13.0	86270	87133	88222	89325	90442

ADDITIONAL COMPENSATION

2. Payment for Credits Earned

- A. Board approved credits for university, college and in-service courses will be paid in blocks of three (3) credits to the maximum of sixty (60) hours above either the Bachelor's Degree or Master's Degree, heretofore or hereafter claimed.
- B. The payment of credits earned after July 1, 1986 will be for courses taken in the unit member's assignment area, certification area, or tenure area. Payment for courses taken for certificates in other areas or outside the field of education shall be subject to prior District approval.
- C. Two thirds (2/3) of such credits must be approved university or college credits. One third (1/3) of such credit may be approved in-service training courses. Fifteen (15) clock hours of approved in-service credit shall equal one (1) credit hour.
- D. Payment for credit will be effective the beginning of the semester in which the official transcripts are received retroactive to the beginning of that semester.

Bachelor's

2016-17	2017-18	2018-19	2019-20	2020-21
\$87.00	\$87.00	\$87.00	\$87.00	\$87.00

Master's

2016-17	As of July 1, 2017	2018-19	2019-20	2020-21
\$87.00	\$87.00	\$87.00	\$87.00	\$87.00

- 3. Unit members who presently have in excess of the foregoing hour limitations, and unit members who had, or completed, credits in excess of the foregoing credit hour limitations before June 30, 1982, shall continue to be compensated for such excess hours.
- 4. A unit member who completes three (3) hours or who expects to complete three (3) hours during the school year, must notify the Board, in writing, of such fact at least one month prior to the Annual Meeting, to allow budgeting of necessary monies. If such notice is not timely given, the unit member will not be compensated for such hours during the next school year, but will be compensated for such hours thereafter.
- 5. One hour in-service credit will be granted for student teacher supervision. In the event a student teacher is supervised by more than one unit member no more than two unit members shall claim credit for each student teacher supervised.
- 6. Unit members on the permanent staff of the Red Hook Central School, who are called for or volunteer for active duty with the military service, Vista, or the Peace Corps will be given full credit for the time spent. A unit member hereafter coming into the employ of the

District may, in the discretion of the Board of Education, receive up to two (2) years credit on the then existing salary schedule equal to such unit member's prior honorable service in a branch of the armed services of the United States, in the Peace Corps, or Vista program.

7. Any bargaining unit member who works any days beyond the regular school work week or work year, shall be paid 1/200th of his/her salary for each day worked. Any work beyond the contractual school year or work calendar shall be on a voluntary basis.
8. Unit members, covered by Schedule A with the appropriate years of service, will be eligible to receive payment of longevities in the amounts shown below. These longevities are cumulative; they are added to your base salary. "Credited Service in the District" is defined as the sum of the educational service credited by Red Hook on hire plus the years of service credited under Paragraph A.7 of this section and the number of years worked in the District.

	2016-17	2017-18	2018-19	2019-20	2020-21
16 Year Longevity	\$3,278	\$3,278	\$3,788	\$4,198	\$4,343
20 Year Longevity	\$4,293	\$4,293	\$4,293	\$4,293	\$4,293
23 Year Longevity	\$0	\$1,000	\$3,000	\$5,000	\$7,000
25 Year Longevity	\$4,293	\$4,293	\$4,293	\$4,293	\$4,293
27 Year Longevity	\$4,293	\$4,293	\$4,293	\$4,293	\$4,293
30 Year Longevity	\$6,060	\$6,060	\$6,060	\$6,060	\$6,060

These longevities are cumulative. For example, a unit member with 30 years of credited service would receive a longevity payment added to his/her base salary in 2017-18 of \$23,217, in 2018-19 of \$25,727; in 2019-20 of \$28,137; and in 2020-21 of \$30,282.

SCHEDULE B

COMPENSATION SCHEDULES FOR SCHOOL NURSES

1. The entry level salary for Registered School Nurses employed by the District will be as shown below:

16-17	17-18	18-19	19-20	20-21
-----	-----	-----	-----	-----
\$ 52,433	\$ 54,268	\$ 56,168	\$ 58,133	\$ 60,168

- A. After three years of service, entry level Registered School Nurses will advance to the salary shown below:

16-17	17-18	18-19	19-20	20-21
-----	-----	-----	-----	-----
\$ 61,013	\$ 63,148	\$ 65,359	\$ 67,646	\$ 70,014

- B. Longevity – The following longevity will be added for nurses for years of service in the district

	16-17	17-18	18-19	19-20	20-21
	-----	-----	-----	-----	-----
10 Year	\$ 1,653	\$ 1,711	\$ 1,771	\$ 1,833	\$ 1,897
15 Year	\$ 2,483	\$ 3,070	\$ 3,677	\$ 3,806	\$ 3,939
20 Year	\$ 3,226	\$ 3,839	\$ 4,473	\$ 4,630	\$ 4,792

Longevity payments for school nurses will be made following the same procedures established for longevity payments to teachers as outlined in Schedule A, Paragraph 9.

2. Registered School Nurses shall not be eligible for sabbatical leave.
3. Registered School Nurses will be paid for credits after the Bachelor's in the same method as teachers. They shall also earn in-service credits regardless of whether or not they have earned a Bachelor's degree.
4. Registered School Nurses may apply in any school year for up to one hundred dollars (\$100.00) toward out-of-pocket expenses for taking university, college or in-service courses approved in advance by the Superintendent. Out-of-pocket expenses may include tuition, registration fees, and mileage at the IRS rate, books or supplies. Payment in lieu of out-of-pocket expenses shall be made in the total amount of the claim up to the limit of \$100.00 and will not be subject to FICA, withholding taxes, or retirement.

SCHEDULE C - COMPENSATION SCHEDULES FOR CHAIRS, COORDINATORS, LEADERS, MENTORS

Effective July 1, 2019, the District and the Association will implement mutually agreed upon changes to titles, groupings and rates in Schedule C and Schedule D. Such changes shall cost no more than \$35,000 in the 2018-19 school year.

<u>Stipend Title</u>	<u>Rate 2016-17</u>	<u>Rate 2017-18</u>	<u>Rate 2018-19</u>	<u>Rate 2019-20</u>	<u>Rate 2020-21</u>
AP Coordinator	\$ 2,111.00	\$2,185.00	\$2,261.00	\$2,340.00	\$2,422.00
CSE Chairman K-5	\$ 3,524.00	\$3,647.00	\$3,775.00	\$3,907.00	\$4,044.00
CSE Chairman 9-12	\$ 1,762.00	\$1,824.00	\$1,888.00	\$1,954.00	\$2,022.00
CPSE Chairman Pre K	\$ 1,762.00	\$1,824.00	\$1,888.00	\$1,954.00	\$2,022.00
CSE Chairman 6-8	\$ 1,762.00	\$1,824.00	\$1,888.00	\$1,954.00	\$2,022.00
Grade Level Coordinator	\$ 2,111.00	\$2,185.00	\$2,261.00	\$2,340.00	\$2,422.00
Grade Level Coordinator	\$ 2,111.00	\$2,185.00	\$2,261.00	\$2,340.00	\$2,422.00
Grade Level Coordinator	\$ 2,111.00	\$2,185.00	\$2,261.00	\$2,340.00	\$2,422.00
Grade Level Coordinator	\$ 2,111.00	\$2,185.00	\$2,261.00	\$2,340.00	\$2,422.00
Grade Level Coordinator	\$ 2,111.00	\$2,185.00	\$2,261.00	\$2,340.00	\$2,422.00
Grade Level Coordinator	\$ 2,111.00	\$2,185.00	\$2,261.00	\$2,340.00	\$2,422.00
Instructional Technology	\$ 2,111.00	\$2,185.00	\$2,261.00	\$2,340.00	\$2,422.00
Instructional Technology	\$ 2,111.00	\$2,185.00	\$2,261.00	\$2,340.00	\$2,422.00
Instructional Technology	\$ 2,111.00	\$2,185.00	\$2,261.00	\$2,340.00	\$2,422.00
Science Coordinator Gr 3-5	\$ 2,111.00	\$2,185.00	\$2,261.00	\$2,340.00	\$2,422.00
Science Coordinator Gr K-2	\$ 2,111.00	\$2,185.00	\$2,261.00	\$2,340.00	\$2,422.00
Teacher Mentor	\$ 3,489.00	\$3,611.00	\$3,737.00	\$3,868.00	\$4,003.00
Teacher Mentor	\$ 3,489.00	\$3,611.00	\$3,737.00	\$3,868.00	\$4,003.00
Teacher Mentor	\$ 3,489.00	\$3,611.00	\$3,737.00	\$3,868.00	\$4,003.00
Team Leader	\$ 2,111.00	\$2,185.00	\$2,261.00	\$2,340.00	\$2,422.00
Team Leader	\$ 2,111.00	\$2,185.00	\$2,261.00	\$2,340.00	\$2,422.00
Team Leader	\$ 2,111.00	\$2,185.00	\$2,261.00	\$2,340.00	\$2,422.00
Team Leader	\$ 2,111.00	\$2,185.00	\$2,261.00	\$2,340.00	\$2,422.00
Department Chair English	\$ 3,524.00	\$3,647.00	\$3,775.00	\$3,907.00	\$4,044.00
Department Chair Art	\$ 3,524.00	\$3,647.00	\$3,775.00	\$3,907.00	\$4,044.00
Department Chair Guidance	\$ 3,524.00	\$3,647.00	\$3,775.00	\$3,907.00	\$4,044.00
Department Chair Science	\$ 3,524.00	\$3,647.00	\$3,775.00	\$3,907.00	\$4,044.00
Department Chair Social Studies	\$ 3,524.00	\$3,647.00	\$3,775.00	\$3,907.00	\$4,044.00
Department Chair Math	\$ 3,524.00	\$3,647.00	\$3,775.00	\$3,907.00	\$4,044.00
Department Chair Foreign Language	\$ 3,524.00	\$3,647.00	\$3,775.00	\$3,907.00	\$4,044.00
Department Chair Music	\$ 3,524.00	\$3,647.00	\$3,775.00	\$3,907.00	\$4,044.00

SCHEDULE D

COMPENSATION SCHEDULE FOR COACHING, EXTRA-CLASSROOM, IN-SERVICE AND OTHER

Group I -- Coaches -- Football, Basketball, Wrestling

Varsity Coach

<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
\$ 4,391	\$ 4,545	\$ 4,704	\$ 4,869	\$ 5,039

J.V. Coach

<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
\$ 3,218	\$ 3,331	\$ 3,448	\$ 3,569	\$ 3,694

Assistant Coach

<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
\$ 2,918	\$ 3,020	\$ 3,126	\$ 3,235	\$ 3,348

Modified Coach (Group I)

<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
\$ 2,480	\$ 2,567	\$ 2,657	\$ 2,750	\$ 2,846

Group II -- Coaches -- Baseball, Track, Cross Country, Field Hockey, Softball, Soccer, Lacrosse, Volleyball

Varsity Coach

<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
\$ 3,506	\$ 3,629	\$ 3,756	\$ 3,887	\$ 4,023

J.V. Coach

<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
\$ 2,633	\$ 2,725	\$ 2,820	\$ 2,919	\$ 3,021

Assistant Coach

<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
\$ 2,335	\$ 2,417	\$ 2,502	\$ 2,590	\$ 2,681

Modified Coach (Group II)

<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
\$ 2,050	\$ 2,122	\$ 2,196	\$ 2,273	\$ 2,353

Group III -- Coaches -- Tennis, Golf

Varsity Coach

<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
\$ 2,480	\$ 2,567	\$ 2,657	\$ 2,750	\$ 2,846

J.V. Coach/Assistant Coach

<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
\$ 2,050	\$ 2,122	\$ 2,196	\$ 2,273	\$ 2,353

Modified Coach (Group III)

<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
\$ 1,449	\$ 1,500	\$ 1,553	\$ 1,607	\$ 1,663

Group IV Advisors

Cheerleading (Fall)

<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
\$ 1,289	\$ 1,334	\$ 1,381	\$ 1,429	\$ 1,479

Cheerleading (Winter)

<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
\$ 1,929	\$ 1,997	\$ 2,067	\$ 2,139	\$ 2,214

Group V -- Other**Chaperone (Per Event)**

<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
\$ 87.69	\$ 90.76	\$ 93.94	\$ 97.23	\$ 100.63

Bargaining Unit Members who provide services as a chaperone on a class field trip will be eligible for compensation in accordance with the following conditions.

Chaperones will be paid when working two or more hours beyond the school day (any combination of time before or after the school day). Each field trip shall constitute one event for payment. Chaperones on field trips that go more than one day shall receive payment for each day.

The building principal will set the number of chaperones required for any given event.

The building principal will also have final approval of the selection of chaperones.

The decision of a bargaining unit member to chaperone is a voluntary one. It is understood that the teacher who planned the trip will accompany the class on the trip unless the teacher and his/her principal agree otherwise.

Unit members will submit a completed claim form to the building principal to receive payment.

Curriculum Writing and In-service Development (Per Hour)

<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
\$ 35.97	\$ 37.23	\$ 38.53	\$ 39.88	\$ 41.28

In-service Participation (Per Hour)

<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
\$ 31.94	\$ 33.06	\$ 34.22	\$ 35.42	\$ 36.66

Intramural Sports (Per Hour)

<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
\$ 26.28	\$ 27.20	\$ 28.15	\$ 29.14	\$ 30.16

Secondary After School Detention (Per Period)

<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
\$ 32.60	\$ 33.74	\$ 34.92	\$ 36.14	\$ 37.40

SCHEDULE E

COMPENSATION SCHEDULE - MISCELLANEOUS

1. Athletic Director - The Athletic Director will be paid at 1.1 of his/her annual salary for the performance of duties as Athletic Director. Additional days each summer, as directed by the Superintendent of Schools, will be compensated for at the rate of 1/200th of the salary per day. Such summer days will not exceed fifteen (15), except by mutual agreement of the Athletic Director and Superintendent of Schools.
2. Guidance Counselor(s) - Guidance Counselor(s), if they are required to work the week following the end of school and the week prior to the start of school, shall be paid 1.075 of his/her annual salary. Notwithstanding the foregoing, guidance counselor(s) who volunteer to work for the District shall be compensated in accordance with Paragraph 8 of Schedule A of this Agreement.
3. Director of Technology - The Director of Technology may work up to twenty (20) additional work days after the end of the normal school year. The rate of pay for these shall be 1/200th of the individual salary per day.
4. National Board Certification - Upon satisfying the conditions set forth herein, a unit member achieving National Board Certification shall be paid an additional \$2,020 stipend per year for so long as such certification is maintained and the conditions of this provision are satisfied.

Bargaining unit members in the titles of School Psychologist, School Counselor, Teacher of Students with Speech and Language Disabilities, and Teacher of the Speech and Hearing Handicapped who obtain or have National Board Certification, which is further defined as Nationally Certified School Psychologist (as awarded by the National Association of School Psychologists), Nationally Certified Counselor (as awarded by the National Board for Certified Counselors), Certificate of Clinical Competence in Speech-Language Pathology (as awarded by the American Speech-Language Hearing Association), shall be paid an additional \$2,020 stipend per year for so long as such certification is maintained and the conditions of this provision are satisfied.

- A. A unit member shall notify the Superintendent of Schools in writing when he/she commences the application process for National Certification.
- B. In order for a unit member to initially have the additional stipend added to his/her salary for a school year, he/she must notify the Superintendent in writing on or before March 15th of the prior school year that he/she will receive National Certification and shall submit proof of certification. Thereafter, the stipend shall continue for so long as such certification is held.
- C. The unit member must notify the Superintendent if, for any reason, he/she no longer possesses valid certification.
- D. In exchange for receiving the stipend, the unit member shall annually provide additional services to the District and other professional activities consistent with their certification. Each recipient of this stipend shall annually provide no more than six (6) hours of

professional development within his or her area of national certification. The timing and content of such professional development shall be developed by the Superintendent in consultation with the recipient. Failure to provide such professional development will result in the loss of the stipend for the following year.

5. Effective July 1, 2017, bargaining unit members in the titles of Physical Therapist and Occupational Therapist, who have obtained national certifications in addition to those qualifying them for licensure in New York shall be paid an additional \$2,020 stipend per year for so long as such certification is maintained and the conditions of this provision are satisfied.
6. Chemical Hygiene Specialist – The member assigned the duties of Chemical Hygiene Specialist shall be paid an annual stipend of \$1,000.

SCHEDULE F

COMPENSATION SCHEDULE – CLUBS, ADVISORIES, MUSIC & THEATER

<u>Stipend Title</u>	<u>Rate</u> <u>2016-17</u>	<u>Rate</u> <u>2017-18</u>	<u>Rate</u> <u>2018-19</u>	<u>Rate</u> <u>2019-20</u>	<u>Rate</u> <u>2020-21</u>
High School					
High School Yearbook	1,997.00	2,067.00	2,139.00	2,500.00	2,588.00
High School Yearbook	1,997.00	2,067.00	2,139.00	2,500.00	2,588.00
Class Advisor Grade 12	1,037.00	1,073.00	1,111.00	2,500.00	2,588.00
Class Advisor Grade 12	1,037.00	1,073.00	1,111.00	2,500.00	2,588.00
Class Advisor Grade 10	779.00	806.00	834.00	900.00	932.00
Class Advisor Grade 9	779.00	806.00	834.00	900.00	932.00
Gender Equality Club	779.00	806.00	834.00	900.00	932.00
Debate Club	779.00	806.00	834.00	900.00	932.00
Art Club	779.00	806.00	834.00	900.00	932.00
French Club	779.00	806.00	834.00	900.00	932.00
Anime Magna Club	779.00	806.00	834.00	900.00	932.00
Gaming Club	779.00	806.00	834.00	900.00	932.00
German Club	779.00	806.00	834.00	900.00	932.00
Bowling Club	779.00	806.00	834.00	900.00	932.00
RHBC	1,298.00	1,343.00	1,390.00	2,500.00	2,588.00
RHBC	1,298.00	1,343.00	1,390.00	2,500.00	2,588.00
Robotics Lead Advisor	779.00	806.00	834.00	2,500.00	2,588.00
Robotics Assistant Advisor	779.00	806.00	834.00	1,500.00	1,553.00
Student Council	1,298.00	1,343.00	1,390.00	1,500.00	1,553.00
Model UN	779.00	806.00	834.00	1,500.00	1,553.00
Class Advisor Grade 11	779.00	806.00	834.00	1,500.00	1,553.00
Class Advisor Grade 11	779.00	806.00	834.00	1,500.00	1,553.00
Mentoring Club	779.00	806.00	834.00	1,500.00	1,553.00
Honor Society	779.00	806.00	834.00	1,500.00	1,553.00
Theater Arts Club	1,298.00	1,343.00	1,390.00	1,500.00	1,553.00
Gardening	779.00	806.00	834.00	900.00	932.00
GSA	779.00	806.00	834.00	900.00	932.00
Ski Club	779.00	806.00	834.00	900.00	932.00
Ski Club	779.00	806.00	834.00	900.00	932.00
Interact	779.00	806.00	834.00	900.00	932.00
SADD	779.00	806.00	834.00	900.00	932.00
SADD	779.00	806.00	834.00	900.00	932.00
Yoga	779.00	806.00	834.00	900.00	932.00

2020-2021 Compensation Schedule for Clubs, Advisories, Music & Theater

Flying Model Club	779.00	806.00	834.00	900.00	932.00
Amnesty International	779.00	806.00	834.00	900.00	932.00
Varsity Club	779.00	806.00	834.00	900.00	932.00

LAMS

<u>Stipend Title</u>	<u>Rate</u> <u>2016-17</u>	<u>Rate</u> <u>2017-18</u>	<u>Rate</u> <u>2018-19</u>	<u>Rate</u> <u>2019-20</u>	<u>Rate</u> <u>2020-21</u>
Student Council	1,298.00	1,343.00	1,390.00	2,500.00	2,588.00
Yearbook	1,298.00	1,343.00	1,390.00	1,500.00	1,553.00
Class Advisor Grade 8	779.00	806.00	834.00	1,500.00	1,553.00
Class Advisor Grade 8	779.00	806.00	834.00	1,500.00	1,553.00
Class Advisor Assistant Grade 8	779.00	806.00	834.00	900.00	932.00
Class Advisor Grade 7	779.00	806.00	834.00	900.00	932.00
Class Advisor Grade 6	779.00	806.00	834.00	900.00	932.00
Book Club	779.00	806.00	834.00	900.00	932.00
Running Club	779.00	806.00	834.00	900.00	932.00
Debate Club	779.00	806.00	834.00	900.00	932.00
Ski Club	779.00	806.00	834.00	900.00	932.00
Ski Club	779.00	806.00	834.00	900.00	932.00
Social Justice Club	779.00	806.00	834.00	900.00	932.00
Dungeons and Dragons Club	779.00	806.00	834.00	900.00	932.00
Flag Football Club	779.00	806.00	834.00	900.00	932.00
Knitting Club	779.00	806.00	834.00	900.00	932.00
Mentoring Club	779.00	806.00	834.00	1,500.00	1,553.00
Mentoring Club	779.00	806.00	834.00	1,500.00	1,553.00
Honor Society	779.00	806.00	834.00	1,500.00	1,553.00
Drama Club	1,298.00	1,343.00	1,390.00	1,500.00	1,553.00
Techno Math Club	799.00	827.00	856.00	900.00	932.00
Environmental Club	779.00	806.00	834.00	900.00	932.00
School Store	779.00	806.00	834.00	900.00	932.00
Art Club	779.00	806.00	834.00	900.00	932.00
Art Club	779.00	806.00	834.00	900.00	932.00
Field Hockey Club	779.00	806.00	834.00	900.00	932.00
Math Club	779.00	806.00	834.00	900.00	932.00
Garden Club	779.00	806.00	834.00	900.00	932.00
SADD	779.00	806.00	834.00	900.00	932.00
Morning News Club	779.00	806.00	834.00	900.00	932.00
Guitar Club	779.00	806.00	834.00	900.00	932.00
Performance Technology Club	779.00	806.00	834.00	900.00	932.00
GSA	779.00	806.00	834.00	900.00	932.00
Philosophy	779.00	806.00	834.00	900.00	932.00

Mill Road

	Rate	Rate	Rate	Rate	Rate
<u>Stipend Title</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
Garden Club	779.00	806.00	834.00	900.00	932.00
Garden Club	779.00	806.00	834.00	900.00	932.00
School Store	779.00	806.00	834.00	900.00	932.00
Yearbook	779.00	806.00	834.00	900.00	932.00
Yearbook	779.00	806.00	834.00	900.00	932.00

Music and Theater Stipend Positions

	Rate	Rate	Rate	Rate	Rate
<u>Stipend Title</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
Theater Arts Advisor	4,391.00	4,545.00	4,704.00	-	-
Musical Director	4,391.00	4,545.00	4,704.00	4,869.00	5,039.00
HS Vocal Jazz Ensemble	779.00	806.00	834.00	1,000.00	1,035.00
MS Show Choir	779.00	806.00	834.00	1,000.00	1,035.00
Vocal Advisor Musical	2,030.00	2,101.00	2,175.00	2,500.00	2,588.00
Choreographer Musical	1,298.00	1,343.00	1,390.00	2,500.00	2,588.00
MS Beginning Band	779.00	806.00	834.00	1,000.00	1,035.00
MS Jazz Ensemble	779.00	806.00	834.00	1,000.00	1,035.00
Orchestra Advisor Musical	1,298.00	1,343.00	1,390.00	2,500.00	2,588.00
HS Instrumental Jazz Ensemble	779.00	806.00	834.00	1,000.00	1,035.00
Fall Play Director	-	-	-	2,500.00	2,588.00
Producer Musical	-	-	-	2,500.00	2,588.00
Festival Coordinator Instrumental HS	-	-	-	2,500.00	2,588.00
Festival Coordinator Instrumental LAMS	-	-	-	2,500.00	2,588.00
Festival Coordinator Vocal HS	-	-	-	2,500.00	2,588.00
Festival Coordinator Vocal LAMS	-	-	-	2,500.00	2,588.00
MR Jazz Band	779.00	806.00	834.00	1,000.00	1,035.00
HS Instrumental Jazz Band	779.00	806.00	834.00	1,000.00	1,035.00
HS Jazz Improv	779.00	806.00	834.00	1,000.00	1,035.00
Rehearsal Accompanist Musical	644.00	667.00	690.00	1,000.00	1,035.00
Set Construction Musical	644.00	667.00	690.00	1,000.00	1,035.00
Technical (Light/Sound) Advisor Musical	644.00	667.00	690.00	1,000.00	1,035.00