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Chittenango Central School District
And Chittenango Teachers Assn

CHITTENANGO CENTRAL SCHOOL

PROFESSIONAL AGREEMENT

BETWEEN

SUPERINTENDENT OF SCHOOLS

AND

**THE CHITTENANGO TEACHERS'
ASSOCIATION**

FOR THE SCHOOL YEARS

1999 - 2000

2000 - 2001

2001 - 2002

RECEIVED

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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Article I: --- Preamble

In order to effect the provisions of Chapter 392 of the Laws of 1967 (the Public Employees Employment Act), to encourage and increase effective and harmonious working relationships between the Chittenango Board of Education (hereinafter referred to as the "Board") and its professional employees represented by the Chittenango Teachers' Association (hereinafter referred to as either the "Association" or "CTA"), this agreement is made and entered into by and between the Superintendent of Schools (on behalf of the Board) and the Association.

It is recognized that members of the professional staff require specialized qualification and that the success of the educational program in Chittenango Central School depends upon the maximum utilization of the abilities of teachers and nurses who are reasonably well satisfied with the conditions under which their services are rendered.

The Board and the Association firmly believe that the primary function of the Board and its professional staff is to assure each boy and girl attending the Chittenango Central School the highest level of educational opportunities obtainable. The Board recognizes that teaching is a profession; that the Board and Association believe that the objectives of the educational program are realized to the highest degree when mutual understanding, agreement, cooperation and effective communications exist between the Board and its professional staff.

Article II --- Recognition and Dues Deduction

A. Recognition

The Board recognizes that the "Association" is the exclusive representative of the professional educational employees and School Registered Professional Nurses for the purpose of negotiations regarding wages, hours, terms and the condition of employment and in the settlement of grievances under the laws of the State of New York. All provisions of the professional agreement apply equally to all employees who derive benefits as stated in this contract.

Members of the professional staff excluded from this agreement are the Superintendent of Schools, Assistant Superintendent for Instructional Services, Director of Guidance, School Business Administrator, Principals and Assistant Principals .

B. Dues Deduction

1. Dues deductions will be renewed automatically each year unless the employee makes arrangements prior to September 1. If other arrangements are made, the CTA will inform the business office by this date.
2. The deduction shall be made in equal amounts over twenty pay periods of the current school year.
3. The CTA will inform the business office by August 1 of any changes in the amount of dues to be collected.
4. The list of employees on payroll dues deductions will be available at the business office on October 15.
5. This authorization for the amount of dues (which is determined yearly by the employee organization) shall be continuous.

C. Agency Fee

The district shall deduct from the salary of each bargaining unit employee who is not a member of the Association, a monthly service fee equivalent to the dues amount as a contribution toward the administration of this agreement and the representation of such employee thereunder covered. The service charge shall be payable to the Association at the same time the dues are forwarded.

D. Additional Deductions

1. The district agrees to deduct in the twenty-first paycheck a sum equal to the Association dues deducted in each of the first twenty paychecks. This amount is for association scholarship purposes and is subject to approval by each member.
2. Additional CTA deductions may also be made along with the dues deduction provided the employee has so authorized the additional amounts. CTA will provide the district with appropriate authorization cards at the beginning of each year.
3. The district will remit the total amount deducted to the Association after each deduction period.
4. Effective July 1, 1997, members will have opportunity to exercise the option to participate in NYSUT (New York State United Teachers) endorsed programs and services through the NYSUT Benefit Trust program. With the first teacher payroll period in September 1997, members will have available to them the opportunity to exercise payroll deduction for the NYSUT Benefit Trust program. These payroll deduction periods will coincide with the time schedule set up for Association dues deductions of 20 pay periods from September to June annually.
5. Effective July 1, 1999, the District shall make available payroll deduction for VOTE/COPE. The amount to be deducted shall be appropriately authorized by the employee and the District shall make a one time annual deduction for the amount designated. The Association will be responsible for distributing the Payroll Authorization forms to the members for participation.

Article III --- Negotiation Procedure

- A. Negotiation meetings shall be jointly agreed upon by the Superintendent and the Association. At the first negotiation session, both parties shall exchange their negotiating proposals.
- B. Prior to the beginning date for negotiations, the Superintendent and a representative of the Association shall meet to review the present contract and make recommendations to be included in the initial package. Such recommendations will not be binding on either party.
- C. During negotiations, the Superintendent or his/her designated representative(s) shall furnish to the Association upon request, such information that is relevant to negotiations. Nothing in this clause shall require the school district to provide information that would abridge an individual's right to privacy under the law.

Article IV --- Grievance Procedure

In order to continue a harmonious and cooperative relationship between the Board of Education, the Chittenango Central School District's representative body and its employees, it is hereby declared to be the purpose of this section to provide for the

settlement of certain differences between public employees and their employers through procedures under which employees may present grievances, free from coercion, interference, restraint, discrimination or reprisal. The provisions herein shall be liberally construed for the accomplishment of this purpose.

A. Grievance Procedure for Teaching Staff

1. First Stage

- a. The employee shall make a formal grievance in a written statement to his/her immediate supervisor.
- b. The employee must have the privilege of representation by the Association, by an attorney or a person selected by the employee, at all stages.
- c. A decision shall be rendered within fifteen (15) school days from the date of the initial grievance to guarantee reasonable speed in the ultimate solution of the grievance.

2. Second Stage

- a. When the grievance is not resolved by the First Stage, the employee has the right to request, in a written statement, a review of the determination of the immediate supervisor or superior by the Superintendent of Schools.
- b. The employee must have the privilege of representation by an attorney or a person selected by the employee.
- c. The time limit for this stage shall be set within fifteen (15) school days from the termination date of the First Stage, to guarantee reasonable speed in the ultimate solution of the grievance.

3. Third Stage

- a. When the grievance has not been resolved previous to this stage, the Board of Education shall give the employee the right to a Board hearing.
- b. The Board shall receive a complete report from any or all employees concerned with the first two stages. The Superintendent of Schools will file a report of the grievance and action previously taken with the Board.
- c. The employee must have the privilege of representation by an attorney or a person selected by the employee.
- d. The time limit for this stage shall be set within twenty-one (21) school days from the termination date of the previous stages to guarantee reasonable speed in the ultimate solution of the grievance.

4. Fourth Stage

- a. If the grievance is not resolved to the satisfaction of the employee and/or the Association, it may submit the grievance to arbitration with a written copy to the Board, under the Voluntary Labor arbitration rules of the American Arbitration Association within fifteen (15) school days of the decision rendered in Stage 3.
- b. The costs for the services of the arbitrator, including expenses, if any, shall be borne equally by the Board and the Association.

B. Written Grievance Shall Include:

1. The names (and signatures) and position(s) of the aggrieved party(ies).

2. Identity of the provision of law or school regulation involved in said grievance.
3. Time, place and date that the grievance occurred.
4. Identity of party(ies) responsible for causing grievance.
5. A general statement of the nature of the grievance.
6. The redress sought by the aggrieved party(ies).

C. Provisions

1. If the employer or any designated representative of the Board fails at any level to hold a conference or reply within the specified time limits, the grievance and/or the Association may advance to the subsequent level in the procedure.
2. "Days" in reference to this Grievance Procedure shall mean school days.

Article V --- Association Business

A. Association and Retirement Conferences

1. The district will pay the cost of substitutes for members representing the Association attending union meetings during the school year up to a maximum of ten (10) days.
2. The maximum number of days leave for all union members attending such conferences shall not exceed fourteen (14) days. The Association will pay the cost of the substitute for the additional four (4) days, or the individual(s) involved may option to use personal days.
3. The Board agrees to permit delegates to the New York State Teachers' Retirement System to attend all such meetings without loss of pay, personal leaves or other employee benefits. The Board will pay substitutes if required.
4. The Association shall have the full time equivalent of ten (10) teacher days for business related to professional issues. The use of these days shall be at the request of the Association and with the approval of the Superintendent. Requests for the usage of these days shall be made at least five (5) days in advance, whenever possible.

B. Association

1. The Association shall have the right to use school buildings after prior approval of the building principal, without cost, at reasonable times for meetings. General membership meetings require a three-day notice to the building principal pending availability of the facilities.
2. The Association shall have the right to use inter-school mail provided that items placed therein shall be identified as coming from the Association.
3. The Association shall have the right to use a bulletin board in the faculty lounge of each building.
4. The Superintendent shall reserve time for an Association meeting of all employees on the opening day of school.

- C. The Association president and/or designated representative shall be allowed time to visit the schools to investigate employee complaints or problems relating to

this agreement, to meet with the Superintendent in relation to such problems and to perform such other Association business as shall be mutually agreed upon by the Superintendent and the said president. Permission must be granted by all building principals concerned.

- D. 1. Necessary time shall be allowed the CTA president to perform duties reasonably associated with union business. If the CTA president is a secondary (7-12) teacher, she/he shall have no more than six periods of assigned duties. If the CTA president is an elementary (K-6) teacher, efforts will be made to schedule non-core subjects as best as possible to provide flexible block time in order to conduct union business. Consultative arrangements will be granted to the Association prior to scheduling the CTA president's teaching and coverage schedule.
- 2. Additional time shall be provided the CTA president when reasonable and necessary. Such time shall be scheduled by mutual agreement between the CTA president and the building principal. The CTA president shall be exempt from planning period coverage except during emergency situations.
- E. 1. The district agrees that no meetings involving employees shall be called after the normal school day on the third Tuesday of each month, if the Association gives the district notice one week in advance that it has scheduled a meeting for Association business.
- 2. The district shall allow early release time before the end of the instructional day for elected union officials who are elementary school teachers. This release time is in effect only for CTA Executive Committee meetings which are held on the third Tuesday of each month (or the second Tuesday if there is no school on the third Tuesday). For this purpose, elected union officials are the president, executive vice-president, secretary, treasurer and building vice-presidents. Specific determination regarding release time shall be made on an annual basis and agreed upon by the Superintendent of Schools and the CTA president.
- F. There will be no reprisals of any kind taken against any employee by reason of his/her membership in the Association or participation in any of its activities, providing this guarantee is not in conflict with existing laws.

Article VI --- Professional Responsibility

A. Memoranda of Understanding

For each year of this contract, the District and the CTA will issue and/or have in force, Memoranda of Understanding under which the establishment, continuance, discontinuance and guidelines of a given program will be outlined. These Memoranda will include the following programs:

- 1. Employee Assistance Program
- 2. Satellite East Teaching Center at Chittenango, if funded annually by New York State.

B. Mentor Teacher - Internship Program

The Superintendent of Schools and the CTA President shall meet annually to determine the status of the district's involvement in the New York State Mentor Teacher - Internship Program. Decisions regarding the yearly submission of the competitive grant application shall be by mutual agreement between the Superintendent of Schools and the CTA President.

Article VII --- Teacher Appointment and Assignment

A. Vacancies and New Positions

1. a. As soon as a vacancy or new position or a substantial change of duties in an existing position is established, the Superintendent shall have posted on all faculty bulletin boards, a notice containing a description of and qualifications for such new or substantially changed positions.
- b. If a vacancy becomes available prior to September 15, the Superintendent will immediately post the position and qualified persons on the staff may apply for an immediate transfer. Such postings at this point will be limited to that particular opening unless the administration feels more transfers should be in order.

If a vacancy becomes available after September 15, the Superintendent will immediately post the position if it will also be open the following school year. In the meantime, a permanent substitute will perform the assignment only for the balance of that school year.

A copy will be sent to the Association president by way of school mail.

2. A person desiring such a position must apply for it in writing with a formal application. A person from the bargaining unit will be given first preference if all other factors are equal.

B. Assignments

1. In arranging schedules for professional staff members who are assigned to more than one school, an effort will be made to limit the amount of inter-school travel. Such professional staff members will be notified of any such changes in their schedules as soon as practical.
2. In the event that it becomes necessary to transfer personnel within the system either from one school to another or from one grade level or subject area to another, the following procedure shall be followed:
 - a. If there are more requests for transfers than there are open positions, one of the criteria for selection to be used shall be the employee's district seniority within the tenure and certification area.
 - b. If there are not enough requests for transfers to meet the district's needs, the administration shall determine who shall be transferred. However, in no event shall an employee be transferred without written notice and prior consultation.
 - c.
 1. In the event that the district needs to relocate grades to a new site as part of a reorganization plan, volunteers for transfer from those teachers who are being relocated to stay in the same grade/teaching area will be granted.
 2. If, after c.1 above, there are any vacancies, the vacancy will be open to any teacher within the tenure and certification area. Seniority of these applicants will be considered as one of the criteria when determining who will fill the position.
 3. Teachers who volunteer under c.1 above, will be given first priority to transfer back to the building they left. This transfer back will not be during the first year of their new assignment. The transferred teacher will be given priority for the first opening in the certification and tenure area for a three year period from the time of transfer.

- d. The Superintendent will consult with the CTA president whenever teacher moves (grade, subject or building) are being considered.
 - e. Whenever possible, written notification of a teacher transfer or change in teacher assignment shall be made no later than May 1. If such transfer occurs during the school year, thirty (30) days written notice will be given, if possible.
3. Whenever a teacher is appointed to fulfill a temporary vacancy that is out of their certification or tenure area, the district shall provide additional preparation time for the teacher concerned and in addition, shall provide assistance to effectively teach in the new area.

C. Certified Personnel

Vacancies in professional positions in the school district shall be filled with permanently or provisionally certified personnel in accordance with New York State Education Department regulations.

D. Employee Security

1. The district will notify a teacher in writing at the earliest possible date of plans to modify or eliminate the teacher's position. Whenever possible, such notification shall be made by May 1. When the district is not able to notify the teacher by May 1, the district shall contribute 50% up to a maximum of \$100 toward the cost of an employment agency fee. The employment agency must be contacted within thirty (30) days of the notification of the teacher's position elimination.
2. If an employee is informed that his/her position will be eliminated in the next school year, he/she may request an assignment to any vacancy within the school district. The district agrees to place the employee if he/she meets all legal requirements.

E. Supplemental Staff Positions

Hiring for positions such as home teaching, adult education, extra tutoring, summer school, special classes, etc., whenever possible, shall be filled by professional staff from the bargaining unit.

Article VIII --- Medical Examination

A. Medical Examination

In order to give reasonable assurance to the health and safety of employees, the following agreements are made:

1. Upon appointment, the professional staff must satisfactorily pass a medical examination.
2. The individual will take a medical examination 90 days before termination of the probationary period. He/she will be notified by the Superintendent at least 120 days before the probationary termination date that such medical examination will be required.
3. If there is reasonable cause, a medical examination may be required of a teacher by the Superintendent of Schools. A medical examination may also be required of a teacher by the Superintendent of Schools after an extended illness or accident.

4. All required medical examinations will be paid for by the Board when administered by the school physician. At the employee's option, the employee may select his/her own personal physician, at the expense of the employee.

B. Tuberculosis Skin Test

Personnel must take a skin test or x-ray examination upon request of the Superintendent of Schools. Such tests will be at no cost to employees.

Article IX -- Professional Development and Educational Improvement

A. In-Service Education

1. The purposes of the in-service education program for teachers are:
 - a. To supplement the instructional background of staff members;
 - b. To update teachers on current educational strategies and practices, curricula, instructional techniques, classroom management skills, and directly related teaching/learning situations.

2. In-Service Defined

The District and the Association agrees upon the following definition of in-service:

In-service: shall be defined as specific staff training for the acquisition of specific knowledge or skills applicable to the teacher's teaching/learning situation which will have a lasting impact upon instruction.

All in-service offerings/workshops/course works must have a direct relationship to the teacher's area of work or a focus on educational issues or topics that apply to the teacher's specific teaching/learning situation.

While of potential value to both the individual and the institution, it is agreed that the following are not eligible for in-service compensation:

- a. Keynote speakers, dinner meetings, or brainstorming sessions.
 - b. Sporting events or fine arts and drama performances.
 - c. Department and grade level meetings, visitations, or curriculum development.
 - d. Programs which occur during the school day or for which a summer stipend is paid.
 - e. Programs for which a Conference Request Form is used.
 - f. Materials viewing.
 - g. Coaching courses required for certification.
3. Remuneration for In-Service Education Programs and Graduate Course Work:
- a. Effective July 1, 1999, all approved in-service credits will be remunerated at the rate of \$23.00 per clock hour of attendance. Effective July 1, 2000, the hourly rate shall be \$25.00. Effective July 1, 2001, the hourly rate shall be \$27.00. Chittenango Central School teachers who serve as instructors for approved in-service courses will be remunerated at the rate of \$30.00 per hour.
 - b. It is the responsibility of the teacher to request, in writing, approval from the Superintendent of Schools prior to attending the in-service course. In order to obtain compensation for in-service, advanced approval is required.

This approval requirement applies in all cases regardless of which method of remuneration the teacher chooses. Upon request for approval, the teacher will indicate whether she/he is seeking one time hourly rate payment, or 100 hour block credit.

- c. Graduate course work will be remunerated on the salary scale. Prior approval from the Superintendent of Schools for graduate course work must be obtained by the teacher, if the course credit is to be applied to the salary scale.
 - d. Effective July 1, 2000, whenever a teacher has earned a maximum of 72 graduate credit hours on the salary scale and takes an approved university graduate credit course, the teacher shall be remunerated, as a one-time payment only, the tuition amount paid for the course or a maximum total of \$550, whichever is less. This one-time payment is given in the year that the credit is earned.
 - e. Effective July 1, 1999 the number of in-service hours eligible for per hour monetary compensation will be capped at 10 hours per year for all regular teaching staff and up to an additional thirty-five (35) hours per year credited toward one-hundred (100) hour blocks for a total of 45 eligible service hours. Effective July 1, 2001 the number of in-service hours eligible for per hour monetary compensation remains capped at ten (10) hours for all regular teaching staff and up to an additional forty (40) hours per year credited toward one-hundred (100) hour block hours for a total of fifty (50) eligible in-service hours. Long term substitutes are only eligible for credit toward 100 hour blocks at a maximum of 20 hours per year.
 - f. Teachers who are required to attend specific in-service courses within the normal school day will not be liable for tuition payments, if any.
 - g. In-service courses scheduled during normal school hours shall not be eligible for remuneration as cited above. For courses taken at other times, an in-service opportunity must be a minimum of two (2) hours in length (to be calculated only in whole hours with no remaining minutes carried) in order to be eligible for credit and remuneration.
 - h. Superintendent's Conference Day activities and hours do not apply to the accumulation of in-service clock hours.
 - i. The district will maintain accurate records of in-service hours, courses and remuneration for each teacher. The teacher is also responsible, however, in maintaining accurate and timely information in these records. The district will notify each teacher, on an annual basis, of his/her status of in-service hours and courses.
 - j. In the 1999-00 school year, one hundred (100) hour block values will be compensated at \$310 per 100 hour block for a maximum of \$ 1,240. In the 2000-01 school year, one hundred (100) hour block values will be compensated at \$320 per 100 hour block for a maximum of \$ 1,600. Existing 100 hour blocks will be compensated at the new rate. In the 2001-02 school year, one hundred (100) hour block values will be compensated at \$330 per 100 hour block for a maximum of \$ 1,650.
 - k. Course work sponsored by the district as well as that made available through outside providers will be eligible for either cash or block credit, based on established in-service requirements.
4. Teacher Options in Selecting Remuneration for In-Service Courses
- a. Upon request for approval a teacher will select either the hourly rate of pay or credit towards the 100-hour block.

- b. Effective 2000-01, teachers will receive a permanent salary stipend after achieving an accumulation of 100 in-service hours (maximum of five (5) such stipends at the rate in effect at the time.

5. Deadlines for Payment of In-Service and Graduate Credit Course work

The deadline for submitting transcripts upon completion of graduate work will be November 1st and May 1st respectively. For November 1st there will be a retroactive salary adjustment to September 1st and for May 1st a retroactive salary credit to February 1st.

The cut off date for proof of completion of in-service work will be November 1st and May 1st with payment made by December 31st and June 30th respectively.

The Superintendent may approve extensions due to failure of the college to comply with these deadlines.

B. Visiting Days

An employee shall be allowed one (1) visiting day per school year as approved by the building principals. Additional days may be granted by and at the discretion of the building principal. A report of such visiting day is to be filed with the building principal.

C. Professional Workshops and Conferences

1. Employees may be granted permission to attend professional workshops and conferences if through such attendance it may increase the efficiency of that employee's position.
2. Attendance at one-day or half-day conference or workshop needs prior approval of the building principal.
3. Attendance at conferences and workshops of more than one day duration requires approval of the Superintendent, and such requests shall be submitted through the building principal with estimated expense.
4. A report of all conferences and workshops must be filed with the building principal by those who attend.
5. The practice of sending employees to appropriate professional workshops and conferences shall be encouraged. Attendance shall not be restricted to department chairpersons. Teachers who have not previously attended workshops during the previous two years will be given preference in attendance.
6. Employees who attend such workshops or conferences shall receive their full regular salary plus 100% of the reasonable and customary expenses incurred. If more than one teacher from a department or elementary grade level attend, such teachers shall be reimbursed not less than 50% of reasonable and customary expenses incurred. The Board will pay for the needed substitutes.
7. Applications for conferences and workshops for more than one (1) day duration shall be submitted at least thirty (30) days prior to the conference. The district shall notify the teacher of acceptance or rejection of the application within ten (10) working days of the submission of the application. Receipts for reimbursement are required upon return.

D. Curriculum and Program Development

1. The district and the professional staff recognize the ongoing necessity of developing and updating the school curriculum and program.
2. Normal routine updating of the curriculum shall be the teacher's responsibility without release time or additional compensation. When there is a significant curriculum change needed due to state mandate or district requirement, such curriculum development shall be done outside the regular school working days in the school calendar. Teachers involved shall be paid additional by the district.
3. Any employee may submit a proposal for curriculum or program development. Such proposals must be submitted in writing to the administration no later than March 30. The administration shall notify each applicant regarding its decision no later than April 30.
4. The district shall provide the necessary resources to accomplish the above. Necessary resources may include (but are not limited to) typing, copying, paper, conferences, textbooks or other printed material and audio-visual materials, etc.

Article X --- Educational Practices

- A. The professional staff shall be actively involved in making decisions related to educational practices in this school district. Whenever it is deemed necessary, the Association shall establish a committee with the administration to study and work in effecting changes in educational practices. The Board agrees to receive the results of such efforts initially as an oral report, written reports will be submitted at the same time and all subsequent decisions by the Board on matters under consideration will be forwarded to the committee and/or committees and/or individuals concerned.
- B. The Association recognizes that it is the sole responsibility of the administration and board of education to hire all employees within the school district.
 1. When it becomes necessary to select department chairpersons, the tenured members of that department will have an opportunity to express their preferences for that position. The district shall consider these preferences as an important factor in the selection process.

Effective on July 1, 2000, all department chairperson positions shall be considered vacant. At that time, all departments will be surveyed to elicit department chairs who will serve for three (3) year terms. These chairpersons will be recommended by the Superintendent and appointed by the Board of Education. These chairperson positions shall have responsibility for the Grade 9-12 program.
 2. When a building principal position becomes open, the Association leadership or other staff members may contact the superintendent early in the hiring process suggesting criteria that they deem important to the position. A meeting between appropriate staff and the superintendent may be requested pertaining to the criteria suggested.
 3. If the position of superintendent becomes open, the same opportunity as described under 2 above shall prevail with similar communication taking place between the professional staff and the administration.

It should be remembered that the criteria suggested is for discussion purposes only and is not binding in any way upon the parties ultimately responsible for employing school personnel.

Article XI --- Academic Freedom and Individual Freedom

- A. Teachers shall teach the course of study for each grade and each subject.
- B. It is the duty of the parties to educate the youth in the democratic traditions, to foster a recognition of individual freedom and social responsibility, to inspire meaningful awareness of and respect for the Constitution and the Bill of Rights and to instill appreciation of the values of individual rights, personality and property.
- C. Teachers shall have freedom in the grading and evaluation of students so long as they stay within the established school guidelines. Teachers should be prepared to explain and justify their evaluation to the principal, student and parent.

Article XII --- Teaching Conditions and Facilities

- A. The Superintendent and the Association agree that it shall be the objective of the school district to provide for satisfactory teaching conditions and facilities in all buildings and in all instructional and class preparation areas.
- B. Should a teacher demonstrate that the teaching conditions and/or facilities and supplies are not satisfactory to generally accepted instructional levels, the teacher and the CTA representative shall work with the building principal to address the situation. A good faith effort will be made to rectify the situation whenever possible.
- C. The Superintendent shall make every effort to remedy unsatisfactory teaching conditions and facilities.
- D. No employee shall be held responsible, financially or otherwise, for the damage, loss or destruction of monies, building and classroom materials, furniture or articles unless the employee is proven negligent.
- E. In cases of assault, the employee shall be reimbursed for any medical costs or for costs of replacing or repairing dentures, eyeglasses, hearing aids or any similar bodily appurtenances not covered by Workmen's Compensation which are destroyed, damaged or lost while the employee was acting in the legal discharge of his/her duties within the scope of his/her employment.
- F. Whenever it becomes necessary for the school district to halt spending for the balance of the school year, information to this effect shall be made known to those professional staff members who have budget responsibilities.
- G. The district and the staff agree to work together to see that faculty rooms and work areas are properly equipped and maintained. Budgeting shall take place by the building principal and in consultation with the building staff.
- H. Teachers who travel between school buildings shall have the opportunity to meet with each building principal and identify items and circumstances that would enhance the teaching/learning situation for the teacher and the students. The administrator will make a good faith effort to address the mutually identified items in a manner satisfactory to both parties.
- I. Whenever building grades or building configurations or the institution of new programs are decided upon by the Board of Education, the Superintendent of Schools or his/her designee will meet with representatives of the CTA to discuss the impact of such changes and solicit input for subsequent implementation. The district shall make a good faith effort to address the mutually identified items in a manner satisfactory to both parties.

Article XIII --- Pupil Discipline

- A. The Board and Association recognize that discipline and pupil behavior are important in the learning situation and school environment. Discipline in the classroom should have as its objective the students' adherence to accepted rules of conduct, behavior and order.
- B. Each employee is required to maintain appropriate pupil behavior so that the objectives of training for self-discipline and individual responsibility may be realized and a favorable climate for learning may exist. It is recognized that discipline problems are less likely to occur in classes which are well planned and well taught and where a high level of student interest is maintained. No teacher or class shall be required to tolerate any acts of gross misconduct, including but not limited to, flagrant discourtesy, abusive language, acts of violence or deliberate insubordination. Persistent misbehavior may make the continued presence of the student in the classroom intolerable. In such cases, the well-being of the class as a whole must be a prime responsibility.
- C. Employees shall practice such discipline in the school as would be exercised by a kind, judicious parent. Both the Rules of the Board of Regents and the commissioner's regulations specify that no teacher, administrator, officer, employee or agent of a school district may use corporal punishment against a student. It should be noted that in situations in which alternative procedures and methods not involving the use of force cannot reasonably be employed, the use of reasonable physical force is permissible to:
 - Protect oneself, another student, teacher or any person(s) from physical injury;
 - Protect the property of the school or others;
 - Restrain or remove a student whose behavior is interfering with the orderly exercise and performance of school district functions, powers and duties if that student has refused to comply with a request to refrain from further disruptive acts.
- D. The employee may use such measures with a student as is necessary and reasonable to protect himself/herself against attack or assault. Any case of assaults on an employee shall be promptly reported to the building principal. The Board will provide legal advice to the employee of his/her rights and obligations with respect to such an assault.

Article XIV --- Mainstreaming

- A. At the beginning of the school year or as soon as a student is identified by the district Committee on Special Education, the employee(s) who is (are) assigned to the student will be apprised, in writing, of the nature of the handicap and any special provisions required for the student.
- B. The district will provide the employee with any special equipment or educational materials necessary for the student as soon as possible.
- C. Qualified educational support personnel will be available to the student and employees. Additionally, the district will make available appropriate in-service education should a sufficient number of professional staff request such.
- D. Whenever possible, the principal shall consult with the teachers concerned as to the placement of these students.
- E. Students identified by the district Committee on Special Education (CSE) shall be placed in classrooms in numbers reflecting as equitable distribution as practical. Additionally, specific concerns about CSE-identified students whose behavior or learning style (as a direct result of their handicapping condition) causes

significant disruption to the teaching/learning process shall be discussed with the principals and, if necessary the Assistant Superintendent for Instructional Services or the CSE. A good faith effort will be made by the district and the teacher to resolve the problem.

- F. Placement of CSE-identified students shall be made with the teacher's knowledge, in advance of the placement, whenever possible. The administration will notify the classroom teacher of the arrival of the student's IEP into the school. Within thirty (30) days, a conference should take place between the classroom teacher and the special education area teacher to arrange for the necessary materials and to effectively plan the implementation of the IEP.
- G. The administration will make a good faith effort to assign elementary CSE-identified students in a reasonably equitable manner within each grade level. Additionally, the principal may exercise class size prerogatives within this configuration to balance the needs of individual students.

Article XV --- Professional Performance and Evaluation

A. Employee's Personal File

- 1. There shall be a personal file on each employee to be kept in the building principal's office. An employee shall have the right, upon request, and at reasonable times, to review the contents of his/her file with the building principal or his/her designee. The employee's personal file shall not be open to public inspection except upon specific written consent of the employee.
- 2. No anonymous material shall be placed in an employee's personal file. Pertinent anonymous material, upon receipt, shall be brought to the employee's attention.
- 3. An employee shall be notified in writing of any entry into his/her personal file. When an entry is reported to an employee, he/she may take written exception to it, which exception shall become a part of the file.
- 4. The administrator and employee shall sign statements as they are added to the file. (Such signature shall be understood to indicate an awareness of the material but in no instance shall said signature be interpreted to mean agreement with the content of the material).
- 5. Commendations - Administrators will be encouraged to place in the employee's file information of a positive nature indicating special competencies, achievements, performances or contributions of an academic or professional nature.
- 6. Only written material originating within the district shall be covered under this article.

B. Employee Observation and Evaluation

- 1. The chief purpose of evaluation of the professional staff shall be:
 - a. to assure parents and students of the highest possible quality of education;
 - b. to maintain a highly qualified and competent staff;
 - c. to provide for a continuing development of each member of the professional staff; and
 - d. to provide the basis for selecting employees for retention.
- 2. To further these purposes, the supervisory personnel responsible for evaluation shall acknowledge the right of the employee:
 - a. to know how well he/she is performing the duties and responsibilities of the position through data presented on the evaluation form and in the post observation/evaluation conference with the appropriate administrator.

- b. to know the areas in which improvement is needed by citing specific deficiencies and recommending specific ways in which the employee is to improve.
 - c. to be provided with a candid appraisal of his/her work with primary emphasis placed on professional effectiveness. Evaluation criteria shall be presented to employees at the beginning of each school year or upon employment.
 - d. to be able to discuss evaluations with the appropriate administrator within three (3) working days after the observation took place. At that meeting, the employee shall receive a copy of the evaluation with the original placed in the employee's file. If the employee disagrees with the observation/evaluation, he/she may submit a written response which shall be attached, within three (3) working days, to the file copy of the evaluation in question.
 - e. to seek and receive supervisory assistance as needed; and
 - f. to have observations conducted openly with full knowledge of the employee.
3. To further these purposes, the employee acknowledges that the evaluation of employees is the responsibility of the administration and that it is the right of the personnel responsible for the evaluation.
- a. to observe the employee in both classroom and non-classroom situations based on criteria developed by a joint committee of professional staff members and administrators. The joint committee to be selected in the following manner: three (3) teachers by the association president; three (3) teachers and two (2) administrators selected by the Superintendent of Schools. The Superintendent of Schools and the CTA president will be members of this joint committee. (A committee was formed during the first semester of the 1989-1990 school year and implementation of a program based upon criteria developed by this committee will commence in the 1990-1991 school year).
 - b. to offer suggestions and comments relating to the employee's duties and responsibilities; and
 - c. to recognize that the appropriate personnel (principals, assistant principals, administrative directors), is/are primarily responsible for evaluation of all teachers.

C. Fair Dismissal for Teachers

- 1. In the event that the administration is considering the dismissal of a teacher, it will provide at least one written warning and will schedule a meeting with the teacher, the immediate supervisor and, if requested by the teacher, his/her Association representative for the purpose of his/her performance in order to continue employment.
- 2. Following such a conference, if the administration still determines that the teacher should be dismissed, it will give said teacher a minimum of thirty (30) days written notice prior to the meeting at which action is to be taken. At the request of the teacher, specific reasons for the dismissal will be given.
- 3. The Board will recognize all the teacher's rights as law.

D. Dismissal of S.R.P.N.

- 1. The dismissal of nurses, including the failure to rehire, will be in accordance to Civil Service Law.

2. The employee will be given an opportunity to have a conference with the administration prior to the recommendation for dismissal or failure to make a recommendation in case of rehiring, with an Association representative present.
3. The Board will recognize all employee rights according to law.

E Interscholastic Coaching Appointment and Evaluation

1. Appointment of Coaches

All interscholastic coaching positions shall be made on an annual basis by the Board of Education based upon the recommendation of the Athletic Director to the Superintendent of Schools. It is normal practice to reappoint a coach when she/he has completed their assignment in a satisfactory manner. If reappointment is not recommended, the Athletic Director and the Superintendent of Schools will convey this information to the coach at the earliest possible time. Specific reasons for recommendation of non-reappointment will be given to the coach. It is understood that the district reserves the right to hire the most qualified coach available.

2. Evaluation of Coaches

All coaches shall be evaluated annually at the end of the season in accordance with the criteria jointly established between the administration and the CTA.

- a. The district and the CTA will each appoint two teachers to a committee to develop criteria for coaching evaluation. The district will also appoint an administrator and the Athletic Director will be a member of this committee.
- b. All coaching evaluations will be kept in the employee's personnel file.
- c. All coaching evaluations will be conducted by the Athletic Director and reviewed by an administrator designated by the Superintendent of Schools.

All coaches shall have due process rights as outlined in this agreement.

F. Discipline or Reprimand

No employee shall be disciplined or reprimanded without just cause; nor shall any employee be disciplined or reprimanded publicly.

Article XVI --- Board of Education

1. The Board and the professional staff shall hold an open meeting to discuss mutual concerns at a mutually agreed upon time. Additional meetings shall be held if both parties agree as to further need. The Association president and a representative of the Board shall jointly determine an agenda.
2. When there is a conflict between Board policy and the Professional Agreement, the Professional Agreement shall take precedence over Board policy.
3. All Board policy and regulations pertinent to employees shall be made available to the employees by way of the Board Policy Manual. This manual is to be kept up-to-date by the principal of each building along with faculty handbooks and teacher bulletins.
4. The agenda of each regular Board meeting may be obtained at the Superintendent's office on the Friday before the meeting. The minutes of each Board meeting may be obtained at the same office on the Friday prior to the next regular Board meeting. If they are not picked up, copies of both documents will be sent to the Association president and an Association member in each building he/she designates. Both shall be posted promptly on the CTA bulletin board.

Article XVII --- Employee Attendance

A. The Board and the Association recognize the need for policy concerning employee attendance and leaves of absence in order to assure maximum staff utilization, to allow for illness and other emergencies that arise and to help administrators and the Board institute such a program that will be fair to all staff, students and programs.

B. General

1. An employee's failure to comply with any portion of the following policies may be grounds for disciplinary action by the Board.
2. Employees planning to be absent or late should notify the building principal or other persons so designated by the principal in time so that a substitute may be called.

C. Personal Illness

1. Full-time employee personnel will be allowed 12 days of absence each school year due to personal illness without loss of pay. Such days may be accumulated up to 220 days.
2. A physician's certificate may be requested for any personal illness when building principal deems these days to be unwarranted.
3. Sick leave days shall be credited to the account of the employee at the beginning of employment and unused sick leave days shall be added at the beginning of each succeeding year.
4. Upon the employee's written request, the employee shall receive a written statement specifying the number of days leave used during the previous academic year and the total number of days accumulated sick leave.
5. If due to extenuating circumstances, the employee needs a limited amount of time off each day due to personal illness, he/she may make special arrangements with the building principal upon approval of the superintendent. Such circumstances must encompass a period of time, usually not to exceed ten school days, so that the efforts involved in making these special arrangements are worthwhile for the district and significantly beneficial to the employee.

In such instances, a modified teacher schedule may also be considered that would result in minimum amount of disruption to students and loss of teacher benefits.

D. Illness or Death in Employee's Family

1. Full-time employees will be allowed three (3) days absence each school year for illness in the employee's immediate family without loss of pay. Such days are not accumulative.
2. Each employee shall be granted up to three (3) days of leave with full pay for each death in the immediate family. Such leave shall not be accumulative and shall be taken at time of death or funeral.
3. Immediate family for purposes of items D.1 and D.2 above consists of: wife, husband, daughter, son, father, mother, brother, sister, guardian, father-in-law, mother-in-law.

4. Full-time employees will be allowed three (3) days absence each school year for deaths in the family other than those specified in D-3 without loss of pay. Such days are not accumulative.
5. If an employee feels he/she needs additional time off due to a death or serious illness in the immediate family, up to twelve (12) days are available. Such days so used shall be deducted from current or accumulative sick leave.
6. If due to extenuating circumstances the employee needs a limited amount of time off each day due to illness or death in the immediate family, he/she may make special arrangements with the building principal upon approval of the superintendent so that not less than one-half (1/2) day as a minimum will be deducted from the twelve (12) days noted in D.5. Additionally, the employee's three family illness days and three personal days may be used in these circumstances. The Superintendent of Schools may extend this period on a case-by-case review. Such special circumstances must encompass a period of time, usually not to exceed an additional five (5) school days, so that the efforts involved in making these special arrangements are worthwhile for the district and significantly beneficial to the employee. These additional days will be deducted from the employee's accumulated sick days.

In such instances, a modified teacher schedule may also be considered that would result in a minimum amount of disruption to students and loss of teacher benefits.

E Personal Business

1. In cases of personal business an employee may be allowed, during each school year without loss of pay, three (3) full days or six (6) half days. Such days are not accumulative for personal business but may be added to accumulated sick leave.
2. Requests must be made in writing to the building principal. In order to take a personal business day, an employee need only state that the leave is for personal business. However, the use of personal days are for the conduct of personal business or other related activities that cannot normally be conducted after school hours.

Whenever possible, employees should give at least twenty-four (24) hours advance notice. It is the intention of the parties that the privilege of personal leave be granted to enable an employee for a valid purpose, without the necessity of having to state such purpose to the immediate supervisor or any member of the administration, to take such leave. This leave is not intended to be used for recreational purposes or other employment. An employee using personal days immediately prior or following a vacation may be required to account for such use to a committee made up of the school Superintendent or building principal and the Association president before such day is compensated.

3. a. Employees who have accumulated one hundred fifty (150) days of sick leave on June 30 of the previous year, may use one of their three personal business days during the next school year without the restrictions noted in E.2.
- b. Whenever a teacher has not used any sick days (or parts thereof) during the previous school year, that teacher may be allowed to use one (1) of their three personal business days as an unrestricted personal business day. Note that this is not an additional personal day.
4. Unused personal days shall be added to accumulated sick leave.

F. Jury Duty

Employees called to jury duty shall receive regular pay from the school district. Compensation received from jury duty during his/her participation on a jury panel shall be reimbursed to the school district minus expenses. This provision applies only when an employee is scheduled to be on school duty.

G. Days of Religious Observance

Employees will be allowed up to three (3) days per school year without loss of pay due to the days of religious observance that do not appear on the regular school calendar as days when school is not in session. Such days must appear on the Commissioner of Education's calendar as possible days of religious observance.

H. Other Absences

Absences other than personal illness or death in the family, or personal business, approved visiting days, or approved conference, will result in full loss of pay unless otherwise determined by the Superintendent upon an employee's written request through the building principal to the Superintendent of Schools.

I. Pay Calculation for Absences

When it becomes necessary to calculate daily rates of loss of pay, the following plan shall be used:

1. Employees paid on a ten-month basis, one two-hundredth (1/200) of yearly payment.
2. Employees paid on an eleven-month basis, one twenty-two hundredth (1/220) of yearly payment.
3. Employees paid on a twelve-month basis, one twenty-four hundredth (1/240) of yearly payment.

J. Pay of Substitutes

The Board shall pay all substitutes.

K. Period of Absence

Employees who are absent for more than one and a half hours of either the morning or afternoon session will be considered fully absent for one-half day. Such absences shall be charged against reasons as outlined in this article.

L. Pro-Rated Leave Days

1. Employees working on a part-time basis shall be given all leave days mentioned in this article, (except D.2) on a pro-rated basis.
2. Employees who do not complete a full year will receive leave days (except D.2) on a pro-rated basis. Necessary deductions will be made from the last pay check.

M. Workmen's Compensation

Professional personnel who are injured in the line of duty may use personal sick leave. If the district receives reimbursement through Workmen's Compensation payments, then that amount of money shall be divided by the daily substitute rate and that figure will determine the number of days returned to the employee's

accumulative sick leave. Under no circumstances will the amount of such leave returned be greater than the amount the employee would normally have accumulated at that point. Money collected by the employee for medical treatment and/or permanent disability shall belong to the employee.

N. Sick Bank

1. A sick bank shall be established and any unused sick days accumulated by an employee in excess of 220 days shall be contributed to the sick bank. The sick bank is available to any teacher in the district who meets the qualification criteria in N.2 below.
2. An employee must use all of his/her accumulated sick leave before drawing on the bank. He/she may draw on the bank using the following formula:

Number of Credited Sick Days at the End of Previous <u>School Year</u>	Maximum Number of Eligible Days May Be Drawn From <u>Sick Bank</u>
15 - 29	15
30 - 35	30
36 - 60	45
61 - 90	60
91 -120	80
121 -150	90
151 -220	100

Regardless of the above maximum days, no employee can draw more than one-fourth (1/4) of the days in the bank at the time he/she begins to make such withdrawals.

3. The sick bank is to be used for serious illness only. The Superintendent and the Association president shall be empowered to resolve all issues relating to the administration of the sick bank. A doctor's statement may be required to determine an employee's eligibility to draw on the sick bank.
4. Any employee who has used the sick bank may contribute up to three (3) accumulated sick days to the sick bank each year. Upon retirement, any employee's accumulated sick days in excess of one hundred eighty (180) days shall be contributed to the sick bank.
5. At the end of each school year, the district will calculate the total number of days in the sick bank and make the information available to the Association.

Article XVIII --- Employee Work Day and Work Load

A. Employee Work Day

1. The employee work day shall be as follows for each school year:
 - Grades K-5: Seven (7) hours and ten (10) minutes; exclusive of faculty meetings
 - Grades 6-12: Seven (7) hours and twenty-five (25) minutes, exclusive of faculty meetings.

The length of the K-5 teacher's day includes the time necessary for the proper supervision of students during periods in the morning and afternoons. The K-5 teacher's day shall not be extended more than thirty minutes beyond the student day, except in emergencies.

2. Any change in this schedule shall be mutually agreed upon by both parties.
3. Upon request to the principal, an employee may leave early if necessary, provided the principal can arrange for adequate student supervision.

4. Faculty meetings shall be scheduled in advance, whenever possible, and shall be considerate of time demands after the normal school day. Whenever possible, regular faculty meetings should not exceed forty-five (45) minutes after the normal work day for teachers. However, special circumstances and timeliness of topics and conditions may be cause for longer meetings. These cases shall be the exception.
5. All faculty meetings called by the principal shall be announced a reasonable time in advance. Such notice, except in case of emergency meetings, shall include an agenda for the meeting.

B. Teacher Work Load

1. Decision regarding teacher work loads and class assignments will be made through consultation with the teacher involved, whenever possible.
2. Determination of class sizes and composition of classes shall be made with full consideration of:
 - a. Instructional effectiveness.
 - b. Use of available facilities
 - c. Effective utilization of teaching personnel
3. The Board will make every effort not to exceed the following class size:
 - a. Grades K-1 20 to 25 students
 - b. Grades 2-3 22 to 27 students
 - c. Grades 4-6 23 to 28 students
 - d. Grades 7-12 23 to 28 students

4. Elementary Teachers

- a. Effective July 1, 1997 there shall be a total of six (6) one-half days of non-teaching time for elementary teachers scheduled throughout the school year. The exact time of the meetings would be an administrative decision upon consultation with the teachers in the building. For four (4) of these half-days, the time would be used for grade level planning, curricular coordination, instructional updating and related issues. Included in these six (6) half-days shall be two (2) one-half (1/2) days of non-teaching duties. These two (2) days will be scheduled within the week preceding the issuing of the January and June report cards. These two (2) one-half days are to be used in the building to complete required evaluation duties and hold parent conferences.

Effective July 1, 1998 there shall be a total of five (5) one-half days of non-teaching time for elementary teachers scheduled throughout the school year. The exact time of the meetings would be an administrative decision upon consultation with the teachers in the building. For three (3) of these half-days, the time would be used for grade level planning, curricular coordination, instructional updating and related issues. Included in these five (5) half-days shall be two (2) one-half (1/2) days of non-teaching duties. These two (2) days will be scheduled within the week preceding the issuing of the January and June report cards. These two (2) one-half days are to be used in the building to complete required evaluation duties and hold parent conferences.

- b. The goal will be one (1) hour and thirty (30) minutes of uninterrupted instructional time. There will be a collaborative effort by classroom teachers, special area teachers and administrators to achieve this goal. The district shall make available a year end report to the CTA which outlines the percent of elementary teachers who have been able to achieve this goal.

- c. Reasonable efforts will be made to provide some break time between classes for elementary special area teachers.

5. Secondary Teachers

- a. The maximum load shall in no case exceed one hundred thirty-five (135) students per day exclusive of musical performing groups or physical education classes. Exceptions to the above shall be upon mutual consent between the teacher and the district. The teacher shall consult with the Association before agreeing to deviate from these limits.
- b. No teacher in grades 7-12 (exclusive of Music and Special Education Resource teachers) shall be required to teach more than five (5) classes per day. In no case will a teacher in grades 7-12 be required to teach more than six (6) classes per day. Science laboratory classes shall be considered as regular classes and not a separate preparation. Any exception to the five class limit shall be by voluntary agreement of the teacher and in no case, shall the teacher have more than six (6) classes per day. Any agreement for teaching a sixth class is for one year only and prior consultation by the teacher with the Association is necessary. The agreement for teaching a sixth class (unless the employee is a special education resource teacher or a music teacher) shall be in writing.
- c. Teachers in grades 7-12 who have more than three (3) different class preparations shall have two duty-free planning periods per day, exclusive of lunch. A science laboratory class shall not be considered a separate class preparation.
- d. Teachers in grades 7-12 who have three (3) different class preparations and six (6) classes, shall have one and one-half (1 1/2) duty free planning periods, exclusive of lunch. Attempts will be made to have these planning periods each day, but because of scheduling needs, the additional one-half period may be allocated over a week's time, or in rare cases, a full additional planning period shall be given every other semester.
- e. Effective July 1, 1997 there shall be a total of three (3) one-half days of non-teaching time for secondary (6-12) teachers scheduled throughout the school year. The exact time of the meetings would be an administrative decision upon consultation with the teachers in the building. For two (2) of these half-days, the time would be used for grade level planning, curricular coordination, instructional updating and related issues. Included in these three (3) half-days shall be one (1) one-half (1/2) days of non-teaching duties. This day will be scheduled within the week preceding the issuing of the January or June report cards. This one (1) one-half day is to be used in the building to complete required evaluation duties and hold parent conferences.

Effective July 1, 1998 there shall be a total of four (4) one-half days of non-teaching time for secondary (6-12) teachers scheduled throughout the school year. The exact time of the meetings would be an administrative decision upon consultation with the teachers in the building. For three (3) of these half-days, the time would be used for grade level planning, curricular coordination, instructional updating and related issues. Included in these four (4) half-days shall be one (1) one-half (1/2) day of non-teaching duties. This day will be scheduled within the week preceding the issuing of the January or June report cards. This one-half day is to be used in the building to complete required evaluation duties and hold parent conferences.

6. The district shall aid and encourage team teaching and grade level coordination opportunities where feasible and applicable and when the schedule permits.

Teachers interested in team teaching shall petition the principal by April 1st for scheduling for the following September. It is understood that additional student supervision needs as a result of a proposal for team teaching is grounds for disapproval.

7. Department Chairpersons

- a. Whenever department chairpersons need additional time for related department duties, such needed time will be provided upon approval of the building principal.
- b. Department chairpersons may make recommendations to the principal regarding teacher assignments. Prior to such recommendations, the department chairperson shall hold departmental meeting(s) to explore and discuss any teacher ideas and proposals regarding teaching assignments.

C. Lunch Hour and Duty

1. All unit employees shall be provided a duty free lunch period each day. At the elementary level this will mean a minimum of thirty (30) minutes excluding supervision of their class to and from their student's lunchroom. At the middle school and high school levels, this will mean that the employee's lunch break will not exceed one instructional period in length. Any unit employee may leave the building during their lunch break upon notifying the school office.
2. The administration will make every effort to provide non-teacher supervision of students in the student lunchroom in the elementary schools.

D. Planning Period

1. a. The administration will make every reasonable effort to provide each elementary teacher with at least one thirty (30) minute duty free planning period each day, exclusive of lunch.
- b. Once each month, if there is a need for a special meeting during the teacher's sole planning time as determined by the teachers or the administration, a meeting may be scheduled during the teacher's planning time, provided that there is prior consultation and notification given to teachers. Some break time will be granted on those days to teachers who so request this in advance.
- c. Where possible and feasible, the district shall attempt to plan student supervisory periods in a manner which may provide elementary teachers, on a rotating basis, some additional planning time.
2. The administration will make every reasonable effort to provide each secondary teacher with at least one duty free planning period (class length) each day, exclusive of lunch.

E. Teacher Aides/Teacher Assistants

1. Teacher aides may be employed for the following purposes:
 - a. to assist when class sizes pass the level of effectiveness
 - b. to fulfill non-instructional duties in order to provide duty free planning periods for teachers to address professional development needs.

2. Though teacher assistants may be employed to assist regular teachers according to law, it is not the intention of the district to hire them permanently under the following conditions:

- a. to fill the position of a current employee who has been laid off or resigned.
- b. to fill a newly created position that requires the skills of a certified teacher.

F. Substitutes

1. The administration shall make every effort to maintain an adequate supply of substitute teachers and nurses.
2. A list of substitute teachers and nurses (including area(s) of certification) shall be made available to all employees.

Article XIX --- Pupil Personnel Staff

A. Guidance Counselors

1. All guidance counselors will work an additional thirty (30) minutes more than the classroom teacher's normal work day.
2. The guidance counselor's school year shall be September 1 to June 30 (except by mutual agreement).
3. Part-time guidance counselors shall receive additional salary and work additional hours as prescribed above on a pro-rated basis.

B. Other Pupil Personnel Staff

Other pupil personnel staff members (social workers, nurse, speech) shall work the regular teacher's school year and hours. Additional work time will be paid on a per diem basis.

Article XX --- Leaves

A. Sabbatical Leave

1. Upon recommendation of the Superintendent, sabbatical leaves may be granted to full-time employees who served at least seven (7) consecutive full years (or six (6) full and two (2) half) in the school system (leaves of absence excepted) for study or other purposes of value to the school system. The individual seeking sabbatical shall work on the approved project. The applicant shall include a statement of intent to return to the district the school year (or semester) following the sabbatical. If the applicant does not return to the school district the school year (or semester depending upon length of sabbatical) following the sabbatical, the applicant shall repay sabbatical monies received.
2. The Board may grant such leaves for the one percent (1%) of the total number of employees in the system each year, provided that such number of qualified applications are received and the granting of any such leave for the time requested will not prejudice the operation of the school district.
3. Applications for sabbatical leave must be submitted in writing to the Superintendent of Schools. For the following year, applications for the fall semester or full year must be submitted in writing to the Superintendent of Schools no later than March 1st. Teachers will be informed of the action taken on their applications no later than April 1st. For the second semester of the

current year, applications must be submitted by October 1st. Teachers will be informed of the action taken by November 1st. Permission for sabbatical shall be contingent upon the Superintendent of Schools finding reasonable substitute.

4. Sabbatical leaves for one (1) year or one (1) semester shall be at one-half (1/2) of the salary the employee would have received during the period of such leave. Employees shall be given credit toward salary increments and other contractual benefits while on leave.

B. Military Leave

Any employee on tenure who is drafted, recalled or placed on active duty in the armed forces of the United States, shall be guaranteed to have his/her teaching position or equivalent upon discharge from active duty.

C. Leave of Absence Without Pay

1. The Board, at its discretion, may grant leaves of absence without pay for periods generally not to exceed one (1) year. The application for such a leave, accompanied by reasons for the request, shall be made to the Board through the Superintendent.
2. An employee who is granted leave of absence shall be entitled to health and dental insurance benefits as well as the sheltered annuities program, the full cost to be paid by the employee.
3. Previously earned accumulative sick leave will be credited to the employee only upon scheduled return.
4. Employees on a leave of absence shall not be considered on regular service for purposes of calculating salary steps.

D. Child Care Leave

1. Child care leaves may be granted up to two years to probationary or tenured employees. The intention of returning should be made in writing to the Superintendent 120 days prior to the intended date of his/her return.
2. The employee will be allowed to continue participating in the health insurance plan by paying full monthly costs to the business office.
3. The child care leave shall comply with Federal Equal Employment Opportunity Commission rulings and the Civil Rights Law of 1964 and the New York State Human Rights Laws. During the period of sickness or disability due to pregnancy and/or childbirth, an employee has the right to use personal sick leave. This sick leave may be taken before or after an unpaid leave of absence, but not during an unpaid leave of absence.

E. Career Leave

1. An employee who has been in the district for at least ten years may apply for an unpaid leave up to one (1) year for the purpose of reassessing his/her career. The reasons could include education, training or job experience that could lead to a career change. The district will also consider other reasons that may help an employee prevent "burn-out."
2. Those requirements stated in C.2, C.3 and C.4 of this article are also considered those requirements for the above.

3. Requests for the following school year must be submitted in writing to the Superintendent by March 1. The employee will be notified pertaining to his/her request by May 1.

F. Exchange Leave

The district will cooperate with its professional staff and the administration of other school districts to bring about an employee exchange program between districts. The following are considered guidelines for such a program, but keeping in mind other details would need to be worked out depending on the circumstances.

1. The time for such an exchange should be September-June though a single semester could possibly be arranged.
2. The employee involved would be paid their regular salary and fringe benefits in accordance with those of their home schools.
3. The Chittenango Central School Board of Education must approve all arrangements.

Article XXI --- Transportation

A. Transportation of Pupils by Employees

Employees will not be required to transport pupils in their personal vehicles. Employees who voluntarily transport pupils in their personal vehicle should meet all necessary insurance requirements and all Public Service Commission regulations.

B. Mileage Allowance

1. The purpose of this article is to establish a system of reimbursements for the use of privately owned vehicles in the transaction of school business by the professional staff.
2. Reimbursement
 - a. Reimbursement may be for travel within and outside the school district.
 - b. A request for reimbursement must be submitted showing the date, destination, purpose and miles traveled before reimbursement is made.
 - c. Employee request must be approved by the Superintendent of Schools or the building principal before being submitted to the district purchasing agent for reimbursement.
3. Computation

In reference to travel within the school district, the mileage shall not include the distance to and from the person's home. Mileage may be computed for travel from the first point of arrival to succeeding destinations each day.
4. Reimbursement for mileage shall be at the rate adopted by the Internal Revenue Service and adopted by the Chittenango Central School Board of Education.

Article XXII --- Non-Discrimination

Chittenango Central School believes in equality of opportunity and shall promote good human relations by removing all vestiges of prejudice and discrimination in employment, assignment and promotion of personnel; in location and use of facilities; in curriculum and instruction; and in the availability of programs to children.

It further believes that the records and previous performances of students, employees and applicants will be looked upon in such a way as to give fair consideration for each person's needs that will best serve him or her as well as those of the district.

The district affirms its belief in existing laws, governmental regulations and equal opportunity to the end so that no student, employee or applicant shall be discriminated against. Discrimination shall be forbidden because of but not necessarily limited to race, color, creed, national origin, sex or handicap.

The Superintendent is designated to assure compliance, prepare procedures in connection therewith, administer complaints and make appropriate reports to the Board of Education.

The appeals procedure for employees shall follow the grievance procedure found in their appropriate Board of Education-employee organization agreement.

The appeals procedure for students, parents, applicants and all others, shall be in accordance with appropriate administrative regulations or grievance procedure.

"The Chittenango Central School District, Chittenango, New York, does not discriminate on the basis of sex in the educational programs or activities which it operates, and it is required by Title IX of the Educational Amendments of 1972 not to discriminate in such a manner. This policy of non-discrimination includes the following areas: recruitment and appointment of employees; employment pay and benefits; counseling services for students; access by students to educational programs, course offerings and student activities. The district official responsible for the coordination of activities related to compliance with Title IX is Daniel J. Porter, 1732 Fyler Road, Chittenango, New York, 13037 (315-687-2669). This official will provide information, including complaint procedures to any student or employee who finds that her or his/her rights under Title IX may have been violated by the district or its officials." (Title IX Compliance Statement)

Article XXIII --- School Calendar

- A. The district shall submit its proposed school calendar to the CTA at least one (1) month before the Board of Education is scheduled to adopt one for the following school year. The Superintendent shall consult with the CTA regarding the proposed calendar.
- B. The calendar shall include 177 student attendance days and four (4) Superintendent Conference Days. Additional days will be scheduled for emergency closing purposes.
- C. Should more than one (1) emergency closing day not be utilized as such, the CTA and the district shall jointly determine a revised calendar. The dates for unused emergency days in excess of the one (1) mentioned herein shall be determined in advance. The revised calendar shall be agreed to with the following guidelines:
 1. the first two unused emergency days after the retainment of the one (1) day mentioned above shall belong to the Association;
 2. if there is a fourth (4th) unused emergency closing day available, the district shall retain the use of that day
- D. A copy of the annual school calendar shall be added to this agreement.

Article XXIV --- Employee Compensation

A. The purpose of this article is to implement the New York State Education Law, to insure the fair and equal treatment of the professional staff and to establish a basis for the compensation of professional personnel.

B. Time and Manner of Payment

1. See circled dates on calendar.
2. The district may not pay employees less than their earned salary at the end of any pay period without their written consent.
3. Employees who wish to be paid on deferred payment plan must submit a written request upon acceptance of the forthcoming salary notice.

C. Prior Service Credit

The Board, upon recommendation of the Superintendent of Schools, may grant an employee prior service credit for prior experience. Once such credit has been granted, it may not be taken away.

D. Credentials

1. A bonafide transcript must be presented to the Superintendent of Schools as evidence of professional preparation.
2. Such transcripts shall be evaluated by the Superintendent of Schools in reference to approved courses.
3. "Approved Courses" are those college graduate courses that have such characteristics as involving the candidate's subject area, teaching level (elementary or secondary) and electives approved by a college in a candidate's degree program as long as the degree corresponds with the teaching area and level.
4. An employee may request prior approval of graduate credit courses before taking the courses.
5. A bonafide diploma showing advanced degrees must be presented to the Superintendent of Schools.

E. Salary Adjustments for Professional Preparation

1. Upon submission of a written request and bonafide transcripts, salary class adjustments for approved courses will be made in accordance with the deadline dates referenced in Article IX .5.

F. Health Insurance (Effective March 1st, 2000)

1. The "Chittenango Central School Health Insurance Program" shall be available to employees meeting the eligibility criteria. A set of policies governing this plan shall be agreed upon by the employer and Association. The program includes hospital, surgical-medical, major medical and prescription insurance coverage. Such coverage shall be provided in accordance with the agreements reached between the parties and identified in a side letter of agreement dated and signed in February 2000.

2. No changes of any kind shall be made by the employer in the insurance program without the written agreement of the Association. In the event the insurance company initiates any changes over which the employer has no control, the employer will notify the Association, in writing, of such changes as soon as possible.
3. In case of involuntary severance (other than permanent dismissal with cause), the employee shall receive health benefits on the same basis as was received prior to the involuntary severance for a period of one (1) year. This provision shall be in effect only as long as the employee is not eligible under another employer's shared health insurance plan.
4. In case of the death of an employee or retiree with family health plan benefits, the district shall pay the full cost of the health insurance for a period of four months. After four months, the family member(s) may continue the group health insurance by paying the total premium.
5. In the event an employee is off the payroll due to disability, the employee's health plan benefits shall be continued for up to one year with the District paying the full cost. Thereafter, the employee shall pay the full cost of the plan continuation unless s/he qualifies for retirement coverage.
6. All active employees may take advantage of this program except those working less than 40% full-time.

Effective March 1, 2000, active employees shall have a district contribution toward the cost of the health insurance program at 90% for individual coverage and 85% for family coverage. The District's contribution toward the premium for family coverage is calculated by multiplying the established percentage (85%) by the total cost of the premium for both individual and dependent coverage whether it be 2 person or 3 or more person family. Those employees who are currently enrolled in one of the available HMO programs may continue coverage in such HMO until October 1, 2000, with the full cost of the premium paid by the District, or they may transfer to the insurance program at the above noted contribution rate as of March 1, 2000. Effective March 1, 2000, new hires will only have Regionwide II available as their health insurance plan.

7. Effective October 1, 2000, only the HMO-CNY will be available as an alternative to the health insurance program; and only those employees who are enrolled in an HMO at that time may remain in or transfer to HMO-CNY. As of October 1, 2000, the District contribution rate for HMO-CNY will be the same as for the insurance program: 90% for individual coverage or 85% for two person or three or more persons family coverage. Once an employee leaves HMO coverage, s/he may not re-enroll in that program.

8. Those who retire with the years of service noted below are eligible to continue their coverage under the health insurance program in retirement, and the employer shall participate in the payment of the annual premiums as follows:

Retirees on or after March 1, 2000:

with 15 years or more of district service:

95% for individual coverage

65% for family coverage

\$1.00 co-pay on the prescription card

with less than 15 years or more of district service:

50% for individual coverage

35% for family coverage

\$1.00 co-pay on the prescription card

There will be no HMO's available in retirement for those active unit employees who retire as of March 1, 2000, or thereafter.

Retirees Prior to 7/1/81:

100% on Individuals and 60% on Dependents

\$1.00 co-payment on the prescription card

Retirees After 7/1/81 with 15 or more years of district service:

95% on Individuals and 55% on Family

\$1.00 co-payment on the prescription card

Retirees After 7/1/81 with less than 15 years of district service:

50% on Individuals and 35% on Family

\$1.00 co-payment on the prescription card

No employee with less than ten (10) years of accumulative service to the district will be eligible for district contribution toward retiree health insurance premium payments.

9. Effective the 2000-01 school year, a health insurance buy-out option will be available through the flexible-spending plan. Any active unit employee who is eligible for health insurance may elect in advance not to participate in the health insurance program for the year. The employee who elects this option must provide proof of alternate health coverage and complete the necessary forms provided by the District. This optional buy-out is an annual benefit provision for which the employee may receive \$500 for individual coverage, \$600 for 2 person family coverage and \$700 for 3 person family coverage.

The employee may return to coverage at any open enrollment period or at any time there is a change in legal circumstances pursuant to the IRS Section 125 rules (marriage, death, divorce, birth, etc.). If the employee resumes coverage before the full year is complete, the payment shall be pro-rated.

Employees must elect to participate in the buy-out option by the annual open enrollment date in the school year in which the buy-out is effective or within 30 days of the date of hire. Buy-out payments to the employee shall be made in 17 equal installments throughout the school year of election.

G. Dental Insurance

Effective July 1, 2000, the district will contribute \$400 for individual coverage and \$625 for family coverage.

Dental insurance shall be provided by Delta Dental in accordance with the plan mutually selected by the District and CTA.

H. Vision Insurance

Effective July 1, 2000, the district will annually contribute up to fifty dollars (\$ 50) per bargaining unit employee toward the cost of a group vision plan selected by the Association.

I. Term Life Insurance

The district shall provide paid in full term life insurance coverage of \$25,000 for each bargaining unit employee who works at least half time. The district will also pay the entire premium for the accidental death or dismemberment policy. The district will arrange for the employees to be able to purchase additional life insurance at the group rates. Employees exercising this option must bear the full cost of the portion over \$25,000 and may utilize the flexible spending plan to do so up to the limits allowed by law.

J. Disability Term Insurance

Effective on July 1, 1999, the district will assume \$50,000 of the cost each year for the existing group disability insurance policy which was jointly selected by the district and the CTA. Effective on July 1, 2000, the district will assume \$52,000 of the cost each year for the existing group disability insurance policy which was jointly selected by the district and the CTA. Effective on July 1, 2001, the district will assume \$55,000 of the cost each year for the existing group disability insurance policy which was jointly selected by the district and the CTA. The CTA will have available an amount equal to one half of the money left in the flex benefit plan derived from teacher enrollment to offset any additional costs for disability coverage. If not used, the money returns to the district. In the event the district allocated money is not sufficient to pay the full premium cost, the CTA shall be responsible for the remainder of the premium upon proper notification from the district.

K. Tax Sheltered Plans

1. The district shall make payroll deductions for the purchase of tax sheltered annuities in accordance with the applicable payroll deductions authorization of each employee. Any employee wishing annuity deductions shall notify the business office which shall then make the specified deductions.
2. The district and the Association have agreed upon a payroll reduction flexible spending plan, jointly selecting the third party administrator.

L. Severance Stipend When Position Abolished

Any employee whose position is abolished and loses his/her employment as a result is entitled to a severance stipend at the time of separation. Such severance stipend shall be a maximum of \$1200, calculated at \$40 per day for each day of the employee's sick leave entitlement. Should the employee be reemployed by the district, the employee shall have the option of restoring any or all of his/her sick days by repaying the district at the same rate of \$40 per day.

M. Summer School Compensation

For each month of summer school professional employment, an employee shall receive 8% of his/her salary according to his/her proper placement on the salary schedule according to experience and education. Twenty (20) days at six (6) hours per day equals one month of summer work or appropriate equivalent.

Effective July 1, 1999, approved summer curriculum work will be compensated at \$90 per day. Effective July 1, 2001, approved summer curriculum work will be compensated at \$95 per day.

N. Procedures for Placement on Step of the Salary Schedule

1. All employees shall be placed on full steps of the salary schedule.
2. After an employee has been on unpaid leave for more than one half of the previous school year, upon return such employee shall be placed on the same salary step they were on at the time their unpaid leave started. Each subsequent school year, such employee shall advance one full step on the salary schedule in the normal manner.

3. After an employee has been on unpaid leave for one half or less of the previous school year, upon return such employee shall be advanced one full step on the salary schedule. Each subsequent school year, such employee shall advance one full step on the salary schedule in the normal manner.

Q Co-Curricular/Coaching Activity Payment Schedules-Percent Groups

1. School Year 1999-00

Effective July 1, 1999 the first step in each column is determined by multiplying the salary amount from Step 15 Class I of the 1999-00 teacher salary schedule by the given percentage. The co-curricular/coaching stipends for 1999-00 are found in Appendix III.

2. School Year 2000-01

Effective July 1, 2000 the first step in each column is determined by multiplying the salary amount from Step 6 Class I of the 2000-01 teacher salary schedule by the given percentage. The co-curricular/coaching stipends for 2000-01 are found in Appendix III.

3. School Year 2001-02

Effective July 1, 2001 the first step in each column is determined by multiplying the salary amount from Step 7 Class I of the 2001-02 teacher salary schedule by the given percentage. The co-curricular/coaching stipends for 2001-02 are found in Appendix III.

4. Effective July 1, 2000, any co-curricular supervisor or coach (intramurals excluded) who has supervised that particular activity will receive an increment above Step 6 as follows:

Index 1.5 - 4.0 will receive an additional \$80 as follows:

- a. beginning with the 10th year of service
- b. an additional \$80 beginning with the 15th year of service
- c. an additional \$80 beginning with the 20th year of service
- d. an additional \$80 beginning with the 25th year of service
- e. an additional \$80 beginning with the 30th year of service

Index 5.0 - 10.0 will receive an additional \$155 as follows:

- a. beginning with the 10th year of service
- b. an additional \$155 beginning with the 15th year of service
- c. an additional \$155 beginning with the 20th year of service
- d. an additional \$155 beginning with the 25th year of service
- e. an additional \$155 beginning with the 30th year of service

5. Any varsity head coach who has three (3) or more assistant coaches under direct supervision/authority shall be remunerated an additional \$105.

P. Directors, Department Chairpersons, and Coordinators

In addition to their regular salaries, directors, coordinators, and chairpersons shall receive extra stipends as follows:

1. Department Chairpersons Grades 9-12, will be remunerated as follows:

	<u>1999-00</u>	<u>2000-01</u>	<u>2001-02</u>
"Category A" Departments	\$ 2,450	\$ 2,450	\$ 2,525
"Category B" Departments	\$ 1,900	\$ 1,900	\$ 1,975
"Category C" Departments	\$ 1,300	\$ 1,300	\$ 1,375
"Category D" Departments	\$ 1,400	\$ 1,400	\$ 1,475
Grade Level	\$ 1,400	\$ 1,400	\$ 1,475
K-5 Content Level	\$ 1,400	\$ 1,400	\$ 1,475

"Category A" Departments are English, Mathematics, Science, and Social Studies.

"Category B" Departments are Foreign Language and Physical Education.

"Category C" Departments are Art, Music, and Occupational Education.

"Category D" Departments are Library-Media, Guidance, Nurses and Reading.

2. Directors and Coordinators will be remunerated as follows:
 (Note: Dollar amounts are figured on Step 6, Class I of the 2000-01 salary schedule and Step 7, Class I of the 2001-02 salary schedule.)

Position	Percentage	1999-00	2000-01	2001-02
Athletic Director	14.00%	\$ 4,903	\$ 5,074	\$ 5,275
A-V Coordinator	12.00%	\$ 4,202	\$ 4,350	\$ 4,521
Computer Coordinator	12.00%	\$ 4,202	\$ 4,350	\$ 4,521
Special Supervision	N/A	\$ 9.50 per hour	\$ 9.50 per hour	\$ 9.50 per hour
Home Teaching	N/A	\$15.00 per hour	\$18.00 per hour	\$18.00 per hour
Guidance Counselor	6.25%	\$ 2,189	\$ 2,265	\$ 2,355
Event Supervision	N/A	\$45 per event	\$50 per event	\$55 per event

Q Salary Schedules

1. Teacher Salary Schedules

These salary schedules shall include any EIT funds that may be received by the district up to \$162,000 annually. Any EIT funds received in excess of that amount shall be negotiated separately from these salary schedules.

Effective July 1, 1999 the salary percentage increase for school year 1999-2000 shall be 3.5%. The teacher salary schedule for 1999-00 shall be generated by increasing each cell of the 1998-1999 schedule by 3.5%. to create the next step. All teachers will move an additional step with each year of experience in the district. Each returning teacher shall receive a 3.5% increase over the previous year's rate inclusive of step movement. Teachers who are at the top step or are already above the top step of the salary schedule at the end of the school year will be off the salary schedule but will receive a 3.5% increase over the 1998-1999 base salary for 1999-00.

Effective July 1, 2000 the salary percentage increase for school year 2000-2001 shall be 3.5%. The teacher salary schedule for 2000-2001 shall be generated by increasing each cell of the 1999-2000 schedule by 3.5%. to create the next step. All teachers will move an additional step with each year of experience in the district. Each returning teacher shall receive a 3.5% increase over the previous year's rate inclusive of step movement. Teachers who are at the top step or are already above the top step of the salary schedule at the end of the school year will be off the salary schedule but will receive a 3.5% increase over the 1999-2000 base salary for 2000-01.

Effective July 1, 2001 the salary percentage increase for school year 2001-2002 shall be 3.95%. The teacher salary schedule for 2001-2002 shall be generated by increasing each cell of the 2000-2001 schedule by 3.95%. to create the next step. All teachers will move an additional step with each year of experience in the district. Each returning teacher shall receive a 3.95% increase over the previous year's rate inclusive of step movement. Teachers who are at the top step or are already above the top step of the salary schedule at the end of the school year will be off the salary schedule but will receive a 3.95% increase over the 2000-2001 base salary for 2001-2002.

The salary schedules for the 2000-2001 and 2001-02 school years are attached as Appendix I. All new hires will be placed on a step most commensurate with their experience and district needs.

Effective July 1, 2001, a new Step 1 shall be created by reducing the new Step 2 by \$500. Thus BA Step 1 in 2001-02 school year shall be \$30,768.

Note: Base salary refers to the teacher's salary as found in the salary schedule exclusive of advanced degrees, permanent in-service stipend or other special duty stipends or amounts.

Note: Effective July 1, 2000, the salary schedules, (teachers and nurses) shall be renumbered so that the starting step shall be number 1. The numbers shall

then run consecutively and end with the number 29 as the top step. Employees on the 1999-2000 salary schedule shall move horizontally to the 2000-01 schedule. For example, a person on step 10 of the 1999-2000 salary schedule shall be on step 1 on the 2000-01 schedule; a person on the top step #38 of the 1999-2000 schedule shall move to the top step #29 of the 2000-01 schedule.

2. Masters Degree Stipends

Masters Degree Stipends will be awarded as follows:

<u>Year</u>	<u>Remuneration</u>
1999-00	\$ 970
2000-01	\$ 975
2001-02	\$ 1,015

3. In-Service Remuneration

In addition to base salary and degree stipends, a teacher may be awarded a permanent stipend upon the accumulation of 100 clock hours of approved in-service credit up to a maximum of five stipends reflecting five 100 clock hours totaling 500 approved in-service hours.

Level I permanent stipend will be awarded when the teacher accumulates 100 clock hours of approved in-service credit.

Level II permanent stipend will be awarded when the teacher accumulates an additional 100 clock hours (a total of 200 clock hours) of approved in-service credit.

Level III permanent stipend will be awarded when the teacher has reached an additional 100 clock hours (total of 300 clock hours) of approved in-service credit.

Level IV permanent stipend will be awarded when the teacher has reached an additional 100 clock hours (total of 400 clock hours) of approved in-service credit.

Level V permanent stipend will be awarded when the teacher has reached an additional 100 clock hours (total of 500 clock hours) of approved in-service credit. Each 100 hour block stipend shall be paid as follows:

<u>Year</u>	<u>Remuneration</u>
1999-00	\$ 310 per block (maximum \$ 1,240)
2000-01	\$ 320 per block (maximum \$ 1,600)
2001-02	\$ 330 per block (maximum \$ 1,650)

4. Nurse Salary Schedules

The nurses' salary schedules shall be generated as in the past reflecting 75% of all steps through Class VI of the 2000-01 and 2001-02 teacher schedules. Nurse schedules shall be included in Appendix II of the parties collective bargaining agreement. Effective July 1, 2000, each returning nurse shall receive a 3.5% increase over the previous year's salary schedule amount inclusive of step movement. Effective July 1, 2001, each returning nurse shall receive a 3.95% increase over the previous year's salary schedule amount inclusive of step movement.

Article XXV --- Early Retirement Option

A. Eligibility Requirements for Early Retirement

1. Age fifty (50) - An employee's age on June 30 of any school year is the age to be used for this purpose. A teacher who is eligible for disability retirement under the New York State Teachers' (or Employees') Retirement System shall be eligible for this option even if he/she is not age 50.
2. At least ten (10) years of service to Chittenango.
3. Letter of Resignation by April 1 to be effective at the end of the current school year or by December 1 to be effective the beginning of the 2nd semester of that same school year. These dates may be waived by the Superintendent due to extenuating circumstances.

If the above requirements are met, the employee is entitled to both the Service Award and the Lump Sum Bonus described below.

Service Award - Up to a maximum of twenty percent (20%) of base salary.

- A. 3/4% (.0075) of base salary for each year of actual Chittenango service.
- B. 1/2% (.005) of base salary for each year of additional related service.

Lump Sum Bonus - In addition to the service award, the early retirees shall receive 20% of his/her base salary. However this lump sum bonus is not available to those employees who have previously exercised the Chittenango Seniority Benefit.

The employee may receive payment either in one or two equal installments on July 15 and/or September 15 following retirement for the Service Award and Lump Sum Bonus if eligible.

For purposes of this article, a year of service is considered any school year when the employee works at least 40% of the time at a location in education approved by the New York State Teachers' (Employee') Retirement Systems or at another educational institution in the capacity of an employee approved by the Superintendent of Schools.

The Base Salary is established the school year prior to any penalty taking effect and shall be the employee's salary according to the regular salary schedule including advanced degrees. When no penalty is involved, the base salary shall be the salary according to the regular salary schedule including advanced degrees.

PENALTY PROVISION

After age 55, the total amount from both the service award and lump sum bonus shall be reduced to the following percentage:

Age At Retirement	
50-55	100 % (No penalty)
56	50 %
57	25 %
58	12 %
59	5 %

At age 60 and older, the Early Retirement Option is no longer available.

- B. During the calendar year 2001, the parties agree to review the issue of retirement incentive.

Article XXVI --- Duration of the Agreement

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 valid and subsisting, except to the extent permitted by law; but all other provisions or applications will continue.

Each party agrees to give serious consideration to any particular concern that may arise during the life of this Agreement. The Agreement shall be reopened for negotiation upon mutual consent of both parties. No part of this Agreement shall be changed or amended except by mutual agreement of both parties which will be in writing.

204-A AGREEMENTS BETWEEN PUBLIC EMPLOYERS AND EMPLOYEE ORGANIZATIONS

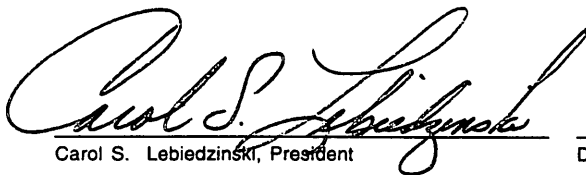
1. IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.
2. Every employee organization submitting such a written agreement to its members for ratification shall publish such notice, include such notice in the documents accompanying such submission and shall read it aloud at any membership meeting called to consider such ratification.
3. Within sixty (60) days after the effective date of this act, a copy of this section shall be furnished by the chief fiscal officer of each public employer to each public employee. Each public employee employed thereafter shall, upon such employment, be furnished with a copy of the provisions of this section.

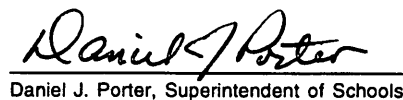
This Agreement shall remain in effect from July 1, 1999 through June 30, 2002.

IN WITNESS THEREOF, the parties have hereto affixed their names on 10/23/00.

For the Chittenango Teachers' Association

For the Chittenango Central School District


Carol S. Lebidzinski, President


Daniel J. Porter, Superintendent of Schools

Appendix I													
Teacher Salary Schedule for 1999-2000 School Year													
Class	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
Step	BA	BA+6	BA+12	BA+18	BA+24	BA+30	BA+36	BA+42	BA+48	BA+54	BA+60	BA+66	BA+72
10	\$ 29,063	\$ 29,493	\$ 29,924	\$ 30,354	\$ 30,785	\$ 31,431	\$ 31,861	\$ 32,292	\$ 32,723	\$ 33,153	\$ 33,584	\$ 34,014	\$ 34,445
11	\$ 30,080	\$ 30,525	\$ 30,971	\$ 31,416	\$ 31,862	\$ 32,531	\$ 32,976	\$ 33,422	\$ 33,868	\$ 34,313	\$ 34,759	\$ 35,204	\$ 35,651
12	\$ 31,133	\$ 31,593	\$ 32,055	\$ 32,516	\$ 32,977	\$ 33,670	\$ 34,130	\$ 34,592	\$ 35,053	\$ 35,514	\$ 35,976	\$ 36,436	\$ 36,899
13	\$ 32,378	\$ 32,858	\$ 33,336	\$ 33,818	\$ 34,298	\$ 35,016	\$ 35,496	\$ 35,976	\$ 36,456	\$ 36,935	\$ 37,414	\$ 37,894	\$ 38,374
14	\$ 33,673	\$ 34,173	\$ 34,670	\$ 35,169	\$ 35,668	\$ 36,418	\$ 36,915	\$ 37,414	\$ 37,914	\$ 38,413	\$ 38,911	\$ 39,411	\$ 39,909
15	\$ 35,020	\$ 35,539	\$ 36,057	\$ 36,577	\$ 37,095	\$ 37,874	\$ 38,392	\$ 38,911	\$ 39,430	\$ 39,949	\$ 40,468	\$ 40,987	\$ 41,505
16	\$ 35,183	\$ 35,744	\$ 36,309	\$ 36,872	\$ 37,435	\$ 38,278	\$ 38,841	\$ 39,403	\$ 39,968	\$ 40,530	\$ 41,094	\$ 41,656	\$ 42,219
17	\$ 36,252	\$ 36,881	\$ 37,513	\$ 38,142	\$ 38,774	\$ 39,847	\$ 40,411	\$ 40,974	\$ 41,536	\$ 42,098	\$ 42,663	\$ 43,225	\$ 43,788
18	\$ 36,767	\$ 37,451	\$ 38,136	\$ 38,820	\$ 39,504	\$ 40,571	\$ 41,184	\$ 41,792	\$ 42,404	\$ 43,016	\$ 43,623	\$ 44,236	\$ 44,847
19	\$ 37,949	\$ 38,596	\$ 39,153	\$ 39,711	\$ 40,265	\$ 41,325	\$ 41,905	\$ 42,484	\$ 43,060	\$ 43,641	\$ 44,218	\$ 44,796	\$ 45,375
20	\$ 39,682	\$ 40,401	\$ 41,098	\$ 41,743	\$ 42,386	\$ 43,461	\$ 44,104	\$ 44,749	\$ 45,394	\$ 46,038	\$ 46,681	\$ 47,325	\$ 47,969
21	\$ 41,534	\$ 42,114	\$ 42,888	\$ 43,466	\$ 44,240	\$ 45,397	\$ 45,979	\$ 46,750	\$ 47,332	\$ 48,105	\$ 48,684	\$ 49,456	\$ 50,038
22	\$ 42,694	\$ 43,273	\$ 44,044	\$ 44,626	\$ 45,397	\$ 46,947	\$ 47,524	\$ 48,297	\$ 48,877	\$ 49,649	\$ 50,229	\$ 51,002	\$ 51,581
23	\$ 44,044	\$ 44,626	\$ 45,397	\$ 45,979	\$ 46,750	\$ 48,489	\$ 49,069	\$ 49,844	\$ 50,422	\$ 51,196	\$ 51,776	\$ 52,549	\$ 53,129
24	\$ 45,397	\$ 45,979	\$ 46,750	\$ 47,332	\$ 48,105	\$ 50,038	\$ 50,609	\$ 51,390	\$ 51,969	\$ 52,740	\$ 53,321	\$ 54,094	\$ 54,675
25	\$ 46,750	\$ 47,332	\$ 48,105	\$ 48,684	\$ 49,456	\$ 51,581	\$ 52,163	\$ 52,935	\$ 53,513	\$ 54,288	\$ 54,867	\$ 55,641	\$ 56,219
26	\$ 48,105	\$ 48,684	\$ 49,456	\$ 50,038	\$ 50,810	\$ 53,129	\$ 53,707	\$ 54,479	\$ 55,061	\$ 55,833	\$ 56,414	\$ 57,185	\$ 57,766
27	\$ 49,456	\$ 50,038	\$ 50,810	\$ 51,390	\$ 52,163	\$ 54,675	\$ 55,253	\$ 56,029	\$ 56,608	\$ 57,380	\$ 57,959	\$ 58,732	\$ 59,310
28	\$ 50,810	\$ 51,390	\$ 52,163	\$ 52,740	\$ 53,513	\$ 56,274	\$ 56,801	\$ 57,570	\$ 58,153	\$ 58,924	\$ 59,505	\$ 60,277	\$ 60,858
29	\$ 52,314	\$ 52,740	\$ 53,513	\$ 54,094	\$ 54,867	\$ 57,766	\$ 58,345	\$ 59,119	\$ 59,699	\$ 60,473	\$ 61,051	\$ 61,825	\$ 62,402
30	\$ 53,513	\$ 54,094	\$ 54,867	\$ 55,446	\$ 56,219	\$ 59,310	\$ 59,892	\$ 60,664	\$ 61,243	\$ 62,017	\$ 62,596	\$ 63,368	\$ 63,949
31	\$ 54,867	\$ 55,446	\$ 56,219	\$ 56,801	\$ 57,570	\$ 61,051	\$ 61,632	\$ 62,402	\$ 62,983	\$ 63,757	\$ 64,336	\$ 65,109	\$ 65,689
32	\$ 56,219	\$ 56,801	\$ 57,570	\$ 58,153	\$ 58,924	\$ 62,788	\$ 63,368	\$ 64,143	\$ 64,723	\$ 65,497	\$ 66,075	\$ 66,849	\$ 67,428
33	\$ 57,570	\$ 58,153	\$ 58,924	\$ 59,505	\$ 60,277	\$ 64,529	\$ 65,109	\$ 65,883	\$ 66,464	\$ 67,234	\$ 67,814	\$ 68,587	\$ 69,166
34	\$ 58,539	\$ 59,119	\$ 59,892	\$ 60,473	\$ 61,244	\$ 65,497	\$ 66,075	\$ 66,849	\$ 67,420	\$ 68,200	\$ 69,013	\$ 69,555	\$ 70,132
35	\$ 59,505	\$ 60,085	\$ 60,858	\$ 61,436	\$ 62,212	\$ 66,464	\$ 67,039	\$ 67,814	\$ 68,394	\$ 69,166	\$ 69,746	\$ 70,519	\$ 71,098
36	\$ 60,473	\$ 61,051	\$ 61,825	\$ 62,402	\$ 63,175	\$ 67,428	\$ 68,006	\$ 68,779	\$ 69,361	\$ 70,132	\$ 70,712	\$ 71,486	\$ 72,065
37	\$ 61,436	\$ 62,017	\$ 62,788	\$ 63,368	\$ 64,143	\$ 68,394	\$ 68,974	\$ 69,746	\$ 70,328	\$ 71,098	\$ 71,681	\$ 72,451	\$ 73,031
38	\$ 62,402	\$ 62,983	\$ 63,757	\$ 64,336	\$ 65,109	\$ 69,361	\$ 69,940	\$ 70,712	\$ 71,294	\$ 72,065	\$ 72,646	\$ 73,419	\$ 73,997
All Teachers above Step 38 receive a salary increase of 3.5% on base.													

Appendix I													
Teacher Salary Schedule for 2000-2001 School Year													
Class	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
Step	BA	BA+6	BA+12	BA+18	BA+24	BA+30	BA+36	BA+42	BA+48	BA+54	BA+60	BA+66	BA+72
1	\$ 30,080	\$ 30,525	\$ 30,971	\$ 31,416	\$ 31,862	\$ 32,531	\$ 32,976	\$ 33,422	\$ 33,868	\$ 34,313	\$ 34,759	\$ 35,204	\$ 35,651
2	\$ 31,133	\$ 31,593	\$ 32,055	\$ 32,516	\$ 32,977	\$ 33,670	\$ 34,130	\$ 34,592	\$ 35,053	\$ 35,514	\$ 35,976	\$ 36,436	\$ 36,899
3	\$ 32,223	\$ 32,699	\$ 33,177	\$ 33,654	\$ 34,131	\$ 34,848	\$ 35,325	\$ 35,803	\$ 36,280	\$ 36,757	\$ 37,235	\$ 37,711	\$ 38,190
4	\$ 33,511	\$ 34,008	\$ 34,503	\$ 35,002	\$ 35,498	\$ 36,242	\$ 36,738	\$ 37,235	\$ 37,732	\$ 38,228	\$ 38,723	\$ 39,220	\$ 39,717
5	\$ 34,852	\$ 35,369	\$ 35,883	\$ 36,400	\$ 36,916	\$ 37,693	\$ 38,207	\$ 38,723	\$ 39,241	\$ 39,757	\$ 40,273	\$ 40,790	\$ 41,306
6	\$ 36,246	\$ 36,783	\$ 37,319	\$ 37,857	\$ 38,393	\$ 39,200	\$ 39,736	\$ 40,273	\$ 40,810	\$ 41,347	\$ 41,885	\$ 42,422	\$ 42,958
7	\$ 36,414	\$ 36,995	\$ 37,580	\$ 38,163	\$ 38,745	\$ 39,618	\$ 40,200	\$ 40,782	\$ 41,367	\$ 41,949	\$ 42,532	\$ 43,114	\$ 43,697
8	\$ 37,521	\$ 38,172	\$ 38,826	\$ 39,477	\$ 40,131	\$ 41,243	\$ 41,825	\$ 42,408	\$ 42,990	\$ 43,571	\$ 44,156	\$ 44,738	\$ 45,321
9	\$ 38,054	\$ 38,762	\$ 39,471	\$ 40,179	\$ 40,887	\$ 41,991	\$ 42,625	\$ 43,255	\$ 43,888	\$ 44,522	\$ 45,150	\$ 45,784	\$ 46,417
10	\$ 39,277	\$ 39,947	\$ 40,523	\$ 41,101	\$ 41,674	\$ 42,771	\$ 43,372	\$ 43,971	\$ 44,567	\$ 45,168	\$ 45,766	\$ 46,364	\$ 46,963
11	\$ 41,071	\$ 41,815	\$ 42,536	\$ 43,204	\$ 43,870	\$ 44,982	\$ 45,648	\$ 46,315	\$ 46,983	\$ 47,649	\$ 48,315	\$ 48,981	\$ 49,648
12	\$ 42,988	\$ 43,588	\$ 44,389	\$ 44,987	\$ 45,788	\$ 46,986	\$ 47,588	\$ 48,386	\$ 48,989	\$ 49,789	\$ 50,388	\$ 51,187	\$ 51,789
13	\$ 44,188	\$ 44,788	\$ 45,586	\$ 46,188	\$ 46,986	\$ 48,590	\$ 49,187	\$ 49,987	\$ 50,588	\$ 51,387	\$ 51,987	\$ 52,787	\$ 53,386
14	\$ 45,586	\$ 46,188	\$ 46,986	\$ 47,588	\$ 48,386	\$ 50,186	\$ 50,786	\$ 51,589	\$ 52,187	\$ 52,988	\$ 53,588	\$ 54,388	\$ 54,989
15	\$ 46,986	\$ 47,588	\$ 48,386	\$ 48,989	\$ 49,789	\$ 51,789	\$ 52,380	\$ 53,189	\$ 53,788	\$ 54,586	\$ 55,187	\$ 55,987	\$ 56,589
16	\$ 48,386	\$ 48,989	\$ 49,789	\$ 50,388	\$ 51,187	\$ 53,386	\$ 53,989	\$ 54,788	\$ 55,386	\$ 56,188	\$ 56,787	\$ 57,588	\$ 58,187
17	\$ 49,789	\$ 50,388	\$ 51,187	\$ 51,789	\$ 52,588	\$ 54,989	\$ 55,587	\$ 56,386	\$ 56,988	\$ 57,787	\$ 58,388	\$ 59,186	\$ 59,788
18	\$ 51,187	\$ 51,789	\$ 52,588	\$ 53,189	\$ 53,989	\$ 56,589	\$ 57,187	\$ 57,990	\$ 58,589	\$ 59,388	\$ 59,988	\$ 60,788	\$ 61,386
19	\$ 52,588	\$ 53,189	\$ 53,989	\$ 54,586	\$ 55,386	\$ 58,244	\$ 58,789	\$ 59,585	\$ 60,188	\$ 60,986	\$ 61,588	\$ 62,387	\$ 62,988
20	\$ 54,145	\$ 54,586	\$ 55,386	\$ 55,987	\$ 56,787	\$ 59,788	\$ 60,387	\$ 61,188	\$ 61,788	\$ 62,590	\$ 63,188	\$ 63,989	\$ 64,586
21	\$ 55,386	\$ 55,987	\$ 56,787	\$ 57,387	\$ 58,187	\$ 61,386	\$ 61,988	\$ 62,787	\$ 63,387	\$ 64,188	\$ 64,787	\$ 65,586	\$ 66,187
22	\$ 56,787	\$ 57,387	\$ 58,187	\$ 58,789	\$ 59,585	\$ 63,188	\$ 63,789	\$ 64,586	\$ 65,187	\$ 65,988	\$ 66,588	\$ 67,388	\$ 67,988
23	\$ 58,187	\$ 58,789	\$ 59,585	\$ 60,188	\$ 60,986	\$ 64,986	\$ 65,586	\$ 66,388	\$ 66,988	\$ 67,789	\$ 68,388	\$ 69,189	\$ 69,788
24	\$ 59,585	\$ 60,188	\$ 60,986	\$ 61,588	\$ 62,387	\$ 66,788	\$ 67,388	\$ 68,189	\$ 68,790	\$ 69,587	\$ 70,187	\$ 70,988	\$ 71,587
25	\$ 60,588	\$ 61,188	\$ 61,988	\$ 62,590	\$ 63,388	\$ 67,789	\$ 68,388	\$ 69,189	\$ 69,780	\$ 70,587	\$ 71,428	\$ 71,989	\$ 72,587
26	\$ 61,588	\$ 62,188	\$ 62,988	\$ 63,586	\$ 64,389	\$ 68,790	\$ 69,385	\$ 70,187	\$ 70,788	\$ 71,587	\$ 72,187	\$ 72,987	\$ 73,586
27	\$ 62,590	\$ 63,188	\$ 63,989	\$ 64,586	\$ 65,386	\$ 69,788	\$ 70,386	\$ 71,186	\$ 71,789	\$ 72,587	\$ 73,187	\$ 73,988	\$ 74,587
28	\$ 63,586	\$ 64,188	\$ 64,986	\$ 65,586	\$ 66,388	\$ 70,788	\$ 71,388	\$ 72,187	\$ 72,789	\$ 73,586	\$ 74,190	\$ 74,987	\$ 75,587
29	\$ 64,586	\$ 65,187	\$ 65,988	\$ 66,588	\$ 67,388	\$ 71,789	\$ 72,388	\$ 73,187	\$ 73,789	\$ 74,587	\$ 75,189	\$ 75,989	\$ 76,587

All Teachers above Step 29 receive a salary increase of 3.5% on base.

Appendix I													
Teacher Salary Schedule for 2001-2002 School Year													
Class	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
Step	BA	BA+6	BA+12	BA+18	BA+24	BA+30	BA+36	BA+42	BA+48	BA+54	BA+60	BA+66	BA+72
1	\$ 30,768	\$ 31,231	\$ 31,694	\$ 32,157	\$ 32,621	\$ 33,316	\$ 33,779	\$ 34,242	\$ 34,706	\$ 35,168	\$ 35,632	\$ 36,095	\$ 36,559
2	\$ 31,268	\$ 31,731	\$ 32,194	\$ 32,657	\$ 33,121	\$ 33,816	\$ 34,279	\$ 34,742	\$ 35,206	\$ 35,668	\$ 36,132	\$ 36,595	\$ 37,059
3	\$ 32,363	\$ 32,841	\$ 33,321	\$ 33,800	\$ 34,280	\$ 35,000	\$ 35,478	\$ 35,958	\$ 36,438	\$ 36,917	\$ 37,397	\$ 37,875	\$ 38,357
4	\$ 33,496	\$ 33,991	\$ 34,487	\$ 34,983	\$ 35,479	\$ 36,224	\$ 36,720	\$ 37,217	\$ 37,713	\$ 38,209	\$ 38,706	\$ 39,201	\$ 39,699
5	\$ 34,835	\$ 35,351	\$ 35,866	\$ 36,385	\$ 36,900	\$ 37,674	\$ 38,189	\$ 38,706	\$ 39,222	\$ 39,738	\$ 40,253	\$ 40,769	\$ 41,286
6	\$ 36,229	\$ 36,766	\$ 37,300	\$ 37,838	\$ 38,374	\$ 39,182	\$ 39,716	\$ 40,253	\$ 40,791	\$ 41,327	\$ 41,864	\$ 42,401	\$ 42,938
7	\$ 37,678	\$ 38,236	\$ 38,793	\$ 39,352	\$ 39,910	\$ 40,748	\$ 41,306	\$ 41,864	\$ 42,422	\$ 42,980	\$ 43,539	\$ 44,098	\$ 44,655
8	\$ 37,852	\$ 38,456	\$ 39,064	\$ 39,670	\$ 40,275	\$ 41,183	\$ 41,788	\$ 42,393	\$ 43,001	\$ 43,606	\$ 44,212	\$ 44,817	\$ 45,423
9	\$ 39,003	\$ 39,680	\$ 40,360	\$ 41,036	\$ 41,716	\$ 42,872	\$ 43,477	\$ 44,083	\$ 44,688	\$ 45,292	\$ 45,900	\$ 46,505	\$ 47,111
10	\$ 39,557	\$ 40,293	\$ 41,030	\$ 41,766	\$ 42,502	\$ 43,650	\$ 44,309	\$ 44,964	\$ 45,622	\$ 46,281	\$ 46,933	\$ 47,592	\$ 48,250
11	\$ 40,828	\$ 41,525	\$ 42,124	\$ 42,724	\$ 43,320	\$ 44,460	\$ 45,085	\$ 45,708	\$ 46,327	\$ 46,952	\$ 47,574	\$ 48,195	\$ 48,818
12	\$ 42,693	\$ 43,467	\$ 44,216	\$ 44,911	\$ 45,603	\$ 46,759	\$ 47,451	\$ 48,144	\$ 48,839	\$ 49,531	\$ 50,223	\$ 50,916	\$ 51,609
13	\$ 44,686	\$ 45,310	\$ 46,142	\$ 46,764	\$ 47,597	\$ 48,842	\$ 49,468	\$ 50,297	\$ 50,924	\$ 51,756	\$ 52,378	\$ 53,209	\$ 53,835
14	\$ 45,933	\$ 46,557	\$ 47,387	\$ 48,012	\$ 48,842	\$ 50,509	\$ 51,130	\$ 51,961	\$ 52,586	\$ 53,417	\$ 54,040	\$ 54,872	\$ 55,495
15	\$ 47,387	\$ 48,012	\$ 48,842	\$ 49,468	\$ 50,297	\$ 52,168	\$ 52,792	\$ 53,627	\$ 54,248	\$ 55,081	\$ 55,705	\$ 56,536	\$ 57,161
16	\$ 48,842	\$ 49,468	\$ 50,297	\$ 50,924	\$ 51,756	\$ 53,835	\$ 54,449	\$ 55,290	\$ 55,913	\$ 56,742	\$ 57,367	\$ 58,198	\$ 58,824
17	\$ 50,297	\$ 50,924	\$ 51,756	\$ 52,378	\$ 53,209	\$ 55,495	\$ 56,122	\$ 56,952	\$ 57,574	\$ 58,407	\$ 59,030	\$ 59,863	\$ 60,485
18	\$ 51,756	\$ 52,378	\$ 53,209	\$ 53,835	\$ 54,665	\$ 57,161	\$ 57,783	\$ 58,613	\$ 59,239	\$ 60,070	\$ 60,694	\$ 61,524	\$ 62,150
19	\$ 53,209	\$ 53,835	\$ 54,665	\$ 55,290	\$ 56,122	\$ 58,824	\$ 59,446	\$ 60,281	\$ 60,903	\$ 61,734	\$ 62,358	\$ 63,189	\$ 63,811
20	\$ 54,665	\$ 55,290	\$ 56,122	\$ 56,742	\$ 57,574	\$ 60,545	\$ 61,111	\$ 61,939	\$ 62,565	\$ 63,395	\$ 64,021	\$ 64,851	\$ 65,476
21	\$ 56,284	\$ 56,742	\$ 57,574	\$ 58,198	\$ 59,030	\$ 62,150	\$ 62,772	\$ 63,605	\$ 64,229	\$ 65,062	\$ 65,684	\$ 66,517	\$ 67,137
22	\$ 57,574	\$ 58,198	\$ 59,030	\$ 59,654	\$ 60,485	\$ 63,811	\$ 64,437	\$ 65,267	\$ 65,891	\$ 66,723	\$ 67,346	\$ 68,177	\$ 68,801
23	\$ 59,030	\$ 59,654	\$ 60,485	\$ 61,111	\$ 61,939	\$ 65,684	\$ 66,309	\$ 67,137	\$ 67,762	\$ 68,595	\$ 69,218	\$ 70,050	\$ 70,674
24	\$ 60,485	\$ 61,111	\$ 61,939	\$ 62,565	\$ 63,395	\$ 67,553	\$ 68,177	\$ 69,010	\$ 69,634	\$ 70,467	\$ 71,089	\$ 71,922	\$ 72,545
25	\$ 61,939	\$ 62,565	\$ 63,395	\$ 64,021	\$ 64,851	\$ 69,426	\$ 70,050	\$ 70,882	\$ 71,507	\$ 72,336	\$ 72,959	\$ 73,792	\$ 74,415
26	\$ 62,981	\$ 63,605	\$ 64,437	\$ 65,062	\$ 65,892	\$ 70,467	\$ 71,089	\$ 71,922	\$ 72,536	\$ 73,375	\$ 74,249	\$ 74,833	\$ 75,454
27	\$ 64,021	\$ 64,644	\$ 65,476	\$ 66,098	\$ 66,932	\$ 71,507	\$ 72,126	\$ 72,959	\$ 73,584	\$ 74,415	\$ 75,038	\$ 75,870	\$ 76,493
28	\$ 65,062	\$ 65,684	\$ 66,517	\$ 67,137	\$ 67,969	\$ 72,545	\$ 73,166	\$ 73,998	\$ 74,625	\$ 75,454	\$ 76,078	\$ 76,911	\$ 77,533
29	\$ 66,098	\$ 66,723	\$ 67,553	\$ 68,177	\$ 69,010	\$ 73,584	\$ 74,208	\$ 75,038	\$ 75,664	\$ 76,493	\$ 77,121	\$ 77,949	\$ 78,573
All Teachers above Step 29 receive a salary increase of 3.95% on base.													

Nurse Salary Schedule for 1999-2000 School Year							Nurse Salary Schedule for 2000-2001 School Year							Nurse Salary Schedule for 2001-2002 School Year						
Class	I	II	III	IV	V	VI	Class	I	II	III	IV	V	VI	Class	I	II	III	IV	V	VI
Step	BA	BA+8	BA+12	BA+16	BA+24	BA+30	Step	BA	BA+8	BA+12	BA+16	BA+24	BA+30	Step	BA	BA+8	BA+12	BA+16	BA+24	BA+30
10	\$ 21,797	\$ 22,120	\$ 22,443	\$ 22,766	\$ 23,089	\$ 23,573	1	\$ 22,580	\$ 22,894	\$ 23,228	\$ 23,562	\$ 23,897	\$ 24,398	1	\$ 23,078	\$ 23,423	\$ 23,771	\$ 24,118	\$ 24,468	\$ 24,987
11	\$ 22,580	\$ 22,894	\$ 23,228	\$ 23,562	\$ 23,897	\$ 24,398	2	\$ 23,350	\$ 23,695	\$ 24,041	\$ 24,387	\$ 24,733	\$ 25,253	2	\$ 23,451	\$ 23,798	\$ 24,146	\$ 24,493	\$ 24,841	\$ 25,382
12	\$ 23,350	\$ 23,695	\$ 24,041	\$ 24,387	\$ 24,733	\$ 25,253	3	\$ 24,167	\$ 24,524	\$ 24,883	\$ 25,241	\$ 25,598	\$ 26,136	3	\$ 24,272	\$ 24,631	\$ 24,991	\$ 25,350	\$ 25,710	\$ 26,250
13	\$ 24,284	\$ 24,644	\$ 25,002	\$ 25,364	\$ 25,724	\$ 26,282	4	\$ 25,133	\$ 25,506	\$ 25,877	\$ 26,252	\$ 26,624	\$ 27,182	4	\$ 25,122	\$ 25,493	\$ 25,865	\$ 26,237	\$ 26,609	\$ 27,168
14	\$ 25,255	\$ 25,630	\$ 26,003	\$ 26,377	\$ 26,751	\$ 27,314	5	\$ 26,139	\$ 26,527	\$ 26,912	\$ 27,300	\$ 27,687	\$ 28,270	5	\$ 26,126	\$ 26,513	\$ 26,900	\$ 27,289	\$ 27,675	\$ 28,256
15	\$ 26,285	\$ 26,654	\$ 27,043	\$ 27,433	\$ 27,821	\$ 28,406	6	\$ 27,185	\$ 27,587	\$ 27,989	\$ 28,393	\$ 28,795	\$ 29,400	6	\$ 27,172	\$ 27,575	\$ 27,975	\$ 28,379	\$ 28,781	\$ 29,387
16	\$ 26,387	\$ 26,808	\$ 27,232	\$ 27,654	\$ 28,076	\$ 28,709	7	\$ 27,311	\$ 27,746	\$ 28,185	\$ 28,622	\$ 29,059	\$ 29,714	7	\$ 28,259	\$ 28,677	\$ 29,095	\$ 29,514	\$ 29,933	\$ 30,561
17	\$ 27,189	\$ 27,661	\$ 28,135	\$ 28,607	\$ 29,081	\$ 29,886	8	\$ 28,141	\$ 28,629	\$ 29,120	\$ 29,608	\$ 30,098	\$ 30,932	8	\$ 28,389	\$ 28,842	\$ 29,298	\$ 29,753	\$ 30,208	\$ 30,887
18	\$ 27,575	\$ 28,088	\$ 28,602	\$ 29,115	\$ 29,628	\$ 30,428	9	\$ 28,541	\$ 29,072	\$ 29,603	\$ 30,134	\$ 30,665	\$ 31,493	9	\$ 29,252	\$ 29,760	\$ 30,270	\$ 30,777	\$ 31,287	\$ 32,154
19	\$ 28,482	\$ 28,947	\$ 29,365	\$ 29,783	\$ 30,199	\$ 30,994	10	\$ 29,458	\$ 29,960	\$ 30,392	\$ 30,826	\$ 31,258	\$ 32,078	10	\$ 29,668	\$ 30,220	\$ 30,773	\$ 31,325	\$ 31,877	\$ 32,738
20	\$ 29,782	\$ 30,301	\$ 30,824	\$ 31,307	\$ 31,790	\$ 32,598	11	\$ 30,803	\$ 31,361	\$ 31,902	\$ 32,403	\$ 32,903	\$ 33,737	11	\$ 30,821	\$ 31,444	\$ 31,993	\$ 32,043	\$ 32,490	\$ 33,345
21	\$ 31,151	\$ 31,688	\$ 32,168	\$ 32,600	\$ 33,180	\$ 34,048	12	\$ 32,241	\$ 32,891	\$ 33,292	\$ 33,740	\$ 34,341	\$ 35,240	12	\$ 32,020	\$ 32,600	\$ 33,182	\$ 33,683	\$ 34,202	\$ 35,089
22	\$ 32,021	\$ 32,455	\$ 32,933	\$ 33,470	\$ 34,048	\$ 35,210	13	\$ 33,141	\$ 33,591	\$ 34,190	\$ 34,641	\$ 35,240	\$ 36,443	13	\$ 33,515	\$ 33,993	\$ 34,607	\$ 35,073	\$ 35,688	\$ 36,832
23	\$ 33,033	\$ 33,470	\$ 34,048	\$ 34,484	\$ 35,083	\$ 36,387	14	\$ 34,190	\$ 34,641	\$ 35,240	\$ 35,691	\$ 36,290	\$ 37,640	14	\$ 34,450	\$ 34,918	\$ 35,540	\$ 36,009	\$ 36,632	\$ 37,882
24	\$ 34,048	\$ 34,484	\$ 35,063	\$ 35,499	\$ 36,079	\$ 37,529	15	\$ 35,240	\$ 35,691	\$ 36,290	\$ 36,742	\$ 37,342	\$ 38,842	15	\$ 35,640	\$ 36,009	\$ 36,632	\$ 37,101	\$ 37,723	\$ 39,128
25	\$ 35,063	\$ 35,499	\$ 36,079	\$ 36,513	\$ 37,092	\$ 38,688	16	\$ 36,290	\$ 36,742	\$ 37,342	\$ 37,791	\$ 38,390	\$ 40,040	16	\$ 36,632	\$ 37,101	\$ 37,723	\$ 38,193	\$ 38,817	\$ 40,378
26	\$ 36,079	\$ 36,513	\$ 37,092	\$ 37,529	\$ 38,108	\$ 39,847	17	\$ 37,342	\$ 37,791	\$ 38,390	\$ 38,842	\$ 39,441	\$ 41,242	17	\$ 37,723	\$ 38,193	\$ 38,817	\$ 39,284	\$ 39,907	\$ 41,821
27	\$ 37,092	\$ 37,529	\$ 38,108	\$ 38,543	\$ 39,122	\$ 41,008	18	\$ 38,390	\$ 38,842	\$ 39,441	\$ 39,892	\$ 40,492	\$ 42,442	18	\$ 38,817	\$ 39,284	\$ 39,907	\$ 40,378	\$ 40,999	\$ 42,871
28	\$ 38,108	\$ 38,543	\$ 39,122	\$ 39,555	\$ 40,135	\$ 42,208	19	\$ 39,441	\$ 39,892	\$ 40,492	\$ 40,940	\$ 41,540	\$ 43,683	19	\$ 39,907	\$ 40,378	\$ 40,999	\$ 41,468	\$ 42,092	\$ 44,118
29	\$ 39,122	\$ 39,555	\$ 40,135	\$ 40,571	\$ 41,150	\$ 43,325	20	\$ 40,609	\$ 40,940	\$ 41,540	\$ 41,990	\$ 42,590	\$ 44,841	20	\$ 40,999	\$ 41,468	\$ 42,092	\$ 42,557	\$ 43,181	\$ 45,409
30	\$ 40,135	\$ 40,571	\$ 41,150	\$ 41,585	\$ 42,164	\$ 44,483	21	\$ 41,540	\$ 41,990	\$ 42,590	\$ 43,040	\$ 43,640	\$ 46,040	21	\$ 42,213	\$ 42,557	\$ 43,181	\$ 43,649	\$ 44,273	\$ 46,613
31	\$ 41,150	\$ 41,585	\$ 42,164	\$ 42,601	\$ 43,178	\$ 45,788	22	\$ 42,590	\$ 43,040	\$ 43,640	\$ 44,092	\$ 44,698	\$ 47,381	22	\$ 43,181	\$ 43,649	\$ 44,273	\$ 44,741	\$ 45,364	\$ 47,858
32	\$ 42,164	\$ 42,601	\$ 43,178	\$ 43,615	\$ 44,193	\$ 47,091	23	\$ 43,640	\$ 44,092	\$ 44,689	\$ 45,141	\$ 45,740	\$ 48,740	23	\$ 44,273	\$ 44,741	\$ 45,364	\$ 45,833	\$ 46,454	\$ 49,283
33	\$ 43,178	\$ 43,615	\$ 44,193	\$ 44,629	\$ 45,208	\$ 48,397	24	\$ 44,689	\$ 45,141	\$ 45,740	\$ 46,191	\$ 46,790	\$ 50,091	24	\$ 45,364	\$ 45,833	\$ 46,454	\$ 46,924	\$ 47,548	\$ 50,695
34	\$ 44,193	\$ 44,629	\$ 45,208	\$ 45,787	\$ 46,365	\$ 49,823	25	\$ 45,441	\$ 45,891	\$ 46,491	\$ 46,943	\$ 47,541	\$ 50,842	25	\$ 46,454	\$ 46,924	\$ 47,548	\$ 48,018	\$ 48,638	\$ 52,070
35	\$ 45,208	\$ 45,644	\$ 46,222	\$ 46,797	\$ 47,375	\$ 50,948	26	\$ 46,943	\$ 47,391	\$ 47,992	\$ 48,440	\$ 49,040	\$ 52,341	26	\$ 47,238	\$ 47,704	\$ 48,278	\$ 48,797	\$ 49,319	\$ 52,850
36	\$ 46,222	\$ 46,659	\$ 47,232	\$ 47,807	\$ 48,385	\$ 51,571	27	\$ 47,992	\$ 48,440	\$ 48,992	\$ 49,440	\$ 49,940	\$ 53,241	27	\$ 48,018	\$ 48,483	\$ 49,107	\$ 49,574	\$ 50,199	\$ 53,630
37	\$ 47,232	\$ 47,669	\$ 48,269	\$ 48,844	\$ 49,422	\$ 52,296	28	\$ 48,992	\$ 49,440	\$ 49,940	\$ 50,440	\$ 50,940	\$ 54,091	28	\$ 48,797	\$ 49,263	\$ 49,888	\$ 50,353	\$ 50,977	\$ 54,409
38	\$ 48,269	\$ 48,707	\$ 49,307	\$ 49,882	\$ 50,460	\$ 53,211	29	\$ 49,440	\$ 49,890	\$ 50,440	\$ 50,940	\$ 51,440	\$ 54,541	29	\$ 49,574	\$ 50,042	\$ 50,665	\$ 51,133	\$ 51,758	\$ 55,188

All nurses above Step 38 receive a salary increase of 3.5% on Base. All nurses above Step 29 receive a salary increase of 3.95% on Base. All nurses above Step 29 receive a salary increase of 3.95% on Base.

Organizations		Intercholastic Athletics	
	Index		Index
Classes & Clubs		Cheerleading	
High School Student Council Advisor	7.0	Fall Varsity Coach	5.0
Senior Class Advisor	7.0	Winter Varsity Coach	7.0
Junior Class Advisor	5.0	J.V. Coach	5.0
Sophomore Class Advisor	2.0	Football	
Freshman Class Advisor	2.0	Boys' Varsity Coach	11.0
Eighth Grade Class Advisor	2.0	Boys' Assistant Varsity Coach (7 positions)	7.5 ea.
Middle School Student Council Advisor	2.0	Cross Country	
Senior High Honor Society Advisor	3.5	Boys' J.V./Varsity Coach	8.0
Junior Honor Society Advisor	3.0	Girls' J.V./Varsity Coach	8.0
High School Foreign Language Club Advisor	1.5	Boys' Jr. High Coach	5.0
Middle School Foreign Language Club Advisor	1.5	Girls' Jr. High Coach	5.0
Middle School Library Club Advisor	1.5	Tennis	
Middle School Chef Club Advisor	1.5	Boys' J.V./Varsity Coach	8.0
FHA/HERO Advisor	1.5	Girls' J.V./Varsity Coach	8.0
SADD Advisor	2.0	Soccer	
Mock Trial Advisor (2 positions)	2.0 ea.	Boys' Varsity Coach	10.0
School Store Advisor	2.0	Girls' Varsity Coach	10.0
Publications		Boys' J.V. Coach	7.0
High School Yearbook Advisor	8.0	Girls' J.V. Coach	7.0
High School Newspaper Advisor	2.5	Boys' Modified Coach	5.0
Middle School Newspaper Advisor	1.5	Girls' Modified Coach	5.0
District Newsletter Coordinator Advisor	7.0	Basketball	
Drama & Music		Boys' Varsity Coach	11.0
Fall Play Director	7.0	Girls' Varsity Coach	11.0
Stage Set Designer (2 positions)	3.5 ea.	Boys' J.V. Coach	7.5
Spring Musical Director	8.0	Girls' J.V. Coach	7.5
Spring Musical Assistant Director	7.0	Boys' Freshman Coach	8.0
Spring Musical Orchestra Director	7.0	Girls' Freshman Coach	8.0
Spring Musical Choreographer	3.5	Boys' Modified Coach	8.0
Middle School Play Director	4.0	Girls' Modified Coach	8.0
Marching Band Director	3.0	Wrestling	
Marching Band Assistant Director	1.5	Varsity Coach	11.0
Stage Band Director	4.0	Assistant J.V./Varsity Coach	7.5
Dixieland Band Director	4.0	Modified Coach (2 positions)	8.0 ea.
Select Choir Director	4.0	Indoor Track	
Bolivar Chorus Primary Director	1.5	Boys' Varsity Coach	8.0
Bolivar Chorus Intermediate Director	2.5	Girls' Varsity Coach	8.0
Bridgeport Chorus Intermediate Director	2.5	Boys' Assistant Varsity Coach	8.0
Middle School Special Music Director	1.5	Girls' Assistant Varsity Coach	8.0
High School Radio Club Advisor	1.5	Bowling	
Television Director	5.0	Boys' Varsity Coach	5.0
		Girls' Varsity Coach	5.0
		Volleyball	
		Girls' Varsity Coach	11.0
		Girls' J.V. Coach	7.0
		Girls' Modified Coach	8.0
		Boys' Assistant Varsity Coach	5.5
		Baseball	
		Varsity Coach	8.5
		J.V. Coach	8.0
		Freshman Coach	5.0
		Modified Coach	5.0
		Softball	
		Varsity Coach	8.5
		J.V. Coach	8.0
		Freshman Coach	5.0
		Modified Coach	5.0
		Golf	
		Boys' J.V./Varsity Coach	8.0
		Girls' J.V./Varsity Coach	8.0
		Track & Field	
		Boys' Varsity Coach	8.5
		Girls' Varsity Coach	8.5
		Boys' Assistant Varsity Coach	8.0
		Girls' Assistant Varsity Coach	8.0
		Boys' Freshman Coach	5.0
		Girls' Freshman Coach	5.0
		Boys' Assistant Freshman Coach	5.0
		Girls' Assistant Freshman Coach	5.0

Appendix III															
Co-Curricular Salary Schedule for 1999-2000 School Year										Step 15 / Class 1 =		\$35,020			
Index															
Step	1.5	2	2.5	3	3.5	4	5	6	7	7.5	8	8.5	9	10	11
1	525	700	876	1051	1226	1401	1751	2101	2451	2627	2802	2977	3152	3502	3852
2	540	720	901	1081	1261	1441	1801	2161	2521	2702	2882	3062	3242	3602	3962
3	555	740	926	1111	1296	1481	1851	2221	2591	2777	2962	3147	3332	3702	4072
4	570	760	951	1141	1331	1521	1901	2281	2661	2852	3042	3232	3422	3802	4182
5	585	780	976	1171	1366	1561	1951	2341	2731	2927	3122	3317	3512	3902	4292
Co-Curricular Salary Schedule for 2000-2001 School Year										Step 6 / Class 1 =		\$ 36,246			
Index															
Step	1.5	2	2.5	3	3.5	4	5	6	7	7.5	8	8.5	9	10	11
1	\$ 544	\$ 725	\$ 906	\$ 1,087	\$ 1,269	\$ 1,450	\$ 1,812	\$ 2,175	\$ 2,537	\$ 2,718	\$ 2,900	\$ 3,081	\$ 3,262	\$ 3,625	\$ 3,987
2	\$ 559	\$ 745	\$ 931	\$ 1,117	\$ 1,304	\$ 1,490	\$ 1,862	\$ 2,235	\$ 2,607	\$ 2,793	\$ 2,980	\$ 3,166	\$ 3,352	\$ 3,725	\$ 4,097
3	\$ 574	\$ 765	\$ 956	\$ 1,147	\$ 1,339	\$ 1,530	\$ 1,912	\$ 2,295	\$ 2,677	\$ 2,868	\$ 3,060	\$ 3,251	\$ 3,442	\$ 3,825	\$ 4,207
4	\$ 589	\$ 785	\$ 981	\$ 1,177	\$ 1,374	\$ 1,570	\$ 1,962	\$ 2,355	\$ 2,747	\$ 2,943	\$ 3,140	\$ 3,336	\$ 3,532	\$ 3,925	\$ 4,317
5	\$ 604	\$ 805	\$ 1,006	\$ 1,207	\$ 1,409	\$ 1,610	\$ 2,012	\$ 2,415	\$ 2,817	\$ 3,018	\$ 3,220	\$ 3,421	\$ 3,622	\$ 4,025	\$ 4,427
Co-Curricular Salary Schedule for 2001-2002 School Year										Step 7 / Class 1 =		\$ 37,678			
Index															
Step	1.5	2	2.5	3	3.5	4	5	6	7	7.5	8	8.5	9	10	11
1	\$ 565	\$ 754	\$ 942	\$ 1,130	\$ 1,319	\$ 1,507	\$ 1,884	\$ 2,261	\$ 2,637	\$ 2,826	\$ 3,014	\$ 3,203	\$ 3,391	\$ 3,768	\$ 4,145
2	\$ 580	\$ 774	\$ 967	\$ 1,160	\$ 1,354	\$ 1,547	\$ 1,934	\$ 2,321	\$ 2,707	\$ 2,901	\$ 3,094	\$ 3,288	\$ 3,481	\$ 3,868	\$ 4,255
3	\$ 595	\$ 794	\$ 992	\$ 1,190	\$ 1,389	\$ 1,587	\$ 1,984	\$ 2,381	\$ 2,777	\$ 2,976	\$ 3,174	\$ 3,373	\$ 3,571	\$ 3,968	\$ 4,365
4	\$ 610	\$ 814	\$ 1,017	\$ 1,220	\$ 1,424	\$ 1,627	\$ 2,034	\$ 2,441	\$ 2,847	\$ 3,051	\$ 3,254	\$ 3,458	\$ 3,661	\$ 4,068	\$ 4,475
5	\$ 625	\$ 834	\$ 1,042	\$ 1,250	\$ 1,459	\$ 1,667	\$ 2,084	\$ 2,501	\$ 2,917	\$ 3,126	\$ 3,334	\$ 3,543	\$ 3,751	\$ 4,168	\$ 4,585

CHITTENANGO CENTRAL SCHOOL
School Calendar
1999-2000

SEPTEMBER 1999				
M	T	W	TH	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

OCTOBER 1999				
M	T	W	TH	F
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11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

NOVEMBER 1999				
M	T	W	TH	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

DECEMBER 1999				
M	T	W	TH	F
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13	14	15	16	17
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JANUARY 2000				
M	T	W	TH	F
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17	18	19	20	21
24	25	26	27	28
31				

FEBRUARY 2000				
M	T	W	TH	F
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14	15	16	17	18
21	22	23	24	25
28	29			

MARCH 2000				
M	T	W	TH	F
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13	14	15	16	17
20	21	22	23	24
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APRIL 2000				
M	T	W	TH	F
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MAY 2000				
M	T	W	TH	F
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8	9	10	11	12
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JUNE 2000				
M	T	W	TH	F
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5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

KEY:
 Holiday
 Supt's Conf
 Regents
 Half Days
 K-12
 K-5

Labor Day -
 September 6
 School Starts
 Students-September 8
 Staff Develop Days
 September 7
 October 8
 November 17
 March 24
 Columbus Day -
 October 11
 Veterans' Day -
 November 11
 Parent Teacher Conf
 November
 Thanksgiving Recess
 November 24-26
 Christmas Recess -
 December - 23-31
 New Year's Day -
 January 1
 Martin Luther King
 Day - January 17
 Mid-Winter Recess -
 February 21-25
 Good Friday -
 April 21
 Spring Recess -
 April 17-21
 Memorial Day
 Observance - May 29
 Last Day of School
 For Students - June 23

Marking Periods: 11/5/99; 1/28/2000; 3/31/2000; 6/23/2000
 Report Cards Issued: 11/15/99; 2/8/2000; 4/11/2000; 6/30/2000

CHITTENANGO CENTRAL SCHOOL

School Calendar

2000-2001

<p style="text-align: center;">SEPTEMBER 2000</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 12.5%;">M</th> <th style="width: 12.5%;">T</th> <th style="width: 12.5%;">W</th> <th style="width: 12.5%;">TH</th> <th style="width: 12.5%;">F</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td>1</td> </tr> <tr> <td>4</td> <td>5</td> <td>6</td> <td>7</td> <td>8</td> </tr> <tr> <td>11</td> <td>12</td> <td>13</td> <td>14</td> <td>15</td> </tr> <tr> <td>18</td> <td>19</td> <td>20</td> <td>21</td> <td>22</td> </tr> <tr> <td>25</td> <td>26</td> <td>27</td> <td>28</td> <td>29</td> </tr> </tbody> </table>	M	T	W	TH	F					1	4	5	6	7	8	11	12	13	14	15	18	19	20	21	22	25	26	27	28	29	<p style="text-align: center;">FEBRUARY 2001</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 12.5%;">M</th> <th style="width: 12.5%;">T</th> <th style="width: 12.5%;">W</th> <th style="width: 12.5%;">TH</th> <th style="width: 12.5%;">F</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td>1</td> <td>2</td> </tr> <tr> <td>5</td> <td>6</td> <td>7</td> <td>8</td> <td>9</td> </tr> <tr> <td>12</td> <td>13</td> <td>14</td> <td>15</td> <td>16</td> </tr> <tr> <td>19</td> <td>20</td> <td>21</td> <td>22</td> <td>23</td> </tr> <tr> <td>26</td> <td>27</td> <td>28</td> <td></td> <td></td> </tr> </tbody> </table>	M	T	W	TH	F				1	2	5	6	7	8	9	12	13	14	15	16	19	20	21	22	23	26	27	28		
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Key: Holiday Supt Conf Regents Half Days K-12 K-5

Labor Day	September 4	Parent Teacher Conf	November 15	Mid-Winter Recess	February 19-23
School Starts Students	September 6	Thanksgiving Recess	November 22-24	Good Friday	April 13
Staff Develop Days	September 5	Christmas Recess	December 25-	Spring Recess	April 16-20
	October 6; March 23		January 2	Memorial Day	May 28
Columbus Day	October 9	Martin Luther King	January 15	Last Day of School	June 22

Marking Periods End: 11/3/00; 1/26/01; 4/5/01; 6/22/01 Reports Cards Issued: 11/10/00; 2/7/01; 4/12/01; 6/29/01