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Rondout Valley Csd And Rondout
Valley Federation Of Teachers

SD/TA

COLLECTIVE AGREEMENT

between the

RONDOUT VALLEY CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION

and the

RONDOUT VALLEY FEDERATION OF TEACHERS

July 1, 2002 - June 30, 2007

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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PREAMBLE

In Order to:

- a. effectuate the provisions of Article 14 of the Civil Service Law (the Public Employees' Fair Employment Act),
- b. encourage and increase effective and harmonious working relationships between the Rondout Valley Central School District Board of Education (the "Board") and its professional employees represented by the Rondout Valley Federation of Teachers (the "Federation"), and
- c. enable the professional employees more fully to participate in and contribute to the development of policies for the Rondout Valley Central School District (the "District"), the following Agreement is made and entered into between the Board and the Federation.

ARTICLE 1 - RECOGNITION

1.1 The Board, having determined that the Federation is supported by a majority of the employees in a unit composed of all certified personnel and registered nurses, with the exception of all administrative and supervisory staff, hereby recognizes the Federation as the exclusive negotiating agent for the employees in such unit ("employees"). Such recognition shall extend for the maximum period allowed by law.

ARTICLE 2 - NEGOTIATIONS PROCEDURE

2.1 No later than January 1 of each expiration year, the parties will enter into good faith negotiations over a successor agreement.

2.2 Neither party shall have any control over the selection of the representative of the other party, and each party may select its representatives from within or outside the District. The parties mutually pledge that their representatives will be invested with all necessary power and authority to make proposals, consider proposals, reach compromises in the course of negotiations, and initial tentative agreements.

ARTICLE 3 - GRIEVANCE PROCEDURE

3.1 General Provisions

A. A grievance is a claim by an employee or group of employees based upon any event or condition affecting their welfare or terms and conditions of employment as covered under the terms of this Agreement. It shall include

TA

MEMORANDUM OF AGREEMENTRONDOUT VALLEY CENTRAL SCHOOL DISTRICTandRONDOUT VALLEY FEDERATION OF TEACHERS

It is hereby agreed by and between the Board of Education of the Rondout Valley Central School District and the Rondout Valley Federation of Teachers that the contract which expires on June 30, 2002 shall be extended for an additional five (5) years. The new contract shall commence on July 1, 2002 and shall expire on June 30, 2007. The contract shall remain unchanged, except as provided in this memorandum.

1. Article 4(4.5)(A) - Effective July 1, 2003, the work year of employees shall not exceed one hundred eight three (183) working days. The additional work days beyond one hundred eighty one (181) are not student attendance days. Effective July 1, 2004, the work year of employees shall not exceed one hundred eight four (184) working days. The additional work days beyond one hundred eighty two (182) are not student attendance days. The work year of employees shall begin no earlier than the day after Labor Day and end no later than June 30th. When Labor Day occurs on September 5th, 6th or 7th, the work year of employees shall begin no earlier than the Friday before Labor Day.
2. Article 4(4.8) - Effective July 1, 2002, each teacher will be required to attend up to two (2) evening meetings per year. Each meeting will not exceed three (3) hours.
3. Article 5(5.2) - Delete Sections A, B, C and D, but retain Section E.
4. Article 7(7.7) - Change to read:

"The qualifications and experience required for appointments or assignment to a position within the negotiating unit shall be determined by the District. When qualifications and experience of applicants for a position are judged by the District to be relatively equal, the appointment or assignment to the position shall be granted to the most senior applicant in the tenure area of the position. This provision applies to vacancies in a building other than the building to which the unit member is currently assigned."

5. Article 12(12.1) - Replace with the following:

"Effective July 1, 2002, the District shall pay 95% of the individual or family health insurance premium under the Dutchess Educational Health Insurance Consortium

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Alternate PPO Plan or any District-sponsored HMO. Effective July 1, 2006, the District shall pay 92.5% of the individual or family health insurance premium under the Dutchess Educational Health Insurance Consortium Alternate PPO Plan or any District-sponsored HMO. Employee premium contributions will be automatically deducted by the District through the Section 125 Internal Revenue Code Plan. Additionally, the District's contribution to HMO premiums for individual and family coverage shall not exceed the cost of the individual or family premiums as provided for in the DEHIC Alternate PPO Plan."

6. Article 12(12.2) - Delete Section C.
7. Article 12(12.4) - Change to read, Unit members and retirees may elect to discontinue their district health insurance coverage through a "buy out" option as follows:

Change to read:

"On or before April 1 of each year existing unit member shall inform the District of their desire to opt out of the District's Health Plan effective the following July 1. In return for opting out, the unit member shall receive a payment of \$750 (family coverage) or \$500 (individual coverage) on the following December 1 from the District. If the employee remains out of District coverage, an additional \$750 (family coverage) or \$500 (individual coverage) shall be paid the following June 1. In no event shall the total amount for the 'buy out' exceed \$1,500 (family coverage) or \$1,000 (individual coverage). However, these provisions shall not apply to any unit member whose spouse is enrolled in any District-sponsored health insurance plan and neither spouse shall be entitled to this 'buy out' option."

8. Article 12(12.4)(C) - Change the dollar amounts to reflect Part (A).
9. Article 12(12.4.1) - Dual Health Coverage Restriction - Effective July 1, 2002, change \$1,800 to \$2,000.

10. Article 12(12.8) - Terminal Pay - Change to read:

"Terminal pay shall be granted to retiring employees at the rate of \$40 per day to a limit of 250 days of accumulated unused sick leave.

11. Article 12(12.9)(A) - Early Retirement Incentive - Change to read:

"The District shall pay a retirement incentive of \$20,000 to teachers who submit an irrevocable letter of resignation by February 1 of the school year the teacher is first eligible to retire under the New York State Teachers Retirement System without penalty at age 55 or older. Employees must submit appropriate documentation from

TRS showing it is their first year of eligibility. For the 2002-03 school year only, teachers shall not be subject to the first year of eligibility restriction in this clause.

To be eligible for this retirement incentive and the retiree health insurance benefit as per Article 12, a unit member must be employed in the District for ten (10) consecutive years at the time of retirement.

Sick days used in excess of fifteen (15) days after submission of the letter of resignation shall be granted at the discretion of the Superintendent in a case of emergency.”

Delete Part (B).

12. The grievance at arbitration regarding the retirement incentive is withdrawn, with prejudice.

13. Article 12(12.10) - Benefit Trust Fund - The dollar amount per unit member shall be:

Effective September 30, 2002	\$ 850
Effective September 30, 2003	\$ 910
Effective September 30, 2004	\$ 970
Effective September 30, 2005	\$1,030
Effective September 30, 2006	\$1,100

14. Article 13(13.2)(B) - Sick Leave Bank - Add a sentence:

“Sick bank days may only be granted when a majority of the Board (at least four members) agrees to grant the request for sick days.”

15. Article 13(13.2)(C)(2) - Change to read:

“The Sick Bank Board shall grant up to 90 days to qualified applicants who have exhausted all accrued sick leave and who apply for days as a result of extended absences resulting from catastrophic illness, injury or disability such as long-term cancer treatment, heart attack, etc. and which normally require hospitalization or long-term recuperation. First year teachers are limited to 20 sick bank days; second and third year teachers are limited to 30 sick bank days; fourth year teachers are limited to 40 sick bank days; fifth year teachers are limited to 50 sick bank days. In order to be eligible for sick bank days, teachers with more than five years of service in the District must have a minimum of 25 accumulated sick days at the onset of the catastrophic illness, injury or disability which led to the request for days from the sick bank.”

16. Article 13(13.2)(C)(3) - Add a sentence to read:

"Any expense incurred by a unit member as a result of the Sick Leave Board's decision requesting 'additional' proof beyond a doctor's statement, shall be paid by the District with the employee using his or her primary insurance. If the Sick Bank Board directs the employee to see another physician, the physician will be mutually agreed upon or the parties will use the District physician if they cannot mutually agree upon a physician."

17. Article 13(13.2)(C)(4) - Change to read:

"Decisions of the Sick Leave Board shall be subject to the grievance and arbitration procedures set forth in Article 3."

18. Article 13(13.4) - Modify the provision by changing the reference from "calendar year" to "school year".

19. Article 13(13.7) - Add (E) as follows:

"An employee who is absent due to a workers' compensable injury, as defined in the Workers' Compensation Law and who is disabled from his or her performance of duties in the District may use his or her accumulated leave during the period of the workers' compensable injury. Any workers' compensable award will be received by the District with the employee receiving credit for loss of sick leave. This credit will be compiled to the nearest day by dividing the reimbursement received from the Workers' Compensation carrier by the employee's daily rate of compensation."

20. Article 13 Add (13.8) as follows:

"Effective in the 2002-03 school year, a one-time non-recurring attendance bonus shall be established for employees based upon the following table. Absence from work for any reason whatsoever other than leave days granted to attend professional conferences will be counted as absences for purposes of this attendance bonus:

0 days absent	\$700
1 day absent	\$600
2 days absent	\$500
3 days absent	\$400
4 days absent	\$300

The bonuses shall be paid to the teacher in the first teacher paycheck in the following school year."

21. Article 24(24.1.1)(A) - Change to read:

"Consistent with the provisions of 24.1 above, the Appendix A Teachers Salary Schedules 1B and 2B in effect as of July 1, 2001, shall be increased by the following percentages on the following dates:

3.4%	Effective July 1, 2002
3.4%	Effective July 1, 2003
3.4%	Effective July 1, 2004
3.4%	Effective July 1, 2005
3.4%	Effective July 1, 2006"

22. Article 24(24.1.1)(B) - Change to read:

"Teachers Salary Schedules 1 and 2 shall be enhanced by adding columns M+55 and M+60 effective July 1, 2002."

23. Article 24(24.1.1)(C) - Change to read:

"The Masters and Masters +5 column of Teachers Salary Schedule 2 shall be increased by adding Step 15 effective July 1, 2002; Step 16 effective July 1, 2003. The Masters, Masters +5 and Masters +10 shall be increased by adding Step 17 effective July 1, 2004; Step 18 effective July 1, 2005. The Masters, Masters +5, Masters +10 and Masters +15 shall be increased by adding Step 19 effective July 1, 2006. These additional steps shall be equal in amount to the difference between the two preceding steps after the application of paragraph A above has been made to the schedule."

24. Article 24(24.1.1)(D) - Change to read:

"A longevity shall be added to schedules 1 and 2 based upon the teacher having reached the 28th year of credited service in the District in the amounts of \$2,000 effective July 1, 2002; \$2,500 effective July 1, 2004; \$3,500 effective July 1, 2006.

A longevity shall be added to schedules 1 and 2 based upon the teacher having reached the 30th year of credited service in the District in the amounts of \$2,000 effective July 1, 2002; \$3,000 effective July 1, 2003; \$4,000 effective July 1, 2005."

25. Article 24(24.1.1)(E) - Change to read:

"Appendix B and C Stipends shall be increased by the same percentages as applied to Appendix A Schedules 1 and 2 effective July 1, 2002, July 1, 2003, July 1, 2004, July 1, 2005 and July 1, 2006."

Add: "After ten years of District service as a coach in the same position, an employee will be eligible to receive an annual stipend of \$300. In addition, also modify Appendix B by indicating that the timekeeper will be paid \$35 per game effective July 1, 2002."

26. Article 24(24.1.1) Add (F):

"A stipend will be granted for a Doctorate Degree in each year as follows: \$1,100 effective July 1, 2002; \$1,200 effective July 1, 2003; \$1,300 effective July 1, 2004; \$1,400 effective July 1, 2005; \$1,500 effective July 1, 2006."

FOR THE DISTRICT

FOR THE ASSOCIATION

BY: Mauro D. Lulli, Ed. D.
DATE: 8/13/02

BY: Vince Fisher
DATE: 8/13/02

TRP MR

TEACHERS HIRED BEFORE JULY 1, 1995.

NOTE: BOLD TYPE SALARY NUMBERS ARE FOR ALL TEACHERS SALARY NUMBERS IN ITALICS ARE FOR

R.V.F.

STEP	2001-02	BA+15				BA+40	45	50	55	60	25	30	35	40	45	50
	BA	BA+5	BA+15	BA+30	BA+35	MA	MA+5	MA+10	MA+15	20						
1	34463		35710			37787	38203	38618	39034	39449	39865	40280	40696	41112	41527	41943
2	39834		41238			43578	44046	44514	44982	45450	45918	46386	46854	47322	47737	48153
3	40857		42261			44601	45069	45537	46005	46473	46941	47409	47877	48345	48761	49176
4	41881		43285			45624	46092	46560	47028	47496	47964	48432	48900	49368	49784	50200
5	42904		44308			46648	47116	47584	48052	48520	48988	49455	49923	50391	50807	51223
6						47671	48139	48607	49075	49543	50011	50479	50947	51415	51831	52246
7			<i>47758</i>			48694	49162	49630	50098	50566	51034	51502	51970	52438	52854	53270
8			48782			49718	50186	50654	51121	51589	52057	52525	52993	53461	53877	54293
9			49805			50741	51209	51677	52145	52613	53081	53549	54017	54485	54900	55316
10			50828			51764	52232	52700	53168	53636	54104	54572	55040	55508	55924	56340
11			51852			52787	53255	53723	54191	54659	55127	55595	56063	56531	56947	57363
12			52875			53811	54279	54747	55215	55683	56151	56619	57087	57555	57970	58386
13			53898			54834	55302	55770	56238	56706	57174	57642	58110	58578	58994	59409
14			54921			55857	56325	56793	57261	57729	58197	58665	59133	59601	60017	60433
15			55945			<i>56881</i>	57349	57817	58285	58753	59221	59689	60157	60624	61040	61456
16			56968			57904	58372	58840	59308	59776	60244	60712	61180	61648	62064	62479
17			57991			58927	59395	<i>59863</i>	60331	60799	61267	61735	62203	62671	63087	63503
18			59015	<i>59483</i>	59951	60419	60887	61355	61822	62290	62758	63226	63694	64110	64526	64942
19			60038	60506	60974	61442	61910	<i>62378</i>	62846	63314	63782	64250	64718	65134	65549	65965
20		<i>59657</i>	61061	61529	61997	62465	62933	63401	63869	64337	64805	65273	65741	66157	66573	66989
21			60681	62085	62553	63021	63488	63956	64424	64892	65360	65828	66296	66764	67180	67596
22			61704	63108	63576	64044	64512	64980	65448	65916	66384	66852	67320	67788	68203	68619
23	<i>61791</i>	62727	64131	64599	65067	65535	66003	66471	66939	67407	67875	68343	68811	69227	69643	70059
24	62815	63751	65154	65622	66090	66558	67026	67494	67962	68430	68898	69366	69834	70250	70666	71082
25	63838	64774	66178	66646	67114	67582	68050	68518	68986	69454	69922	70390	70858	71273	71689	72105
26	64861	65797	67201	67669	68137	68605	69073	69541	70009	70477	70945	71413	71881	72297	72712	73128
27	65885	66820	68224	68692	69160	69628	70096	70564	71032	71500	71968	72436	72904	73320	73736	74152
28	66908	67844	69248	69716	70184	70652	71120	71588	72056	72523	72991	73459	73927	74343	74759	75175
29	67931	68867	70271	70739	71207	71675	72143	72611	73079	73547	74015	74483	74951	75367	75783	76199
30	68954	69890	71294	71762	72230	72698	73166	73634	74102	74570	75038	75506	75974	76390	76806	77222

LONG. @ 30 YRS. 2000

EP 2002-03		BA+40	45	50	55	60												STEI
BA	BA+5	BA+15	BA+30	BA+35	MA	MA+5	MA+10	MA+15	20	25	30	35	40	45	50	55	60	
35634		36924			39072	39502	39931	40361	40791	41220	41650	42080	42509	42939	43369	43799	44229	1
41188		42640			45059	45543	46027	46511	46995	47479	47963	48447	48930	49360	49790	50220	50650	2
42246		43698			46117	46601	47085	47569	48053	48537	49021	49505	49989	50419	50848	51278	51708	3
43304		44757			47176	47659	48143	48627	49111	49595	50079	50563	51047	51477	51907	52337	52767	4
44363		45814			48234	48718	49201	49685	50169	50653	51137	51621	52105	52535	52965	53395	53825	5
					49292	49776	50260	50743	51227	51711	52195	52679	53163	53593	54023	54453	54883	6
					50350	50834	51318	51802	52285	52769	53253	53737	54221	54651	55081	55511	55941	7
			50440		51408	51892	52376	52860	53343	53827	54311	54795	55279	55709	56139	56569	56999	8
			51498		52466	52950	53434	53918	54402	54885	55369	55853	56337	56767	57197	57627	58057	9
			52556		53524	54008	54492	54976	55460	55944	56427	56911	57395	57825	58255	58685	59115	10
			53614		54582	55066	55550	56034	56518	57002	57486	57969	58453	58883	59313	59743	60173	11
			54673		55640	56124	56608	57092	57576	58060	58544	59028	59511	59941	60371	60801	61231	12
			55731		56698	57182	57666	58150	58634	59118	59602	60086	60570	60999	61429	61859	62289	13
			56789		57757	58240	58724	59208	59692	60176	60660	61144	61628	62058	62488	62918	63348	14
			57847		58815	59299	59782	60266	60750	61234	61718	62202	62686	63116	63546	63976	64406	15
			58905		59873	60357	60840	61324	61808	62292	62776	63260	63744	64174	64604	65034	65464	16
			59963		60931	61415	61899	62382	62866	63350	63834	64318	64802	65232	65662	66092	66522	17
			61021		61989	62473	62957	63441	63924	64408	64892	65376	65860	66290	66720	67150	67580	18
			62079	62563	63047	63531	64015	64499	64983	65466	65950	66434	66918	67348	67778	68208	68638	19
			63137	63621	64105	64589	65073	65557	66041	66525	67008	67492	67976	68406	68836	69266	69696	20
		62744	64195	64679	65163	65647	66131	66615	67099	67583	68067	68550	69034	69464	69894	70324	70754	21
		63802	65254	65737	66221	66705	67189	67673	68157	68641	69125	69608	70092	70522	70952	71382	71812	22
		64860	66312	66796	67279	67763	68247	68731	69215	69699	70183	70667	71150	71580	72010	72440	72870	23
64950	65918	67370	67854	68337	68821	69305	69789	70273	70757	71241	71725	72209	72639	73068	73498	73928	74358	24
66008	66976	68428	68912	69396	69879	70363	70847	71331	71815	72299	72783	73267	73697	74127	74557	74987	75417	25
67066	68034	69486	69970	70454	70938	71421	71905	72389	72873	73357	73841	74325	74755	75185	75615	76045	76475	26
68125	69092	70544	71028	71512	71996	72480	72963	73447	73931	74415	74899	77422	77852	78282	78712	79142	79572	27
69183	70150	71602	72086	72570	73054	73538	74022	74505	74989	75473	75957							28
70241	71209	72660	73144	73628	74112	74596	75080	75564	76047	76531	77015							29
71299	72267	73718	74202	74686	75170	75654	76138	76622	77106	77422								30

EP 2003-04

BA	BA+5	BA+15	BA+30	BA+35	BA+40	45	50	55	60	25	30	35	40	45	50	55	60
36846		38179			40400	40845	41289	41733	42177	42622	43066	43510	43955	44399	44844	45288	45731
42589		44090			46591	47092	47592	48092	48593	49093	49593	50094	50594	51039	51483	51928	52371
43683		45184			47685	48186	48686	49186	49687	50187	50687	51188	51688	52133	52577	53022	53465
44777		46278			48780	49280	49780	50281	50781	51281	51782	52282	52782	53227	53671	54116	54559
45871		47372			49874	50374	50874	51375	51875	52375	52876	53376	53876	54321	54765	55210	55653
					50968	51468	51968	52469	52969	53469	53970	54470	54970	55415	55860	56304	56747
					52062	52562	53062	53563	54063	54563	55064	55564	56064	56509	56954	57398	57841
					53156	53656	54157	54657	55157	55658	56158	56658	57159	57603	58048	58492	58935
					54250	54750	55251	55751	56251	56752	57252	57752	58253	58697	59142	59586	60029
		53249			55344	55844	56345	56845	57345	57846	58346	58846	59347	59791	60236	60680	61123
		54343			56438	56938	57439	57939	58439	58940	59440	59940	60441	60885	61330	61774	62217
		55437			57532	58032	58533	59033	59533	60034	60534	61034	61535	61979	62424	62869	63312
		56531			58626	59127	59627	60127	60628	61128	61628	62129	62629	63073	63518	63963	64406
		57626			59720	60221	60721	61221	61722	62222	62722	63223	63723	64168	64612	65057	65500
		58720			60814	61315	61815	62315	62816	63316	63816	64317	64817	65262	65706	66151	66594
		59814			61908	62409	62909	63409	63910	64410	64910	65411	65911	66356	66800	67245	67688
		60908			63002	63503	64003	64503	65004	65504	66004	66505	67005	67450	67894	68339	68782
		62002			64097	64597	65097	65598	66098	66598	67099	67599	68099	68544	68988	69433	69876
		63096			65191	65691	66191	66692	67192	67692	68193	68693	69193	69638	70082	70527	70970
		64190			66285	66785	67285	67786	68286	68786	69287	69787	70287	70732	71177	71621	72064
		65284	65784		67379	67879	68379	68880	69380	69880	70381	70881	71381	71826	72271	72715	73158
		66378	66878		68473	68973	69473	69974	70474	70975	71475	71975	72476	72920	73365	73809	74252
		67472	67972		70067	70568	71068	71568	72069	72569	73069	73570	74014	74459	74903	75347	75790
		68566	69067		71161	71662	72162	72662	73163	73663	74163	74664	75108	75553	75997	76441	76884
		69660	70161		72255	72756	73256	73756	74257	74757	75257	75758	76202	76647	77091	77535	77978
	68253	70754	71255		73850	74350	74850	75351	75851	76351	76852	77296	77741	78186	78630	79073	79516
	69347	71848	72349		74944	75444	75945	76445	76945	77446	80054	80499	80943	81388	81832	82275	82718
	70441	72942	73443		76038	76538	77039	77539	78039	78540							
	71535	74037	74537		77132	77632	78133	78633	79133	79634							
	72629	75131	75631		78226	78726	79227	79727	80227	80727							
	73723	76225	76725														

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WPK
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Sheet1

EP 2004-05	BA	BA+5	BA+15	BA+30	BA+35	BA+40	45	50	55	60	20	25	30	35	40	45	50	55	60	STE
1	38099		39477			41774	42233	42693	43152	43612	44071	44530	44990	45449	45909	46368	46828	47288		1
2	44037		45589			48176	48693	49210	49728	50245	50762	51280	51797	52314	52774	53234	53693	54153		2
3	45168		46720			49307	49824	50341	50859	51376	51894	52411	52928	53446	53905	54365	54825	55284		3
4	46299		47852			50438	50955	51473	51990	52507	53025	53542	54059	54577	55037	55496	55956	56416		4
5	47431		48983			51569	52087	52604	53121	53639	54156	54673	55191	55708	56168	56627	57087	57547		5
6						52701	53218	53735	54253	54770	55287	55805	56322	56839	57299	57759	58218	58678		6
7						53832	54349	54867	55384	55901	56419	56936	57453	57971	58430	58890	59350	59809		7
8						54963	55480	55998	56515	57033	57550	58067	58585	59102	59562	60021	60481	60941		8
9						56094	56612	57129	57646	58164	58681	59198	59716	60233	60693	61153	61612	62072		9
10			56191			57226	57743	58260	58778	59295	59812	60330	60847	61364	61824	62284	62744	63203		10
11			57322			58357	58874	59392	59909	60426	60944	61461	61978	62496	62955	63415	63875	64335		11
12			58454			59488	60006	60523	61040	61558	62075	62592	63110	63627	64087	64546	65006	65466		12
13			59585			60619	61137	61654	62172	62689	63206	63724	64241	64758	65218	65678	66137	66597		13
14			60716			61751	62268	62785	63303	63820	64337	64855	65372	65890	66349	66809	67269	67728		14
15			61847			62882	63399	63917	64434	64951	65469	65986	66503	67021	67480	67940	68400	68860		15
16			62979			64013	64531	65048	65565	66083	66600	67117	67635	68152	68612	69071	69531	69991		16
17			64110			65145	65662	66179	66697	67214	67731	68249	68766	69283	69743	70203	70662	71122		17
18			65241			66276	66793	67311	67828	68345	68863	69380	69897	70415	70874	71334	71794	72253		18
19			66372			67407	67924	68442	68959	69476	69994	70511	71029	71546	72006	72465	72925	73385		19
20			67504			68538	69056	69573	70090	70608	71125	71642	72160	72677	73137	73597	74056	74516		20
21			68635	69152	69670	70187	70704	71222	71739	72256	72774	73291	73808	74268	74728	75188	75647			21
22			69766	70284	70801	71318	71836	72353	72870	73388	73905	74422	74940	75399	75859	76319	76779			22
23			70897	71415	71932	72450	72967	73484	74002	74519	75036	75554	76071	76531	76990	77450	77910			23
24			72029	72546	73063	73581	74098	74615	75133	75650	76168	76685	77202	77662	78122	78581	79041			24
25			73160	73677	74195	74712	75229	75747	76264	76781	77299	77816	78333	78793	79253	79713	80172			25
26	71705		74291	74809	75326	75843	76361	76878	77395	77913	78430	78947	79465	79924	80384	80844	81304			26
27	72836		75423	75940	76457	76975	77492	78009	78527	79044	79561	80079	80796	81210	81670	82130	82590			27
28	73967		76554	77071	77589	78106	78623	79141	79658	80175	80693	81210	81727	82244	82761	83278	83795			28
29	75098		77685	78202	78720	79237	79754	80272	80789	81307	81824	82341	82858	83375	83892	84409	84926			29
30	76230		78816	79334	79851	80368	80886	81403	81920	82438	82955	83472	83989	84506	85023	85540	86057			30

LONG. @ 28 YRS. 2500 LONG. @ 30 YRS. ADD. 3000

2005-06	BA+40	45	50	55	60													
BA	MA	MA+5	MA+10	MA+15	20	25	30	35	40	45	50	55	60					
39394	43194	43669	44144	44619	45094	45569	46044	46519	46994	47470	47945	48420	48896					
45534	49813	50348	50883	51418	51953	52488	53023	53558	54093	54568	55044	55519	55994					
46704	50983	51518	52053	52588	53123	53658	54193	54728	55263	55738	56213	56689	57164					
47873	52153	52688	53223	53758	54293	54828	55363	55898	56432	56908	57383	57858	58334					
49043	53323	53858	54393	54927	55462	55997	56532	57067	57602	58078	58553	59028	59504					
	54492	55027	55562	56097	56632	57167	57702	58237	58772	59247	59723	60198	60673					
	55662	56197	56732	57267	57802	58337	58872	59407	59942	60417	60892	61368	61843					
	56832	57367	57902	58437	58972	59507	60042	60576	61111	61587	62062	62537	63013					
	58002	58537	59071	59606	60141	60676	61211	61746	62281	62756	63232	63707	64182					
	59171	59706	60241	60776	61311	61846	62381	62916	63451	63926	64401	64877	65352					
	60341	60876	61411	61946	62481	63016	63551	64086	64621	65096	65571	66047	66522					
	61511	62046	62581	63116	63651	64185	64720	65255	65790	66266	66741	67216	67692					
	61611	62681	63215	63750	64285	64820	65355	65890	66425	66960	67435	67911	68386					
	62780	63850	64385	64920	65455	65990	66525	67060	67595	68130	68605	69080	69556					
	63950	65020	65555	66090	66625	67160	67695	68230	68765	69300	69775	70250	70725					
	65120	66190	66725	67260	67795	68329	68864	69399	69934	70469	70945	71420	71895					
	66290	67359	67894	68429	68964	69499	70034	70569	71104	71639	72114	72590	73065					
	67459	68529	69064	69599	70134	70669	71204	71739	72274	72809	73284	73759	74235					
	68629	69699	70234	70769	71304	71839	72374	72909	73443	73978	74454	74929	75404					
	69799	70869	71404	71939	72473	73008	73543	74078	74613	75148	75623	76099	76574					
	70969	72038	72573	73108	73643	74178	74713	75248	75783	76318	76793	77269	77744					
	72138	73208	73743	74278	74813	75348	75883	76418	76953	77488	77963	78438	78914					
	73308	74378	74913	75448	75983	76518	77053	77587	78122	78657	79133	79608	80083					
	74478	75548	76083	76617	77152	77687	78222	78757	79292	79827	80302	80778	81253					
	75647	76717	77252	77787	78322	78857	79392	79927	80462	80997	81472	81947	82423					
	76817	77887	78422	78957	79492	80027	80562	81097	81632	82167	82642	83117	83593					
	77987	79057	79592	80127	80662	81197	81731	82266	82801	83336	83871	84406	84941					
	79157	80227	80761	81296	81831	82366	82901	83436	83971	84506	85041	85576	86111					
	80326	81396	81931	82466	83001	83536	84071	84606	85141	85676	86211	86746	87281					
	81496	82566	83101	83636	84171	84706	85241	85776	86311	86846	87381	87916	88451					
75312	77987	78522	79057	79592	80127	80662	81197	81731	82266	82801	83336	83871	84406					
76482	79157	79692	80227	80761	81296	81831	82366	82901	83436	83971	84506	85041	85576					
77652	80326	80861	81396	81931	82466	83001	83536	84071	84606	85141	85676	86211	86746					
78821	81496	82031	82566	83101	83636	84171	84706	85241	85776	86311	86846	87381	87916					

LONG. @ 28 YRS. 2500

LONG. @ 30 YRS. ADD. 4000

WRP
WRP

STEP	2006-07	BA	BA+5	BA+15	BA+30	BA+35	BA+40	45	50	55	60	25	30	35	40	45	50	55	60	
		MA	MA+5	MA+10	MA+15	MA+20	MA+25	MA+30	MA+35	MA+40	MA+45	MA+50	MA+55	MA+60	MA+65	MA+70	MA+75	MA+80	MA+85	MA+90
1	40734						44663	45154	45645	46136	46628	47119	47610	48101	48592	49084	49575	50067	50558	
2	47082						51507	52060	52613	53167	53720	54273	54826	55379	55932	56424	56915	57407	57898	
3	48292						52717	53270	53823	54376	54929	55482	56035	56589	57142	57633	58125	58616	59108	
4	49501						53926	54479	55032	55586	56139	56692	57245	57798	58351	58843	59334	59826	60317	
5	50711						55136	55689	56242	56795	57348	57901	58454	59008	59561	60052	60544	61035	61527	
6							56345	56898	57451	58005	58558	59111	59664	60217	60770	61262	61753	62245	62736	
7							57555	58108	58661	59214	59767	60320	60873	61427	61980	62471	62963	63454	63946	
8							58764	59317	59870	60424	60977	61530	62083	62636	63189	63681	64172	64664	65155	
9							59974	60527	61080	61633	62186	62739	63292	63846	64399	64890	65382	65873	66365	
10							61183	61736	62289	62843	63396	63949	64502	65055	65608	66100	66591	67083	67574	
11							62393	62946	63499	64052	64605	65158	65711	66265	66818	67309	67801	68292	68784	
12					62496		63602	64155	64708	65262	65815	66368	66921	67474	68027	68519	69010	69502	69993	
13					63705		64812	65365	65918	66471	67024	67577	68130	68684	69237	69728	70220	70711	71203	
14					64915		66021	66574	67127	67681	68234	68787	69340	69893	70446	70938	71429	71921	72412	
15					66124		67231	67784	68337	68890	69443	69996	70549	71103	71656	72147	72639	73130	73622	
16					67334		68440	68993	69546	70100	70653	71206	71759	72312	72865	73357	73848	74340	74831	
17					68543		69650	70203	70756	71309	71862	72415	72968	73522	74075	74566	75058	75549	76041	
18					69753		70859	71412	71965	72519	73072	73625	74178	74731	75284	75776	76267	76759	77250	
19					70962		72069	72622	73175	73728	74281	74834	75387	75941	76494	76985	77477	77968	78460	
20					72172		73278	73831	74384	74938	75491	76044	76597	77150	77703	78195	78686	79178	79669	
21					73381		74488	75041	75594	76147	76700	77253	77806	78360	78913	79404	79896	80387	80879	
22					74591		75697	76250	76803	77357	77910	78463	79016	79569	80122	80614	81105	81597	82088	
23					75800	76354	76907	77460	78013	78566	79119	79672	80225	80779	81332	81823	82315	82806	83298	
24					77010	77563	78116	78669	79222	79776	80329	80882	81435	81988	82541	83033	83524	84016	84507	
25					78219	78773	79326	79879	80432	80985	81538	82091	82644	83198	83751	84242	84734	85225	85717	
26					79429	79982	80535	81088	81641	82195	82748	83301	83854	84407	84960	85452	85943	86435	86926	
27					80638	81192	81745	82298	82851	83404	83957	84510	85063	85617	86170	86723	87276	87829	88382	
28		79082			81848	82401	82954	83507	84060	84614	85167	85720	86273	86826	87379	87932	88485	89038	89591	
29		80292			83057	83611	84164	84717	85270	85823	86376	86929	87482	88036	88589	89142	89695	90248	90801	
30		81501			84267	84820	85373	85926	86479	87033	87586	88139	88692	89245	89798	90351	90904	91457	92010	

LONG. @ 28 YRS. 3500 LONG. @ 30 YRS. ADD. 4000

NOTE: BOLD TYPE SALARY NUMBERS ARE FOR ALL TEACHERS SALARY NUMBERS IN ITALICS ARE FOR TEACHERS HIRED BEFORE JULY 1, 1995.
R.V.F.

STEP	2001-02	BA+15		BA+40		45	50	55	60			35	40	45	50	STEP	
	BA	BA+5	BA+15	BA+30	BA+35	MA	MA+5	MA+10	MA+15	20	25	30	35	40	45	50	
1	34463		35710			37787	38203	38618	39034	39449	39865	40280	40696	41112	41527	41943	1
2	39834		41238			43578	44046	44514	44982	45450	45918	46386	46854	47322	47737	48153	2
3	40857		42261			44601	45069	45537	46005	46473	46941	47409	47877	48345	48761	49176	3
4	41881		43285			45624	46092	46560	47028	47496	47964	48432	48900	49368	49784	50200	4
5	42904		44308			46648	47116	47584	48052	48520	48988	49455	49923	50391	50807	51223	5
6						47671	48139	48607	49075	49543	50011	50479	50947	51415	51831	52246	6
7				47758		48694	49162	49630	50098	50566	51034	51502	51970	52438	52854	53270	7
8				48782		49718	50186	50654	51121	51589	52057	52525	52993	53461	53877	54293	8
9				49805		50741	51209	51677	52145	52613	53081	53549	54017	54485	54900	55316	9
10				50828		51764	52232	52700	53168	53636	54104	54572	55040	55508	55924	56340	10
11				51852		52787	53255	53723	54191	54659	55127	55595	56063	56531	56947	57363	11
12				52875		53811	54279	54747	55215	55683	56151	56619	57087	57555	57970	58386	12
13				53898		54834	55302	55770	56238	56706	57174	57642	58110	58578	58994	59409	13
14				54921		55857	56325	56793	57261	57729	58197	58665	59133	59601	60017	60433	14
15				55945		56881	57349	57817	58285	58753	59221	59689	60157	60624	61040	61456	15
16				56968		57904	58372	58840	59308	59776	60244	60712	61180	61648	62064	62479	16
17				57991		58927	59395	59863	60331	60799	61267	61735	62203	62671	63087	63503	17
18				59015	59483	59951	60419	60887	61355	61822	62290	62758	63226	63694	64110	64526	18
19				60038	60506	60974	61442	61910	62378	62846	63314	63782	64250	64718	65134	65549	19
20			59657	61061	61529	61997	62465	62933	63401	63869	64337	64805	65273	65741	66157	66573	20
21			60681	62085	62553	63021	63488	63956	64424	64892	65360	65828	66296	66764	67180	67596	21
22			61704	63108	63576	64044	64512	64980	65448	65916	66384	66852	67320	67788	68203	68619	22
23	61791	62727	64131	64599	65067	65535	66003	66471	66939	67407	67875	68343	68811	69227	69643	69643	23
24	62815	63751	65154	65622	66090	66558	67026	67494	67962	68430	68898	69366	69834	70250	70666	70666	24
25	63838	64774	66178	66646	67114	67582	68050	68518	68986	69454	69922	70390	70858	71273	71689	71689	25
26	64861	65797	67201	67669	68137	68605	69073	69541	70009	70477	70945	71413	71881	72297	72712	72712	26
27	65885	66820	68224	68692	69160	69628	70096	70564	71032	71500	71968	72436	72904	73320	73736	73736	27
28	66908	67844	69248	69716	70184	70652	71120	71588	72056	72524	72992	73460	73928	74344	74760	74760	28
29	67931	68867	70271	70739	71207	71675	72143	72611	73079	73547	74015	74483	74951	75367	75783	75783	29
30	68954	69890	71294	71762	72230	72698	73166	73634	74102	74570	75038	75506	75974	76442	76910	76910	30

LONG. @ 30 YRS. 2000

NOTE: BOLD TYPE SALARY NUMBERS ARE FOR ALL TEACHERS ;

SALARY NUMBERS IN ITALICS AR TEACHERS HIRED BEF ORE JULY 1, 1995.

STEP	2002-03	BA+15					BA+40		45	50	55	60	25	30	35	40	45	50	55	60	STEP
	BA	BA+5	BA+15	BA+30	BA+35	MA	MA+5	MA+10	MA+15	20											
1	35634		36924			39072	39502	39931	40361	40791	41220	41650	42080	42509	42939	43369	43799	44229		1	
2	41188		42640			45059	45543	46027	46511	46995	47479	47963	48447	48930	49360	49790	50220	50650		2	
3	42246		43698			46117	46601	47085	47569	48053	48537	49021	49505	49989	50419	50848	51278	51708		3	
4	43304		44757			47176	47659	48143	48627	49111	49595	50079	50563	51047	51477	51907	52337	52767		4	
5	44363		45814			48234	48718	49201	49685	50169	50653	51137	51621	52105	52535	52965	53395	53825		5	
6						49292	49776	50260	50743	51227	51711	52195	52679	53163	53593	54023	54453	54883		6	
7						50350	50834	51318	51802	52285	52769	53253	53737	54221	54651	55081	55511	55941		7	
8			50440			51408	51892	52376	52860	53343	53827	54311	54795	55279	55709	56139	56569	56999		8	
9			51498			52466	52950	53434	53918	54402	54885	55369	55853	56337	56767	57197	57627	58057		9	
10			52556			53524	54008	54492	54976	55460	55944	56427	56911	57395	57825	58255	58685	59115		10	
11			53614			54582	55066	55550	56034	56518	57002	57486	57969	58453	58883	59313	59743	60173		11	
12			54673			55640	56124	56608	57092	57576	58060	58544	59028	59511	59941	60371	60801	61231		12	
13			55731			56698	57182	57666	58150	58634	59118	59602	60086	60570	60999	61429	61859	62289		13	
14			56789			57757	58240	58724	59208	59692	60176	60660	61144	61628	62058	62488	62918	63348		14	
15			57847			58815	59299	59782	60266	60750	61234	61718	62202	62686	63116	63546	63976	64406		15	
16			58905			59873	60357	60840	61324	61808	62292	62776	63260	63744	64174	64604	65034	65464		16	
17			59963			60931	61415	61899	62382	62866	63350	63834	64318	64802	65232	65662	66092	66522		17	
18			61021			61989	62473	62957	63441	63924	64408	64892	65376	65860	66290	66720	67150	67580		18	
19			62079	62563		63047	63531	64015	64499	64983	65466	65950	66434	66918	67348	67778	68208	68638		19	
20			63137	63621	64105	64589	65073	65557	66041	66525	67008	67492	67976	68406	68836	69266	69696			20	
21		62744	64195	64679	65163	65647	66131	66615	67099	67583	68067	68550	69034	69464	69894	70324	70754			21	
22		63802	65254	65737	66221	66705	67189	67673	68157	68641	69125	69608	70092	70522	70952	71382	71812			22	
23		64860	66312	66796	67279	67763	68247	68731	69215	69699	70183	70667	71150	71580	72010	72440	72870			23	
24	64950	65918	67370	67854	68337	68821	69305	69789	70273	70757	71241	71725	72209	72639	73068	73498	73928			24	
25	66008	66976	68428	68912	69396	69879	70363	70847	71331	71815	72299	72783	73267	73697	74127	74557	74987			25	
26	67066	68034	69486	69970	70454	70938	71421	71905	72389	72873	73357	73841	74325	74755	75185	75615	76045			26	
27	68125	69092	70544	71028	71512	71996	72480	72963	73447	73931	74415	74899	75383	75813	76243	76673	77103			27	
28	69183	70150	71602	72086	72570	73054	73538	74022	74505	74989	75473	75957								28	
29	70241	71209	72660	73144	73628	74112	74596	75080	75564	76047	76531	77015								29	
30	71299	72267	73718	74202	74686	75170	75654	76138	76622	77106	77422									30	

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Sheet1

STEP	2003-04	BA+15	BA+40	45	50	55	60	25	30	35	40	45	50	55	60	STEP
	BA	BA+5	MA	MA+5	MA+10	MA+15	20									
1	36846	38179	40400	40845	41289	41733	42177	42622	43066	43510	43955	44399	44844	45288	45733	1
2	42589	44090	46591	47092	47592	48092	48593	49093	49593	50094	50594	51039	51483	51928	52372	2
3	43683	45184	47685	48186	48686	49186	49687	50187	50687	51188	51688	52133	52577	53022	53467	3
4	44777	46278	48780	49280	49780	50281	50781	51281	51782	52282	52782	53227	53671	54116	54561	4
5	45871	47372	49874	50374	50874	51375	51875	52375	52876	53376	53876	54321	54765	55210	55655	5
6			50968	51468	51968	52469	52969	53469	53970	54470	54970	55415	55860	56304	56749	6
7			52062	52562	53062	53563	54063	54563	55064	55564	56064	56509	56954	57398	57843	7
8			53156	53656	54157	54657	55157	55658	56158	56658	57159	57603	58048	58492	58937	8
9		53249	54250	54750	55251	55751	56251	56752	57252	57752	58253	58697	59142	59586	60031	9
10		54343	55344	55844	56345	56845	57345	57846	58346	58846	59347	59791	60236	60680	61125	10
11		55437	56438	56938	57439	57939	58439	58940	59440	59940	60441	60885	61330	61774	62219	11
12		56531	57532	58032	58533	59033	59533	60034	60534	61034	61535	61979	62424	62869	63313	12
13		57626	58626	59127	59627	60127	60628	61128	61628	62129	62629	63073	63518	63963	64407	13
14		58720	59720	60221	60721	61221	61722	62222	62722	63223	63723	64168	64612	65057	65501	14
15		59814	60814	61315	61815	62315	62816	63316	63816	64317	64817	65262	65706	66151	66595	15
16		60908	61908	62409	62909	63409	63910	64410	64910	65411	65911	66356	66800	67245	67689	16
17		62002	63002	63503	64003	64503	65004	65504	66004	66505	67005	67450	67894	68339	68784	17
18		63096	64097	64597	65097	65598	66098	66598	67099	67599	68099	68544	68988	69433	69878	18
19		64190	65191	65691	66191	66692	67192	67692	68193	68693	69193	69638	70082	70527	70972	19
20		65284	65784	66285	66785	67285	67786	68286	68786	69287	69787	70287	70732	71177	71621	20
21		66378	66878	67379	67879	68379	68880	69380	69880	70381	70881	71381	71826	72271	72715	21
22		67472	67972	68473	68973	69473	69974	70474	70975	71475	71975	72476	72920	73365	73809	22
23		68566	69067	69567	70067	70568	71068	71568	72069	72569	73069	73570	74014	74459	74903	23
24		69660	70161	70661	71161	71662	72162	72662	73163	73663	74163	74664	75108	75553	75997	24
25	68253	70754	71255	71755	72255	72756	73256	73756	74257	74757	75257	75758	76202	76647	77091	25
26	69347	71848	72349	72849	73349	73850	74350	74850	75351	75851	76351	76852	77296	77741	78186	26
27	70441	72942	73443	73943	74444	74944	75444	75945	76445	76945	77446	80054	80499	80943	81388	27
28	71535	74037	74537	75037	75538	76038	76538	77039	77539	78039	78540					28
29	72629	75131	75631	76131	76632	77132	77632	78133	78633	79133	79634					29
30	73723	76225	76725	77225	77726	78226	78726	79227	79727	80054	80054					30

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STEP	2004-05	BA+15		BA+40		45	50	55	60									STEP	
	BA	BA+5	BA+15	BA+30	BA+35	MA	MA+5	MA+10	MA+15	20	25	30	35	40	45	50	55	60	
1	38099		39477			41774	42233	42693	43152	43612	44071	44530	44990	45449	45909	46368	46828	47288	1
2	44037		45589			48176	48693	49210	49728	50245	50762	51280	51797	52314	52774	53234	53693	54153	2
3	45168		46720			49307	49824	50341	50859	51376	51894	52411	52928	53446	53905	54365	54825	55284	3
4	46299		47852			50438	50955	51473	51990	52507	53025	53542	54059	54577	55037	55496	55956	56416	4
5	47431		48983			51569	52087	52604	53121	53639	54156	54673	55191	55708	56168	56627	57087	57547	5
6						52701	53218	53735	54253	54770	55287	55805	56322	56839	57299	57759	58218	58678	6
7						53832	54349	54867	55384	55901	56419	56936	57453	57971	58430	58890	59350	59809	7
8						54963	55480	55998	56515	57033	57550	58067	58585	59102	59562	60021	60481	60941	8
9						56094	56612	57129	57646	58164	58681	59198	59716	60233	60693	61153	61612	62072	9
10			56191			57226	57743	58260	58778	59295	59812	60330	60847	61364	61824	62284	62744	63203	10
11			57322			58357	58874	59392	59909	60426	60944	61461	61978	62496	62955	63415	63875	64335	11
12			58454			59488	60006	60523	61040	61558	62075	62592	63110	63627	64087	64546	65006	65466	12
13			59585			60619	61137	61654	62172	62689	63206	63724	64241	64758	65218	65678	66137	66597	13
14			60716			61751	62268	62785	63303	63820	64337	64855	65372	65890	66349	66809	67269	67728	14
15			61847			62882	63399	63917	64434	64951	65469	65986	66503	67021	67480	67940	68400	68860	15
16			62979			64013	64531	65048	65565	66083	66600	67117	67635	68152	68612	69071	69531	69991	16
17			64110			65145	65662	66179	66697	67214	67731	68249	68766	69283	69743	70203	70662	71122	17
18			65241			66276	66793	67311	67828	68345	68863	69380	69897	70415	70874	71334	71794	72253	18
19			66372			67407	67924	68442	68959	69476	69994	70511	71029	71546	72006	72465	72925	73385	19
20			67504			68538	69056	69573	70090	70608	71125	71642	72160	72677	73137	73597	74056	74516	20
21			68635	69152	69670	70187	70704	71222	71739	72256	72774	73291	73808	74268	74728	75188	75647	76107	21
22			69766	70284	70801	71318	71836	72353	72870	73388	73905	74422	74940	75399	75859	76319	76779	77238	22
23			70897	71415	71932	72450	72967	73484	74002	74519	75036	75554	76071	76531	76990	77450	77910	78369	23
24			72029	72546	73063	73581	74098	74615	75133	75650	76168	76685	77202	77662	78122	78581	79041	79499	24
25			73160	73677	74195	74712	75229	75747	76264	76781	77299	77816	78333	78793	79253	79713	80172	80631	25
26		71705	74291	74809	75326	75843	76361	76878	77395	77913	78430	78947	79465	79924	80384	80844	81304	81763	26
27		72836	75423	75940	76457	76975	77492	78009	78527	79044	79561	80079	80597	81114	81631	82148	82665	83182	27
28		73967	76554	77071	77589	78106	78623	79141	79658	80175	80693	81210	81727	82244	82761	83278	83795	84312	28
29		75098	77685	78202	78720	79237	79754	80272	80789	81307	81824	82341	82858	83375	83892	84409	84926	85443	29
30		76230	78816	79334	79851	80368	80886	81403	81920	82438	82955	83472	83989	84506	85023	85540	86057	86574	30

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STEP	2005-06	BA+15	BA+40	45	50	55	60	25	30	35	40	45	50	55	60	STEP
	BA	BA+5	MA	MA+5	MA+10	MA+15	20									
1	39394		43194	43669	44144	44619	45094	45569	46044	46519	46994	47470	47945	48420	48896	1
2	45534		49813	50348	50883	51418	51953	52488	53023	53558	54093	54568	55044	55519	55994	2
3	46704		50983	51518	52053	52588	53123	53658	54193	54728	55263	55738	56213	56689	57164	3
4	47873		52153	52688	53223	53758	54293	54828	55363	55898	56432	56908	57383	57858	58334	4
5	49043		53323	53858	54393	54927	55462	55997	56532	57067	57602	58078	58553	59028	59504	5
6			54492	55027	55562	56097	56632	57167	57702	58237	58772	59247	59723	60198	60673	6
7			55662	56197	56732	57267	57802	58337	58872	59407	59942	60417	60892	61368	61843	7
8			56832	57367	57902	58437	58972	59507	60042	60576	61111	61587	62062	62537	63013	8
9			58002	58537	59071	59606	60141	60676	61211	61746	62281	62756	63232	63707	64182	9
10			59171	59706	60241	60776	61311	61846	62381	62916	63451	63926	64401	64877	65352	10
11			60341	60876	61411	61946	62481	63016	63551	64086	64621	65096	65571	66047	66522	11
12			61511	62046	62581	63116	63651	64185	64720	65255	65790	66266	66741	67216	67692	12
13			62681	63215	63750	64285	64820	65355	65890	66425	66960	67435	67911	68386	68861	13
14			63850	64385	64920	65455	65990	66525	67060	67595	68130	68605	69080	69556	70031	14
15			65020	65555	66090	66625	67160	67695	68230	68765	69300	69775	70250	70725	71201	15
16			66190	66725	67260	67795	68329	68864	69399	69934	70469	70945	71420	71895	72371	16
17			67359	67894	68429	68964	69499	70034	70569	71104	71639	72114	72590	73065	73540	17
18			68529	69064	69599	70134	70669	71204	71739	72274	72809	73284	73759	74235	74710	18
19			69699	70234	70769	71304	71839	72374	72909	73443	73978	74454	74929	75404	75880	19
20			70869	71404	71939	72473	73008	73543	74078	74613	75148	75623	76099	76574	77050	20
21			72038	72573	73108	73643	74178	74713	75248	75783	76318	76793	77269	77744	78219	21
22			73208	73743	74278	74813	75348	75883	76418	76953	77488	77963	78438	78914	79389	22
23			74378	74913	75448	75983	76518	77053	77587	78122	78657	79133	79608	80083	80559	23
24			75548	76083	76617	77152	77687	78222	78757	79292	79827	80302	80778	81253	81728	24
25			76717	77252	77787	78322	78857	79392	79927	80462	80997	81472	81947	82423	82898	25
26			77887	78422	78957	79492	80027	80562	81097	81632	82167	82642	83117	83593	84068	26
27			79057	79592	80127	80662	81197	81731	82266	82801	83336	83871	84406	84941	85476	27
28			80227	80761	81296	81831	82366	82901	83436	83971	84506	85041	85576	86111	86646	28
29			81396	81931	82466	83001	83536	84071	84606	85141	85676	86211	86746	87281	87816	29
30			82566	83101	83636	84171	84706	85241	85776	86311	86846	87381	87916	88451	88986	30

LONG. @ 28 YRS. 2500 LONG. @ 30 YRS. ADD. 4000

STEP	2006-07	BA+15	BA+40	45	50	55	60	25	30	35	40	45	50	55	60	STEP			
	BA	BA+5	BA+15	BA+30	BA+35	MA	MA+5	MA+10	MA+15	20	25	30	35	40	45	50	55	60	
1	40734		42207			44663	45154	45645	46136	46628	47119	47610	48101	48592	49084	49575	50067	50558	1
2	47082		48742			51507	52060	52613	53167	53720	54273	54826	55379	55932	56424	56915	57407	57898	2
3	48292		49951			52717	53270	53823	54376	54929	55482	56035	56589	57142	57633	58125	58616	59108	3
4	49501		51161			53926	54479	55032	55586	56139	56692	57245	57798	58351	58843	59334	59826	60317	4
5	50711		52370			55136	55689	56242	56795	57348	57901	58454	59008	59561	60052	60544	61035	61527	5
6						56345	56898	57451	58005	58558	59111	59664	60217	60770	61262	61753	62245	62736	6
7						57555	58108	58661	59214	59767	60320	60873	61427	61980	62471	62963	63454	63946	7
8						58764	59317	59870	60424	60977	61530	62083	62636	63189	63681	64172	64664	65155	8
9						59974	60527	61080	61633	62186	62739	63292	63846	64399	64890	65382	65873	66365	9
10						61183	61736	62289	62843	63396	63949	64502	65055	65608	66100	66591	67083	67574	10
11						62393	62946	63499	64052	64605	65158	65711	66265	66818	67309	67801	68292	68784	11
12				62496		63602	64155	64708	65262	65815	66368	66921	67474	68027	68519	69010	69502	69993	12
13				63705		64812	65365	65918	66471	67024	67577	68130	68684	69237	69728	70220	70711	71203	13
14				64915		66021	66574	67127	67681	68234	68787	69340	69893	70446	70938	71429	71921	72412	14
15				66124		67231	67784	68337	68890	69443	69996	70549	71103	71656	72147	72639	73130	73622	15
16				67334		68440	68993	69546	70100	70653	71206	71759	72312	72865	73357	73848	74340	74831	16
17				68543		69650	70203	70756	71309	71862	72415	72968	73522	74075	74566	75058	75549	76041	17
18				69753		70859	71412	71965	72519	73072	73625	74178	74731	75284	75776	76267	76759	77250	18
19				70962		72069	72622	73175	73728	74281	74834	75387	75941	76494	76985	77477	77968	78460	19
20				72172		73278	73831	74384	74938	75491	76044	76597	77150	77703	78195	78686	79178	79669	20
21				73381		74488	75041	75594	76147	76700	77253	77806	78360	78913	79404	79896	80387	80879	21
22				74591		75697	76250	76803	77357	77910	78463	79016	79569	80122	80614	81105	81597	82088	22
23				75800	76354	76907	77460	78013	78566	79119	79672	80225	80779	81332	81823	82315	82806	83298	23
24				77010	77563	78116	78669	79222	79776	80329	80882	81435	81988	82541	83033	83524	84016	84507	24
25				78219	78773	79326	79879	80432	80985	81538	82091	82644	83198	83751	84242	84734	85225	85717	25
26				79429	79982	80535	81088	81641	82195	82748	83301	83854	84407	84960	85452	85943	86435	86926	26
27				80638	81192	81745	82298	82851	83404	83957	84510	85063	85617	86170	86723	87276	87829	88382	27
28	79082			81848	82401	82954	83507	84060	84614	85167	85720	86273	86826	87379	87932	88485	89038	89591	28
29	80292			83057	83611	84164	84717	85270	85823	86376	86929	87482	88036	88589	89142	89695	90248	90801	29
30	81501			84267	84820	85373	85926	86479	87033	87586	88139	88500	88500	88500	88500	88500	88500	88500	30

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grievances brought by the Federation on behalf of any employee or group of employees or by the Board against the Federation. An aggrieved party is any employee or group of employees who file a grievance under this procedure.

B. All grievances shall include the name and position of the aggrieved party, the time and place of the grievance, the identity of the person claimed to be responsible for the grievance, the contract provision allegedly violated and a general statement of the nature of the grievance and the redress sought.

C. A grievance shall be deemed waived unless it is submitted within 30 working days after the aggrieved party knew or should have known of the events or conditions on which it is based and, in no event, no later than five days after the end of the school year. Grievances occurring during the summer may be filed within five working days after the opening of school. Continuing alleged violations of this Agreement may be grieved at any time, provided, however, that any redress sought may not be retroactive prior to the date the grievance was filed.

D. The District and the Federation will facilitate any investigation which may be required and make available any and all material and relevant documents, communications, and records concerning the grievance.

E. The grievant shall have the right of representation at all stages of the grievance procedure and to confront and cross-examine all witnesses called against him or her, and to testify and call witnesses on his or her own behalf.

F. No interference, coercion, restraint, discrimination, or reprisal of any kind at any time will be taken by the District or by any member of the Administration against the Federation or any other participant in the grievance procedure.

G. Failure by the District to hold a hearing or submit decisions within the time limits set forth herein, shall be construed as a denial of the grievance and the grievance may be appealed to the next stage.

H. A grievance shall be filed at the lowest level at which relief properly may be granted.

3.2 Grievance Procedure

A. Stage 1. The grievance shall be presented in writing to the appropriate building principal who shall hold a hearing within five working days of the submission of the grievance and render a written decision within five working days thereafter.

B. Stage II. Within five working days of the disposition of the grievance at Stage I, the grievant may appeal in writing to the Superintendent. The Superintendent shall hold a hearing within five working days of the submission of the appeal and render a written decision within five working days thereafter.

C. Stage III. Within ten working days of the disposition of the grievance at Stage II, the Federation may request the Board to schedule a further hearing with respect to the grievance or may file with the Superintendent and the American Arbitration Association a Demand for Arbitration. If the Board agrees to hold a further hearing, the hearing, before the Board or a committee thereof, shall be held within ten working days of the submission of the request thereof. The written decision of the Board shall be rendered within five working days of the hearing. In the event the decision of the Board does not resolve the grievance or if the Board declines to schedule the hearing, the Federation may demand arbitration of the grievance by filing a Demand for Arbitration with the Superintendent and the AAA within ten working days of the date of the Board's decision or the date when the Board declined to schedule a further hearing.

3.3 Arbitration

Following the submission of the Demand for Arbitration to the Superintendent, the parties shall select an arbitrator pursuant to the rules for voluntary arbitration of the American Arbitration Association.

B. All demands for arbitration and all arbitrations shall be processed pursuant to the Voluntary Labor Arbitration Rules of the American Arbitration Association.

C. The arbitrator shall be without power or authority to make any decision which requires the commission of any act prohibited by law or which is violative of the terms of this Agreement. The arbitrator shall have no power to alter, add to, or detract from the provisions of this Agreement.

D. The cost of the services of the arbitrator shall be divided equally between the Board and the Federation.

ARTICLE 4 - WORKING HOURS

4.1 The teachers' work day shall not exceed seven hours, including a 30 minute duty-free lunch period. No teacher shall be required to report to work more than ten minutes before the arrival of students or to remain for longer than ten minutes after the bus departure. In addition to the above, teachers shall assume additional responsibilities, e.g., parent conferences, staff and department meetings, providing students with individual assistance, and joining in parent-teacher organization activities where teacher participation is essential. There shall be one full staff and one departmental meeting each month of the school year. One (1) more staff meeting may be scheduled at any time during the school year. Additional meetings may be held in the event that an emergency

situation arises that cannot be resolved during a regularly scheduled full staff or departmental meeting or which requires resolution prior to the next regularly scheduled meeting. Teachers who are assigned to two or more school buildings shall be required to attend staff meetings only at the one site designated by the District. Half days may only be scheduled at the sole discretion of the Superintendent. Other provisions in this agreement to the contrary notwithstanding, the District shall have the right to schedule teachers according to a "flexible schedule" to be developed, after consultation with the Federation. The teachers' work day under such a schedule shall not exceed seven (7) hours including a thirty (30) minute duty-free lunch period.

4.2 A 39 to 45 minute daily preparation period shall be guaranteed to each teacher at the high school and in Grades 5,6 and 7,8, and at least 180 minutes per week (in amounts of 30 consecutive minutes) shall be guaranteed to each regular teacher at the elementary school. All elementary special area teachers shall be guaranteed at least 180 minutes per week of preparation time in blocks of no less than thirty (30) consecutive minutes during the teachers' day. All special area teachers shall teach no more than six (6) classes in no less than thirty (30) minute blocks. Where possible, travel and preparation time shall be consecutively scheduled for teachers assigned to more than one school.

4.3 Elementary teachers shall not be required to remain in the classroom while a special teacher is instructing.

4.4 The last day of school shall be a non-student day for teachers in the elementary and in Grades 5,6 and 7,8.

4.5. A. The work year of employees shall not exceed 182 working days, shall begin no earlier than the day after Labor Day and end no later than June 30th. The additional work days beyond 180 are not student attendance days. Effective July 1, 2003, the work year of employees shall not exceed one hundred eighty three (183) working days. The additional work days beyond one hundred eighty one (181) are not student attendance days. Effective July 1, 2004, the work year of employees shall not exceed one hundred eighty four (184) working days. The additional work days beyond one hundred eighty two (182) are not student attendance days. The work year of employees shall begin no earlier than the day after Labor Day and end no later than June 30th. When Labor Day occurs on September 5th, 6th or 7th, the work year of employees shall begin no earlier than the Friday before Labor Day.

B. Any day or portion thereof when schools are delayed in opening or close early due to emergencies or inclement weather that an employee is required to report for work for at least one hour shall be considered as a full working day.

C. Unused snow days shall be added to the last scheduled school recess or school holiday, unless educational situations or extraordinary circumstances present themselves.

Should such a case arise, the matter will be referred to the school calendar committee for review before final action is taken by the Superintendent.

4.6 A school calendar committee, consisting of three members appointed by the President of the Federation, shall meet with the Superintendent to present its recommendations concerning the school calendar. The Superintendent shall meet with the committee and shall report its recommendations to the Board which shall consider them before its final action adopting a school calendar.

4.7 The District may establish a (9) nine period day for Grades 5 through 8 in accordance with the following:

1. 5 daily teaching periods of 39 minutes each for teachers in 7th and 8th grades.
2. 6 daily teaching periods of 39 minutes for teachers in 5th and 6th grades.
3. 1 preparation period of 39 minutes daily for teachers in grades 5 through 8.
4. 1 lunch period of 39 minutes daily for teachers in grades 5 through 8.
5. The ninth period within the day will be assigned as follows:
 - a. When the school is on an A/B day schedule there will be alternate periods for preparation and supervision.
 - b. When the school is on a traditional 5 day schedule, there will be 3 days with an additional preparation period and 2 days with an additional supervisory duty.

4.8 Effective July 1, 2002, each teacher will be required to attend up to two (2) evening meetings per year. Each meeting will not exceed three (3) hours.

ARTICLE 5 - CLASS SIZE

5.1 The Federation acknowledges the responsibility and the obligation of the Board to establish class sizes and staffing. Problems related to class size shall be studied and recommended under the provisions of the joint committee on class size, as accepted in the minutes of the Board meeting on March 16, 1971:

- I. The Rondout Valley School District understands the need to maintain a class size which meets the goals of the educational programs of the District. It is mutually agreed that it is reasonable for a teacher not to have more than the following number of students in a class:

K-1: 23

2-6: 26

7-12: Maximum load of 125 with a mutual agreement that it is reasonable for a teacher to have no more than 30 students in a class.

II. Presently there exist within the District programs which require small class sizes, and which the Board has accepted as desirable. These classes contribute to the educational program and should be continued without affecting other existing programs.

III. The professional staff and the Board of Education concur that certain discrepancies in class size may arise from time to time due to lack of space, scheduling, or an unexpected and unforeseen growth in population. Continual (year to year) class size problems in any specific area, however, are not desirable, and all available means should be exercised to resolve the problems of the subject or grade in question.

IV. That it would be most desirable if the class size goals, which both the Board and teachers want, could be achieved systematically within a 4-year period.

V. To aid in the resolution of class size problems, there shall be a study committee which will consist of the following members:

- a. The Superintendent of Schools
- b. Min. 1, max. 2 - Board members
- c. Min. 1, max. 2 - instructional staff from each level (elementary, Grades 5,6, 7,8, and high school)
- d. Administrators - one from each level (elementary, Grades 5, 6, 7, 8, and high school)

The purposes of the committee are to:

- a. resolve specific problems in class size which may arise after normal administrative channels have been followed (i.e., teacher to principal to Superintendent),
- b. assist in the resolution of continuous class size problems,
- c. help promote class sizes which enhance the educational program, and

d. in general provide an avenue of communication between the professional staff and the Board of Education in regard to an awareness of this important area.

The committee shall meet:

- a. as a study committee each January prior to budget time for the purpose of recommending priority areas to the Superintendent,
- b. as a review committee each October for the purpose of reporting progress made for the current school year, and
- c. at other times as called into session by the Superintendent of Schools upon the request of the RVF President and/or the President of the Board of Education.

5.2 Before or at the time of entry to a particular class, teachers shall be notified if a newly assigned student appears likely to present unusual discipline or management problems.

ARTICLE 6 - TEACHING AND EXTRACURRICULAR ASSIGNMENTS

6.1 Teaching Assignments

A. Teachers shall not be assigned, except temporarily, and for good cause, outside the scope of their teaching certificates.

B. The District shall use its best efforts to notify teachers of their tentative assignments for the following school year by June 1 and, in any event, prior to the close of the current school year. Such notices shall include the school to which the teacher will be assigned, and the grade and subjects which he or she will teach. If changes in such assignments are made after the close of the school year, each teacher affected will be notified in writing by a letter directed to his or her address of record with the District.

C. Teachers being involuntarily transferred shall be notified of the positions available in their tenure area. Such teachers may request the positions, in order of preference, to which they desire to be transferred. Their preference shall be a primary factor considered in making the transfer.

D. No teacher (in Grades 7 to 12) shall have, without his or her consent, more than five teaching periods a day or more than three separate subject matter preparations. No teacher below 7th grade shall have, without his or her consent, more than six teaching periods per day.

Courses entitled "Advanced," "Regents," "General" or "Practical" are separate subject matter preparations. When two courses have different titles, but substantially the same curriculum and materials, the subject matter preparations for these courses are the same. An

accelerated course is not a separate subject matter preparation from the related RS course. Basic math and skill labs are single subject matter preparations regardless of grade level.

E. Within the definitions of D above and when unforeseen circumstances warrant (Grades 7 to 12), the District may assign a fourth subject matter preparation to be compensated at \$1,000 annually. The District shall have the right to solicit an unlimited number of volunteers to teach a sixth period. Such teachers shall be compensated at the yearly rate of Five Thousand Dollars (\$5,000) per period. The District shall also have the right to assign up to four (4) teachers per year to a sixth period at the same rate of compensation so long as such assignment does not eliminate the position of any full-time teacher. There shall be no more than one (1) mandatory sixth assignment per department. Whenever possible, the District shall rotate such involuntary assignments so they shall not occur in two consecutive years.

F. The District may solicit volunteers annually to perform lunchroom, recess and bus duty supervisory assignments. After the assignments of such duties to such volunteers, supervisory assignments will be rotated, equitably, among employees.

6.2 Employees who are assigned to more than one school shall be compensated for such inter-school travel at the current rate established by the IRS, from the point of first assignment to the point of assignment closest to the employee's home at the end of the day. Employees on extracurricular assignments, whose assignments take them out of the District, shall be compensated for mileage.

6.3 Employees should be asked to supervise only those student activities that are clearly related to the educational program at the school.

6.4 Employees shall be asked to sponsor or supervise only those student activities which are within their area of experience.

6.5 Extracurricular Assignments

A. When a new extracurricular activity is approved by the Board, the extracurricular compensation shall be fixed by mutual agreement.

B. Compensation for extracurricular duties shall be made in accordance with the schedule listed in Appendix B.

6.6 At the elementary level, every effort shall be made to schedule special subjects (i.e., art, music, physical education and library) in such a manner that each class shall have a special subject scheduled for each school day.

ARTICLE 7 - VACANCIES AND PROMOTIONS

7.1 All vacancies in instructional staff positions, as well as in promotional positions (positions not on the basic salary schedule and not within the negotiating unit), shall be posted

in every school building, clearly setting forth a description of and the qualifications for the position, including its duties and salary.

7.2 When school is in session, such notice shall be posted as far in advance as practicable, and at least 15 school days before the final date when applications must be submitted.

7.3 Employees who desire to apply for such vacancies or promotions shall submit their applications, in writing, to the Superintendent through the building principal, within the time limit specified in the notice.

7.4 Employees who desire to apply for a position which may become vacated or filled during the summer vacation period shall submit their names to the Superintendent, together with a description of the position or positions for which they are qualified and/or certified and interested in applying. Notification of any position in which an employee has expressed interest, including a description of the qualifications, duties, and salary, shall be sent to the employee by mail. Such notice shall be sent as far in advance as practicable, normally at least 15 days before the final date when the applications must be submitted. In addition, the Superintendent shall, within the same period, post a list of positions to be filled during the summer on bulletin boards at the District Office and in each school building in the District and shall send a copy thereof to the Federation.

7.5 All appointments to vacancies and openings within the negotiating unit shall be based on qualifications and experience. All such promotions and appointments shall be made without regard to age, race, creed, color, religion, nationality, marital status, sex, or ancestry, unless based upon a bona fide occupational qualification.

7.6 If an applicant for a position within the negotiating unit who is not selected requests the reasons, such reasons shall be given orally or in writing, as he or she specifies

7.7 Appointments and Assignments

The qualifications and experience required for appointments or assignment to a position within the negotiating unit shall be determined by the District. When qualifications and experience of applicants for a position are judged by the District to be relatively equal, the appointment or assignment to the position shall be granted to the most senior applicant in the tenure area of the position. This provision applies to vacancies in a building other than the building to which the unit member is currently assigned.

ARTICLE 8 - TEACHER AND COACHING EVALUATIONS

A. Teacher Evaluations

8.1 It is recognized that the primary objective of teacher evaluation is the improvement of instruction.

8.2 Formal observation of probationary teachers shall be of one lesson in duration. The duration of a lesson may vary according to grade level and the specific objectives of the teacher. Such observation shall be made openly and shall not be conducted secretly or by monitoring. The first formal evaluation of a first-year probationer shall be on notice to the teacher. The evaluation shall be made on appropriate forms by the person or persons making the observation and shall be signed by such person or persons. The parties agree to permit the development of alternate methods, standards, and procedures for the observation and evaluation of tenured staff. It is also agreed that prior to the implementation of any change, the concurrence of the Federation, affected individuals, and the District must be attained.

8.3 Procedures

A. Evaluation of a teacher during the probationary period shall be done by certified administrative personnel.

B. All new teachers shall be observed within the first 30 days of school. The purpose of this observation shall be to determine areas of potential strengths and weaknesses. The observation shall be followed by a consultation with the teacher, but no written report shall be filed.

C. Following the informal observation, the first-year probationer shall receive at least three formal evaluations within the year, at least two of which shall be one month apart. The first such formal evaluations shall be conducted prior to December 1.

D. Second and third year probationers shall receive at least two formal evaluations, one of which shall be conducted prior to December 1.

E. If needed, the evaluation report shall include constructive criticism and suggestions for improving performance. If the teacher's performance is adjudged to be unsatisfactory, he or she shall be given at least one additional evaluation in order to improve his or her performance.

8.4 There shall be one evaluation form for all teachers and the use of this form will be uniform through the school system.

8.5 After the formal observation, the person making the observation shall submit a written report to the teacher prior to inserting it in his or her file. The teacher shall have the right to read the evaluation at that time and shall sign the copy to be inserted in the file. Signing

the evaluation shall not be determined to be an acceptance or signify agreement with any matter related therein.

8.6 No more than five school days after receipt of the report, if requested by the teacher, there shall be a conference between the person making the evaluation and the teacher. If such conference cannot be held because of other business of the teacher, the conference shall be held not more than six days after receipt of the report.

8.7 A third-year probationary teacher shall be notified no later than 90 days prior to the end of the school year if his or her employment will not be continued for the coming school year.

8.8 Upon written notification and following specific reasons for denial of tenure, a probationary teacher shall have ten days in which to request a meeting with the Board. The Board shall schedule a meeting within ten school days after receipt of the request. The teacher may be represented at such meeting by the Federation.

B. Coaching Evaluations

8.9 It is recognized that the primary objective of the evaluation of coaches is to improve the athletic program. This evaluation shall be done by properly certified administrative personnel. Coaches shall be evaluated at least once during the first season that they are coaching a sport.

8.10 The Athletic Director and Administrator will meet with all coaches prior to the season to discuss standards and goals for the sports season.

A. If a complaint is made to the Athletic Director, the complaint shall be forwarded to the appropriate administrator who shall conduct an observation. This observation shall be made openly and shall not be conducted secretly or by monitoring.

1. If more than one coach is observed during a single visitation, the formal observation shall be announced at least one day prior to its occurrence.
2. It shall be at least 45 minutes in duration.
3. The observations shall be followed by a conference when requested by either the coach or the administrator.

B. Within ten working days of the formal observation or the conference, if held, the person making the observation shall submit a written report to the coach prior to inserting it in his or her file. The coach shall sign the copy to be inserted in the file. Signing the evaluation shall not be determined to be an acceptance or signify agreement with any matter related therein.

C. If the evaluator adjudges the performance to be unsatisfactory, he or she shall schedule a second observation which must take place prior to the end of the season.

D. All future formal observations shall follow the same procedures as those outlined for the first observation.

E. The coach may appeal the outcome of a complaint to a committee consisting of two Board of Education members and two Athletic Council members.

F. The absence of a negative observation by an administrator is equal to a positive performance for the coach and provides for continuing in the current position, if the coach applies for a position during the following season.

8.11 Appointment of coaches shall be at the June Board of Education meeting if the school district budget has been approved. Satisfactory evaluations and seniority are to be the basis for continuing in a coaching position.

ARTICLE 9 - TENURED EMPLOYEE PROTECTION

9.1 An employee shall be discharged, suspended, fined or reprimanded only for just cause.

9.2 In all disciplinary proceedings, the employee shall be presumed innocent until proven guilty and the burden of proof in all matters shall rest upon the District.

9.3 The disciplinary procedure established by this Article shall apply only to employees who would otherwise be subject to sections 3020 and 3020-a of the Education Law or sections 75 and 76 of the Civil Service Law. With respect to such employees, such procedure, the other rights granted by this Article and the benefits provided by the other provisions of this Agreement which are in excess of the benefits otherwise provided by the Education Law, shall apply only to employees who have executed an election in writing to be covered by the disciplinary procedure established in this Article and, in such cases, sections 3020 and 3020-a of the Education Law or sections 75 and 76 of the Civil Service Law shall not apply to such employees and the procedure established in this Article shall be the exclusive method for the imposition of discipline upon such employees.

9.4 Prior to the commencement of any disciplinary action against an employee, the Superintendent or his or her designee shall meet with the employee to review the allegations against the employee and to consider any factors and the employee's position with respect to such allegations. The employee shall be advised of the nature of such meeting and shall be given the opportunity to request the presence of a Federation representative at the meeting. A disciplinary action shall be initiated by the service of a notice of discipline, in writing, in person or by registered mail, which shall include the conduct for which discipline is sought to be imposed and the penalty to be imposed.

9.5 The penalty proposed by the District may not be implemented (i) until the employee fails to file a grievance with respect thereto within 14 days of service of the notice of discipline, or (ii) having filed a grievance, until the employee fails to file a timely appeal to arbitration, or (iii) having appealed to arbitration, until and to the extent that such appeal is upheld by the disciplinary arbitrator, or (iv) until the matter is settled.

9.6 An employee who is served with a notice of discipline may file a grievance with the superintendent at Stage II within 14 days of such service.

9.7 The hearing by an arbitrator on a grievance alleging a violation of this Article shall be held on an expedited basis. The matter shall be assigned for hearing to the arbitrator who has the first available date for such hearing. The arbitrator shall render a decision within five days of the date of the close of the hearing, or within five days after receipt of the transcript, if either party has elected a transcript, or within such other period as *may* have been mutually agreed to by the Superintendent and the Federation.

ARTICLE 10 - PERSONNEL FILES

10.1 The official personnel files of each employee shall be maintained in the District office. The employee shall have the right upon request to review the contents of his or her file upon reasonable notice to the Superintendent's office and to have a Federation representative present during the review.

10.2 No material, other than that of a routine financial nature, shall be placed in an employee's personnel file unless a copy is provided to the employee. The employee shall acknowledge that he or she has read such material by signing the copy to be filed. The employee shall have the right to submit a written answer to any material in the file and such answer shall be reviewed by his or her supervisor or the Superintendent and attached to the file copy of the material.

10.3 Prior to a letter of counseling being placed in an employee's personnel file by an administrator, the employee must be given the opportunity to meet with the administrator regarding the problem. The employee and/or the administrator may request a Federation representative to be present for such a meeting.

ARTICLE 11 - FACILITIES

11.1 A desk and either a file or closet in which teachers may safely store instructional materials and supplies shall be provided in each classroom. At least one of the above facilities shall provide security by means of a lock.

11.2 A teacher work area containing adequate equipment and supplies to aid in the preparation of instructional materials shall be provided in each building. The building staff may make recommendations to the building principal as to what is adequate.

11.3 Each employee shall have an area in an office or room which can be used as his or her home base. Except in emergency situations, employees will be given one week's notice of any room change.

11.4 The Board shall provide adequate parking facilities for employees at all schools.

11.5 Reasonable efforts will be made to minimize the number of room changes a teacher will be required to make.

11.6 Reasonable efforts will be made to provide a telephone for the use of staff which ensures privacy.

ARTICLE 12 - GROUP HEALTH AND ACCIDENT INSURANCE AND RETIREMENT BENEFITS

12.1 Effective July 1, 2002, the District shall pay 95% of the individual or family health insurance premium under the Dutchess Educational Health Insurance Consortium Alternative PPO Plan or any District-sponsored HMO. Effective July 1, 2006, the District shall pay 92.5% of the individual or family health insurance premium under the Dutchess Educational Health Insurance Consortium Alternate PPO Plan or any District-sponsored HMO. Employee premium contributions will be automatically deducted by the District through the Section 125 Internal Revenue Code Plan. Additionally, the District's contribution to HMO premiums for individual and family coverage shall not exceed the cost of the individual or family premiums as provided for in the DEHIC Alternate PPO Plan.

12.2 Should the District select alternative health insurance coverage, the District agrees to the following guarantees:

- A. The plan shall be incorporated into and considered part of this Agreement.
- B. The District shall save harmless the Federation for any damages incurred as a result of lawsuits involving the plan.
- C. The District will return to the Statewide Plan if part of the alternative plan is declared illegal or problems arise with the payment of benefits or recognition from hospitals and doctors.
- D. Such plans shall include provisions whereby members leaving the District will be guaranteed the right to purchase health insurance.

12.3. A. Should the District remain with the Statewide Health Insurance Plan - upon retirement from District service, the District shall continue to pay health insurance for the employee for life, provided that: (1) if the employee was a charter member of the health insurance program (1967), he or she has been in District service for at least five years or (2) if

the employee was employed after 1967, he or she has been in District service for at least ten years.

B. Should the District select an alternate health insurance plan - with respect to employees who have retired or who retire from District service on or after July 1, 1981, upon such retirement, the District shall continue to pay health insurance for an employee for life in the plan in which the District is currently participating provided that: (1) if the employee was a charter member of the health insurance program (1967), he or she has been in District service for at least five years, or (2) if the employee was employed after 1967 he or she has been in District service for at least ten years, or (3) if the provisions of (1) or (2) are not applicable, then the District shall pay the percentage of premium payments that the District would have been required to make on account of the employee had the District been participating in the Statewide Plan.

12.4 Unit members and retirees may elect to discontinue their district health insurance coverage through a "buy out" option as follows:

A. On or before April 1 of each year existing unit members shall inform the District of their desire to opt out of the District's Health Plan effective the following July 1. In return for opting out, the unit member shall receive a payment of \$750 (family coverage) or \$500 (individual coverage) on the following December 1 from the District. If the employee remains out of District coverage, an additional \$750 (family coverage) or \$500 (individual coverage) shall be paid the following June 1. In no event shall the total amount for the 'buy out' exceed \$1,500 (family coverage) or \$1,000 (individual coverage). (However, these provisions shall not apply to any unit member whose spouse is enrolled in any District-sponsored health insurance plan and neither spouse shall be entitled to this 'buy out' option.)

B. To be entitled to the above referenced payment, the Unit Member must produce proof of health insurance coverage from another source at the time of application on April 1. Any Unit member who elects the "buy out" option must remain off the District's health insurance coverage for the duration of the insurance contract year except when, a) the spouse of an employee loses coverage through divorce or separation, b) the spouse furnishing health insurance dies, c) loss of health insurance coverage occurs due to termination of employment of spouse. Voluntary re-application for District health insurance coverage must be made 60 days prior to the expiration of the insurance contract year.

C. If early re-entry to District health insurance coverage is made, repayment of the "buy out" shall be made by the Unit member on a pro-rated basis of 1/12 of \$1,500 (family coverage) or 1/12 of \$1,000 (individual coverage) for each month applicable up to twelve months until the "buy out" total is repaid. If the employee ceases working before the full \$1,500 or \$1,000 has been repaid, the remaining obligation will be deducted by the District from any termination or retirement benefits due to the employee.

12.4.1 "Dual Health Coverage Restriction"

If both spouses are employed by the District, they shall be entitled to only one health insurance coverage. The spouses shall be entitled to one health insurance buy-out of \$2,000.00 payable in the same manner as described in paragraph 12.4(A) above, should they opt for a family coverage. Should the spouses insuring the family cease to remain entitled to coverage, the ineligible spouse shall become immediately entitled to readmittance into the District's program for family coverage, where applicable, making a pro-rated reimbursement of buy-out monies previously paid by the District, where applicable.

12.5 District employees shall have the option of enrolling in the Health Maintenance Organization and discontinuing participation in the District Health Insurance Plan. The District's contribution toward the cost of such coverage shall not exceed the contribution otherwise made on account of such employee under the above sections.

12.6 This Article shall survive the expiration of this Agreement.

12.7 A governing board shall be established consisting of three representatives of the Federation selected by the President and three representatives selected by the Superintendent. The governing board shall meet on a demand basis in order to gather information necessary to keep employees informed, to provide a smooth transition out of the Statewide Plan into any alternative plan, and to review any changes in coverage. The committee shall continue to meet on a demand basis.

12.8 Terminal Pay

Terminal pay shall be granted to retiring employees at the rate of \$40 per day, to a limit of 250 days of accumulated unused sick leave.

12.9 Early Retirement Incentive

A. The District shall pay a retirement incentive of \$20,000 to teachers who submit an irrevocable letter of resignation by February 1 of the school year the teacher is first eligible to retire under the New York State Teachers Retirement System without penalty at age 55 or older. Employees must submit appropriate documentation from TRS showing it is their first year of eligibility. For the 2002-03 school year only, teachers shall not be subject to the first year of eligibility restriction in this clause.

To be eligible for this retirement incentive and the retiree health insurance benefit as per Article 12, a unit member must be employed in the District for ten (10) consecutive years at the time of retirement.

Sick days used in excess of fifteen (15) days after submission of the letter of resignation shall be granted at the discretion of the Superintendent in a case of emergency.

12.10 Benefit Trust Fund

The District shall contribute to the Benefit Trust fund established by the Federation the following payments for each full-time unit member prorated for each part-time unit member):

9/30/02 - \$ 850.00
9/30/03 - \$ 910.00
9/30/04 - \$ 970.00
9/30/05 - \$1,030.00
9/30/06 - \$1,100.00

The Federation shall be the sole responsible party for the establishment and operation of this fund, subject to applicable statutes.”

12.11 NYSUT Benefit Trust

A. The District agrees to provide a payroll deduction option for individual participation in the NYSUT Benefit Trust.

B. The NYSUT Benefit Trust assumes responsibility for the proper withholding of funds from NYSUT members and agency fee payers and shall save harmless the School District for liability arising out of the withholding or lack of withholding of such funds for the purpose of paying for those benefits secured to members and agency fee payers by the Trust, unless such withholding or lack of withholding upon which liability is predicated is the result of a criminal act or acts on the part of the School District.

12.12 As soon as practicable, the District shall adopt a flexible benefit plan for the purpose of health related expenditures pursuant to the provisions of the Internal Revenue code. A committee consisting of two (2) representatives from the Federation and two (2) representatives from the District, shall select a third party administrator for the plan at no cost to the District.

ARTICLE 13 - LEAVE BENEFITS

13.1 Sick Leave

A. In the first year of employment an employee shall receive, effective on his or her first day of employment, 10 days of sick leave credits prorated from September 1. After the first year of employment, employees shall receive 15 days of sick leave credits annually prorated from September 1. There shall be no limit on the accumulation of sick leave.

B. An employee absent from his or her duties shall make every reasonable effort to notify the designee of the building principal by 7:00 a.m. on the date of such absence.

13.2 Sick Leave Bank

The Sick Leave Bank shall be continued according to the following provisions:

A. Membership and eligibility for benefits shall be established by a contribution by an employee of one day of sick leave from his or her regular sick leave accumulation. Forms will be made available at the opening of school and deductions will be reported in the October 30th sick leave balance report. Applications to join the Sick Bank by new staff members must be submitted no later than October 30 annually.

B. The administration of the Sick Leave Bank shall be handled by a joint Federation-District Board. The Sick Bank Board shall consist of six members, three to be appointed by the Federation and three to be appointed by the Superintendent. It shall submit a record of its deliberations and judgments for annual review to both the Federation and the Board. Sick bank days may only be granted when a majority of the Board (at least four members) agrees to grant the request for sick days.

C. General Rules

(1) Payment for sick leave days drawn from the Sick Leave Bank will be at the rate of the regular salary of the recipient.

(2) The Sick Bank Board shall grant up to 90 days to qualified applicants who have exhausted all accrued sick leave and who apply for days as a result of extended absences resulting from catastrophic illness, injury or disability such as long-term cancer treatment, heart attack, etc. and which normally require hospitalization or long-term recuperation. First year teachers are limited to 20 sick bank days; second and third year teachers are limited to 30 sick bank days; fourth year teachers are limited to 40 sick bank days; fifth year teachers are limited to 50 sick bank days. In order to be eligible for sick bank days, teachers with more than five years of service in the District must have a minimum of 25 accumulated sick days at the onset of the catastrophic illness, injury or disability which led to the request for days from the sick bank.

(3) Individuals must prove need to the Sick Bank Board by either a doctor's statement or by presenting any other proof required by the Sick Bank Board. Any expense incurred by a unit member as a result of the Sick Bank Board's decision requesting 'additional' proof beyond a doctor's statement, shall be paid by the District with the employee using his or her primary insurance. If the Sick Bank Board directs the employee to see another physician, the physician will be mutually agreed upon or the parties will use the District physician if they cannot mutually agree upon a physician.

(4) Decisions of the Sick Bank Board shall be subject to the grievance and arbitration procedures set forth in Article 3.

D. Carry-over Procedures

- (1) All days that remain in the Bank at the end of the year shall be carried over into the following school year.
- (2) The Sick Leave Bank shall remain at its current level except for the addition of new employees. Once the Sick Leave Bank has been exhausted it shall be renewed subject to the same terms upon which it was created.

13.3 Personal Leave

A. Employees may charge up to four days against accumulated sick leave credits annually for the transaction of personal business or religious observance that cannot be accomplished at times other than during school hours. Personal leave shall not be used as vacation time, for the pursuit of a hobby or avocation, or an additional vocation. Applications for use of such leave shall be made not fewer than three days in advance of each anticipated absence for personal reasons on a form annexed hereto as Appendix D, except in an emergency, to the designee of the Superintendent. The granting of such leaves is subject to the reasonable operating needs of the District, but the approval of such leave shall not be unreasonably withheld.

B. Personal leave shall not be available except in an emergency for days immediately preceding or following a vacation, holiday or the beginning or end of the school year.

C. Personal leave shall not be available to any employee who has announced his or her intention to resign or retire during the six months immediately preceding the effective date of such resignation or retirement except with the permission of his or her supervisor, which permission will not be unreasonably withheld.

13.4 Family Illness

It is the responsibility of each employee to make arrangements for the care of members of his or her immediate family who become ill and require care. Recognizing, however, that there will be situations where it may be impossible to effect such arrangements on an emergency basis, an employee shall be allowed to charge absences from work, which are required to provide bedside care arising out of an illness in the employee's immediate family, against accrued sick leave credits, up to a maximum of five days in any one school year. As used in this section, "immediate family" shall be defined as the employee's spouse or child, parent or other dependent with whom the employee resides.

13.5 Family Bereavement

An employee shall be granted leave without charge to other leave credits in the event of death in the employee's immediate family, up to a maximum of five days in any one school year. As used in this section, "immediate family" shall be defined as the employee's spouse, child, parent, grandparent, sibling or in-law.

13.6 Additional Leave

At his or her discretion, the Superintendent may permit the use of sick leave pursuant to section 13.4 or may grant additional leave pursuant to section 13.5 of this Article for the purpose of caring for or attending the funeral of a person other than those within the definition of immediate family in those sections.

13.7 Leave Without Pay

A. Upon application by an employee to the Superintendent and upon his or her recommendation, the Board may grant leave without pay for a period not to exceed two years for such purposes as the Board may determine to be appropriate. Those purposes may include, but are not limited to, the extended illness of the employee requesting such leave, additional education, election to public office, participation in a teacher exchange program, and child rearing, where appropriate. A request for leave pursuant to this section must be submitted to the Superintendent not less than 60 days prior to the date such leave is requested to commence, except in an emergency.

B. An employee shall be granted child rearing leave for a period not to extend beyond the first day of the next semester following two years after the commencement of the leave. An employee on leave shall be able to terminate the leave upon written application to the Superintendent no less than 90 days in advance of the next occurring semester change. In cases where both parents are employees, only one parent shall be granted a child rearing leave for each child.

C. A full-time employee shall be granted a leave without pay for a period not to exceed one year for the purpose of acquiring educational credits necessary to acquire or maintain professional certification. The right to such leave shall be subject to the reasonable operating needs of the District, but approval therefore shall not be unreasonably withheld. Application for such leave shall be made a reasonable time in advance of the requested commencement date thereof.

D. Conditions for Leave Without Pay: Return to the exact position vacated is at the discretion of the Superintendent and the Board. However, every effort shall be made to return an employee to the same position held before the leave of absence. Such absence shall not qualify an employee for a year of service credit. Any employee granted a leave who, during such leave accepts any employment not stated in the application for such leave or otherwise approved by the Superintendent, shall be deemed to have resigned. However, a minor employment shall be accepted. Any employee granted such leave may continue group health and accident insurance coverage by making arrangements with the Superintendent to pay the entire cost himself or herself in advance of each quarterly period. A substitute employed to fill vacancies caused by such leave will be notified of his or her status upon employment. Written notice shall be filed with the Superintendent by March 15 of the leave year of the teacher's intention to return to his or her duties in the District.

E. An employee who is absent due to a workers' compensable injury, as defined in the Workers' Compensation Law and who is disabled from his or her performance of duties in the District may use his or her accumulated leave during the period of the workers' compensable injury. Any workers' compensable award will be received by the District with the employee receiving credit for loss of sick leave. This credit will be compiled to the nearest day by dividing the reimbursement received from the Workers' Compensation carrier by the employee's daily rate of compensation.

13.8 Attendance Bonus

Effective in the 2002-03 school year, a one-time non-recurring attendance bonus shall be established for employees based upon the following table. Absence from work for any reason whatsoever other than leave days granted to attend professional conferences will be counted as absences for purposes of this attendance bonus:

0 days absent	\$700
1 day absent	\$600
2 days absent	\$500
3 days absent	\$400
4 days absent	\$300

The bonuses shall be paid to the teacher in the first teacher paycheck in the following school year.

ARTICLE 14 - TAX SHELTERED ANNUITY PLAN

14.1 Tax sheltered annuities shall be provided as allowed by law; provided, however, that the District shall not be required to process applications for participation in tax sheltered annuities to more than twenty carriers as of July 1, 1998.

ARTICLE 15 - SUMMER STUDY STIPENDS AND DISTRICT CURRICULUM GRANTS

15.1 The Board of Education shall provide \$7500 for six \$1250 stipends for the Summer Study Stipend program in each summer. Eligibility for such stipends will be based on the following priorities:

1. Tenured teachers, permanently certified;
2. Tenure approved, permanently certified;
3. Teachers not falling into the above categories will not be eligible.

15.2 District Improvement Grants

There shall be a District Improvement Grant program, the purpose of which shall be to utilize employees during the school year and summer months to produce curriculum research for the District.

A. Evaluation and Administration

The project shall be administered by a committee of five teachers (one elementary, one secondary, one Grades 5, 6, 7 and 8 and two at large representatives) elected by the members of the unit. The committee shall, in conjunction with the Superintendent or his designee, conduct a needs assessment to determine and define the areas in which curriculum research projects will be funded each year. The committee shall invite applications from employees interested in working on projects in the defined areas and shall select the participants in the projects from among these applicants. The committee shall submit its recommendations to the Superintendent or his designee for final approval.

B. Funding

The project shall be funded in the amount of \$13,000 for each year beginning July 1. Employees selected to participate in the project shall be paid at a rate of not less than \$17 per hour. This provision shall survive the expiration of this Agreement.

ARTICLE 16 - REIMBURSEMENTS

16.1 The District shall reimburse employees for reasonable costs of replacing or repairing dentures, eyeglasses, contact lenses, hearing aids, or similar body appurtenances not covered by Worker's Compensation, which are damaged, destroyed or lost as a result of any injury sustained in the discharge of his or her duties within the scope of employment, provided such damage, destruction, or loss was not due to the employee's negligence.

16.2 The District shall reimburse employees for the reasonable cost of any clothing or other personal property damaged or destroyed while the employee was acting in the discharge of his or her duties within the scope of employment, or while the employee was disciplining or restraining a student or students or by student action, provided such damage or destruction was not due to the employee's negligence.

ARTICLE 17 - PROFESSIONAL ACTIVITIES

17.1 Before implementation, all curriculum changes shall be discussed with the staff concerned.

17.2 The entire staff of the District shall be informed, in writing, of major changes in the curriculum.

17.3 Teachers who are required to appear at parent-teacher organization meetings, Board of Education meetings, or any other meetings at the request of an administrator to present a prepared program shall be remunerated at current contract chaperone fees.

17.4 The Federation and the District agree that improvement of education is a collaborative effort. They further agree to participate jointly (or in partnership) in all areas of education reform. To this end, a committee, whose membership shall be appointed jointly by the Superintendent of Schools and the President of the Federation, and including Board of Education representation shall oversee all education improvement programs in the District. The composition of any committee subsequently established pursuant to this provision shall also be appointed jointly by the Superintendent and the President.

ARTICLE 18 - PROFESSIONAL AUXILIARY SERVICES

18.1 The Board and the Federation realize the necessity to make every reasonable effort in providing the following professional services: Guidance, Nursing, Library, Psychology, Social Services, Speech, Remedial Math, Audio Visual, Attendance, Physical Education, Art, Music and Remedial Reading by qualified specialists in these areas.

ARTICLE 19 - PARA-PROFESSIONAL AUXILIARY SERVICES

19.1 The Board and the Federation recognize the importance of relieving teachers of routine clerical and supervisory duties so that they may devote their time and skills to their professional duties.

ARTICLE 20 - PROFESSIONAL CONFERENCES

20.1 Each school year a minimum of one professional conference day for visitation day outside the District shall be made available to each teacher. Requests for attendance shall be made to the Superintendent at least two weeks in advance, such days shall be non-cumulative. Moneys for expenses shall cover all costs for lodging, transportation, and registration fees (exclusive of membership fees). Meal costs shall also be paid by the District up to a maximum of \$40 for a full conference or visitation day.

20.2 The sum of \$8,000 shall be made available annually for teacher-initiated conference and visitation requests.

20.3 The District reserves the right to disapprove specific conference or visitation requests based upon the reasonable operational needs of the District including, but not limited to, numbers of staff involved, other approved absences from primary responsibilities, distances to and from a conference and non-direct applicability of the conference theme to one's professional assignment.

20.4 Employees, whenever possible, shall notify the District by October 30 each school year of their intent to attend a conference during that school year.

20.5 A committee consisting of up to three members appointed by the Federation President and of up to three members appointed by the Superintendent will review the distribution of conference funds upon request of the RVF. This committee shall report in writing each year to the President of the Federation and the Superintendent no later than May 15.

ARTICLE 21 - LIAISONS

21.1 Liaisons and Grade Level Liaisons (Grades 5 & 6) shall have no responsibility for classroom visitation or observation of teachers.

21.2 Compensation for service as a Liaison shall be provided in accordance with Appendix C.

ARTICLE 22 - SUBSTITUTE TEACHERS

22.1 The District shall provide substitute teachers for teachers who are absent from school, if such substitutes are available on the day needed.

22.2 It shall be the responsibility of all teachers to provide lesson plans for substitute teachers.

22.3 The building principals shall provide substitutes for special subject areas, such as art, music, physical education, and nursing. In the event a qualified special area substitute is not available, a regular substitute shall be provided, if such substitutes are available on the day needed. However, it shall be the responsibility of each special subject teacher to file with the appropriate building administrator a set of emergency plans for such a situation.

ARTICLE 23 - EMPLOYEE RIGHTS IN THE EVENT OF THE ABOLITION OF POSITIONS

23.1 When the District determines that it may be necessary to reduce the size of its work force, it shall notify the Federation of that fact at least 60 days prior to the effective date of the contemplated abolition of any position. At the request of the Federation, the Superintendent shall meet with the President of the Federation or his or her designee to discuss the proposed reduction. The Federation may make proposals to avoid the necessity for the reduction, which proposals shall be considered and reacted to by the District prior to the effective date of the termination.

23.2 The District shall use its best efforts to notify persons affected by the reduction in force at least 30 days prior to the effective date of their being placed on a preferred eligible list.

23.3 In the event of a reduction in force, the District will make reasonable efforts to ensure that excessed employees be placed in other teaching situations for which they are qualified.

23.4 Teachers on preferred eligibility lists shall be given first priority for substitute positions for which they are qualified.

ARTICLE 24 - TEACHER SALARY SCHEDULE

24.1 A. Appendix A Teachers' Salary Schedules, effective as of July 1, 2001, shall be increased by the following percentages on the following dates:

- 3.4% Effective July 1, 2002
- 3.4% Effective July 1, 2003
- 3.4% Effective July 1, 2004
- 3.4% Effective July 1, 2005
- 3.4% Effective July 1, 2006.

B. The Teachers' Salary Schedules shall be enhanced by adding columns M+55 and M+60, effective July 1, 2002.

C. The Masters and Masters +5 column of Teachers Salary Schedule 2 shall be increased by adding Step 15 effective July 1, 2002; Step 16 effective July 1, 2003. The Masters, Masters +5 and Masters +10 shall be increased by adding Step 17 effective July 1, 2004; Step 18 effective July 1, 2005. The Masters, Masters +5, Masters +10 and Masters +15 shall be increased by adding Step 19 effective July 1, 2006. These additional steps shall be equal in amount to the difference between the two preceding steps after the application of paragraph A above has been made to the schedule.

D. A longevity shall be added to the salary schedule based upon the teacher having reached the 28th year of credited service in the District in the amounts of:

- \$2,000.00 effective July 1, 2002
- \$2,500.00 effective July 1, 2004
- \$3,500.00 effective July 1, 2006

A longevity shall be added to the salary schedules based upon the teacher having reached the 30th year of credited service in the District in the amounts of \$2,000 effective July 1, 2002; \$3,000 effective July 1, 2003; \$4,000, effective July 1, 2005.

E. Appendix B and C Stipends shall be increased by the same percentages as applied to Appendix A salary schedules effective July 1, 2002, July 1, 2003; July 1, 2004, July

1, 2005 and July 1, 2006. In addition, after ten years of District service as a coach in the same position, an employee will be eligible to receive an annual stipend of \$300.00. In addition, also modify Appendix B by indicating that the timekeeper will be paid \$35 per game, effective July 1, 2002.

F. A stipend will be granted for a Doctorate Degree in each year as follows:

\$1,100	Effective July 1, 2002
\$1,200	Effective July 1, 2003
\$1,300	Effective July 1, 2004
\$1,400	Effective July 1, 2005
\$1,500	Effective July 1, 2006

24.2 Payments for Graduate Credits

A. All credits earned between the BA step and the MA step will be paid in blocks of 15 credits for teachers on or after July 1, 1993. However, implementation of this clause shall not adversely affect teachers already receiving payment for credits in blocks of less than 15 credits.

B. Applications for additional salary increases based on newly earned credits shall be available upon the first regular school day of the year. The employee shall return completed forms to the Superintendent no later than two weeks following that date. Delay in receiving official transcripts shall not negate application for the additional increases as part of the annual salary.

24.3 Salaries for registered nurses are as shown in Appendix A. An additional \$400 shall be paid for each college degree earned (baccalaureate or above). The work day and work year of the registered nurse shall be the same annually as those of a teacher. A differential of \$400 shall be paid to the registered nurse in schools in which the student enrollment exceeds 750 pupils.

24.4 Payment of Salary

Salary payment shall be made on a two week basis and shall be based upon one of the following plans:

A. Full payment salary plan based on ten months.

B. Escrow payment plan whereby an employee may designate a deduction on each check to be paid at the last pay date in June.

24.5 Prior Service credit

A. Experienced teachers may receive credit for prior teaching experience up to and including ten years of previous service.

B. Teachers may receive credit for up to and including five years of previous non-teaching service, where said experience is judged to be relevant to the Superintendent and approved by the Board.

24.6 Differentials

A. Guidance Counselors, who are 11 month employees, shall receive 10% of their annual salaries for 22 working days between July 1 and August 31 as determined by the needs of the District. In addition, Guidance Counselors will receive 1/200th of their ten month salary for each day employed in June and September that is not part of the school year calendar for teachers. These working days will be at the discretion of the District.

B. Ten-month employees who are required to work by the Superintendent any days in addition to the regular school calendar shall be compensated for such additional service at a daily rate of 1/200th of their annual compensation.

24.7 Part Time Teachers

The compensation of part time teachers shall be prorated based upon the time spent in instruction. The instructional time of a part-time teacher who teaches three or more hours a day shall be computed as if he or she received a preparation period. Part-time teachers shall receive the leave benefits provided by Sections 13.1, 13.3, 13.4 and 13.6 of this Agreement, but the "days" provided shall be equivalent to the number of hours worked daily by such part-time teacher. Part-time teachers who work the minimum number of hours required by the health insurance plan provided by Section 12.1 of this Agreement shall receive the benefits of such plan.

ARTICLE 25 - STUDENT DISCIPLINE

25.1 Teachers shall bring to the attention of the appropriate building administrator situations in which acts of student misconduct have repeatedly disrupted the classroom or school management and in which his or her efforts to control the situation have not been successful.

25.2 In the event a student is removed from a classroom for an act or acts of repeated misconduct, the student shall not be readmitted until the teacher and the building administrator have had an opportunity to discuss the problem and a course of action is determined.

25.3 A building administrator shall refer to the Superintendent gross acts of repeated misconduct which continue despite action of the teacher and the administrator. Disciplinary

action against students shall be undertaken only pursuant to the provisions of the Education Law.

25.4 A faculty discipline committee, consisting of three members appointed by the Superintendent and three members appointed by the President of the Federation, shall be established to consider problems of student discipline and the procedures for dealing with discipline problems and convened upon request of the RVF or the Superintendent as needed. A written report by the committee, including recommendations, shall be submitted to the Superintendent and the Federation President.

ARTICLE 26 - DUES DEDUCTION

26.1 The District shall deduct dues from the salaries of employees for the Federation and its affiliates as said employees individually and voluntarily authorize in writing. Dues shall be transmitted promptly to the Federation.

26.2 The Federation shall certify to the Board, in writing, the current rate of membership dues of the Federation and its affiliates on or before the first day of school.

26.3 Service Fee

A. The Federation warrants that it has established and maintains and will continue to maintain a refund procedure as required by Section 208(3)(b) of the Civil Service Law and that such procedure complies in all respects with the provisions of that section and Federal and State Law.

B. The District shall deduct from the salary of each employee who is not a member of the Federation a service fee equivalent to the per capita dues the Federation levies upon its members. Such fee shall be deducted in the same manner as payroll deduction dues and shall be remitted promptly to the Federation, unless the Federation has certified, in writing, to the District by September 15 of each school year that the non-member has paid the fee directly to the Federation.

C. In the event an action or proceeding is commenced in a court of competent jurisdiction or before an administrative agency regarding such fee, the Federation agrees to provide counsel and to indemnify and save harmless the District from and against the cost of such action or proceeding, and other expenses in connection with such litigation or proceeding and to pay any judgment entered against the District in any such action or proceeding and to defray the costs of complying with any interim order or final judgment that may be entered therein. Such costs of compliance shall include the cost of recomputation of the salaries of employees and any interest ordered on any such judgment.

ARTICLE 27 - FEDERATION RIGHTS

27.1 The Federation shall be granted the right to use school buildings and equipment for meetings both of the general membership and of various groups or committees. Such use of buildings and equipment shall be during times when they are not in use for normal educational purposes and shall not conflict with consent previously granted for the use of the requested facilities. Any extra expense incurred by such use shall be paid by the Federation.

27.2 The Federation may use the school inter-building mailing system for distribution of its official communications to employees.

27.3 Employees who are elected delegates to the New York State Teachers Retirement System shall be granted leave without charge to other leave credits to attend the annual meeting of the New York State Teachers Retirement System, and shall receive such additional leave without pay as may be necessary and proper for the conduct of their elective offices.

27.4 The elected delegates to the New York State United Teachers shall be granted leave without charge to other leave credits to attend the regularly scheduled annual conventions of said organization.

27.5 A. The Federation president, TNT chairperson (in bargaining years) and grievance chairperson will be relieved of non-teaching supervisory assignments. The Federation shall be responsible for notifying the District in May of each school year of the names of the individuals affected. The District's obligation under this paragraph shall be limited to relieving no more than two employees per building of such assignments.

B. The schedules, including homeroom, study hall and other assignments of the senior building representatives and TNT chairperson (in non-bargaining years) will be constructed by the building principal in consultation with the affected individual, where feasible and consistent with the educational program of each school, with consideration of the responsibilities of such employees for the administration of this Agreement. Questions of scheduling hereunder shall be resolved between the affected individual and the building principal.

C. Where possible, the teaching day of the Federation President will be reduced to permit administration of this Agreement.

27.6 The Federation shall be entitled to 12 days during the school year on which a Federation representative will be relieved of all regular assignments to administer this Agreement and attend NYSUT workshops or conferences. Notice of the date on when such leave is to be taken and the name of the Federation representative taking such leave shall be given to the Superintendent at the earliest opportunity. The Federation shall be responsible for reimbursing the District for the cost of any substitute teacher hired to replace a Federation representative. Nothing herein contained shall be construed as limiting in any way the use of personal leave days by Federation representatives for the professional business of the Federation.

ARTICLE 28 - MISCELLANEOUS PROVISIONS

28.1 The Board and the Federation agree that all negotiable items have been discussed during the negotiations leading to this Agreement and, therefore, also agree that negotiations shall not be reopened on any item during the life of this Agreement, except as provided by law or mutual agreement.

28.2 This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

28.3 Any individual arrangement or contract between the Board and an individual employee now in existence or reached during the duration of this Agreement shall be subject to and consistent with the terms of this Agreement.

28.4 If any provisions of this Agreement or any application of this Agreement to any employee or group of employees shall be found contrary to law, rule or regulation, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, rule or regulation, but all other provisions or applications shall continue in full force and effect.

28.5 Copies of this Agreement shall be printed at the expense of the Board and given to all employees now employed or hereafter employed by the Board, as soon as possible, but no later than four weeks after the execution of this Agreement.

28.6 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.

ARTICLE 29 - DURATION OF AGREEMENT

29.1 This agreement shall be effective as of July 1, 2002 and shall continue in effect through June 30, 2007

IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their respective representative on Aug 20 2003.

RONDOT VALLEY FEDERATION OF TEACHERS

By John Haeslin Aug 20, 2003

John Haeslin, President

**RONDOT VALLEY CENTRAL SCHOOL
DISTRICT BOARD OF EDUCATION**

By Mary J. Taylor

President

By Marilyn O. Pirkle Ed. D.

Marilyn O. Pirkle, Superintendent

APPENDIX A
SALARY SCHEDULES

RONDOUT VALLEY CENTRAL SCHOOL DISTRICT
2002-03 Salary Schedule

STEP	BA	BA+5	BA+15	BA+30	BA+35	BA+40 MA	BA+45 MA+5	BA+50 MA+10	BA+55 MA+15	BA+60 MA+20	MA+25	MA+30	MA+35	MA+40	MA+45	MA+50	MA+55	M+60	STEP
1	35,634		36,924			39,072	39,502	39,931	40,361	40,791	41,220	41,650	42,080	42,509	42,939	43,369	43,799	44,229	1
2	41,188		42,640			45,059	45,543	46,027	46,511	46,995	47,479	47,963	48,447	48,930	49,360	49,790	50,220	50,650	2
3	42,246		43,698			46,117	46,601	47,085	47,569	48,053	48,537	49,021	49,505	49,989	50,419	50,848	51,278	51,708	3
4	43,304		44,757			47,176	47,659	48,143	48,627	49,111	49,595	50,079	50,563	51,047	51,477	51,907	52,337	52,767	4
5	44,363		45,814			48,234	48,718	49,201	49,685	50,169	50,653	51,137	51,621	52,105	52,535	52,965	53,395	53,825	5
6						49,292	49,776	50,260	50,743	51,227	51,711	52,195	52,679	53,163	53,593	54,023	54,453	54,883	6
7						50,350	50,834	51,318	51,802	52,285	52,769	53,253	53,737	54,221	54,651	55,081	55,511	55,941	7
8				50,440		51,408	51,892	52,376	52,860	53,343	53,827	54,311	54,795	55,279	55,709	56,139	56,569	56,999	8
9				51,498		52,466	52,950	53,434	53,918	54,402	54,885	55,369	55,853	56,337	56,767	57,197	57,627	58,057	9
10				52,556		53,524	54,008	54,492	54,976	55,460	55,944	56,427	56,911	57,395	57,825	58,255	58,685	59,115	10
11				53,614		54,582	55,066	55,550	56,034	56,518	57,002	57,486	57,969	58,453	58,883	59,313	59,743	60,173	11
12				54,673		55,640	56,124	56,608	57,092	57,576	58,060	58,544	59,028	59,511	59,941	60,371	60,801	61,231	12
13				55,731		56,698	57,182	57,666	58,150	58,634	59,118	59,602	60,086	60,570	60,999	61,429	61,859	62,289	13
14				56,789		57,757	58,240	58,724	59,208	59,692	60,176	60,660	61,144	62,686	62,058	62,488	62,918	63,348	14
15				57,847		58,815	59,299	59,782	60,266	60,750	61,234	61,718	62,202	62,685	63,116	63,546	63,976	64,406	15
16				58,905		59,873	60,357	60,840	61,324	61,808	62,292	62,776	63,260	63,744	64,174	64,604	65,034	65,464	16
17				59,963		60,931	61,415	61,899	62,382	62,866	63,350	63,834	64,318	64,802	65,232	65,662	66,092	66,522	17
18				61,021		61,989	62,473	62,957	63,441	63,924	64,408	64,892	65,376	65,860	66,290	66,720	67,150	67,580	18
19				62,079	62,563	63,047	63,531	64,015	64,499	64,983	65,466	65,950	66,434	66,918	67,348	67,778	68,208	68,638	19
20				63,137	63,621	64,105	64,589	65,073	65,557	66,041	66,525	67,008	67,492	67,976	68,406	68,836	69,266	69,696	20
21			62,744	64,195	64,679	65,163	65,647	66,131	66,615	67,099	67,583	68,067	68,550	69,034	69,464	69,894	70,324	70,754	21
22			63,802	65,254	65,737	66,221	66,705	67,189	67,673	68,157	68,641	69,125	69,608	70,092	70,522	70,952	71,382	71,812	22
23			64,860	66,312	66,796	67,279	67,763	68,247	68,731	69,215	69,699	70,183	70,667	71,150	71,580	72,010	72,440	72,870	23
24		64,950	65,918	67,370	67,854	68,337	68,821	69,305	69,789	70,273	70,757	71,241	71,725	72,209	72,639	73,068	73,498	73,928	24
25		66,008	66,976	68,428	68,912	69,396	69,879	70,363	70,847	71,331	71,815	72,299	72,783	73,267	73,697	74,127	74,557	74,987	25
26		67,066	68,034	69,486	69,970	70,454	70,938	71,421	71,905	72,389	72,873	73,357	73,841	74,325	74,755	75,185	75,615	76,045	26
27		68,125	69,092	70,544	71,028	71,512	71,996	72,480	72,963	73,447	73,931	74,415	74,899	77,422	77,852	78,282	78,712	79,142	27
28		69,183	70,150	71,602	72,086	72,570	73,054	73,538	74,022	74,505	74,989	75,473	75,957						28
29		70,241	71,209	72,660	73,144	73,628	74,112	74,596	75,080	75,564	76,047	76,531	77,015						29
30		71,299	72,267	73,718	74,202	74,686	75,170	75,654	76,138	76,622	77,106	77,422	77,422						30

LONG @ 28 YRS = 2,000

LONG @ 30 YRS = ADD. 2,000

RONDOUT VALLEY CENTRAL SCHOOL DISTRICT
2003-04 Salary Schedule

STEP	BA	BA+5	BA+15	BA+30	BA+35	BA+40 MA	BA+45 MA+5	BA+50 MA+10	BA+55 MA+15	BA+60 MA+20	MA+25	MA+30	MA+35	MA+40	MA+45	MA+50	MA+55	M+60	STEP
1	36,846		38,179			40,400	40,845	41,289	41,733	42,177	42,622	43,066	43,510	43,955	44,399	44,844	45,288	45,733	1
2	42,589		44,090			46,591	47,092	47,592	48,092	48,593	49,093	49,593	50,094	50,594	51,039	51,483	51,928	52,372	2
3	43,683		45,184			47,685	48,186	48,686	49,186	49,687	50,187	50,687	51,188	51,688	52,133	52,577	53,022	53,467	3
4	44,777		46,278			48,780	49,280	49,780	50,281	50,781	51,281	51,782	52,282	52,782	53,227	53,671	54,116	54,561	4
5	45,871		47,372			49,874	50,374	50,874	51,375	51,875	52,375	52,876	53,376	53,876	54,321	54,765	55,210	55,655	5
6						50,968	51,468	51,968	52,469	52,969	53,469	53,970	54,470	54,970	55,415	55,860	56,304	56,749	6
7						52,062	52,562	53,062	53,563	54,063	54,563	55,064	55,564	56,064	56,509	56,954	57,398	57,843	7
8						53,156	53,656	54,157	54,657	55,157	55,658	56,158	56,658	57,159	57,603	58,048	58,492	58,937	8
9				53,249		54,250	54,750	55,251	55,751	56,251	56,752	57,252	57,752	58,253	58,697	59,142	59,586	60,031	9
10				54,343		55,344	55,844	56,345	56,845	57,345	57,846	58,346	58,846	59,347	59,791	60,236	60,680	61,125	10
11				55,437		56,438	56,938	57,439	57,939	58,439	58,940	59,440	59,940	60,441	60,885	61,330	61,774	62,219	11
12				56,531		57,532	58,032	58,533	59,033	59,533	60,034	60,534	61,034	61,535	61,979	62,424	62,869	63,313	12
13				57,626		58,626	59,127	59,627	60,127	60,628	61,128	61,628	62,129	62,629	63,073	63,518	63,963	64,407	13
14				58,720		59,720	60,221	60,721	61,221	61,722	62,222	62,722	63,223	63,723	64,168	64,612	65,057	65,501	14
15				59,814		60,814	61,315	61,815	62,315	62,816	63,316	63,816	64,317	64,817	65,262	65,706	66,151	66,595	15
16				60,908		61,908	62,409	62,909	63,409	63,910	64,410	64,910	65,411	65,911	66,356	66,800	67,245	67,689	16
17				62,002		63,002	63,503	64,003	64,503	65,004	65,504	66,004	66,505	67,005	67,450	67,894	68,339	68,784	17
18				63,096		64,097	64,597	65,097	65,598	66,098	66,598	67,099	67,599	68,099	68,544	68,988	69,433	69,878	18
19				64,190		65,191	65,691	66,191	66,692	67,192	67,692	68,193	68,693	69,193	69,638	70,082	70,527	70,972	19
20				65,284	65,784	66,285	66,785	67,285	67,786	68,286	68,786	69,287	69,787	70,287	70,732	71,177	71,621	72,066	20
21				66,378	66,878	67,379	67,879	68,379	68,880	69,380	69,880	70,381	70,881	71,381	71,826	72,271	72,715	73,160	21
22				67,472	67,972	68,473	68,973	69,473	69,974	70,474	70,975	71,475	71,975	72,476	72,920	73,365	73,809	74,254	22
23				68,566	69,067	69,567	70,067	70,568	71,068	71,568	72,069	72,569	73,069	73,570	74,014	74,459	74,903	75,348	23
24				69,660	70,161	70,661	71,161	71,662	72,162	72,662	73,163	73,663	74,163	74,664	75,108	75,553	75,997	76,442	24
25		68,253		70,754	71,255	71,755	72,255	72,756	73,256	73,756	74,257	74,757	75,257	75,758	76,202	76,647	77,091	77,536	25
26		69,347		71,848	72,349	72,849	73,349	73,850	74,350	74,850	75,351	75,851	76,351	76,852	77,296	77,741	78,186	78,630	26
27		70,441		72,942	73,443	73,943	74,444	74,944	75,444	75,945	76,445	76,945	77,446	80,054	80,499	80,943	81,388	81,832	27
28		71,535		74,037	74,537	75,037	75,538	76,038	76,538	77,039	77,539	78,039	78,540						28
29		72,629		75,131	75,631	76,131	76,632	77,132	77,632	78,133	78,633	79,133	79,634						29
30		73,723		76,225	76,725	77,225	77,726	78,226	78,726	79,227	79,727	80,054	80,054						30

LONG @ 28 YRS = 2,000

LONG @ 30 YRS = ADD. 3,000

RONDOUT VALLEY CENTRAL SCHOOL DISTRICT
2004-05 Salary Schedule

STEP	BA	BA+5	BA+15	BA+30	BA+35	BA+40 MA	BA+45 MA+5	BA+50 MA+10	BA+55 MA+15	BA+60 MA+20	MA+25	MA+30	MA+35	MA+40	MA+45	MA+50	MA+55	M+60	STEP
1	38,099		39,477			41,774	42,233	42,693	43,152	43,612	44,071	44,530	44,990	45,449	45,909	46,368	46,828	47,288	1
2	44,037		45,589			48,176	48,693	49,210	49,728	50,245	50,762	51,280	51,797	52,314	52,774	53,234	53,693	54,153	2
3	45,168		46,720			49,307	49,824	50,341	50,859	51,376	51,894	52,411	52,928	53,446	53,905	54,365	54,825	55,284	3
4	46,299		47,852			50,438	50,955	51,473	51,990	52,507	53,025	53,542	54,059	54,577	55,037	55,496	55,956	56,416	4
5	47,431		48,983			51,569	52,087	52,604	53,121	53,639	54,156	54,673	55,191	55,708	56,168	56,627	57,087	57,547	5
6						52,701	53,218	53,735	54,253	54,770	55,287	55,805	56,322	56,839	57,299	57,759	58,218	58,678	6
7						53,832	54,349	54,867	55,384	55,901	56,419	56,936	57,453	57,971	58,430	58,890	59,350	59,809	7
8						54,963	55,480	55,998	56,515	57,033	57,550	58,067	58,585	59,102	59,562	60,021	60,481	60,941	8
9						56,094	56,612	57,129	57,646	58,164	58,681	59,198	59,716	60,233	60,693	61,153	61,612	62,072	9
10				56,191		57,226	57,743	58,260	58,778	59,295	59,812	60,330	60,847	61,364	61,824	62,284	62,744	63,203	10
11				57,322		58,357	58,874	59,392	59,909	60,426	60,944	61,461	61,978	62,496	62,955	63,415	63,875	64,335	11
12				58,454		59,488	60,005	60,523	61,040	61,558	62,075	62,592	63,110	63,627	64,087	64,546	65,006	65,466	12
13				59,585		60,619	61,137	61,654	62,172	62,689	63,206	63,724	64,241	64,758	65,218	65,678	66,137	66,597	13
14				60,716		61,751	62,268	62,785	63,303	63,820	64,337	64,855	65,372	65,890	66,349	66,809	67,269	67,728	14
15				61,847		62,882	63,399	63,917	64,434	64,951	65,469	65,986	66,503	67,021	67,480	67,940	68,400	68,860	15
16				62,979		64,013	64,531	65,048	65,565	66,083	66,600	67,117	67,635	68,152	68,612	69,071	69,531	69,991	16
17				64,110		65,145	65,662	66,179	66,697	67,214	67,731	68,249	68,766	69,283	69,743	70,203	70,662	71,122	17
18				65,241		66,276	66,793	67,311	67,828	68,345	68,863	69,380	69,897	70,415	70,874	71,334	71,794	72,253	18
19				66,372		67,407	67,924	68,442	68,959	69,476	69,994	70,511	71,029	71,546	72,006	72,465	72,925	73,385	19
20				67,504		68,538	69,056	69,573	70,090	70,608	71,125	71,642	72,160	72,677	73,137	73,597	74,056	74,516	20
21				68,635	69,152	69,670	70,187	70,704	71,222	71,739	72,256	72,774	73,291	73,808	74,268	74,728	75,188	75,647	21
22				69,766	70,284	70,801	71,318	71,836	72,353	72,870	73,388	73,905	74,422	74,940	75,399	75,859	76,319	76,779	22
23				70,897	71,415	71,932	72,450	72,967	73,484	74,002	74,519	75,036	75,554	76,071	76,531	76,990	77,450	77,910	23
24				72,029	72,546	73,063	73,581	74,098	74,615	75,133	75,650	76,168	76,685	77,202	77,662	78,122	78,581	79,041	24
25				73,160	73,677	74,195	74,712	75,229	75,747	76,264	76,781	77,299	77,816	78,333	78,793	79,253	79,713	80,172	25
26		71,705		74,291	74,809	75,326	75,843	76,361	76,878	77,395	77,913	78,430	78,947	79,465	79,924	80,384	80,844	81,304	26
27		72,836		75,423	75,940	76,457	76,975	77,492	78,009	78,527	79,044	79,561	80,079	82,776	83,235	83,695	84,155	84,615	27
28		73,967		76,554	77,071	77,589	78,106	78,623	79,141	79,658	80,175	80,693	81,210						28
29		75,098		77,685	78,202	78,720	79,237	79,754	80,272	80,789	81,307	81,824	82,341						29
30		76,230		78,816	79,334	79,851	80,368	80,886	81,403	81,920	82,438	82,776	82,776						30

LONG @ 28 YRS = 2,500

LONG @ 30 YRS = ADD. 3,000

RONDOUT VALLEY CENTRAL SCHOOL DISTRICT
2005-06 Salary Schedule

STEP	BA	BA+5	BA+15	BA+30	BA+35	BA+40 MA	BA+45 MA+5	BA+50 MA+10	BA+55 MA+15	BA+60 MA+20	MA+25	MA+30	MA+35	MA+40	MA+45	MA+50	MA+55	M+60	STEP
1	39,394		40,819			43,194	43,669	44,144	44,619	45,094	45,569	46,044	46,519	46,994	47,470	47,945	48,420	48,896	1
2	45,534		47,139			49,813	50,348	50,883	51,418	51,953	52,488	53,023	53,558	54,093	54,568	55,044	55,519	55,994	2
3	46,704		48,308			50,983	51,518	52,053	52,588	53,123	53,658	54,193	54,728	55,263	55,738	56,213	56,689	57,164	3
4	47,873		49,479			52,153	52,688	53,223	53,758	54,293	54,827	55,363	55,898	56,432	56,908	57,383	57,858	58,334	4
5	49,043		50,648			53,323	53,858	54,393	54,927	55,462	55,997	56,532	57,067	57,602	58,078	58,553	59,028	59,504	5
6						54,492	55,027	55,562	56,097	56,632	57,167	57,702	58,237	58,772	59,247	59,723	60,198	60,673	6
7						55,662	56,197	56,732	57,267	57,802	58,337	58,872	59,407	59,942	60,417	60,892	61,368	61,843	7
8						56,832	57,367	57,902	58,437	58,972	59,507	60,042	60,576	61,111	61,587	62,062	62,537	63,013	8
9						58,002	58,537	59,071	59,606	60,141	60,676	61,211	61,746	62,281	62,756	63,232	63,707	64,182	9
10						59,171	59,706	60,241	60,776	61,311	61,846	62,381	62,916	63,451	63,926	64,401	64,877	65,352	10
11				59,271		60,341	60,876	61,411	61,946	62,481	63,016	63,551	64,086	64,621	65,096	65,571	66,047	66,522	11
12				60,441		61,511	62,046	62,581	63,116	63,651	64,185	64,720	65,255	65,790	66,266	66,741	67,216	67,692	12
13				61,611		62,681	63,215	63,750	64,285	64,820	65,355	65,890	66,425	66,960	67,435	67,911	68,386	68,861	13
14				62,780		63,850	64,385	64,920	65,455	65,990	66,525	67,060	67,595	68,130	68,605	69,080	69,556	70,031	14
15				63,950		65,020	65,555	66,090	66,625	67,160	67,695	68,230	68,765	69,300	69,775	70,250	70,725	71,201	15
16				65,120		66,190	66,725	67,260	67,795	68,330	68,864	69,399	69,934	70,469	70,945	71,420	71,895	72,371	16
17				66,290		67,359	67,894	68,429	68,964	69,499	70,034	70,569	71,104	71,639	72,114	72,590	73,065	73,540	17
18				67,459		68,529	69,064	69,599	70,134	70,669	71,204	71,739	72,274	72,809	73,284	73,759	74,235	74,710	18
19				68,629		69,699	70,234	70,769	71,304	71,839	72,374	72,909	73,443	73,978	74,454	74,929	75,404	75,880	19
20				69,799		70,869	71,403	71,939	72,473	73,008	73,543	74,078	74,613	75,148	75,623	76,099	76,574	77,050	20
21				70,969		72,038	72,573	73,108	73,643	74,178	74,713	75,248	75,783	76,318	76,793	77,269	77,744	78,219	21
22				72,138	72,673	73,208	73,743	74,278	74,813	75,348	75,883	76,418	76,953	77,488	77,963	78,438	78,914	79,389	22
23				73,308	73,843	74,378	74,913	75,448	75,983	76,518	77,053	77,587	78,122	78,657	79,133	79,608	80,083	80,559	23
24				74,478	75,013	75,548	76,083	76,617	77,152	77,687	78,222	78,757	79,292	79,827	80,302	80,778	81,253	81,728	24
25				75,647	76,182	76,717	77,252	77,787	78,322	78,857	79,392	79,927	80,462	80,997	81,472	81,947	82,423	82,898	25
26				76,817	77,352	77,887	78,422	78,957	79,492	80,027	80,562	81,097	81,632	82,167	82,642	83,117	83,593	84,068	26
27		75,312		77,987	78,522	79,057	79,592	80,127	80,662	81,197	81,731	82,266	82,801	85,590	86,065	86,541	87,016	87,492	27
28		76,482		79,157	79,692	80,227	80,761	81,296	81,831	82,366	82,901	83,436	83,971						28
29		77,652		80,326	80,861	81,396	81,931	82,466	83,001	83,536	84,071	84,606	85,141						29
30		78,821		81,496	82,031	82,566	83,101	83,636	84,171	84,706	85,241	85,590							30

LONG @ 28 YRS = 2,500

LONG @ 30 YRS = ADD. 4,000

RONDOUT VALLEY CENTRAL SCHOOL DISTRICT
2006-07 Salary Schedule

STEP	BA	BA+5	BA+15	BA+30	BA+35	BA+40 MA	BA+45 MA+5	BA+50 MA+10	BA+55 MA+15	BA+60 MA+20	MA+25	MA+30	MA+35	MA+40	MA+45	MA+50	MA+55	M+60	STEP
1	40,734		42,207			44,663	45,154	45,645	46,136	46,628	47,119	47,609	48,101	48,592	49,084	49,575	50,067	50,558	1
2	47,082		48,742			51,507	52,060	52,613	53,167	53,720	54,273	54,826	55,379	55,932	56,424	56,915	57,407	57,898	2
3	48,292		49,951			52,717	53,270	53,823	54,376	54,929	55,482	56,036	56,589	57,142	57,633	58,125	58,616	59,108	3
4	49,501		51,161			53,926	54,479	55,032	55,586	56,139	56,692	57,245	57,798	58,351	58,843	59,334	59,826	60,317	4
5	50,711		52,370			55,136	55,689	56,242	56,795	57,348	57,901	58,454	59,008	59,561	60,052	60,544	61,035	61,527	5
6						56,345	56,898	57,451	58,005	58,558	59,111	59,664	60,217	60,770	61,262	61,753	62,245	62,736	6
7						57,555	58,108	58,661	59,214	59,767	60,320	60,873	61,427	61,980	62,471	62,963	63,454	63,946	7
8						58,764	59,317	59,870	60,424	60,977	61,530	62,083	62,636	63,189	63,681	64,172	64,664	65,155	8
9						59,974	60,527	61,080	61,633	62,186	62,739	63,292	63,846	64,399	64,890	65,382	65,873	66,365	9
10						61,183	61,736	62,289	62,843	63,396	63,949	64,502	65,055	65,608	66,100	66,591	67,083	67,574	10
11						62,393	62,946	63,499	64,052	64,605	65,158	65,711	66,265	66,818	67,309	67,801	68,292	68,784	11
12				62,496		63,602	64,155	64,708	65,262	65,815	66,368	66,921	67,474	68,027	68,519	69,010	69,502	69,993	12
13				63,705		64,812	65,365	65,918	66,471	67,024	67,577	68,131	68,684	69,237	69,728	70,220	70,711	71,203	13
14				64,915		66,021	66,574	67,127	67,681	68,234	68,787	69,340	69,893	70,446	70,938	71,429	71,921	72,412	14
15				66,124		67,231	67,784	68,337	68,890	69,443	69,996	70,550	71,103	71,656	72,147	72,639	73,130	73,622	15
16				67,334		68,440	68,993	69,546	70,100	70,653	71,206	71,758	72,312	72,865	73,357	73,848	74,340	74,831	16
17				68,543		69,650	70,203	70,756	71,309	71,862	72,415	72,969	73,522	74,075	74,566	75,058	75,549	76,041	17
18				69,753		70,859	71,412	71,965	72,519	73,072	73,625	74,178	74,731	75,284	75,776	76,267	76,759	77,250	18
19				70,962		72,069	72,622	73,175	73,728	74,281	74,834	75,388	75,941	76,494	76,985	77,477	77,968	78,460	19
20				72,172		73,278	73,831	74,384	74,938	75,491	76,044	76,597	77,150	77,703	78,195	78,686	79,178	79,669	20
21				73,381		74,488	75,041	75,594	76,147	76,700	77,253	77,806	78,360	78,913	79,404	79,896	80,387	80,879	21
22				74,591		75,697	76,250	76,803	77,357	77,910	78,463	79,016	79,569	80,122	80,614	81,105	81,597	82,088	22
23				75,800	76,354	76,907	77,460	78,013	78,566	79,119	79,672	80,225	80,779	81,332	81,823	82,315	82,806	83,298	23
24				77,010	77,563	78,116	78,669	79,222	79,776	80,329	80,882	81,435	81,988	82,541	83,033	83,524	84,016	84,507	24
25				78,219	78,773	79,326	79,879	80,432	80,985	81,538	82,091	82,644	83,198	83,751	84,242	84,734	85,225	85,717	25
26				79,429	79,982	80,535	81,088	81,641	82,195	82,748	83,301	83,854	84,407	84,960	85,452	85,943	86,435	86,926	26
27				80,638	81,192	81,745	82,298	82,851	83,404	83,957	84,510	85,063	85,617	86,170	86,662	87,153	87,645	88,136	27
28		79,082		81,848	82,401	82,954	83,507	84,060	84,614	85,167	85,720	86,273	86,826	87,379	87,871	88,362	88,854	89,345	28
29		80,292		83,057	83,611	84,164	84,717	85,270	85,823	86,376	86,929	87,482	88,036	88,589	89,081	89,572	90,064	90,555	29
30		81,501		84,267	84,820	85,373	85,926	86,479	87,033	87,586	88,139	88,500	88,500						30

LONG @ 28 YRS = 3,500

LONG @ 30 YRS = ADD. 4,000

NURSE'S SALARY SCHEDULE

STEP	2002-03 -----	2003-04 -----	2004-05 -----	2005-06 -----	2006-07 -----
1	\$35,941	\$37,163	\$38,426	\$39,733	\$41,084
2	\$37,195	\$38,460	\$39,767	\$41,119	\$42,517
3	\$38,448	\$39,755	\$41,107	\$42,505	\$43,950
4	\$39,704	\$41,053	\$42,449	\$43,893	\$45,385
5	\$40,956	\$42,348	\$43,788	\$45,277	\$46,816
6	\$42,210	\$43,645	\$45,129	\$46,663	\$48,250

APPENDIX B
COACHES, ADVISORS AND CHAPERONES

A. Appointment of Head Coaches

1. Head coaches will be established in all interscholastic sports programs in which two or more District teams compete.
2. Salaries for Head Coaches:
 - a. \$155 2002/2003, \$160 2003/2004, \$166 2004/2005, \$171 2005/2006, \$177 2006/2007, for each assistant assigned to the Head Coach.
 - b. \$309 2002/2003, \$320 2003/2004, \$331 2004/2005, \$342 2005/2006, \$353 2006/2007, for each Head Coach for budget formulation, care and distribution of equipment and supervision of student physical examination.
3. Responsibilities of Head Coaches:
 - a. Prepare programs with the aid of assistant.
 - b. Coordinate assistants in carrying out programs and utilizing equipment and play areas.
 - c. Prepare budget for program
 - d. Give input on screening and hiring of new assistants.
 - e. Care and distribution of supplies and equipment
 - f. Public relations for the program including calls to the media of game results team activities and other noteworthy news.
4. Selection: Head Coaches for a program will be selected on annual basis by making application with the Athletic Director at the same time coaching applications are made. Head Coaches will be the Varsity coach in those areas identified in Section I of this Article. Candidates must be fully qualified coaches and members of the coaching staff for the sport in which they seek Head Coach status.

Coaches, Advisors, Chaperones		02/03	03/04	04/05	05/06	06/07
Position	Sessions					
Head Coach each Asst		\$155	\$160	\$166	\$171	\$177
Head Coach		\$309	\$320	\$331	\$342	\$353
Coaches' per hour		\$32	\$33	\$34	\$35	\$37
	Min. Hours					
Football (7)	85	\$2,727	\$2,819	\$2,915	\$3,014	\$3,117
Soccer (HS) (2)	70	\$2,246	\$2,322	\$2,401	\$2,483	\$2,567
(MS) (1)	60	\$1,925	\$1,991	\$2,058	\$2,128	\$2,201
Field Hockey (HS) (3)	70	\$2,246	\$2,322	\$2,401	\$2,483	\$2,567
(MS) (2)	60	\$1,925	\$1,991	\$2,058	\$2,128	\$2,201
Cross Country (1)	60	\$1,925	\$1,991	\$2,058	\$2,128	\$2,201
Volleyball (2)	70	\$2,246	\$2,322	\$2,401	\$2,483	\$2,567
Wrestling (HS) (2)	95	\$3,048	\$3,152	\$3,259	\$3,370	\$3,484
(MS) (1)	60	\$1,925	\$1,991	\$2,058	\$2,128	\$2,201
Basketball (HS) (4)	85	\$2,727	\$2,819	\$2,915	\$3,014	\$3,117
(9th grade) (1)	60	\$1,925	\$1,991	\$2,058	\$2,128	\$2,201
(MS) (2)	60	\$1,925	\$1,991	\$2,058	\$2,128	\$2,201
Gymnastics (HS) (2)	85	\$2,727	\$2,819	\$2,915	\$3,014	\$3,117
(MS) (1)	60	\$1,925	\$1,991	\$2,058	\$2,128	\$2,201
Skiing (1)	55	\$1,765	\$1,825	\$1,887	\$1,951	\$2,018

		02/03	03/04	04/05	05/06	06/07
Baseball/Softball (4)	60	\$1,925	\$1,991	\$2,058	\$2,128	\$2,201
Golf (1)	50	\$1,604	\$1,658	\$1,715	\$1,773	\$1,833
Track (HS) (3)	70	\$2,246	\$2,322	\$2,401	\$2,483	\$2,567
(MS) (2)	50	\$1,604	\$1,658	\$1,715	\$1,773	\$1,833
Tennis (1)	50	\$1,604	\$1,658	\$1,715	\$1,773	\$1,833
Chaperones (per event)		\$49	\$50	\$52	\$54	\$56
Ticket Seller (per event)		\$72	\$75	\$77	\$80	\$83
Sports Timer (per game)		\$35	\$36	\$38	\$39	\$40
Cheerleading Advisor Football/Basketball	80	\$1,939	\$2,005	\$2,073	\$2,143	\$2,216
Class Advisors (9-11)	30	\$727	\$752	\$777	\$804	\$831
Grade 12	40	\$968	\$1,001	\$1,035	\$1,070	\$1,106
Pep or Marching Band	60	\$1,454	\$1,503	\$1,554	\$1,607	\$1,662
School Newspaper	35	\$851	\$880	\$910	\$941	\$973
School Play Director	40	\$968	\$1,001	\$1,035	\$1,070	\$1,106
Producer/Advisor	80	\$1,939	\$2,005	\$2,073	\$2,143	\$2,216
Choreographer	40	\$968	\$1,001	\$1,035	\$1,070	\$1,106
Musical Director	40	\$968	\$1,001	\$1,035	\$1,070	\$1,106
Stage Crew Director	60	\$1,454	\$1,503	\$1,554	\$1,607	\$1,662
Math Team Advisor	50	\$1,212	\$1,253	\$1,296	\$1,340	\$1,385
National Honor Society	50	\$1,212	\$1,253	\$1,296	\$1,340	\$1,385
Scholastic Match Advisor	50	\$1,212	\$1,253	\$1,296	\$1,340	\$1,385
Lip Sync Show Advisor	15	\$374	\$387	\$400	\$414	\$428
Student Council Advisor	85	\$2,054	\$2,123	\$2,196	\$2,270	\$2,347
Yearbook Chief Advisor (1)	85	\$2,054	\$2,123	\$2,196	\$2,270	\$2,347
Yearbook Asst's (2)	50	\$1,212	\$1,253	\$1,296	\$1,340	\$1,385
Memory Book (MS) (1)	50	\$1,212	\$1,253	\$1,296	\$1,340	\$1,385
Club Advisor Half sessions	35	\$851	\$880	\$910	\$941	\$973
Intramural Advisor Half sessions	20	\$484	\$500	\$517	\$535	\$553
Home Teaching	hrly	\$30	\$31	\$32	\$33	\$34
After School Detention	hrly	\$30	\$31	\$32	\$33	\$34

* A log indicating meetings held shall be submitted to the principal for approval prior to payment.
If minimum sessions are not held, compensation will be pro-rated.

** In lieu of a log the Student Council Advisor shall submit a detailed annual report.

Session adjustment committees shall be established, consisting of three advisors or chaperones to evaluate the number of sessions on an "as needed" basis and to make recommendations to the Superintendent.

APPENDIX C

Compensation for Liaisons will be as follows:

Yearly	<u>03/04</u>	<u>04/05</u>	<u>05/06</u>	<u>06/07</u>
	\$ 3,600.	\$ 3,750.	\$ 3,900.	\$ 4,050.

LIAISONS

ENGLISH/LANGUAGE ARTS/SOCIAL STUDIES/LIBRARY/SPECIAL ED.

3 Elementary
1 HS (9 - 12) English/Language Arts/Library/Spec Ed.
1 HS (9 - 12) Social Studies/Special Ed.
1 MS (5 - 8) English/Language Arts/Library/Spec Ed.
1 MS (5 - 8) Social Studies/Special Ed.

MATH/SCIENCE/TECHNOLOGY/CDOS/SPECIAL ED.

3 Elementary
1 HS (9 - 12) Math/Special Ed.
1 HS (9 - 12) Science/Technology/CDOS/Special Ed.
1 MS (5 - 8) Math/Special Ed.
1 MS (5 - 8) Science/Technology/CDOS/Special Ed.

ARTS/FOREIGN LANGUAGE/ESL/T&G

1 (K - 12) Arts
1 (K - 12) Arts
1 (K - 12) Foreign Language/ESL

PE/HEALTH/HOME & CAREERS

1 (K - 12) P.E./Health/HACS

BUILDING LEVEL

1 5TH GRADE LIAISON
1 6TH GRADE LIAISON

APPENDIX D

RONDOUT VALLEY CENTRAL SCHOOL DISTRICT

REQUEST FOR LEAVE

NAME _____ DATE _____

SCHOOL _____ BARGAINING _____
UNIT _____

LEAVE _____ DATE(S) _____

CATEGORY _____ REQUESTED _____

REASON(S) If the leave category is "personal", please indicate whether religious, legal, medical, other
FOR REQUEST (specify), or without pay (not charged against any particular leave credits.)

SIGNATURE _____

APPROVED/DISAPPROVED BY: _____ DATE _____

COMMENTS

NOTE: This application for leave is to be submitted as per your unit's contractual provisions.

White - Employee's Copy o Yellow - Principal's Copy * Pink - Superintendent's Copy

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