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Southampton Ufsd And Southampton Teachers Assn

SOUTHAMPTON PUBLIC SCHOOLS

AGREEMENT

between the
Southampton
Teachers' Association
and the
Board of Education
Southampton
Union Free School District

Effective July 1, 2001
to
June 30, 2004

Southampton Public Schools
Southampton, New York

FEB 09 2004

PHILOSOPHY OF THE SOUTHAMPTON PUBLIC SCHOOLS

When charged with the education of a community, it is appropriate to make a statement of philosophy which befits human nature and which will impel all components of the system in educating the youth of a community and providing learning opportunity for its members. The Southampton Public School System is committed to cultivating and nurturing unselfish self-fulfillment.

In this pursuit, education is an essential means to securing an abundant life, a free mind in an ordered society, and happiness in the broadest sense. Furthermore, the development of cooperative skills and values is as vital as personal and academic autonomy.

The strength of this commitment is derived from the interactions of the community and the integrity of its members. Each must perform not because others are doing it, not because others would approve it, but because it is right.

We, therefore, believe that there is an equation between happiness and good, between good and education.

In order to nurture and cultivate unselfish self-fulfillment our district will strive to maintain an environment which will provide for the physical, social, academic, and ethical development of our members.

For the mind to function well it must be sustained by a healthy body. Members are taught desirable health practices and encouraged to develop physical and emotional stamina to meet the demands of life.

To function well in a society, individuals must be taught to develop cooperative skills and values which foster a sense of responsibility to the needs of others. This education, progressing from a community to a global sense of responsibility, will better prepare our students to meet the challenges of tomorrow.

The education system is dedicated to providing a body of knowledge and skills that encourages lifelong learning. This process will foster individual and cooperative learning through varied programs of study that fulfill the needs of its members. Individuals will be encouraged to derive satisfaction from and pride in their work and accomplishments. This education should insure the realization of individual potential in pursuit of unselfish self-fulfillment.

The physical, social, and academic objectives are means to the higher ethical objective of living well.

In order to live as well as possible, it is necessary for all the various purposes of the individual to fit into a coherent plan for living. Then the individual must determine why one way of pursuing goals is better than another.

The answers are found in the common nature of human beings. We have the same innate needs. Among these needs are health, stamina, pleasure, opportunity, freedom, knowledge, skill, friendship, love, self-esteem, and deserved honor. Most important, we need good habits and intellectual virtues which enable us to make good choices with ease.

All human beings have the same ethical obligation to fulfill their innate needs. We recognize that all human beings have the same rights because they ought to fulfill their needs and achieve happiness.

The Southampton Public School System is committed to an education which will provide its members with the means to discern how one ought to live well in pursuit of happiness through unselfish self-fulfillment.

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ARTICLE I - RECOGNITION

The Southampton Board of Education recognizes the Southampton Teachers' Association as the exclusive representative of all "teachers" employed by the Board, for the maximum period provided in section 208 of the Public Employees Fair Employment Act.

The term "teacher" for all purposes of this document includes all full-time tenured and probationary teachers, regular part-time teachers, librarians, guidance counselors, subject area coordinators and replacements, nurse teachers, registered nurses, teacher assistants, school psychologists, social workers, and long term substitutes.

Benefits for regular part-time teachers, registered nurses, and teacher assistants are those specifically referred as such.

ARTICLE II - DEFINITIONS

The Southampton Board of Education and the Southampton Teachers' Association agree to the use of abbreviated titles in this agreement. Those titles which will be abbreviated and in constant use throughout this agreement are:

The Board - The Board of Education of the Southampton Union Free School District

The Association - The Southampton Teachers' Association

The Superintendent - The Superintendent of Southampton Public Schools

ARTICLE III - PREAMBLE

The parties hereto recognize that they are concerned with the basic educational policies and long range educational goals. The Association shall have the right to present its views and proposals on matters of school policy. The parties understand and agree that there are no past practices that are not included in this Agreement.



ARTICLE IV - DURATION

This Agreement covers the period commencing July 1, 2001 and ending June 30, 2004.

ARTICLE V - TEACHER EMPLOYMENT

A. Qualified Southampton school staff members who apply, shall be given first consideration of employment in such areas of public involvement which may be entered into by the School District and which involve the employment of teaching personnel such as Continuing Education, tutoring, summer instructional programs, experimental programs, and federally funded programs.

B. All newly hired teachers will be hired on their educational preparation column, but not necessarily on step. Credit will be granted for verifiable, full year, equivalent experience.

C. Excessed teachers who are rehired to a full-time position shall be placed on the step on the salary schedule that was in place at the time they were excessed unless they were excessed after February 1 and prior to June 30, in which case they shall be placed on the next step.

D. Should a tenured teacher be released except for cause, as explained in Education Law, said teacher will have the right to claim on a similar position in his/her tenure area, where a present teacher has less longevity. This claim shall only be valid at the time the teacher is being released. A tenured teacher being replaced by one with greater seniority shall be placed on the substitute list, if he/she desires. The Board shall offer to rehire any excessed or replaced teacher as soon as an opening occurs in his/her tenure area, for the period provided in the Education Law.

E. If there is a resolution by the Board during the term of this contract to consolidate school buildings in this District by entirely closing a school, then the total number of full time faculty positions for the remaining term of this contract shall not be less than the number of those then employed plus the number of positions excessed in the year before plus one day, if any.

ARTICLE VI - TEACHER ASSIGNMENT, TRANSFER AND PROMOTION

A. New Positions

A continuing committee of administrators and teachers shall consider the need for the establishment of new teaching positions, and present their conclusions to the Board.

B. Notice of an Application for Staff Vacancies

The District shall notify all teachers in writing prior to the public solicitation for both teaching and administrative staff vacancies. Hiring preference will be given to the Southampton School staff personnel only for teaching positions where qualifications are similar and application has been made.

C. Area of Reassignment

In the reassignment of a teacher who has been in the District one or more years, the option of grade level and subject matter shall be decided between the teacher and the administration based on the best interests of the students and the District. If agreement can not be reached at this stage, appeal may be made to the Superintendent and/or the Board. No reassignment shall take place during the school year unless agreed to by both the teacher and the administration.

D. Request for Transfer

Requests for transfer within the District by professional staff shall be submitted to the Superintendent by February 1 for the school year following.

E. Schedule of Teachers Required to Travel Between Buildings

When a teacher is assigned to more than one building, he/she shall be required to visit each building no more than once a day, exclusive of meetings. These teachers shall be assigned no more than five (5) teaching periods each day and shall be given preparation time in each building. Any deviation from this policy must be agreed to by the teacher and the Administration. The teacher will be subject then, to dismissal in the building of his/her final assignment.

ARTICLE VII - TEACHER EVALUATION AND RECORDS

A. All evaluation of the work performance of a teacher, whether classroom or extra curricular, will be conducted in the school environment with the full knowledge of that teacher, except under extraordinary circumstances.

B. A copy of the evaluation report shall be given to the teacher as early as possible before a conference to discuss the observation and evaluation. No report shall be submitted to Central Administration, placed in the teacher's file, or otherwise acted upon without prior conference with the teacher. The evaluation instrument attached as Exhibit A and other procedural aspects of the District's evaluation system shall continue to be reviewed by a committee of teachers, a teacher assistant, and administrators, which shall mutually develop a new evaluation instrument and/or modifications of the current evaluation procedure, to be implemented in the 2002-03 school year.

C. The teacher must sign all evaluations and reports. The signature will serve only to indicate that the report has been read and does not indicate agreement with, nor approval of, the report. An opportunity shall also be given to the teacher to add his/her comments to the report prior to the filing of the report. These comments must be in writing and submitted within three school days of the conference with the principal.

D. A probationary teacher shall be informed of the final action of the District on the granting or denial of tenure in accordance with the requirements of applicable law.

E. No tenured teacher will be disciplined, reprimanded, dismissed, reduced in rank, removed from any activity, reduced in compensation, denied any privilege or deprived of any professional advantage without the reason being substantial in nature. If the District determines to proceed against a particular teacher pursuant to Section 3020-a of the New York State Education Law, it shall notify the teacher in writing of his/her option to have the matter heard in accordance with the provisions of this Section E and ARTICLE VIII of this agreement. Within five days of the District's notice, the teacher shall advise the District in writing of his/her election to proceed pursuant to this Section E and ARTICLE VIII or Section 3020-a. Election to proceed pursuant to this Section E and ARTICLE VIII shall constitute a waiver of the right to proceed pursuant to Section 3020-a. If the teacher fails to respond to the District's notice within the time limit set forth herein, the District shall proceed pursuant to Section 3020-a, and the teacher shall be deemed to have waived the right to proceed pursuant to this Section E and ARTICLE VIII. If the teacher elects to proceed pursuant to this Section E and ARTICLE VIII, no discharge or reduction in compensation or

rank shall be imposed by the District unless and until it is so determined by the arbitrator selected in accordance with the provisions of ARTICLE VIII.

F. Each teacher shall be given the right to have valid professional reports or notices of Special Achievement placed in his/her personal file upon mutual agreement with the Superintendent.

G. Teachers have the right, upon request, to review the contents of their personal files and to make copies at their own expense of any document, except recommendations and confidential transcripts. No documents shall be removed from the district office except copies as indicated above.

ARTICLE VIII - GRIEVANCE PROCEDURE

A. A grievance is a claim by a teacher, or the Association pursuant to ARTICLE VIII, Section.F, based upon an event or condition which affects the meaning or application of any of the provisions of this agreement.

B. Nothing herein contained will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the Administration, and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this agreement.

C. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. In moving from level to level, the teacher must institute the next step within five school days. The time limit specified may, however, be extended by mutual agreement in writing.

1. LEVEL ONE A. A teacher with a grievance will first discuss it directly with the principal within five (5) school days of the date of the grievance with the objective of resolving the matter informally. The teacher may have an Association representative present if he/she wishes.

LEVEL ONE B. If the aggrieved person is not satisfied with the disposition of his/her grievance, or has received no decision within five (5) school days of the discussion with the principal, he/she shall submit his/her grievance in specific terms, in

writing, to the principal. The principal shall respond in writing within five (5) school days after receipt of the written grievance.

2. LEVEL TWO. If the aggrieved person is not satisfied with the disposition of his/her grievance at level one or if no decision has been rendered within five (5) school days after he/she has submitted the written grievance to the principal, the grievance may be filed in writing with the Superintendent. Within five (5) school days after receiving the written grievance, the Superintendent will meet with the aggrieved person and a representative of the Association, if the teacher wishes, for the purpose of resolving the grievance.

3. LEVEL THREE. If the aggrieved person is not satisfied with the disposition of his/her grievance at level two, or if no decision has been rendered within five (5) school days after meeting with the Superintendent, the grievance may be filed in writing with the Board. Within five (5) school days, or by the next scheduled Board meeting, after receiving the written grievance, the Board will meet with the aggrieved person and a representative of the Association, if the teacher wishes, for the purpose of resolving the grievance.

4. LEVEL FOUR. If the aggrieved person is not satisfied with the disposition of his/her grievance at level three or if no decision has been rendered within five (5) school days after first meeting with the Board, he/she may submit the grievance to arbitration with the approval of the Association.

Within five (5) school days after such request for arbitration the parties in interest shall request an arbitrator of the American Arbitration Association in keeping with the rules of their Voluntary Labor Panels.

The arbitrator shall hear the case promptly and issue a decision not later than ten (10) school days, if possible, from the date of his/her arrival. This decision will be binding on both parties.

The arbitrator shall have no power or authority to make any decision which is in violation of law or which is in violation of this agreement.

D. No reprisals of any kind will be taken by the Board or by any member of the Administration against any party in interest, any member of the Association or any other participant in the grievance procedure by reason of such participation.

E. All documents, communications, and records dealing with the processing of a grievance will be filed separately from the personal files of the employees.

F. The Association may bring a grievance, provided that it do so in writing with the endorsement of its Executive Board. At level three the Board shall have one month to meet with the Association and dispose of the grievance.

ARTICLE IX - TEACHER PROTECTION

A. Charges Against Teachers

1. Whenever a person brings a charge(s) against a teacher, whatever the nature of the charge(s), the teacher must be immediately informed through an individual meeting with his/her principal.

2. If deemed necessary by the principal and teacher, subsequent meetings should be among the person and the teacher and the principal. If the charge(s) is resolved at this level no record shall be filed. If unresolved, a statement of the charge(s) shall be written and signed by the person and submitted to the principal. An Association representative may be present at any of these meetings at the teacher's request.

3. Upon request and to the extent required by applicable Education Law, the Board shall make legal counsel available for the teacher involved, who will supply sound advice on what rights and protection the law guarantees all parties in the case.

4. If the Board is to hear such a case, a representative of the Associations' Professional Practices Committee shall be present.

B. Complaints Against Teachers

1. Whenever a parent or guardian brings an informal complaint against a teacher by telephone, the principal shall notify the teacher of such complaint.

2. The complaint shall be time stamped and shall be kept in a special file in the principal's office for perusal by the teacher.

3. If it is deemed necessary by the teacher and principal to have meetings of any kind concerning this complaint, all such meetings shall proceed as set forth in Section A items 2, 3, and 4.

4. Whenever a student brings a complaint against a teacher, such complaint shall only be received by the principal or assistant principal.

5. The principal or assistant principal shall hear such complaint and notify the teacher as to the nature of the complaint and his/her disposition of that complaint.

6. If further meetings are to be held concerning this complaint, they shall be held only in accordance with the above procedures.

7. The student may be required to have his/her parent or guardian in attendance at such meetings.

C. Assault Against Teachers

1. Teachers will report in writing as soon as possible all cases of assault suffered by them in connection with their employment to the principal.

2. This report will be forwarded by the principal to the Superintendent. He/she shall request compliance by the Board to any reasonable request from the teacher for information in the Board's possession relating to the incident or the persons involved. The Board will act as required by law.

D. Financial Losses

The Board agrees to save harmless teachers from any financial loss including school board attorney fees but excluding costs for other attorneys or legal counsel used by the teacher, arising out of any claim, demand, suit, criminal prosecution, or judgment, by reason of any act or omission to act by such teacher within or without the school building provided such teacher at the time of the act or omission complained of was acting within the scope of his or her employment or under the direction of the Board and was not guilty of negligence or willful misconduct.

ARTICLE X - DISCIPLINE

A. On or before the first day of school, each teacher shall have in his/her possession or within easy access all reports on pupils in his/her class. Names of new students to the school will be added immediately; as soon as their transfer is processed, complete report will be added to their files.

B. 1. A child who seriously threatens or engages in physical violence to himself/herself, his/her fellow students, or a teacher, shall be made to report to the principal or other designated supervisor. Such pupil shall not be returned to the classroom without consultation between the Administration and the teacher. Pupils who so seriously disrupt the classroom work as to impede effective instruction must be reported by the teacher to the principal. Such reports shall be in writing and shall contain substantiating data on the behavior of the child.

2. Upon receiving a report of violent or disruptive behavior, the principal shall make a suitable investigation and shall within two (2) school days, when possible, initiate a course of action that will best serve the needs of the school and the child. Such course of action shall involve the parent or guardian when possible, the teacher, the Administration and other appropriate personnel and, if necessary, the Board.

3. No final decision on placement or care of the child shall be arrived at without such participation. A written copy of the disposition of the case shall be placed in the student's file. If it is decided that the child shall not be returned to a regular classroom, education law procedures shall be followed.

ARTICLE XI - PERSONAL INJURY BENEFITS

A. Whenever a teacher is absent from his/her employment and is unable to perform his/her duties as a result of a personal injury caused by an accident or assault occurring in the course of his/her employment, and not as a result of his/her negligence, and receives workers' compensation for such absence, he/she will be paid full salary during his/her absence from his/her employment up to a period of two years. However, in the event of a permanent disability salary shall cease where final determination of disability shall have been made. No part of such absence will be charged to his/her annual or accumulated sick leave. By reason of the foregoing any employee who receives a compensation check for lost time shall endorse said check over to the Southampton Union Free School District. A longer period of time may be granted at the Board's discretion.

B. The Board shall reimburse teachers for costs of replacing or repairing dentures, eyeglasses, hearing aids, clothing, or other personal property not covered by workers' compensation or other insurance provided by the Board, which are damaged, destroyed or lost as a result of an injury sustained in the discharge of his/her duties within the scope of his/her employment, providing he/she is not negligent.

C. The Superintendent may direct any unit member to submit to a medical examination in order to determine his/her physical or mental capacity to perform his/her duties if a question as to the validity of the test results would be created by a delay of more than 24 hours between the time of the directive and the time the test(s) are given, so long as all other requirements of Education Law § 913 are met.

ARTICLE XII - INSTRUCTIONAL RESPONSIBILITIES AND SPECIAL SERVICES

A. School Year

1. The general school calendar year will be no more than one hundred eighty-four (184) days (181 teaching days, three emergency days). The Liaison Committee will be responsible for the development of the school calendar. Recommendations of the Liaison Committee shall be brought by the Superintendent for recommendation to the Board for their consideration. If fewer than three school days are designated as emergency days by the Superintendent, those days shall be scheduled by the Superintendent as days of instruction in consultation with the Association.

2. The school year for teaching personnel shall begin one (1) day before scheduled classes begin and end when teacher responsibilities have been fulfilled.

3. New hires shall work three orientation days in their first summer prior to the beginning of the school year. The general staff meeting will be held after Labor Day each year. In addition, all probationary teachers shall work two more days than the number of days required to be worked by tenured teachers, which shall be used for professional development, commencing with the 2002-03 school year. In addition, all probationary teachers shall work two more days than the number of days required to be worked by tenured teachers, which shall be used for professional development, commencing with the 2002-03 school year. It is understood and agreed that these two professional development days for probationary teachers shall be in addition to the three orientation days for new hires.

B. School Day

The total length of required staff attendance shall not exceed seven (7) hours inclusive of lunchtime during the 2001-02 school year, and seven hours and fifteen minutes commencing with the 2002-03 school year and thereafter. Meetings, clubs, bus duty, extra help classes, detention and parent conferences may exceed this time restriction if the activity began within the aforementioned time schedule. It is expected that all of these meetings will be concluded within the time limit, but if not, the teacher may continue the activity past the time deadline if necessary.

C. Lunch Periods

The lunch period for teachers shall not be less than a minimum of thirty (30) minutes, which are unrestricted, unregulated and duty free. Commencing with the 2002-03 school year, elementary teachers shall be provided with a minimum of a 35 minute lunch period as so defined.

D. Meetings

There shall be no more than one general faculty meeting per month in each building, and there shall be no more than one departmental meeting per month in each building, if needed. These meetings shall take place on Mondays. Emergency meetings shall be called at the discretion of the principal or Superintendent after consultation with the appropriate Association representative. All these meetings will be scheduled after the work day and shall not exceed one (1) hour in length unless agreed to by a majority vote of those present.

E. Extra Help, Plans and Professional Standards

1. It is agreed that each teacher will be available in his or her classroom to provide extra help to his or her students each day as established by the teacher and the principal.

2. Teachers shall maintain professional standards in preparing tests, lesson plans, and other classroom work. Lesson plans shall be prepared and submitted according to the administrative policies in each building. Committees of teachers shall meet with the principal for possible revisions of current policy as necessary.

3. Personal and professional growth and school participation are integral responsibilities of each staff member. To that end, each teacher shall engage in school participation activities each year of this contract equivalent to one work day inclusive of lunch. Such activities shall include but not be limited to: attendance at a school activity such as a play, sports event, concert, graduation, arts festival, overnight field trip or, with the prior approval of the teacher's principal, some equivalent activity. Each teacher shall submit to his/her principal a description of activities engaged in to meet this obligation on or before April 30 of each school year

F. Preparation Time

1. Elementary teachers will have in addition to their daily lunch periods, at least 5 preparation periods per week, each to be the equivalent of 30 minutes duration. The principal whenever possible will try to schedule one (1) for each day.

2. All other teachers will have at least five (5) preparation periods per week, each one equal in duration to one (1) teaching period. The principal will schedule so that these preparation periods will be assigned one (1) each day. These will be in addition to daily lunch periods.

G. Teaching Periods in Secondary School

Intermediate or High School teachers will be assigned no more than six (6) periods each day. No more than five (5) of these shall be teaching periods unless the teacher agrees to it. No teacher will teach more than four (4) consecutive periods in one school day.

H. Split or Double Sessions

There will be no loss of teaching positions if split or double sessions must occur.

I. Maximum Class Size

No class in the District will exceed a maximum of thirty students with the exception of physical education (45), typing (50), study halls (50), and band and chorus.

J. Reporting Unavailability

All teachers will be informed by the Building Principal, prior to school opening of telephone numbers which they will call, to report their unavailability to work.

K. School Closing

The established procedure for notification of school closing shall be maintained. The Administration will also authorize notification of the local radio stations to broadcast this information.

L. Substituting

When a substitute teacher cannot, or is not obtained for an absentee teacher, other teacher personnel from that building may act as a substitute. Each teacher shall have the option of volunteering for each class or time period requiring a substitute. If there are no volunteers then, and only then, will the previously prepared schedule devised on a rotating basis be employed to assign a teacher to cover a particular period as a substitute. The name of the teacher who volunteers will be removed from the schedule until the next rotation.

ARTICLE XIII - TEXTBOOKS AND SUPPLIES

A. Adequate Textbooks and Supplies

In each course where a basic text is used, the Board will provide a text for each student. The Board will provide supplementary materials, supplies and workbooks for each course offered as required by the nature of the course and the administration, so that teachers may fulfill their teaching responsibilities in an efficient and professional manner.

B. Teacher Participation in Textbook Selection

The Board or its representative will solicit the advice of teachers concerning the selection of textbooks, workbooks, and supplementary and review materials for the elementary, intermediate and secondary schools.

ARTICLE XIV - PLANT FACILITIES AND USE

Each school will have the following facilities if possible:

- A. Desk space and locked drawer space for every teacher in each building.

- B. Closet space for each teacher to store coats, overshoes, and personal items.
- C. Chalkboard and bulletin board in every classroom if requested.
- D. A work area for teachers in each building including a typewriter and ditto machine.
- E. A pay phone shall be installed in each building.
- F. Well lighted and clean teacher restrooms.
- G. A separate, clean, private dining area for the exclusive use of staff shall be provided when facilities are available.
- H. An adequate portion of the parking lot at each school reserved for teachers' parking when facilities are available.
- I. A record player will be provided for each primary classroom.
- J. Teachers shall report to the principal, in writing, of any hazardous conditions. Such conditions must be corrected within 48 hours if possible.
- K. Shelves shall be provided in every room if requested and if possible.
- L. The Association will have the right to use designated rooms, without cost, for meetings held after school upon completion of the "Use of Buildings and Grounds" form, and approval of such by the Business Administrator.
- M. The Association will be allowed to continue to use inter-school mail and mailboxes.

ARTICLE XV - GENERAL

- A. All meetings involving negotiations or grievance shall be held during unassigned times or after school.

B. The Association will be provided with four (4) copies of the school district personnel policy, by-laws, rules and regulations, and with four (4) copies of any changes thereto.

C. Copies of this agreement shall be reproduced by the Board and a copy given to each teacher no later than thirty (30) school days after the agreement has been executed by both parties. Additional copies will be provided to each new teacher as hired.

D. Teachers will be relieved from the following clerical functions when ample time is allowed for the clerical staff to perform these duties: stamping or labeling of books, duplicating, and collating materials.

ARTICLE XVI - TEACHER-ADMINISTRATION LIAISON COMMITTEE

A Liaison Committee will be established for the purpose of being a general committee that will review and discuss common educational problems.

A. The Committee shall consist of the Vice-President of the Board of Education, the Superintendent, and the President of the Association, who shall rotate the chair of the meetings amongst themselves in sequence; and two other members of the Board chosen by the Board's President, the principals of the various schools in the District, the Vice-President of the Association, and two Building Representatives from each school in the District.

B. The Committee will meet on request of anyone eligible to be chair. The chair for the meeting shall be responsible for the agenda thereof, and shall place on said agenda any matter he or she deems appropriate and any other matter requested by any person eligible to be chair.

ARTICLE XVII - PROFESSIONAL AND EDUCATIONAL DEVELOPMENT

A. Professional Development Responsibility

Personal and professional growth is an integral responsibility of each staff member. To that end, each teacher shall choose to participate in at least one of the following professional development activities at least once during each year of this Agreement: (1) complete a college level course; (2) complete a staff development course; (3) teach a staff development course; (4) complete a Summer Institute course; (5) complete a SCOPE course;



(6) participate in a professional conference/ workshop; or (7) participate in some equivalent professional development activity, with the prior approval of the teacher's principal.

B. Staff Development Committee

1. In accordance with the Board of Education Policy, there will be a Staff Development Committee. This committee has the responsibility for recommending and planning activities which emphasize the personal and professional growth and development of the faculty and staff of the District. The Staff Development Committee consists of the following members:

Director of Staff Development
Two teachers from each building
A Principal
The Superintendent or his/her designee

2. Teacher representatives will be appointed by the staff of their respective buildings for a term not to exceed three (3) years.

3. Teacher representatives will be paid according to the extra pay schedule.

4. The Board will appropriate monies for the purpose of personal and professional development activities as recommended by the Staff Development Committee.

5. The Board will provide suitable accommodations as may be available such as an office or headquarters for the committee's use.

6. The Staff Development Committee shall work with the Superintendent in evaluating courses taken by members of the professional staff for salary credit.

7. The Superintendent shall determine if in-service credits, outside those granted through in-district, district sponsored programs, may be approved for salary purposes.

C. Curriculum Review and Revision

1. The Board will provide for periodic review and revision of curriculum.
2. The Board will further provide for the publishing of any materials derived from such review and revision and all property rights and privileges shall be retained by the Board.
3. Any curricula review and revision may be undertaken either during the normal school year or in the months of July and August. The option of when shall be determined by the nature and projected time requirements, by the teachers and the administration. The administratively selected personnel shall be remunerated.
4. The Association must be advised prior to the end of the school year when possible, of any new courses to be added to the curriculum for the coming year.

D. Cooperating Teacher

1. The student teacher training program will be discussed and developed through the Liaison Committee.
2. Teachers shall have the right to accept or reject a student teacher. This shall not cause this teacher to be removed from future consideration.
3. Non-tenured teachers will not be considered for student teacher supervision.
4. No teacher shall be required to supervise more than one student teacher simultaneously.
5. When a student teacher becomes active in a "grade level" situation, all teachers may share in the supervision of the student teacher but only one teacher will be designated as "supervising teacher."

ARTICLE XVIII - LEAVES OF ABSENCE

A. Sick Leave

1. All teaching personnel shall be allowed ten (10) days sick leave per year, cumulative to two hundred (200) for personal and/or immediate family illness or injury, and for which no deduction in salary shall be made. Probationary teachers shall be allowed one (1) sick day for each month of teaching in the District, cumulative to thirty (30) days over the three year probationary period.

2. If none of the sick days are used by a tenured teacher in any one school year, five (5) sick days shall be added to the next year's total of ten (10) days. This would make a total of fifteen (15) days allowable that school year, plus the ten (10) that accumulated from the past year, or twenty-five (25) days accumulated. If only one (1) sick day is used in any one school year, four (4) sick days shall be added to the next year's total of ten (10) days. These totals may accumulate to two hundred (200) days for personal illness and injury. This method of accumulating days shall begin with the school year September 1971 to June 1972, as the first full year.

3. Medical proof for absences must be submitted if requested by the Superintendent or the Board.

4. Compassionate Leave.

a. On a case-by-case basis as approved by the Association after consultation with the Superintendent, a full-time member shall be permitted to contribute his/her unused sick leave days to another full-time member who has exhausted his/her accumulated leave time.

b. Eligibility for such compassionate leave shall be determined as follows:

(1) A "catastrophic illness" shall be defined as an illness of grave medical seriousness.

(2) A member must have completed at least three years of District service and must have demonstrated the ability to accumulate sick leave days on the average of no less than 40% per year.

(3) A member must be a full-time employee.

c. Compassionate leave shall be administered as follows:

(1) Contributions of sick leave time by a member shall be totally voluntary.

(2) Sick leave days shall be exchanged under this provision at the rate of one sick leave day contributed for one sick leave day received.

(3) Once a situation has been identified, the Association may notify all full-time members of the name and approximate number of days needed by the eligible member and the date when such contributions would be made.

(4) In the event that a member on compassionate leave exhausts the initial pool of contributed sick leave days, the Association may approve an additional call(s) for sick day contributions after consulting with the Superintendent. Subsequent compassionate leave pools shall be governed by the same procedures as the initial pool.

(5) When a particular case has been approved, the Association will then set up a "pool" of contributed sick leave days to be used solely by the member to whom they were donated. The member will be notified of the total number of sick days made available to him/her under this provision. The Association will make very attempt to charge contributed time equally among contributors. For example, no one faculty member will be charged two days of his/her contributed time before all contributors are charged one day.

(6) Records of such sick leave day contributions and disbursal shall be considered confidential. The Association and the District shall maintain the record.

(7) A member who receives contributions pursuant to this provision shall not receive salary in excess of what s/he would have received as base salary had s/he not been on catastrophic sick leave. Such member shall not be permitted to use contributed time after s/he returns to work from the catastrophic sick leave or for his/her personal advantage other than as provided herein.

B. Personal Leave

1. Personal leave will be invested in the professional integrity of the applicant. Leave should be requested for important business which can be transacted only when school is in session. All requests for leave shall be in writing and submitted directly to the principal. The reason shall be stated at the discretion of the applicant.

2. The applicant shall submit his/her request at least one week in advance of said leave. Emergencies will be recognized as such and immediate leave will be granted upon notification of the principal.

3. When an applicant is known to be leaving the school system, he or she will proceed under a modified policy as established by the Superintendent. In such cases, all requests for personal leave must state the purpose and the Superintendent shall have the power to grant or deny such request.

4. The Association shall maintain a cooperative attitude with the Board and the Administration on this policy. All instances of misuse and/or abuse will become the concern of the Association. If there is a known abuse or misuse of this policy, the Association will take the matter under consideration for a determination opinion which shall be rendered to the Superintendent. A letter will also be sent by the Association to the individual concerned.

5. Personal leave requests for days prior to, or immediately following, a holiday must have the approval of the Superintendent, or the teacher may be docked.

6. It is agreed by the Board, the Administration and the faculty that this policy will be exercised by professional people in a professional manner.

C. Leaves of Absence Without Pay

Leaves of absence for other reasons shall be in accordance with District established policy.

D. Child Care Leave

Teachers who wish a child care leave for the care of a newborn or adopted child may apply for a child care leave. Requests for such leave must be submitted at least ninety (90) days prior to the requested date of leave commencement. Leaves are subject to Board

approval and are for a term not to exceed a total of ten (10) months. All leaves will be without pay and must be for the care of a newborn infant or adopted child under five (5) years of age or a handicapped or hard to place child, as defined in applicable law, under eighteen (18) years of age. Child care leaves must terminate at the end of the school year. Leaves, if granted, shall be without pay or any other benefits except for hospital and major medical. Upon return, a teacher will be returned to the step on the salary schedule as was in place at the time the leaves were granted unless the leave commenced after February 1 and prior to June 30.

E. Sabbatical Leaves

1. Upon recommendation of the Superintendent, the Board may grant half-year sabbaticals to tenured teachers who have completed at least seven (7) continuous years of service in the District.

2. The following conditions will be observed:

a. A maximum of one (1) half-year sabbatical may be allowed each year of this agreement.

b. Teachers will be paid on a pro-rated basis at BA Step 1 during the period of the sabbatical.

c. Sabbatical leaves shall be used for the purpose of enhancing the academic and instructional goals and objectives of the school district.

d. Applications must be filed with the Superintendent prior to January 31 of the preceding school year. Notice of approval or denial will be given to the applicant by March 1.

e. Any teacher granted a sabbatical who violates the terms of the agreement will cease to be paid by the Board.

f. Any teacher who is granted a sabbatical is required to return to the District to teach for two full years or, if he/she does not return he/she is to repay the salary paid to him/her during the sabbatical leave term.

g. The terms and conditions contained in the application for the sabbatical leave will reflect the above conditions only.

h. The sabbatical leave provisions of this agreement shall be experimental and as such shall expire on the last day of this agreement.

ARTICLE XIX - SALARY

A. Notice of salary shall be received by each teacher as soon as possible after ratification of salary agreement by the Association and the Board. A separate assignment notice from the principal shall be sent to all teachers and shall include the grade levels and, for the secondary teacher, the course titles assigned by June 1st, when possible. This notification shall not be construed as a guarantee of the given assignment.

B. 1. Salary schedules for 2001-02, 2002-03 and 2003-04 shall be attached. Earned increments shall be paid each year according to the attached schedules. Effective July 1, 2001, the 2000-01 Salary Guides for Teachers, Nurses and Teacher Assistants shall be changed to provide Salary Guides for 2001-02, which shall be computed by increasing the value of each step on the 2000-01 Guides by two and one-half (2 ½%) percent. Effective July 1, 2002, the 2001-02 Salary Guides for Teachers, Nurses and Teacher Assistants shall be changed to provide Salary Guides for 2002-03, which shall be computed by increasing the value of each step on the 2001-02 Guides by three and one-quarter (3 ¼ %) percent. Effective July 1, 2003, the 2002-03 Salary Guides for Teachers, Nurses and Teacher Assistants shall be changed to provide Salary Guides for 2003-04, which shall be computed by increasing the value of each step on the 2002-03 Guides by three and one-quarter (3 ¼ %) percent.

2. In addition, the Salary Guide compensation of each unit member as of July 1, 2001 shall be multiplied by one (1%) percent. The result shall be paid to each such unit member in a lump sum upon his or her separation from service with the District as deferred wages. (By example only, a unit member whose Salary Guide compensation as of June 30, 1993 was \$68,550 at MA+30 would be paid \$685.50 upon separation from service with the District.) Such funds, and the interest that may be earned on them, shall inure to the benefit of the District during the deferral period to offset its costs of providing health and dental insurance coverage to bargaining unit members.

3. Further, the Salary Guide compensation of each unit member as of July 1, 2002 and July 1, 2003, respectively, shall be multiplied by three quarters of one (3/4 %) percent, and the result shall be paid to each such employee and used by the District in the manner described in subsection (2) above.

C. The district shall pay an annual stipend of \$1,400 for those who have achieved MA 60 and an annual stipend of \$750 for those who have achieved MA 75.

D. Horizontal Salary Schedule Advancement

1. The following policy shall apply to teachers newly employed after July 1, 1973:

a. All graduate credits received after the calendar date of the B.A. degree shall be allowed for salary increase according to the established schedule if they are part of a degree program or for state certification.

b. Those graduate credits received after the calendar date of the M.A. degree will be allowed if they could be applied to an additional degree program.

2. The current policy shall continue to apply to staff members employed before July 1, 1973. All graduate credits taken prior to, concurrent with but not part of, or after the Master's degree, shall be counted as Masters' plus credits.

3. At least six of any fifteen credits shall be earned from an accredited, degree-granting institution for horizontal salary schedule advancement.

E. The coordinators will receive in addition to their regular salary, an amount equal to the amount specified on the extra pay schedule.

ARTICLE XX - FRINGE BENEFITS

A. The District shall allocate sufficient and adequate funds in the annual budget for attendance at the conventions, meetings and workshops related to professional development. In cases where a faculty member has been turned down in his request, he/she may appeal that decision to a committee consisting of two teachers from his building, the Superintendent and a Board member. The person who turned down the request shall not be a member of the committee. Another administrator shall be appointed by the Superintendent in

his/her stead. In cases where no decision can be rendered through this committee, the Superintendent shall make the final decision.

B. The District shall pay 100% of the premiums for Health and Dental insurance under GHDI, Plan M-1 for all unit members employed on or before September 4, 2001, and 90% of such premiums for all unit members employed thereafter. The parties understand and agree that teaching assistants employed prior to the date of ratification, albeit on an annual basis shall not be affected by this change provided they remain continuously employed by the District.

C. Effective July 1, 1988, a 75% R&C Dental Plan paid for by the District will become effective.

D. Members of the unit who withdraw from the District's health insurance plan during the life of the agreement shall receive \$3,000.00, if they were covered by the family plan and \$1,300.00, if they were receiving individual coverage provided they remain uncovered under such plan for a period of twelve (12) consecutive months. Such payments shall be made at the end of the 12 month period. Nothing contained herein shall preclude a member from re-entering the plan within the 12 month period; provided, however, that in the case of a member who re-enters within the 12 month period, no payment shall be made.

E. The dues deduction and payroll savings deduction will remain in effect for the life of this agreement. The Board will honor a request for additional payroll deductions by at least 25% of the bargaining unit participating. The number of new categories will be limited to a total of two.

F. 1. Each teacher will pay to the collective bargaining agent each month a service charge toward the administration of this agreement and the representation of such employee; provided however, that each teacher will have available to him/her membership in the Association on the same terms and conditions as are available to every other member of the union. The service charge shall be an amount equal to the collective bargaining agent's regular and usual initiation fee, if any, and monthly dues for each month thereafter in an amount equal to the regular and usual monthly dues. The Board will deduct such fee in the same manner the membership dues are deducted.

2. The Southampton Teachers' Association Local shall supply the Board with a list of names of nonmembers at least fifteen (15) days prior to the deduction of any agency fee.

3. An appeals procedure has been developed and is on file and available on request.

G. Unit members resigning from the District for any reason other than settlement of disciplinary charges, who have fifteen or more years of service with the District, who have accumulated at least 100 unused sick leave days, and who provide notice of their irrevocable intention to resign no later than March 30 of the school year in which they intend to retire, shall be eligible for a lump sum payment of accumulated sick leave as of the effective date of their resignation, up to a maximum of one hundred and eight-four days, which shall be based upon 1/200th of their annual base salary as of their last day of service with the District.

H. In the event federal legislation is enacted governing health care, which results in increased premiums for the District, the District shall have the option of reopening negotiations related to health insurance. In the event such legislation has an adverse financial impact upon unit members with regard to their health insurance costs, then the Association shall have the option of reopening negotiations related to health insurance.

ARTICLE XXI - NURSES

A. Salary

1. Nurses will be paid according to the attached salary schedule reflective of their years of service in the District.

2. In the event a nurse performs emergency duty during his/her own time during the school day, he/she shall be given compensatory time therefor, at a time to be mutually agreed upon with the principal.

3. The hours of employment and the school year shall be the same as the school day and school year for teachers.

4. Overtime shall be compensated for at the same percentage provided herein against teacher overtime pay (90%). The nurse with the greatest seniority shall receive an additional five hundred dollars per annum for which he/she shall act as a liaison between the Administration and the nursing staff.

B. Benefits

The nurses shall receive the same medical, dental and sick leave benefits provided for the teachers. Personal leave shall be at the discretion of the principal.

C. Dismissal

Nurses shall not be dismissed except for cause. Dismissal pursuant to excessing or a consolidation of school facilities, if any, shall be in reverse order of seniority.

D. Grievance

The nurses shall have the same grievance procedure as the teachers with the exception of binding arbitration.

ARTICLE XXII - TEACHER ASSISTANTS

A. Salary

1. Teacher assistants will be paid according to the attached salary schedule reflective of their years of service in the District.
2. The hours of employment and the school year shall be the same as for teachers.

B. Benefits

1. Teacher Assistants will receive the same medical, dental and sick leave benefits as those provided to the teachers.
2. Personal leave shall be at the discretion of the Principal.

ARTICLE XXIII - PART TIME TEACHERS

A. Salary

Part time teachers will receive a salary reflective of the portion of their teaching assignment (one teaching period equals 1/6 of their proper step and educational preparation on the Salary Schedule).

B. Benefits

1. Part time teachers will receive benefits in proportion to their teaching assignments.
2. Part time teachers will be covered by all other applicable parts of this contract.

C. Grievance

Part-time teachers will be covered by the same grievance procedures as teachers.

ARTICLE XXIV - EXTRA PAY

A. 1. Faculty staff members engaged for the supervision of a Board approved sport, or other activity on the attached Schedule B in addition to or beyond their established normal teaching day (except as noted in ARTICLE XII.B) will receive remuneration for those additional responsibilities. Schedule B is to be considered all inclusive. However, new responsibilities may be added as necessary by this Board.

2. All extra pay schedules must be based on a full team schedule in League Section 11 or there will be no sports activity.

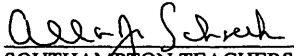
3. If any activity is canceled after its start for any reason, the appropriate fee will be prorated. No payment will be made if the activity does not successfully complete at least five sessions.


4. Teachers will be appointed to extra class positions for one year only. The option of succeeding years shall rest exclusively with the Administration, notwithstanding ARTICLE VII, Sections B and E of this agreement.

5. The District Coordinator of continuing/adult education shall recruit staff for such programs from the teaching staff where the program is related to a staff members expertise/interests in keeping with the current practice. Where positions are not filled as indicated then the District shall recruit from the community and elsewhere and shall establish rates of compensation.

ARTICLE XXV - PUBLIC EMPLOYEES FAIR EMPLOYMENT ACT


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.


SOUTHAMPTON TEACHERS
ASSOCIATION
President: Allan Schreck


SOUTHAMPTON BOARD OF
EDUCATION
President: Barbara J. Gubbins

DATED: 1/14/02

DATED: 1/15/02


SOUTHAMPTON SCHOOLS
Superintendent of Schools
Dr. Linda J. Bruno

DATED: 1/16/02

SOUTHAMPTON PUBLIC SCHOOLS
 Southampton, New York
 2001-2002
 SALARY GUIDES FOR TEACHERS

SCALE	1	2	3	4	5	6	7	7±	7++
STEP	BS	BS+15	BS+30	MA BS+45	MA+15	MA+30	MA+45	MA+60	MA+75
1	37,900	39,650	41,350	43,450	45,100	46,900	48,900		
2	39,650	41,350	43,200	45,500	47,150	49,000	51,000		
3	41,350	43,200	45,100	47,350	49,200	51,350	53,100		
4	43,200	44,800	46,900	49,550	51,350	53,400	55,200		
5	46,900	48,900	50,800	53,600	55,350	57,450	59,050	Everyone on this step	Everyone on this step
6	48,900	50,350	52,950	55,550	57,450	59,450	61,550	receives	receives
7	50,350	52,100	54,750	57,800	59,450	61,550	63,550	MA+45 Scale	MA+45 Scale
8	52,100	54,200	56,600	59,800	61,550	64,150	66,100	and Step	and Step
9	53,850	55,550	58,750	61,900	64,150	66,100	68,050	plus \$1400	plus \$2150
10	55,550	57,450	60,550	64,150	66,100	68,050	70,400	per year	per year
11	57,450	59,450	62,500	66,100	68,050	70,200	72,550		
12	57,450	61,100	64,300	68,050	70,200	72,550	74,400		
13	57,450	63,150	66,450	70,200	72,550	74,400	76,850		
14	57,450	64,800	68,050	72,550	74,400	76,650	78,850		
15	57,450	66,550	70,200	74,400	76,650	78,850	81,300		
16	59,050	68,150	71,900	76,350	78,500	80,750	83,150		
17	61,100	70,400	73,950	78,500	80,300	82,450	85,300		
18	64,300	73,400	76,850	81,300	83,400	85,650	87,700		



SOUTHAMPTON PUBLIC SCHOOLS
 Southampton, New York
 2002-03
 SALARY GUIDES FOR TEACHERS

SCALE	1	2	3	4	5	6	7	7+	7++
STEP	BS	BS+15	BS+30	MA BS+45	MA+15	MA+30	MA+45	MA+60	MA+75
1	39,150	40,950	42,700	44,850	46,550	48,400	50,500		
2	40,950	42,700	44,600	47,000	48,700	50,600	52,650		
3	42,700	44,600	46,550	48,900	50,800	53,000	54,850		
4	44,600	46,250	48,400	51,150	53,000	55,150	57,000	Everyone on	Everyone on
5	48,400	50,500	52,450	55,350	57,150	59,300	60,950	this step	this step
6	50,500	52,000	54,650	57,350	59,300	61,400	63,550	receives	receives
7	52,000	53,800	56,550	59,700	61,400	63,550	65,600	MA+45 Scale	MA+45 Scale
8	53,800	55,950	58,000	61,750	63,550	66,250	68,250	and Step	an Step
9	55,600	57,350	60,650	63,900	66,250	68,250	70,250	plus \$1400	plus \$2150
10	57,350	59,300	62,500	66,250	68,250	70,250	72,700	per year	per year
11	59,300	61,400	64,500	68,250	70,250	72,500	74,900		
12	59,300	63,100	66,400	70,250	72,500	74,900	76,800		
13	59,300	65,200	68,600	72,500	74,900	76,800	79,350		
14	59,300	66,900	70,250	74,900	76,800	79,150	81,400		
15	59,300	68,700	72,500	76,800	79,150	81,400	83,950		
16	60,950	70,350	74,250	79,150	81,050	83,350	85,850		
17	63,100	72,700	76,350	81,050	82,900	85,150	88,050		
18	68,450	75,800	79,350	83,950	86,100	88,450	90,550		

90550
~~1400~~
 91950



SOUTHAMPTON PUBLIC SCHOOLS
 Southampton, New York
 2003-04
 SALARY GUIDES FOR TEACHERS

SCALE	1	2	3	4	5	6	7	7+	7++
STEP	BS	BS+15	BS+30	MA BS+45	MA+15	MA+30	MA+45	MA+60	MA+75
1	40,400	42,300	44,100	46,300	48,050	49,950	52,150		
2	42,300	44,100	46,050	48,550	50,300	52,250	54,350		
3	44,100	46,050	48,050	50,500	52,450	54,700	56,650		
4	46,050	47,750	49,950	52,800	54,700	56,950	58,850	Everyone on	Everyone on
5	49,950	52,150	54,150	57,100	59,000	61,250	62,950	this step	this step
6	52,150	53,700	56,450	59,200	61,250	63,400	65,600	receives	receives
7	53,700	55,550	58,400	61,650	63,400	65,600	67,750	MA+45 Scale	MA+45 Scale
8	55,550	57,750	59,900	63,750	65,600	68,400	70,450	and Step	and Step
9	57,400	59,200	62,600	66,000	68,400	70,450	72,550	plus \$1400	plus \$2150
10	59,200	61,250	64,550	68,400	70,450	72,550	75,050	per year	per year
11	61,250	63,400	66,600	70,450	72,550	74,850	77,350		
12	61,250	65,150	68,550	72,550	74,850	77,350	79,300		
13	61,250	67,300	70,850	74,850	77,350	79,300	81,950		
14	61,250	69,050	72,550	77,350	79,300	81,700	84,050		
15	61,250	70,950	74,850	79,300	81,700	84,050	86,700		
16	62,950	72,650	76,650	81,700	83,700	86,050	88,650		
17	65,150	75,050	78,850	83,700	85,600	87,900	90,900		
18	70,650	78,250	81,950	86,700	88,900	91,300	93,500		



SOUTHAMPTON PUBLIC SCHOOLS
Southampton, New York

Salary Guide for Nurses

<u>STEP</u>	<u>2001-02</u>	<u>2002-03</u>	<u>2003-04</u>
1	34,100	35,200	36,350
2	35,700	36,850	38,050
3	37,250	38,450	39,700
4	38,800	40,050	41,350
5	42,250	43,600	45,000
6	43,850	45,300	46,750
7	45,400	46,900	48,400
8	47,000	48,550	50,150
9	48,350	49,900	51,500
10	50,050	51,700	53,400
11	51,700	53,400	55,150
12	53,500	55,250	57,050
13	55,250	57,050	58,900
14	57,150	59,000	60,900

Salary Guide for Teacher Assistants

<u>STEP</u>	<u>2001-02</u>	<u>2002-03</u>	<u>2003-04</u>
1	23,450	24,200	25,000
2	24,650	25,450	26,300
3	25,800	26,650	27,500
4	26,800	27,650	28,550
5	29,100	30,050	31,050
6	30,200	31,200	32,200

SCHEDULE B
EXTRA-CURRICULAR PAY SCHEDULE
2001-02

Years of Experience	1	2	3	4	5
PROFESSIONAL STIPEND					
Educational/Academic Enrichment	2990	3288	3603	3887	4187
Mentor/Teacher	865	865	865	865	865
Staff Development	2136	2136	2136	2136	2136
Teacher Center Rep.	2771	2771	2771	2771	2771
Peer Coach	890	890	890	890	890
ADVISORS					
Student Counsel (4)	2989	3288	3588	3887	4187
Yearbook (HS)	2989	3288	3588	3887	4187
Yearbook (HS Assistant)	2093	2393	2751	2990	3278
Yearbook (IS, ES)	1991	2190	2390	2589	2789
School Newspaper	3288	3588	3887	4187	4486
Prism/Literary Magazine	1494	1795	2093	2393	2692
Morning Show (2)	1494	1795	2093	2393	2692
Honor Society (2)	1494	1795	2093	2393	2692
S.A.T. (2:2)	2093	2393	2751	2990	3278
P.S.A.T (2:2)	1570	1795	2064	2243	2459
Jazz Band (2)	1731	2078	2308	2539	2887
Vosh	1731	2078	2308	2539	2887
Marching Band	1795	2093	2393	2692	2990
Ele. School Gymnastics Club	1494	1795	2093	2393	2692
Outing Club	1494	1795	2093	2393	2692
GAA (Class Night per Advisor Maximum 9)	578	634	693	750	808
Varsity Club	1494	1795	2093	2393	2692
Arts Festival Director	2093	2393	2692	2990	3278
Play Director (HS)	3074	3588	3887	4187	4487
Play Director (ES, IS)	1795	2093	2393	2692	2990
Set Design	1345	1495	1645	1795	1943
Set Construction	1795	2093	2393	2692	2990
Music Director/Stage Manager	2093	2393	2692	2990	3278
Costumes	1197	1345	1495	1645	1795
Choreography	1345	1495	1645	1795	1943
Accompanist	1494	1795	2093	2393	2692
Tickets/Publicity	921	1047	1197	1345	1495
Stage Crew Advisor	2692	2990	3288	3588	3887
Club Rate	1494	1795	2093	2393	2692



Extra Curricular Pay Schedule

2001-02

CYCLES	1	2	3	4	5
Class Advisors					
Senior Class (2)	2656	2887	3116	3347	3693
Junior Class (2)	2425	2656	2887	3116	3347
Sophomore Class (2)	2194	2425	2656	2887	3116
Freshman Class (2)	2078	2309	2539	2771	3001

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SPECIAL TEACHING	2001-02	2002-03	2003-04
Tutoring	36.14/hr	37.04/hr	37.96/hr
Continuing Education*	36.14/hr	37.04/hr	37.96/hr
Driver Education	36.14/hr	37.04/hr	37.96/hr
Summer School	36.14/hr	37.04/hr	37.96/hr
Curriculum Writing	36.14/hr	37.04/hr	37.96/hr
Counseling Programs (e.g. FAST, QUEST)	36.14/hr	37.04/hr	37.96/hr
In-House Subbing	36.14/period	37.04/period	37.96/period



Extra-Curricular Pay Schedule -	2001-02				
COACHING INTERSCHOLASTIC	1	2	3	4	5
<u>Football</u>					
Varsity	4960	5350	5558	5857	6153
Varsity Assistant	3782	4081	4381	4678	4979
Junior Varsity	3782	4081	4381	4678	4979
Junior Varsity Assistant	2869	3168	3484	3766	4063
Intermediate	2869	3168	3484	3766	4063
Intermediate Assistant	2429	2725	3026	3324	3622
<u>Basketball</u>					
Varsity	4960	5350	5558	5857	6153
Junior Varsity	3782	4081	4381	4678	4979
Freshmen	2429	2725	3026	3324	3622
Intermediate	2429	2725	3026	3324	3622
<u>Wrestling</u>					
Varsity	4960	5350	5558	5857	6153
Junior Varsity	3782	4081	4381	4678	4979
Intermediate	2429	2725	3026	3324	3622
<u>Baseball/Softball/Track/Soccer/ Field Hockey/ Volleyball/ Lacrosse</u>					
Varsity	4520	4821	5120	5417	5719
Varsity Assistant Track	3425	3734	4070	4435	4835
Junior Varsity	3425	3734	4070	4435	4835
Intermediate	2429	2725	3026	3324	3622
<u>Tennis/Golf/Bowling/Cross Country</u>					
Varsity	3673	4001	4359	4753	5213
Junior Varsity	3425	3734	4070	4435	4835
Intermediate	2429	2725	3026	3324	3622
<u>Cheerleading (per season)</u>					
Varsity & J.V Combined	2869	3168	3484	3766	4063
ATHLETIC, MUSIC FESTIVALS & SPECIAL					
			001-02	2002-03	2003-04
Chaperone/Ticket Seller - one event			65.07	66.70	68.37
Chaperone - 2 consecutive events			94.00	96.35	98.76
Chaperone Full Day (over 8 hours)			115.42	118.31	121.27
Cameraperson - one event			65.07	66.70	68.37
Cameraperson - 2 consecutive events			94.00	96.35	98.76
Timekeeper			65.07	66.70	68.37
Timekeeper - 2 consecutive events			94.00	96.35	98.76

An individual advancing vertically within a sport shall not receive less salary than he or she did the year before, but receive only such credit for years of experience as he or she actually has on the new line.



SCHEDULE B
EXTRA-CURRICULAR PAY SCHEDULE
2002-03

Years of Experience	1	2	3	4	5
PROFESSIONAL STIPEND					
Educational/Academic Enrichment	3065	3370	3693	3984	4292
Mentor/Teacher	887	887	887	887	887
Staff Development	2189	2189	2189	2189	2189
Teacher Center Rep.	2840	2840	2840	2840	2840
Peer Coach	912	912	912	912	912
ADVISORS					
Student Counsel (4)	3064	3370	3678	3984	4292
Yearbook (HS)	3064	3370	3678	3984	4292
Yearbook (HS Assistant)	2145	2453	2820	3065	3360
Yearbook (IS, ES)	2041	2245	2450	2654	2859
School Newspaper	3370	3678	3984	4292	4598
Prism/Literary Magazine	1531	1840	2145	2453	2759
Morning Show (2)	1531	1840	2145	2453	2759
Honor Society (2)	1531	1840	2145	2453	2759
S.A.T. (2:2)	2145	2453	2820	3065	3360
P.S.A.T. (2:2)	1609	1840	2115	2299	2520
Jazz Band (2)	1774	2130	2366	2602	2959
Vosh	1774	2130	2366	2602	2959
Marching Band	1840	2145	2453	2759	3065
Ele. School Gymnastics Club	1531	1840	2145	2453	2759
Outing Club	1531	1840	2145	2453	2759
GAA (Class Night per Advisor Maximum 9)	592	650	710	769	828
Varsity Club	1436	1840	2145	2453	2759
Arts Festival Director	2145	2453	2759	3065	3360
Play Director (HS)	3151	3678	3984	4292	4599
Play Director (ES, IS)	1840	2145	2453	2759	3065
Set Design	1379	1532	1686	1840	1992
Set Construction	1840	2145	2453	2759	3065
Music Director/Stage Manager	2145	2453	2759	3065	3360
Costumes	1227	1379	1532	1686	1840
Choreography	1379	1532	1686	1840	1992
Accompanist	1531	1840	2145	2453	2759
Tickets/Publicity	944	1073	1227	1379	1532
Stage Crew Advisor	2759	3065	3360	3678	3984
Club Rate	1531	1840	2145	2453	2759

Extra Curricular Pay Schedule

2002-03 - continued

CYCLES	1	2	3	4	5
Class Advisors					
Senior Class (2)	2722	2959	3194	3431	3785
Junior Class (2)	2486	2722	2959	3194	3431
Sophomore Class (2)	2249	2486	2722	2959	3194
Freshman Class (2)	2130	2367	2602	2840	3076

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SPECIAL TEACHING	2001-02	2002-03	2003-04
Tutoring	36.14/hr	37.04/hr	37.96/hr
Continuing Education*	36.14/hr	37.04/hr	37.96/hr
Driver Education	36.14/hr	37.04/hr	37.96/hr
Summer School	36.14/hr	37.04/hr	37.96/hr
Curriculum Writing	36.14/hr	37.04/hr	37.96/hr
Counseling Programs (e.g. FAST, QUEST)	36.14/hr	37.04/hr	37.96/hr
In-House Subbing	36.14/period	37.04/period	37.96/period



Extra-curricular Pay Schedule - 2002-03

COACHING INTERSCHOLASTIC	1	2	3	4	5
<u>Football</u>					
Varsity	5084	5484	5697	6003	6307
Varsity Assistant	3877	4183	4491	4795	5103
Junior Varsity	3877	4183	4491	4795	5103
Junior Varsity Assistant	2941	3247	3571	3860	4165
Intermediate	2941	3247	3571	3860	4165
Intermediate Assistant	2490	2793	3102	3407	3713
<u>Basketball</u>					
Varsity	5084	5484	5697	6003	6307
Junior Varsity	3877	4183	4491	4795	5103
Freshmen	2490	2793	3102	3407	3713
Intermediate	2490	2793	3102	3407	3713
<u>Wrestling</u>					
Varsity	5084	5484	5697	6003	6307
Junior Varsity	3877	4183	4491	4795	5103
Intermediate	2490	2793	3102	3407	3713
<u>Baseball/Softball/Track/Soccer/ Field Hockey/Volleyball/Lacrosse</u>					
Varsity	4633	4942	5248	5552	5862
Varsity Assistant Track	3511	3827	4172	4546	4956
Junior Varsity	3511	3827	4172	4546	4956
Intermediate	2490	2793	3102	3407	3713
<u>Tennis/Golf/Bowling/Cross Country</u>					
Varsity	3765	4101	4468	4872	5343
Junior Varsity	3511	3827	4172	4546	4956
Intermediate	2490	2793	3102	3407	3712
<u>Cheerleading (per season)</u>					
Varsity & J.V Combined	2941	3247	3571	3860	4165

ATHLETIC, MUSIC FESTIVALS & SPECIAL	001-02	2002-03	2003-04
Chaperone/Ticket Seller - one event	65.07	66.70	68.37
Chaperone - 2 consecutive events	94.00	96.35	98.76
Chaperone Full Day (over 8 hours)	115.42	118.31	121.27
Cameraperson - one event	65.07	66.70	68.37
Cameraperson - 2 consecutive events	94.00	96.35	98.76
Timekeeper	65.07	66.70	68.37
Timekeeper - 2 consecutive events	94.00	96.35	98.76

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SCHEDULE B
EXTRA-CURRICULAR PAY SCHEDULE
2003-04

Years of Experience	1	2	3	4	5
PROFESSIONAL STIPEND					
Educational/Academic Enrichment	3142	3454	3785	4084	4399
Mentor/Teacher	909	909	909	909	909
Staff Development	2244	2244	2244	2244	2244
Teacher Center Rep.	2840	2840	2840	2840	2840
Peer Coach	935	935	935	935	935
ADVISORS					
Student Counsel (4)	3141	3454	3770	4084	4399
Yearbook (HS)	3141	3454	3770	4084	4399
Yearbook (HS Assistant)	2199	2514	2891	3142	3444
Yearbook (IS, ES)	2092	2301	2511	2720	2930
School Newspaper	3454	3770	4084	4187	4399
Prism/Literary Magazine	1569	1886	2199	2514	2828
Morning Show (2)	1569	1886	2199	2514	2828
Honor Society (2)	1569	1886	2199	2514	2828
S.A.T. (2:2)	2199	2514	2891	3142	3444
P.S.A.T. (2:2)	1649	1886	2168	2356	2583
Jazz Band (2)	1818	2183	2425	2667	3033
Vosh	1818	2183	2425	2667	3033
Marching Band	1886	2199	2514	2828	3142
Ele. School Gymnastics Club	1569	1886	2199	2514	2828
Outing Club	1569	1886	2199	2514	2828
GAA (Class Night per Advisor Maximum 9)	607	666	728	788	849
Varsity Club	1472	1886	2199	2514	2828
Arts Festival Director	2199	2514	2828	3142	3444
Play Director (HS)	3230	3770	4084	4399	4714
Play Director (ES, IS)	1886	2199	2514	2828	3142
Set Design	1413	1570	1728	1886	2042
Set Construction	1886	2199	2514	2828	3142
Music Director/Stage Manager	2199	2514	2828	3142	3444
Costumes	1258	1413	1570	1728	1886
Choreography	1413	1532	1686	1886	2042
Accompanist	1569	1886	2199	2514	2828
Tickets/Publicity	968	1100	1258	1413	1570
Stage Crew Advisor	2828	3142	3444	3770	4084
Club Rate	1569	1886	2199	2514	2828

Extra Curricular Pay Schedule

2003-04 - continued

CYCLES	1	2	3	4	5
Class Advisors					
Senior Class (2)	2790	3033	3274	3517	3880
Junior Class (2)	2548	2790	3033	3274	3517
Sophomore Class (2)	2305	2548	2790	3033	3274
Freshman Class (2)	2183	2426	2667	2911	3153

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SPECIAL TEACHING	2001-02	2002-03	2003-04
Tutoring	36.14/hr	37.04/hr	37.96/hr
Continuing Education*	36.14/hr	37.04/hr	37.96/hr
Driver Education	36.14/hr	37.04/hr	37.96/hr
Summer School	36.14/hr	37.04/hr	37.96/hr
Curriculum Writing	36.14/hr	37.04/hr	37.96/hr
Counseling Programs (e.g. FAST, QUEST)	36.14/hr	37.04/hr	37.96/hr
In-House Subbing	36.14/period	37.04/period	37.96/period



Extra-curricular Pay Schedule - 2003-04

COACHING INTERSCHOLASTIC

	1	2	3	4	5
<u>Football</u>					
Varsity	5211	5621	5839	6153	6465
Varsity Assistant	3974	4288	4603	4915	5231
Junior Varsity	3974	4288	4603	4915	5231
Junior Varsity Assistant	3015	3328	3660	3957	4269
Intermediate	3015	3328	3660	3957	4269
Intermediate Assistant	2552	2863	3180	3492	3806
<u>Basketball</u>					
Varsity	5211	5621	5839	6153	6465
Junior Varsity	3974	4288	4603	4915	5231
Freshmen	2552	2863	3180	3492	3806
Intermediate	2552	2863	3180	3492	3806
<u>Wrestling</u>					
Varsity	5211	5621	5839	6153	6465
Junior Varsity	3974	4288	4603	4915	5231
Intermediate	2552	2863	3180	3492	3806
<u>Baseball/Softball/Track/Soccer/ Field Hockey/Volleyball/Lacrosse</u>					
Varsity	4749	5066	5379	5691	6009
Varsity Assistant Track	3599	3923	4276	4660	5080
Junior Varsity	3599	3923	4276	4660	5080
Intermediate	2552	2863	3180	3492	3806
<u>Tennis/Golf/Bowling/Cross Country</u>					
Varsity	3859	4204	4580	4994	5477
Junior Varsity	3599	3923	4276	4660	5080
Intermediate	2552	2863	3180	3492	3806
<u>Cheerleading (per season)</u>					
Varsity & J.V Combined	3015	3328	3660	3956	4269

ATHLETIC, MUSIC FESTIVALS & SPECIAL

	001-02	2002-03	2003-04
Chaperone/Ticket Seller - one event	65.07	66.70	68.37
Chaperone - 2 consecutive events	94.00	96.35	98.76
Chaperone Full Day (over 8 hours)	115.42	118.31	121.27
Cameraperson - one event	65.07	66.70	68.37
Cameraperson - 2 consecutive events	94.00	96.35	98.76
Timekeeper	65.07	66.70	68.37
Timekeeper - 2 consecutive events	94.00	96.35	98.76

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