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PROFESSIONAL AGREEMENT

BETWEEN THE

BELFAST TEACHERS ASSOCIATION

AND

BELFAST CENTRAL SCHOOL DISTRICT

7/1 6/30
2005 - 2010

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RECOGNITION

The Belfast Central School Board of Education ("Board"), having determined that the Belfast Teachers Association ("Association") is supported by the majority of the teachers, teaching assistants, and the microcomputer technician, in the unit composed of all professional employees, except the chief school officer and all other administrators, hereby recognizes the Belfast Teachers Association as the exclusive negotiating agency for the professional employees in such a unit.

ARTICLE I - COMPENSATION

Section A - Salaries

Teacher salaries (and the Microcomputer Technician) shall be paid in accordance with the salary schedule.

Teaching Assistant salaries will be calculated according to the teacher's salary schedule. Teaching Assistant salaries will be fifty percent (50%) of the amount of the teacher's salary for each step, up to a maximum of fifty percent (50%) of step J.

Teaching Assistants will be paid the same amount as teachers for graduate hours and in-service credit.

Section B - Credit Hours

1. Credit hours will be paid at the following hourly rates per credit hour for the following school years: Teachers hired after July 1, 1995 will be paid for a maximum of sixty (60) credit hours. Pay shall be given for hours earned semi-annually on September 1st and January 30th.

2005-06	\$50
2006-07	\$50
2007-08	\$51
2008-09	\$51
2009-10	\$52

2. In lieu of salary credit the unit member may elect to receive tuition reimbursement for coursework in a program for a first Master's Degree. In lieu of salary credit the unit member may also elect to receive tuition reimbursement for other coursework only if that coursework is approved in advance by the Belfast Central School District ("District"). A teacher wishing to receive tuition reimbursement shall submit a request at least sixty (60) days before the tuition voucher is submitted. Tuition vouchers will be paid within thirty (30) days of submission, subject to the conditions above.
3. To receive salary credit for new graduate hours, the teacher must apply for in writing and receive prior approval of the proposed graduate course from the District Superintendent ("Superintendent").
4. Prior approval shall not be required for graduate level courses at an accredited college or university in the subject area of a teacher's certification, in the college or university's education department, or in an approved program for a first master's degree. Courses taken as part of a Sabbatical Leave approved by the District shall also require no additional approval.
5. No compensation will be paid for undergraduate level courses except as taken in a Sabbatical Leave program approved by the District.
6. A salary increment of five hundred dollars (\$500) will be paid for certification by the National Board for Professional Teaching Standards.

Section C - Master's

All Master's shall be paid at the following rates for the following school years:

2005-06	\$800
2006-07	\$840
2007-08	\$870
2008-09	\$900
2009-10	\$925

Section D - In-service Credits

All in-service credits shall be paid at the following rates for the following school years. Ten (10) clock hours of training is equal to one (1) in-service credit. To receive pay for the in-service credit, the in-service must have prior approval from the Superintendent and documentation of successful completion of the course must be submitted to the District within ninety (90) days of the conclusion of the in-service

2005-06	\$27
2006-07	\$28
2007-08	\$28
2008-09	\$29
2009-10	\$29

Section E - Agency Fee and Payroll Deductions

1. An employee covered by this agreement may have automatic payroll deductions from his/her checks for the purchase of shares from the Allegany County Teachers' Credit Union and/or a mutually agreeable tax shelter annuity program and/or for contributions to VOTE/COPE, as long as the unit member involved notifies the District no later than thirty (30) calendar days in advance.

2.
 - a) The District agrees to deduct from the salaries of all the members of the bargaining unit the dues, or an equivalent agency fee, for the Association; and further, to transmit such monies deducted, promptly to the Association.
 - b) Such deductions will be made in equal installments at each and every pay period, beginning with the second pay period of the year, and transmittal to the Association shall occur no later than five (5) working days from the date of said deductions.
 - c) No later than ten (10) working days prior to the first deduction, the Association will notify the District, in writing, of the amount of dues and agency fee to be so deducted.
 - d) ~~The Association shall file with the District a signed dues deduction card for all members joining after July 1, 1985. The following card shall be used:~~

PAYROLL DEDUCTION AUTHORIZATION

Social Security Number: _____
 Last Name: _____ F _____ M _____
 District Name: Belfast Central School District
 Organization: _____

To The Board of Education:

I hereby authorize you, according to arrangements agreed upon with the above organization, to deduct from my salary and transmit to said organization, dues as certified by said organization. I hereby waive all right and claim to said monies so deducted and transmitted in accordance with this authorization and relieve the Board of Education and all its officers from any liability therefore. I revoke any and all instruments heretofore made by me for such purposes. This authority shall remain in full force and effect for all purposes while I am employed in this school system, or until revoked by me in writing between September 1st and September 15th of any given year.

Member Signature: _____ Date: _____

- e) The Association will comply with all applicable agency fee laws.
- f) The only responsibility of the District will be to deduct and transmit the amount certified by the Association, according to paragraph (c) above.

ARTICLE II - EXTRACURRICULAR AND COACHING SCHEDULE

Section A - Extra-Curricular Activities

	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>
Supervisor of Athletic Events	\$3,250	\$3,380	\$3,515	\$3,656	\$3,802
Odyssey of the Mind Advisor	\$1,166	\$1,213	\$1,262	\$1,312	\$1,364
Senior Class Advisor	\$1,166	\$1,213	\$1,262	\$1,312	\$1,364
Junior Class Advisor	\$1,166	\$1,213	\$1,262	\$1,312	\$1,364
Technology Coordinator	\$1,166	\$1,213	\$1,262	\$1,312	\$1,364
Student Council Advisor	\$1,166	\$1,213	\$1,262	\$1,312	\$1,364
National Honor Society Advisor	\$1,166	\$1,213	\$1,262	\$1,312	\$1,364
Yearbook Advisor	\$1,750	\$1,820	\$1,893	\$1,969	\$2,048
Sophomore Class Advisor	\$795	\$827	\$860	\$894	\$930
Freshman Class Advisor	\$795	\$827	\$860	\$894	\$930
Scholastic Challenge	\$795	\$827	\$860	\$894	\$930
Music Director	\$795	\$827	\$860	\$894	\$930
Junior Play Director	\$795	\$827	\$860	\$894	\$930
Skiing Advisor	\$529	\$550	\$572	\$595	\$619
Golfing Advisor	\$529	\$550	\$572	\$595	\$619
Newspaper Advisor	\$529	\$550	\$572	\$595	\$619
Eighth Grade Advisor	\$529	\$550	\$572	\$595	\$619
Seventh Grade Advisor	\$529	\$550	\$572	\$595	\$619
Teenpact Advisor	\$529	\$550	\$572	\$595	\$619
Awards Assembly Advisor	\$529	\$550	\$572	\$595	\$619
Varsity/Junior Varsity/Modified Athletic Scorekeeper/Timer (per game)	\$31.78	\$33.05	\$34.37	\$35.74	\$37.17
Ticket Seller (per hour)	\$18.04	\$18.76	\$19.51	\$20.29	\$21.10
Chaperone (per hour)	\$18.04	\$18.76	\$19.51	\$20.29	\$21.10
Music All-County	\$115	\$120	\$125	\$130	\$135
Music All-State	\$115	\$120	\$125	\$130	\$135
Solo Festivals (each)	\$115	\$120	\$125	\$130	\$135
Varsity/Junior Varsity/Modified Shot Clock Operator (per game)	\$31.78	\$33.05	\$34.37	\$35.74	\$37.17

Section B - Chaperones and Class Advisors

All chaperones and class advisors shall be on a voluntary basis provided that there shall be sufficient volunteers for all positions. In the event there are not sufficient volunteers, assignments will be made from a rotating list of 7-12 teachers for advisors, and K-12 teachers for chaperones, who have not volunteered. If two volunteers agree to act as co-advisors, the salary for that position will be divided equally between the co-advisors.

All advisors and chaperones shall be selected by a democratic committee consisting of the president of the Association and two (2) other Association designees, and the Superintendent and/or his/her designee.

Class advisor for grades 9-12 shall donate time for chaperoning one (1) class activity and one (1) moneymaking project. For all time in excess of this, the advisor will be paid at the chaperone rate.

Field trips or special class trips on regular school days are not to be included in the above.

Section C - Coaching Schedule

	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>
Varsity Soccer	\$2,153	\$2,239	\$2,329	\$2,422	\$2,519
Girls' Soccer	\$2,153	\$2,239	\$2,329	\$2,422	\$2,519
Boys' J. V. Soccer	\$1,230	\$1,292	\$1,356	\$1,410	\$1,466
Girls' J.V. Soccer	\$1,230	\$1,292	\$1,356	\$1,410	\$1,466
Modified Soccer (Boys & Girls)	\$908	\$953	\$1,001	\$1,041	\$1,083
Boys' Varsity Basketball	\$2,511	\$2,611	\$2,715	\$2,824	\$2,937
Girls' Varsity Basketball	\$2,511	\$2,611	\$2,715	\$2,824	\$2,937
Boys' J.V. Basketball	\$1,385	\$1,454	\$1,527	\$1,588	\$1,652
Girls' J.V. Basketball	\$1,385	\$1,454	\$1,527	\$1,588	\$1,652
Modified Basketball (Boys & Girls)	\$915	\$961	\$1,009	\$1,049	\$1,091
5th and 6th Grade Basketball	\$503	\$523	\$544	\$566	\$589
Varsity Cheerleading Coach	\$1,128	\$1,173	\$1,220	\$1,269	\$1,320
J.V. Cheerleading Coach	\$548	\$576	\$604	\$628	\$653
Girls' Volleyball	\$2,153	\$2,239	\$2,329	\$2,422	\$2,519
Boys' Volleyball	\$2,153	\$2,239	\$2,329	\$2,422	\$2,519
Girls' J.V. Volleyball	\$1,230	\$1,292	\$1,356	\$1,410	\$1,466
Boys' J.V. Volleyball	\$1,230	\$1,292	\$1,356	\$1,410	\$1,466
Modified Girls' Volleyball	\$908	\$953	\$1,001	\$1,041	\$1,083
Modified Boys' Volleyball	\$908	\$953	\$1,001	\$1,041	\$1,083
Baseball	\$2,153	\$2,239	\$2,329	\$2,422	\$2,519
J. V. Baseball	\$1,230	\$1,292	\$1,356	\$1,410	\$1,466
Modified Baseball	\$908	\$953	\$1,001	\$1,041	\$1,083
Softball	\$2,153	\$2,239	\$2,329	\$2,422	\$2,519
J. V. Softball	\$1,230	\$1,292	\$1,356	\$1,410	\$1,466
Modified Softball	\$908	\$953	\$1,001	\$1,041	\$1,083
Tennis	\$1,433	\$1,490	\$1,550	\$1,612	\$1,676
Golf Coach	\$1,433	\$1,490	\$1,550	\$1,612	\$1,676

Five percent (5%) of the base salary will be added for each year of continuous service in coaching, (interruption due to paid or unpaid leave of absence, or due to the District discontinuing the program, shall not be considered an interruption of service). Continuous service shall also include experience at a different level in the same sport, modified, JV, or varsity, which will be credited only when the coach moves from one level to a consecutive level. The District may grant prior experience credit.

ARTICLE III - CONDITIONS OF FULL EMPLOYMENT

Section A - Assignment

Every reasonable effort shall be made to give unit members a sixty (60) day notice prior to any change in teaching class assignments. Circumstances which require less than sixty (60) days notice will be presented to the Association as justification.

Section B - Credit for Previous Teaching Experience

Teachers with experience who are hired for positions in the school system may be allowed up to ten (10) years credit for teaching experience. The Board may grant credit up to one-half (1/2) the number of years of non-teaching employment in a field related to the teaching assignment.

ARTICLE IV - CLASS TEACHING LOAD

Section A - Elementary Grades

1. Class instruction may not exceed five (5) hours per day.
2. Teachers shall be provided with the same consecutive minutes per day as provided teachers of secondary grades for planning and preparation of material, free from instructional and supervisory duties, in addition to a thirty (30) minute duty-free lunch break.
3. Elementary teachers may not be required to remain in the classroom while a special teacher is in charge of the students.

Section B - Secondary Grades

1. Teachers shall be provided with a minimum of one (1) class period a day for planning and preparation of materials, free of instructional and supervisory duties.
2. Teachers shall be provided with a thirty (30) minute duty-free lunch break.
3. Assignments of a non-instructional nature shall be equalized among the hired teaching staff. These assignments shall include study halls and homerooms, and do not include paid extracurricular duties.
4. Secondary school teachers shall not be required to teach more than six (6) periods per day. Homeroom, hall duty, bus duty and other student supervisory periods are not teaching periods for purposes of the preceding sentence. ~~Secondary teachers shall have one (1) lunch period and at least one (1) preparation period per day.~~ Secondary teachers will not be assigned more than a total of six (6) teaching and supervisory responsibilities, excluding homeroom duty, hall duty and bus duty which are a normal part of school operations during the period of time from 8:00 a.m. until the end of homeroom period. Provisions in this paragraph may only be waived with the mutual consent of the administration, teacher and the Association.
5. The provisions of paragraph 4 do not apply to special teachers that teach in both secondary and elementary areas. Special teachers working in the elementary and secondary area will not have instructional duties beyond five (5) hours per day.
6. In the event that the Building Level Committee approves an alternative scheduling plan such as Campbell Plan or other schedule, the Association agrees to reopen negotiations. on ARTICLE IV, Section B. of this agreement, however, the District will be obligated to provide a thirty (30) minute duty-free lunch for each teacher and will arrange schedules to insure that the total of the above listed weekly preparation time will be provided for each teacher on a weekly basis.

Section C - Reporting and Leaving Times

1. All unit members may be required to report for assigned duties at 8:00 a.m. and may be required to remain on duty until 3:15 p.m. except for extracurricular duties.
2. By mutual consent a teacher's workday may be scheduled for a consecutive period of seven (7) hours and fifteen (15) minutes to be between 7:15 a.m. and 4:00 p.m. Such arrangement shall be in effect for one (1) school year. Only instructional assignments shall be made before 8:00 a.m. and after 3:15 p.m.

Section D - Extracurricular Duties

A unit member shall be compensated at the following rates for the following school years:

2005-06	\$22.50 per hour
2006-07	\$24.00 per hour
2007-08	\$25.00 per hour
2008-09	\$26.00 per hour
2009-10	\$27.00 per hour

for services requested by the Superintendent and agreed to be performed by the unit member. Such services are those not traditionally performed by the unit member to complete his/her regular duties or other duties for which compensation is provided for herein.

Section E - Preparation Period Interruptions

The administration of the District recognizes the importance of preparation periods and the need for teachers to have full use of this time as much as possible. The administration, therefore, agrees that teacher preparation periods will be interrupted by the administration only when necessary for the smooth functioning and operation of the District.

Section F - Distance Learning

1. The parties acknowledge and confirm that participation in a distance learning program shall not be used by the District to argue that the Association may have waived any rights that may exist to the exclusivity of bargaining unit work. The parties agree that the distance learning program involves bargaining unit work in sending classes only.
2. The distance learning program shall be supplemental and shall not directly result in the reduction of the bargaining unit. "Directly result" means the following:
 - a) No position shall be eliminated or reduced to part-time in a certification area in which a distance learning course is offered. Foreign languages and sciences shall each be considered one certification area.
 - b) No unit member shall be laid off or reduced to part-time within one (1) year of having taught in the same certification area in which a distance learning course is offered.
3. Each distance learning course emanating from the District for which there is a vacancy shall be posted, and such course(s) shall be taught only by members of the bargaining unit.
4. Teacher participation in the distance learning program shall be voluntary. If no volunteer is available, the District reserves the right to assign a non-bargaining unit member as a teacher for the distance learning program.
5. Distance learning equipment shall not be used to monitor teacher performance or to evaluate unit members. Unit members participating in the distance learning program shall be evaluated at the

District's site, and in the same manner as all other unit members, in accordance with the terms of this collective bargaining agreement.

6. Training courses shall be offered to all interested teachers. Participating teachers will be allowed days for visitation. Priority for training courses and visitation days will be determined by the District. Use of visitation days will require the prior written approval of the Superintendent.
7. Teachers in distance learning sending classes shall have adequate time for set up of materials and equipment.
8. The assignment to a unit member of responsibilities for a distance learning class as a sending classroom will be counted as a class assignment. A unit member who supervises a distance learning class will have no instructional responsibilities for that class.
9. The District will provide technical personnel to assist in the set-up and take-down of equipment and to be available to maintain and/or repair equipment utilized in distance learning classes.
10. Teachers assigned to a sending class will not be responsible for the discipline of students at a receiving class.
11. No classes shall be combined as a result of the distance learning program to the extent that they would exceed twenty-five (25) students.
12. The class size of a distance learning program sending class shall be limited to ten (10) at the District's site, and the maximum at both sending and receiving sites shall be limited to twenty-five (25).
13. There shall be no retransmission or reproduction of the distance learning program courses which emanate from the District without the expressed written approval of the participating bargaining unit member(s) instructing the class except as necessary for students who are enrolled in the class and absent at the time of the original transmission. The teacher in a sending class shall have custody of course tapes.

Section G - Work Year

Unit members shall not be required to work more than one-hundred and eighty-four (184) days in any school year without additional negotiated compensation. The calendar will be developed jointly by the District and the Association

ARTICLE V - USE OF SCHOOL FACILITIES AND PAYDAYS

Section A - Use of School Facilities

Upon making prior arrangements with the building principal, the Association and its representatives shall have the right to use the school buildings with the approval of the Board.

Section B - Paydays

Paydays will be on every other Friday, commencing with the first payday the second Friday of the school year. Checks will be distributed before noon on Friday. Annual salary to be divided by twenty-one (21) or twenty-six (26) payments, at the discretion of the individual unit member and to be paid in twenty-one (21) pay periods.

ARTICLE VI - PROFESSIONAL BEHAVIOR AND RIGHTS

Section A - Behavior and Rights

1. Unit members are expected to comply with reasonable rules, regulations, and directions from time to time adopted by the Board and its representatives, which are not inconsistent with the provisions of this agreement, provided that a unit member may reasonably refuse to carry out an order which threatens physical safety or is offensive to generally accepted moral or professional standards.
2.
 - a) No unit member shall be disciplined, reprimanded, reduced in compensation or deprived of any professional advantage, without just cause, nor shall any unit member be disciplined, or reprimanded, publicly. Any such discipline, reprimand or reduction in compensation or advantage, including adverse evaluation of unit member performance asserted by the Board, or any agent or representative thereof, shall be subject to the professional grievance procedure hereinafter set forth.
 - b) When charges have been served pursuant to 3020-a of the Education Law (or any successor thereto), the unit member shall have the option of waiving a hearing pursuant to that law and submit a grievance claiming violation of this paragraph, or demanding a hearing pursuant to that law, thereby waiving his/her right to submit a grievance claiming a violation of this paragraph. The unit member shall make the choice in a written statement signed by him/her, dated, and delivered to the Clerk of the Board, within the time limit required to answer a demand for a hearing pursuant to 3020-a of the Education Law. When the unit member opts for the grievance route, such election shall be followed by submission to arbitration pursuant to the arbitration provisions of this agreement within ten (10) school days. Neither party once the election has been made, may resort to the appeal process of the other route.

Section B - Evaluation

1. Each probationary unit member will be formally observed at least twice each school year, once each semester, by administrative personnel. Tenured unit members may be formally observed once every two (2) years. However, each year, tenured members must submit goals to the principal and in years when they elect not to be observed formally an individualized self-directed plan will be completed by the teacher and submitted to the principal for approval by October 1st.
2. Advance notice of a formal observation shall be given prior to the day of the observation. A pre-observation conference between the unit member and observing administrator shall also be held prior to the day of the observation. A post observation conference will be held between the unit member and observing administrator as soon as reasonably possible after the observation.
3. A standard observation form developed by the administration will be employed for all observations. The unit member involved shall be furnished a copy of all written evaluations, and shall have the right to append to his/her evaluation form any of his/her own remarks concerning the observation. Before use of a new form, the Association will be provided with a copy.
4. The purpose of observations is evaluative and diagnostic and they are not intended as a form of discipline or harassment.
5. The administrator who conducts the observation shall make a reasonable effort to conduct the observation during the agreed upon time. If it is necessary to cancel the observation or any conference, the unit member will be notified as soon as reasonably possible.
6. No observation will be conducted during the first week of school, the last week of classes, or the day immediately preceding Thanksgiving, Christmas, or Easter recess.

Section C - Protection of Unit Members

1. The Board recognizes its responsibility to give all reasonable support and assistance to unit members with respect to maintenance of control and discipline in the classroom. Whenever it appears that a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, physicians or other professional persons, the Board may, at its discretion, take steps promptly to deploy the above mentioned and to act upon their recommendations with respect to such pupils.
2. Prior to any discipline of a unit member for any alleged breach of conduct, the administration shall complete the following steps:
 - a) The unit member and the Association must be apprised of the allegation contained.
 - b) At the request of the unit member, a representative of the Association shall be present and records shall be made available to the Association.
 - c) Whenever possible, the unit member must be given a reasonable opportunity to correct deficiencies unless the nature of the alleged deficiency is so severe it warrants immediate action.
 - d) All information forming the basis for disciplinary action shall be made available to the unit member prior to the taking of any such action.
 - e) In the event the administration decides to make any complaint a matter of record, the record shall include the facts of the complaint, the unit member's explanation, if any, and acknowledgment of any such record by both the administration and the unit member.
 - f) Every effort shall be made to investigate and correct any problems at the earliest opportunity.

Utilization of the above procedure shall be protected by the grievance procedure and shall not diminish the rights provided in the "just cause" provision.

Section D - Personal Property Damage

The Board will reimburse any employee for damages to personal property in the performance of duty, not to exceed one hundred dollars (\$100), occurring on school property. The Board will not be responsible for such expense in the event that the personal property of the unit member was damaged due to their own negligence; however, the burden of proof of negligence of the unit member will rest with the District.

Article VII - GRIEVANCE PROCEDURE

It is agreed by the Board of Education and the Belfast Teachers Association that the following grievance procedures will be implemented:

Section A - Declaration of Purpose

WHEREAS, the establishment and maintenance of a harmonious and cooperative relationship between the Board and its unit members is essential to the operation of the schools. It is the purpose of this procedure to secure, at the lowest possible administrative level, equitable solutions to alleged grievances of unit members through procedures under which they may present grievances free from coercion, interference, restraint, discrimination or reprisal, and by which unit members are afforded adequate opportunity to dispose of their differences without the necessity of time-consuming and costly proceedings before administrative agencies and/or in the courts.

Section B - Definitions

1. A grievance is any claimed violation of this agreement by any unit member or group of unit members.
2. The term supervisor shall mean any department chairman, principal, assistant principal, immediate supervisor, or other administrative or superior officer responsible for the area in which an alleged grievance arises except for the chief executive officer.
3. The chief officer is the Superintendent of the school.
4. Association shall mean Belfast Central School Teachers Association.
5. Party in interest shall mean the grievance committee of the Association and any party named in a grievance who is not the aggrieved party.
6. Hearing officer shall mean the president of the Board of Education, the chairman of the Association grievance committee, or any other person charged with the duty of rendering a decision at any stage on grievances hereunder.
7. Aggrieved party shall mean any person or group of persons in the negotiation unit filing a grievance.
8. Grievance committee is the committee created and constituted by the Belfast Teachers Association.
9. The Board shall mean the Board of Education of the Belfast Central School District.

Section C - Basic Principles

1. All grievances shall include the name and position of the aggrieved party, identity of the provision of this agreement which has been violated, statement of the nature of the grievance, the time and place of the alleged grievance, the identity of the parties responsible, and redress sought by the aggrieved party.
2. A resume shall be rendered, in writing, at each step of the grievance procedure, setting forth findings of fact, decision, and supporting reasons therefore.
3. If a grievance affects a group of unit members and appears to be associated with system-wide policies, it may be submitted by the Association directly at stage 2 described below.

4. The preparation and processing of grievances, insofar as practicable, shall be conducted during the hours of employment. There will be no interruption of classroom activity or involvement of students in any phase of the grievance procedure.
5. The Board and the Association agree to facilitate any investigation which may be required and to make available any and all material and relevant documents, communications and records concerning the alleged grievance.
6. Except as otherwise provided, an aggrieved party and any party in interest shall have the right at all stages of a grievance to be represented by counsel, to confront and cross-examine all witnesses called against him/her, to testify and to call witnesses on his/her own behalf, and to be furnished with a copy of any minutes of the proceedings made at each and every stage of this grievance procedure.
7. No interference, coercion, restraint, discrimination or reprisal of any kind will be taken by the Board or by any member of the administration against the aggrieved party, any party in interest, any representative, any member of the grievance committee or any other participant in the grievance procedure or any other person by reason of such grievance or participation therein.
8. Forms for filing grievances, serving notices, taking appeals, and making reports and recommendations, and other necessary documents, will be jointly developed by the Board and the Association. The chief executive officer shall then have them printed and distributed so as to facilitate operation of the grievance procedure.
9. Nothing contained herein will be construed as limiting the right of any unit member having a grievance to discuss the matter informally with any appropriate member of the administration and having the grievance informally adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this agreement. In the event that any grievance is adjusted without formal determination, pursuant to this procedure, while such adjustment shall be binding upon the aggrieved party and shall, in all respects, be final, said adjustments shall not create a precedent or ruling binding upon either of the parties of this agreement in future proceedings.
10. If any provision of this grievance procedure, or any application thereof, to any unit member or group of unit members in the negotiating unit shall be finally determined by any court to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications will continue in full force and effect.
11. The chief executive officer shall be responsible for accumulating and maintaining an official grievance record separate from the personnel file of the participant, which shall consist of the written grievance, all exhibits, transcripts, communications, minutes and/or notes of testimony, written arguments and briefs or resumes considered at all levels. Official minutes will be kept at Board expense of all proceedings in stages 2, 3, and 4. A copy of such minutes will be made available to the aggrieved party and the grievance committee within two (2) days after the conclusion of hearings at stages 2, 3, and 4, and they shall, within three (3) days, advise the appropriate hearing officer of any errors in said minutes. Any such claim of error in the minutes shall become a part of the official grievance record and the hearing officer shall indicate the determination made respecting such claimed error. The official grievance record shall be available for inspection and/or copying by the aggrieved party, the grievance committee, and the Board, but shall not be deemed a public record.
12. The existence of the procedure hereby established shall not be deemed to require any unit member to pursue the remedies here provided and shall not, in any manner, impair or limit the right of any unit member to pursue any other remedies available in any other form.

Section D - Time Limits

1. Since it is important to good relationships that grievances be processed as rapidly as possible, every effort will be made by all parties to expedite the process. The time limits specified for either party may be extended only by written mutual agreement.
2. No written grievance will be entertained as described below, and such a grievance will be deemed waived unless written grievance is forwarded at the first available stage within thirty (30) school days after the unit member knew or should have known of the act or condition on which the grievance is based.
3. If a decision at one stage is not appealed to the next stage of the procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this agreement shall be barred.
4. Failure at any stage of the grievance procedure to communicate a decision to the aggrieved party, his/her representative and the Association within the specified time limit shall permit the lodging of an appeal at the next stage and within the time which would have been allotted had the decision been communicated by the final day.
5. In the event a grievance is filed on or after June 1st, upon request by, or on behalf of, the aggrieved party, the time limits set forth herein will be reduced prorated so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is possible.

Section E - Stages

Stage 1: Supervisor

- a) A unit member having a grievance will discuss it with his/her supervisor, either directly or through a representative, with the objective of resolving the matter informally. The supervisor will confer with all parties in interest but in arriving at his/her decision, will not consider any material or statements offered by, or on behalf of, any such party in interest with whom consultation has been without the aggrieved party or his/her representative present. If the unit member submits the grievance through a representative, the unit member may be present during the discussion of the grievance.
- b) If the grievance is not resolved informally, it shall be reduced to writing and presented to the supervisor. Within five (5) school days after the written grievance is presented to him/her, the supervisor shall, without any further consultation with the aggrieved party or any party in interest, render a decision thereon, in writing, and present it to the unit member, his/her representative and the Association.

Stage 2: Chief Executive Officer

- a) If the unit member initiating the grievance is not satisfied with the written decision at the conclusion of Stage 1 and wishes to proceed further under this grievance procedure, the unit member shall, within five (5) school days, present the grievance to the Association's grievance committee for consideration.
- b) If the grievance committee determines that the unit member has a meritorious grievance, then it will file a written appeal of the decision at Stage 1 with the chief executive officer within twenty (20) school days after the unit member has received such written decision. Copies of the written decision at Stage 1 shall be submitted with the appeal.

- c) Within ten (10) school days after receipt of the appeal, either from the grievance committee or unit member, the chief executive officer, or his/her duly authorized representative, shall hold a hearing with the unit member and the grievance committee representative and all other parties in interest.
- d) The chief executive officer shall render a decision, in writing, to the unit member, the grievance committee and its representative within five (5) school days after the conclusion of the hearing.

Stage 3: Board of Education

- a) If the unit member and the Association are not satisfied with the decision at Stage 2, the grievance committee will file an appeal, in writing, with the Board within fifteen (15) school days after receiving the decision at Stage 2. The official grievance record maintained by the chief executive officer shall be available for the use of the Board.
- b) Within fifteen (15) school days after the receipt of an appeal, the Board shall hold a hearing on the grievance. The hearing shall be conducted in executive session.
- c) Within five (5) school days after the conclusion of the hearing, the Board shall render a decision, in writing, on the grievance.

Stage 4: Arbitration

- a) After such hearing, if the unit member and/or the Association are not satisfied with the decision at Stage 3, and the Association determines that the grievance is meritorious and that appealing it is in the best interests of the school system, it may submit the grievance to arbitration, by written notice, to the Board within fifteen (15) school days of the decision at Stage 3.
- b) Within five (5) school days after such written notice of submission to arbitration, the Board and the Association will agree upon a mutually acceptable arbitrator competent in the area of the grievance, and will obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator, or to obtain such a commitment, within the specified period, a request for a list of arbitrators will be made to the American Arbitration Association by either party. The parties will then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.
- c) The selected arbitrator will hear the matters promptly and will issue his/her decision not later than fourteen (14) calendar days from the date of the close of the hearing, or, if oral hearings have been waived, then from the date the final statement and proofs are submitted to him/her. The arbitrator's decision will be in writing and will set forth his/her findings of fact, reasoning, and conclusions on the issues.
- d) The arbitrator shall have no power or authority to make any decision which requires the commission of an act prohibited by law or which is in violation of the terms of the agreement.
- e) The decision of the arbitrator shall be final and binding upon all parties.
- f) The cost for the services of the arbitrator, including expenses, if any, will be borne equally by the Board and the Association.

ARTICLE VIII - BENEFITS

Section A - Hospitalization

1.
 - a) The District will provide, to the employee whether they are enrolled under an individual or family plan, health insurance coverage and benefits at the levels set forth in the Allegany-Cattaraugus Schools Medical Health Plan and "Major Medical" with "Managed Care" (hereinafter Plan) in effect on July 1, 1991.
 - i) The Allegany-Cattaraugus Schools Medical Health Plan shall utilize Nova Health Care Administrators ("Nova"), without change of benefit to the participants except as described below:
 - ii) As incentives, whenever participants use providers who are members of Nova, the plan will provide:
 - A) The benefit of paid office calls subject to a ten dollar (\$10) per visit CO-pay; and
 - B) Paid annual physicals subject to ten dollar (\$10) CO-pay including pap and psa (prostate) tests; and
 - C) The ten dollar (\$10) CO-pay in the above benefits shall apply toward the major medical deductible.
 - D) For other services, participants shall be covered at the same level of benefit as previously provided by the plan.
 - iii) Whenever participants utilize providers who are not members of Nova they will continue to receive the same level of benefits as previously provided by the Plan.
 - b) When two (2) members of the same family are employed by the school system, their benefits cannot exceed one hundred percent (100%) of the family plan.
 - c) Any changes or modifications in the Plan which are, in the judgment of the Association, a diminishment in Plan benefits or coverage in effect on or subsequent to July 1, 1991, will be negotiated.
 - d) The medical records of each participant member (and covered dependent) are absolutely confidential, and, as such, will not be released to any person(s) without the express written consent of the individual employee or dependent.
 - e) Retirees shall have the option of continuing in the group for the purpose of purchasing health insurance coverage at their own expense.
2. Effective January 1, 1996, the co-pay prescription plan shall be provided as a ten dollar (\$10) brand name, four dollar (\$4) generic, one dollar (\$1) mail-order co-pay rider to the Medical Plan described in 1. A.
3. Two (2) health care options will be offered, 1) Allegany-Cattaraugus Schools Medical Health Plan Point of Service ("POS") or, 2) Preferred Provider Organization ("PPO") Plan. The District and the Association will jointly select the plans. The employee will pay the following percentage contributions for single or family plans.

Employee Health Insurance Contributions (pre-tax dollars for so long as IRS regulations and State and Federal Law allow) for the PPO are as follows:

2005-06	0%
2006-07	0%
2007-08	5%
2008-09	6%
2009-10	7%

Employee Health Insurance Contributions (pre-tax dollars for so long as IRS regulations and State and Federal Law allow) for the POS are as follows:

2005-06	0%
2006-07	0%
2007-08	1%
2008-09	1%
2009-10	2%

Both plans will have prescription co-pay and dependent age coverage equivalent to the benefits provided in the coverage under the Self-Funded Plan. Members will be able to change from one plan to another plan annually on July 1st or upon a significant change in family status.

Shared Savings – All current employees who elect the POS will receive shared savings. As of November 1, 2006, for new employees, POS members will receive shared savings once eligible to select the PPO and pay only the contribution rate. Shared savings will be computed as outlined below, based upon the then current school year rates. Unit members may receive shared savings as salary stipend.

2005-06	50%
2006-07	50%
2007-08	40%
2008-09	30%
2009-10	20%

4.

- a) During their first five (5) years of employment bargaining unit members hired after January 1, 1999 may select the POS or the coverage under the PPO as described above. The member will be responsible to pay the difference between the monthly rate of the POS option and the PPO option.
- b) Beginning with the sixth year of service unit members hired after January 1, 1999 will be eligible for all health insurance benefits described under SECTION A 1., 2., and 3. above.

5.

- a) Buy-Out – If unit members who are eligible for a family plan of health insurance choose to forego the District's health benefit they shall each receive a stipend of two thousand (\$2,000) for school years 2005-06, 2006-07, 2007-08, 2008-09 and 2009-10 in lieu of taking part in the District's health insurance benefit. This stipend is not available to the spouse of a District employee if the other spouse either takes part in the District's health plan or receives the stipend.
- b) A unit member may elect to forego the District's health insurance benefit and receive the stipend only if he/she has health insurance available from another source. The District shall be notified in writing of the decision to forego the District's health insurance benefit upon date of hire, or during

the month of June during each fiscal year. The District shall continue to provide the health insurance benefit to each unit member unless the District has been so notified. Once a unit member has properly notified the District of his/her decision to forego the health insurance benefit, the member's status shall remain unchanged until the District has been notified in writing, during the month of June, of the decision to resume the health insurance benefit.

- c) Anytime a member experiences a change in family status which necessitates the resumption of the health insurance benefit, the member shall notify the District in writing, and the health insurance benefit will be reinstated as soon as the policies of the insurance provider allow such resumption. In this case, the amount of the stipend will be adjusted *pro rata* based upon the portion of the fiscal year during which the member did not receive the health insurance benefit.

6. An IRS 125 plan will be instituted providing accounts for the following:

- a) Dependent care to the maximum provided by law
- b) Un-reimbursed medical to a maximum of \$500 for non-tenured and \$2,500 for tenured unit members
- c) Individual Health Insurance Purchase Plan
 - i) The District will contribute two hundred fifty dollars (\$250) per unit member and five hundred dollars (\$500) per member family to either the un-reimbursed medical account or the Individual Health Insurance Purchase Plan account selected by the unit member. The Purchase Plan account will be used by those selecting the dental and optical coverage enjoyed in the previous contract.

Any member whose spouse receives the medical insurance plan provided by the District will receive an additional one hundred dollars (\$100) from the District to the member's Flex Plan.

The District shall assume the cost of an administrator for each enrollee. Any unused funds shall be utilized by the District to pay the cost of the administrator in the next year.

Section B - Short Term Leave

1. Each unit member shall be accredited on the first day of the school year with fifteen (15) sick days of which four (4) may be used for personal leave. No personal days may be taken the day preceding or the day following a vacation, recess, or holiday unless approved by the superintendent. There will be twenty-four (24) hours notice, except in emergencies when personal days are used. If more than three (3) teachers request personal leave on the same day, the District can deny those requests in excess of the first three (3) individuals. Sick days shall accumulate from year to year during the term of employment up to one hundred ninety (190) days. Any days in excess of the one hundred ninety days (190) will be donated to the sick bank at the end of the school year. Sickness shall be defined to include: (a) illness of salaried employees; (b) illness of a member of his/her household (dependent or spouse), not to exceed fifteen (15) days per year; (c) illness of his/her parent, or spouse's parent, not to exceed fifteen (15) days per year; (d) disability of employee due to child birth, not to exceed thirty (30) days for normal pregnancy. Approval of use of sick days exceeding thirty (30) days for a pregnancy requires a physician's statement of disability.
2. Whenever an employee is absent due to illness or the illness of a dependent, spouse or parent for five (5) consecutive workdays the employee may be required to provide the District with a physician's statement. Failure to provide such statement will preclude the use of sick days for said illness.

3. Each unit member shall be granted three (3) days leave without loss or compensation of sick time for the death of an immediate family member. Additional time beyond the three (3) day limit will be deducted from personal leave. Immediate family shall include: spouse, child, mother, father, brother, sister, mother-in-law, father-in-law, daughter-in-law, son-in-law, grandchild, grandparent, sister-in-law or brother-in-law.
4. After total sick leave has been used, 1/200th of the unit member's salary shall be deducted for each day absent.
5. The District will pay an employee injured on the job the difference between the salary payments awarded by the Workers' Compensation Board and the regular pay of the employee with deductions from sick leave on a percentage basis.
6. Personal leave shall be requested and given in advance, except in an emergency.
7. The Board is not limited by this policy and may, at its discretion, where it feels it is in the best interest of the District, grant leave in excess of Article VIII, B.

Section C - Sick Leave Bank

1. A sick leave bank shall be established by deducting one (1) accumulated annual paid leave day from each member of the bargaining unit and placing such days in a pool which shall be available to members of the unit who have exhausted their annual leave allowance.
2. Whenever the pool is depleted to twenty-five (25) days, the District will again deduct one (1) accumulated annual paid leave day from each member of the bargaining unit and place such days into the pool. Members may also voluntarily contribute accumulated annual paid leave days to the pool. The total number of such days deducted and/or contributed may not exceed two (2) per unit member per year.
3. Any unit member may apply to the sick leave bank committee and request additional sick leave from the bank after such member's accumulated leave time has been exhausted and ten (10) working days without pay have passed. Unit members may draw a maximum of eighty (80) days per school year, and a maximum of one hundred twenty (120) days every three (3) school years from the sick bank, provided that sufficient days are available in the bank.
4. The sick leave bank is available to unit members for personal illness only. All requests for use of the sick leave bank must be in writing and addressed to the superintendent with a copy to the Association president.
5. The Superintendent and the Association president will meet to consider each request. All decisions must be unanimous. Such consent may not unreasonably be withheld by either party.
6. The individual receiving said days from the bank must prepare an acceptable plan for repayment of all days to the bank when and if they return to active service in the District. The above committee will be the final judge of what is an acceptable plan.

Section D - Other Leaves

1. Extended Leave of Absence

Any unit member whose personal illness extends beyond the period compensated will be granted a leave of absence, without pay, for such time as is necessary for complete recovery. Such period shall be no longer than two (2) years, except as permitted by the Board. Upon return, a unit member will continue all benefits as if no interruption occurred and shall, if possible, be assigned to the same position.

2. Child-rearing Leave

A child rearing leave of up to two (2) years shall be granted upon written application to the Board submitted by the unit member sixty (60) days prior to the beginning of such leave. The unit member shall have the option to cancel a child-rearing leave no later than thirty (30) days subsequent to the termination of pregnancy provided that such return shall be no earlier than fifteen (15) school days following such notice. During exercise of a child-rearing leave, no gainful employment outside of the home will be pursued during the school day. If both parents are employed in the unit, only one (1) may exercise the leave provisions at any given time. Such leave must terminate at the end of a school semester. Upon return, the unit member shall continue all benefits as if no interruption occurred and shall, if possible, be assigned to the same position.

3. A unit member returning from an unpaid leave, as stated in paragraphs 1 or 2 above, will move to a higher salary pursuant to the contract in relation to his/her experience if the affected unit member has completed ninety (90) or more days of paid service in the school year during which the unpaid leave occurred. No salary credit will be received for a school year in which the unit member has completed less than ninety (90) days of paid service. But in no event shall a returning teacher be paid a salary below that paid to the lowest salaried full-time teacher with the same number of years of credited service.
4. The Board is not limited by this policy and may, in its discretion, where it feels it is in the best interest of the District, grant leave in excess of this section.

5. Service Leave

A leave of absence, without pay, for up to two (2) years, may be granted at the discretion of the Board to teachers who join the Peace Corps, VISTA, Teacher Corps, as exchange teachers, and are full-time participants in any of such programs, and who have completed three (3) years with the District. Upon return, the teacher shall receive the salary he/she would have achieved if he/she had remained in the District.

6. Sabbatical Leave

a) Effective July 1, 1991, a sabbatical leave may be granted to no more than one (1) full-time teacher on alternating years beginning with the 1992-1993 school year.

- i) A sabbatical leave shall be only for the purposes of full-time study or other educational purposes. For the purposes of this section, full-time study shall be defined as twelve (12) or more college credits per semester at an accredited university or college.
- ii) During this sabbatical leave, the teacher shall move on the salary schedule and shall accrue seniority.
- iii) A teacher on sabbatical leave shall be considered a continuous employee of the District in terms of employee benefits.
- iv) Upon approval by the Board for a sabbatical leave, the teacher will acknowledge a contract obligating him/her to return to the faculty of the District for two (2) years or refund the sabbatical leave pay with benefits on a pro-rated basis.
- v) Earned graduate hours may be used for salary increments.
- vi) For the purposes of a sabbatical leave:
 - A) A teacher may apply for one (1) full academic year and will be paid at one-half (1/2) the salary he/she would have received during the period of such a leave or.

- B) A teacher may apply for one-half (1/2) academic year leave and will be paid the full salary he/she would have received during the period of such a leave.
- b) In order to be eligible for a sabbatical leave, the following procedures and guidelines must be adhered to:
- i) Eligibility - to be eligible for a sabbatical leave, a full-time teacher must:
 - A) Submit an application to the Superintendent, on the application provided by the superintendent's office, no later than February 1st, of the school year prior to such leave; and
 - B) Such notice shall state the objectives and purpose of the sabbatical leave; and
 - C) The length of the leave request; and
 - D) The teacher must hold a permanent certification in their current teaching assignment and they must have been employed by the District for seven (7) continuous full-time years; and
 - E) Have not taken a sabbatical leave in this District for seven (7) years.
 - ii) If more than one (1) teacher applies for sabbatical leave, the Board shall make the final determination.
 - iii) The sabbatical leave must relate to the educational goals of the District as determined by the Board and study cannot occur in an irrelevant or unrelated academic or certification area unless approved by the Board.
 - iv) The teachers will be informed of the action taken on their application not later than April 1st, of the school year prior to such leave.
 - v) The teacher granted such leave will notify the Superintendent in writing of his/her acceptance not later than April 15th of the school year prior to such leave.
 - vi) A teacher, who for unforeseen reasons, finds it impossible to utilize a granted sabbatical, must notify the Superintendent of the need to cancel his/her sabbatical leave by July 1st, of the year of the sabbatical leave.

Section E - Court Appearances

A temporary leave of absence, with full pay, shall be granted for attendance required in court, by subpoena, as a non-party disinterested witness (no personal interest in the action or proceeding). This time shall not be charged against the unit member's sick leave or personal leave. The unit member shall report for assigned duties when his/her presence is not required in court.

Section F - Attendance at Professional Conferences

The Board agrees to provide, upon application, the necessary funds within budgetary guidelines for unit members who desire to attend selected professional conferences. Application for a conference will be made at least one (1) month prior to the conference date. Travel, meals, lodging and registration fees shall be deemed appropriate expenses of the Board, as well as the cost of the substitute needed to relieve the participant. A unit member attending such a conference shall be granted sufficient leave time to attend without loss of compensation or benefits. Conference privileges should be granted in rotation amongst the areas of instruction. A written detailed report of the conference shall be given at the following regularly scheduled Board meeting.

Section G - Employee Assistance Program

The District will enroll all unit members into the Employee Assistance Program at no charge to the members.

ARTICLE IX - RETIREMENT BENEFIT

1. For all unit members with fifteen (15) or more years of service to the District, the following retirement benefit will apply. The employee's accumulated sick leave at the time of notification of intent to retire shall be reimbursed by the District using the following formula:

(number of accumulated sick days) x (forty percent (40%) of final regular salary/184)

2. At the election of the member this benefit shall either be added to the regular final year's salary before retirement or shall be held in escrow by the District for the purpose of defraying health insurance premiums for such plan under ARTICLE VIII as the member may select (should the member die prior to receiving the entire benefit, the unpaid balance shall be paid to the member's estate). The employee must indicate intention to retire by a formal, written, and signed letter of resignation no less than ninety (90) days prior to the effective date. This notification shall be waived for employees retiring for medical reasons upon the recommendation of a medical doctor. The Board reserves the right to adjust the salary paid to the employee during the final year to the extent necessitated by the use of accumulated sick leave during the final year of employment.
3. If the District participates in a retirement incentive offered by New York State and applicable to the Teachers Retirement System then the fifteen (15) year service requirement is waived for any unit member with ten (10) or more years of service to the District who participates in the aforementioned incentive program.

ARTICLE X - ASSOCIATION DAYS

The president of the Association, or his/her representative, shall be entitled to six (6) days each school year, with pay, for Association business.

ARTICLE XI - ASSOCIATION - MANAGEMENT LIAISON COMMITTEE

The Association president will assign two (2) Association members to work with the Superintendent in discussing and resolving anticipated or existing school problems and/or suggestions for change and improvement.

**ARTICLE XII - TEACHER ASSISTANT AND MICROCOMPUTER
TECHNICIAN**

1. TEACHER ASSISTANT

- a) All of the foregoing Articles are applicable to the position of Teacher Assistant except that:
 - i) Teacher Assistants will work under the general supervision of certified teachers and will be employed to supplement the duties of certified teachers.
 - ii) The workload and preparation provisions of ARTICLE IV and the sabbatical leave provision of ARTICLE VIII, Section D., 6. will not apply.

2. MICRO-COMPUTER TECHNICIAN

- a) All of the foregoing Articles are applicable to the position of Microcomputer Technician except that:
 - i) The workload and preparation provisions of ARTICLE IV and the sabbatical leave provision of ARTICLE VIII, Section D., 6. will not apply.
 - ii) The workyear for the Microcomputer Technician shall be one hundred eighty-four (184) days plus twenty (20) summer workdays.
- b) The Microcomputer Technician shall not be responsible for the instruction of students.

ARTICLE XIII - DURATION

All provisions of this contract will remain in effect from July 1, 2005, through June 30, 2010.

Adopted by the Board of Education

Date: 2/13/07

Robert S. Pulos

President, Belfast Teachers Association

Date: 3/22/07

Judy Mary

Superintendent, Belfast Central School District

Date 3/22/07

SALARY SCHEDULE

Step	2005-06 Base Salary	2006-2007 Base Salary	2007-2008 Base Salary	2008-2009 Base Salary	2009-2010 Base Salary
A	32,000	33,000	34,000	35,000	36,000
B	32,910	33,440	34,568	35,615	36,663
C	33,650	34,390	35,028	36,209	37,307
D	34,380	35,165	36,024	36,692	37,929
E	35,635	35,930	36,835	37,735	38,435
F	36,940	37,240	37,640	38,590	39,500
G	38,250	38,605	39,010	39,430	40,425
H	39,555	39,970	40,440	40,870	41,305
I	40,910	41,335	41,870	42,365	42,810
J	42,270	42,750	43,300	43,850	44,380
K	43,630	44,175	44,780	45,355	45,935
L	45,040	45,593	46,275	46,910	47,510
M	46,500	47,065	47,760	48,480	49,140
N	47,965	48,600	49,300	50,030	50,785
O	49,430	50,125	50,900	51,640	52,405
P	50,995	51,660	52,506	53,320	54,095
Q	52,565	53,290	54,114	55,000	55,855
R	54,130	54,930	55,820	56,685	57,610
S	55,700	56,565	57,540	58,470	59,380
T	57,790	58,210	59,250	60,275	61,250
U	60,000	60,400	60,975	62,065	63,140
V	62,200	62,700	63,270	63,870	65,015
W	65,000	65,000	65,700	66,275	66,905
X	67,925	67,925	68,100	68,820	69,425
Y		70,982	71,150	71,335	72,090
Z			74,353	74,530	74,725

For 2008-09 and 2009-10 school years, off-step teachers will receive a 4.75% increase.