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7A/4675

AGREEMENT

between the

**SUPERINTENDENT OF SCHOOLS
of the
Camden Central School District**

and the

CAMDEN TEACHERS' ASSOCIATION

July 1, 2005 to June 30, 2009

RECEIVED

DEC 14 2006

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

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- B. This agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. The provisions of this agreement shall be incorporated into and be considered part of the established policies of the Board of Education.
- C. Any individual arrangement, agreement or contract between the Board and an individual Teacher, heretofore executed, shall be subject to, and consistent with the terms and conditions of this Agreement and any individual arrangement, agreement or contract hereafter executed shall be expressly made subject to and consistent with the terms of this or subsequent Agreements to be executed by the parties. If an individual arrangement, agreement or contract contains any language inconsistent with the Agreement, this Agreement, during its duration, shall be controlling.
- D. If any provision of this agreement or any application of the Agreement shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- E. The Executive Committee of the Camden Teachers' Association and the Superintendent, or his designee, will continue to develop lines of communication within the school district by meeting, upon mutual agreement, to discuss matters of mutual concern to both parties. It is expected that the parties will normally meet monthly.
- F. Copies of this Agreement shall be duplicated at the expense of the Board and given to all Teachers now employed or hereafter employed by the Board within a reasonable period of time after its execution or employment if that occurs later. The Board will provide the Association with 20 copies per year of this agreement for Association use.
- G.
 1. The Association shall have the right to use school buildings for the purpose of Association meetings pursuant to Board of Education policy, provided such use does not interfere with the school program.
 2. Two Association representatives shall be entitled to attend the spring and/or fall Representative Assembly, and one representative shall be entitled to attend the Retirement System annual meeting. The Board agrees to provide full pay, substitutes and a vehicle for Retirement System Annual Meetings when available.
 3. The Association President or his designee will be provided with a total of 9 days per year or a number of partial days, the total of which shall not exceed 9 days, for Association business. A minimum of 24 hours notice to the building principal shall be required prior to the use of such time.

Article VIII

Deductions

A. Dues:

The Board agrees it will provide dues deduction rights to the Camden Teachers' Association. Said dues will be deducted equally over a period of 20 pay checks beginning with the second pay check in the school year. It is further agreed that it is the responsibility of the Association to submit all dues deduction authorizations and changes in such authorizations to the Business Office no later than the first payday of the school year. Authorizations not received by this date will not be afforded the privilege of dues deduction for the school year with the exception of Teachers who are employed after this date for whom special arrangements will be made.

B. Vote/Cope:

The Board agrees to provide payroll deductions rights for the purpose of VOTE/COPE contributions. Said contributions will be deducted equally over a period of 10 pay checks beginning with the first pay check in January. The Board will transmit revenues directly to the CTA VOTE/COPE Director. It is further agreed that it is the responsibility of the Association to submit all payroll deduction authorizations for VOTE/COPE contributions to the Business Office not later than December 1 preceding the month to begin deductions.

C. NYSUT Benefits Trust:

The Board agrees to provide payroll deductions rights for the purpose of NYSUT BENEFIT TRUST contributions. Said contributions will be deducted over a period of 20 paychecks beginning with the first paycheck in September. It is further agreed that it is the responsibility of the Association to submit all dues deduction authorizations and charges in such authorizations to the Business office.

Article IX

Calendar and School Day

A. Yearly Calendar:

1. The yearly calendar of days of instruction will be established by the Board of Education beginning on or after September 1st and will consist of no more than 185 days. The calendar for the teaching staff shall not begin prior to September 1 of each year with the exception that orientation sessions for persons new to the district may be held on the Wednesday, Thursday and/or Friday prior to Labor Day.
2. If, after Spring vacation, two (2) or more snow days are left, one (1) of these days will be established for vacation as mutually agreed upon by the Superintendent and the Association.

B. School Day:

The starting and dismissal times for students will be established by the Board, provided however that there will be no increase in the number of Teacher hours per day as established by the following Teacher time schedule:

High School	7:40 a.m. to 3:15 p.m.
Middle School	7:40 a.m. to 3:15 p.m.
Elementary Schools	8:35 a.m. to 3:35 p.m.*

The exact times for individual Teacher workdays may be modified as long as the length of the effected Teacher's working day remains consistent with the hours in the above schedule. The purpose for such modification shall reflect 1) the need to expand offerings pursuant to state requirements that can not be met during the regularly scheduled time and/or 2) scheduling problems associated with renovation or construction problems. As a result of this modification, no Teacher will be expected to begin teaching duties prior to 7:15 a.m. nor will any Teacher be assigned to teach beyond 4:15 p.m.

At all elementary schools, Teachers shall be paid \$11 each and every time late bus supervision is required beyond the 3:35 p.m. dismissal time. Building principals will assign this duty from a list of available volunteers, or where there are insufficient volunteers, principals will assign this duty on a rotating basis.

C. Preparation Periods:

Teachers in grades 6-12 will be scheduled for at least one period free from instruction for the purpose of preparation and planning during each school day in addition to a duty free lunch period. Teachers in grades 6 – 12 will have no more than 6 assignments per day. Teachers in grades K-5 will be scheduled for at least 210 minutes of planning time per week. This time shall be scheduled in the time period between 8:45 and 3:35 p.m. (See B). These Teachers will receive at least 30 minutes planning time each day. Teachers in grades 1-5 who remediate in the classroom will be scheduled for the equivalent of 6 planning periods per week. A reasonable effort will be made to assign at least one planning period per day. In any case, the building principal may request a teacher to cover for another teacher in case of emergency or when a substitute is not available. The pay for such coverage shall be at the rate of 1/6 of the established certified substitute per diem rate per period.

D. Teacher Lunch Period:

All Teachers shall have a 40 minute duty free lunch.

E. Faculty Meetings:

1. Each building principal will, at the start of the school year, establish a definite day of the week which all Teachers within his building will reserve for faculty meetings. Insofar as possible, meetings of the faculty and/or Teacher committee meetings will be scheduled on this day and advance notice should be given, but even though called on any other day at short notice, all Teachers are expected to be available.
2. All Teachers in the Camden Central School system may be required to remain after student dismissal time without compensation for faculty meetings. Attendance for evening meetings not within the scope of Teacher duties will be at the option of the individual Teacher.
3. It is recognized that Teachers will remain in attendance at faculty meetings until all discussion related to items on the established agenda has been concluded.

F. Non-teaching Assignments

Teachers who voluntarily agree to take a non-teaching assignment during a 40 minute unassigned block may do so for a yearly, monthly, or otherwise prorated stipend based on the following schedule. These "assignments" will be made available to Teachers first by availability, then by seniority within the District. Such positions will be made available to Teachers at the discretion of the District.

<u>Year</u>	<u>Yearly</u>	<u>Monthly</u>
2005-2006	\$2,000	\$200
2006-2007	\$2,084	\$208
2007-2008	\$2,167	\$217
2008-2009	\$2,254	\$225

Article X

Teacher Aides and Clerical Assistance

Clerical assistance will be available for the High School Teachers, Middle School Teachers and Elementary School Teachers.

Article XI
Transfers and Vacancies

A. Transfers

1. The Administration cannot, without the consent of the Teacher, transfer said Teacher from one level of instruction or one subject area to another where such transfer would result in a loss of tenure.
2. Teachers transferred at the request of the District to a new tenure area shall retain their tenure rights to their former positions. In the event such teacher(s) is unsuccessful or fails to meet the requirements for the granting of tenure in the new tenure area, he or she shall be afforded the opportunity to return to the tenure area in which he or she served prior to the transfer as soon as a vacancy occurs.
3. Teachers shall receive written notice of transfers for the ensuing school year whenever possible by April 15th, or as early as possible.

B. Vacancies:

All vacancies, except non-instructional civil service vacancies, shall be posted for not less than five (5) work days in all schools of the district; all qualified teachers shall be given the opportunity to apply for such vacancies.

Article XII

Assault

If criminal or civil proceedings are brought against a Teacher alleging that he committed an assault in connection with his employment, the Board of Education will furnish legal counsel pursuant to Section 3028 of Education Law.

Article XIII

Physical Examination

All Teachers in the district may be required to produce evidence of a physical examination each year. Such examination may be given by the school physician without charge if the Teacher so desires.

Article XIV

Grievance Procedure

A. Definitions

1. "Grievance" shall mean any claimed violation, misinterpretation or inequitable application of the terms of this contract.
2. An "aggrieved person" is a Teacher or group of Teachers asserting a grievance.

3. A "party in interest" is an employee who might be required to take action or against whom action might be taken, in order to resolve a grievance.
4. "Days" shall mean working school days.

B. General:

1. Good morale is maintained, as problems arise, by sincere efforts of all persons concerned to work toward constructive solutions in an atmosphere of courtesy and cooperation. The purpose of this procedure is to secure, at the nearest administrative level, equitable solutions to the problems which may, from time to time, arise. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedures.
2. Nothing contained herein 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 resolved, provided the resolution is consistent with the terms of this agreement.
3. 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. The time limits specified may be extended by mutual agreement.
4. If a grievance is filed which might not be finally resolved at level three under the time limits set forth herein prior to the end of the school year, and which if left unresolved until the beginning of the following school year could result in irreparable harm to a party or parties in interest, efforts should be made to reduce the time limits set forth herein so that the grievance procedure may be concluded prior to the end of the school year.

C. Informal Procedure:

If a Teacher feels that he has a grievance, he may first discuss the matter with his principal in an effort to resolve the problem informally.

D. Formal Procedure:

1. The grievance must specify the article(s) and section(s) of the Agreement allegedly violated and set forth the facts which the grievant believes led to the violation.
2. Level One - School Principal
 - a. If an aggrieved person is not satisfied with the outcome of the informal procedure, or if he has not elected to utilize it, he may present his alleged grievance formally in writing to his principal.
 - b. The aggrieved person or the principal may request a conference prior to the rendering of a decision. The Teacher may (1) discuss the alleged grievance personally or (2) request that a representative of his choice accompany him and request that he act on the Teacher's behalf.
 - c. The principal, within five (5) days after receipt of the alleged grievance or after the personal conference, shall render a written decision to the aggrieved person.
3. Level Two - Superintendent
 - a. If an aggrieved person is not satisfied with the decision concerning his alleged grievance at Level One, he may, within three (3) days after the decision is rendered, or within eight (8) days after his formal presentation, file his alleged grievance with the Superintendent.

- b. The Superintendent, within ten (10) days from receipt of the written grievance shall meet with the aggrieved person and representative of his choice for the purpose of resolving the grievance. The Principal or appropriate administrator who was involved at Level One shall be notified and shall have the option of attending the meeting.
- c. The Superintendent shall, within five (5) days after this meeting, render his decision in writing to the aggrieved person and the principal who acted at Level One.

4. Level Three - Binding Arbitration

- a. If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, he may within three (3) days after the decision is rendered or within ten (10) days after the meeting with the Superintendent, file in writing his intention to submit his grievance to binding arbitration, to the Superintendent and the President of the CTA. The President of the CTA shall present the grievance to the Executive Committee of the CTA and upon majority vote of the Council may elect to submit the grievance to arbitration whereupon the Superintendent will immediately be informed of this action.
- b. A written notice will then be sent to the American Arbitration Association by the President of the CTA and the Superintendent with a request for a panel of arbitrators from which the Superintendent and President of CTA shall jointly select an arbitrator.
- c. In the event that the parties cannot mutually agree with an arbitrator from this list, either party may request that a second list be submitted. If the parties cannot agree on the selection of an arbitrator from the second list, the arbitrator shall be appointed in accordance with the rules of the American Arbitration Association. The selected arbitrator shall hear the matter promptly and issue his decision in accordance with the rules of the American Arbitration Association. Such decision shall be in writing and binding upon both parties and set forth his findings of fact and opinion on the issue(s) submitted. The arbitrator shall limit his decision strictly to the application and interpretation of the provisions of this agreement and, more particularly, to the issue(s) submitted for arbitration, and he shall be without any power or authority to add to, subtract from, or modify the terms and provision of the agreement, nor shall his decision:
 - (1) Be contrary to, or inconsistent with, or modify or vary in any way, the terms of this agreement or of applicable law, rules or regulations having the force and effect of law;
 - (2) Involve Board or administrative discretion or policy under the provisions of this agreement, under Board by-laws or under applicable law (except that he may decide in a particular case based on a provision of this agreement involving Board or administrative discretion or policy, whether the Board applied such discretion or policy in a manner which is arbitrarily or capriciously inconsistent with the general practice followed throughout the district in similar circumstances);
 - (3) Limit or interfere in any way with the powers, duties, and responsibilities of the Board under its by-laws, applicable law, and rules and regulations having the force and effect of law.
- d. In the event that a Teacher elects to invoke alternative statutory relief, such election shall be considered to be a waiver of his rights thereafter to such recourse by means of this article with respect to the dispute as to which statutory relief is invoked and any member of the unit who elects to invoke the procedures as set forth in this article shall, by such election, waive any rights hereunder with respect to such matters to pursue an alternative statutory relief.
- e. The cost of arbitration shall be shared equally between the Association and the District except that each party shall bear its own legal expense including but not limited to reimbursement of witness and the procurement of legal transcripts or other data or material which may be necessary.

5. Procedural Terms and Conditions

- a. All sessions held in connection with the processing of grievances shall be in closed session and no news releases shall be made concerning the progress of the hearing.
- b. Any "party in interest" may be represented at any level of the formal grievance procedure by a person, or persons, of his own choosing.
- c. Decisions rendered at Level Two of the Grievance Procedure will be in writing setting forth the decision and the reasons therefore, and will be transmitted promptly to all "parties at interest". Decisions rendered at Level Three will be in accordance with the procedures set forth heretofore.
- d. The Board agrees to make available to the aggrieved person and his representative all readily available public pertinent information not privileged under law in its possession or control and which is relevant to the issues raised by the grievance.
- e. No grievance shall be recognized by the Board unless it shall have been presented to the appropriate level within thirty (30) school days after the aggrieved person knew, or should have known of the act or condition on which the grievance is based. If not so presented, the grievance shall be considered as waived.
- f. A grievance may be withdrawn at any level without prejudice and cannot be reopened.
- g. Failure by the aggrieved person at any level to appeal a grievance to the next level within the specified time limits herein shall be deemed to be acceptance of the decision rendered at that level.

Article XV

Job Security

A. Evaluations:

Written evaluations will be prepared for each tenured and probationary teacher. Evaluations will be made available to each probationary teacher no later than May 15th of the school year on which the evaluation is written, except that insofar as possible based upon the information at hand, probationary teachers who are not to be recommended for rehiring or to receive tenure will be informed of the decision on or before April 15th of the school year. Evaluations will be made available to each tenured teacher by June 15th of each school year.

B. Notice of Dismissal

In extraordinary cases a conference will be held with the Teacher and the Teacher will be given 30 days notice of dismissal.

Article XVI

Supplementary Employment of Teachers

- A. Consideration will be given to the professional employment of Teachers for the purpose of curriculum development, instructional planning, evaluation of state mandated examinations, and/or participation in District initiated committee work. Teachers so employed outside of their regular school day will be compensated according to the following rate per hour:

2005-2006	\$26
2006-2007	\$27
2007-2008	\$28
2008-2009	\$29

- B. Proposals for curriculum writing will be submitted by interested faculty members to the Assistant Superintendent. Written notification or rejection of project proposals will be rendered no later than five days after budget approval.
- C. Teachers employed as instructors of students or as inservice providers outside the regular scope of their contractual duties shall be paid according to the following rate per hour:

2005-2006	\$34
2006-2007	\$36
2007-2008	\$37
2008-2009	\$39

Article XVII

Board Minutes

The Superintendent shall provide the President of the Association with a copy of the approved minutes of each Board meeting.

Article XVIII

Substitute Teacher Policy

- A. Every reasonable effort will be made to obtain substitute teachers who are both qualified and/or certified. Lesson plans will be available for use by substitutes.
- B. Long-Term Substitutes are defined as:
1. persons hired with the knowledge that they are replacing a regular staff member for a definite extended period in excess of twenty consecutive school days ("B-1"); or
 2. persons initially hired as per diem substitutes who, as a result of unforeseen circumstances, continue in the same position for twenty consecutive school days ("B-2").

- C. 1. B-1 Long-Term Substitutes shall be placed upon the salary schedule and receive all the rights and benefits of this agreement as of their first day of work;
- 2. B-2 Long-Term Substitutes shall be placed upon the salary schedule and receive all the rights and benefits of this agreement as of their twenty-first day of work.
- D. All Long-Term Substitutes shall retain any accumulated sick leave and personal leave provided any service break does not exceed one full calendar year in duration. In the event a service break exceeds one full calendar year, the Long-Term Substitute shall lose all accumulated sick leave and personal leave. In addition, during service, Long-Term Substitutes shall have the right to continue to self fund their health insurance premium for a period of up to but not more than one full calendar year.
- E. Initial placement on the salary schedule for either B-1 or B-2 Long-Term Substitutes shall be at the discretion of the Superintendent of Schools in accordance with the regular substitute's education and experience. Vertical movement upon the schedule thereafter, will be dependent upon such persons working more than a full semester.

Article XIX

Reduction in Force

- A. In the event a reduction of personnel shall become necessary, the Teacher with the least service within the tenure area affected by the reduction will be the first person dismissed.
- B. The teacher's name will then be placed on the preferred eligibility recall list for a period of seven years in duration. The affected teacher will be eligible for recall by order of seniority in the District.
- C. In the event of lay-off, the Board will institute a recall procedure which will insure Teachers that they will be recalled in the reverse order of lay-off in their tenure area.

Article XX

Observations

- A. The observing and evaluating Teachers is necessary to improve the quality of instruction and the individual growth
 - 1. Every Teacher will be furnished with a copy of the observation and evaluation instrument.
 - 2. A minimum of twenty-four hours notice will be given for at least 50% of formal observations of a teacher to provide opportunity, at the request of either party, for a pre-observation conference. During this conference the Administrator will review the lesson to be observed.
 - 3. Every formal observation of a Teacher will, at the request of either party, be followed by a personal conference between the Teacher and the evaluator for the purpose of clarifying the written evaluation.
 - 4. Any formal observation or evaluation shall be disclosed to the Teacher in writing. When necessary, suggestions for improvement with statements as to what help is available will be given.
 - 5. All formal observations shall be reduced to writing and made available for review within five school days of the observation. The teacher shall receive a copy of the formal observation. The teacher may submit a written statement which shall be attached to copies of the observation report.

- B. All monitoring or observing of the work of a Teacher shall be conducted openly and with the full knowledge of the Teacher.
- C. A Teacher shall have the right to review the contents of his personnel file originating after original employment.
- D. A Teacher will be furnished, within 5 working days, a copy of all material placed in his or her personnel file. The Teacher may respond to any such material, in writing, within thirty (30) days after receipt of the copy. A Teacher's written response to a document will be attached to that specific document. If the Teacher is asked to sign material placed in his/her file, such signature shall be understood to indicate his/her awareness of the material, but in no instances shall said signature be interpreted to mean agreement with the content of the material.

Article XXI

Administration and Grading of State Mandated Testing:

The district will provide blocks of time appropriate for the administration and scoring of state mandated examinations. Where scoring training or grading periods have not been provided for within the school calendar, substitute teachers will be provided for teachers involved with local or regional examination grading. Whenever the grading process requires an extension of the regular teacher school day, teachers will be compensated by the district based on Article XVI, A.

Article XXII

Supervision

All supervisory duties will be reviewed once each semester in order to discuss existing conditions and resolve problems with that duty. If mutually agreed upon by building administrator(s) and teaching staff, any existing supervisory duties will be amended or eliminated.

Article XXIII

Leaves

A. Personal Injury or Illness:

It is recognized that a source of great concern to all wage earners is the loss of income resulting from illness or disability injury. Therefore, a schedule for sick leave allowances has been established to help Teachers meet this problem. Allowances will be earned as follows:

1. An allowance of ten (10) days each year may be earned, the unused portion of which may be accumulated to a maximum to 260 days. For the purpose of the retirement increment only, Article XXV, paragraph C.4, a total of 300 days may be accumulated to be reimbursed at the rate of \$50.00 per day for 2005-2006, \$52.00 per day for 2006-2007, \$54.00 per day for 2007-2008, and \$56.00 per day for 2008-2009. Additionally, for the purpose of retirement increment as noted above, additional accumulated days from 301 up to a maximum of 400 will be eligible for reimbursement at the rate of \$25.00 per day for 2005-2006, \$27.00 per day for 2006-2007, \$29.00 per day for 2007-2008, and \$31.00 per day for 2008-2009.
2. An allowance of eleven (11) days each year may be earned by 11-month personnel, and an allowance of twelve (12) days each year may be earned by 12-month personnel, the unused portion of which may be accumulated to a maximum as described in #1 above.

3. Sick leave allowance as described in Sections 1 and 2 above, will be paid for at full salary.
4. Legal holidays, which are usually paid for, will not be considered as days absent due to illness if they occur during a sick leave.
5. Sick leave as referred to in this policy applies only to personal illness or injury.
6. Should a Teacher be unable to report for duty at the beginning of the school year because of personal illness or injury, payment of sick leave compensation shall be based on the unused accumulation as of the preceding June 30th. The sick leave allowance for the current year will not be available until the person has returned to active service.
7. It is expected that the Teacher will report his or her illness in a timely manner through appropriate channels, as soon as possible so that a substitute may be obtained. Whenever an absence is not reported, it is expected that the building principal will investigate the case so that any needed assistance may be obtained.
8. For new full time Teachers, the number of days to be considered as sick allowance during the teaching year will be calculated by allowing one (1) day for each month of employment.

B. Paid Personal/Family Leave of Absence:

The Board recognizes that under certain circumstances, other than personal illness or injury, individuals may be required to be absent from their regular duties in order to attend to personal business or illness to the immediate family which cannot be accomplished outside the regular school day. For the purpose of this clause, immediate family shall be defined as the child, spouse, or parents of the employee. It is the purpose of this policy to authorize absence with full pay in the event such circumstances occur, subject to the following:

1. A Teacher will be allowed five (5) paid personal/family leave days per school year. At the end of each school year, a Teacher's unused paid personal/family leave shall be added to said Teacher's accumulated sick leave.
2.
 - a. The specific reason(s) for personal/family leave shall not be required as part of the application for such leave, except that requests for personal/family leave to be taken on the day prior to or the day following a vacation or holiday shall include the specific reason for such leave.
 - b. Teachers applying for personal/family leave shall certify to the School District that their absence on said day is necessitated by personal business, family illness, or obligations which cannot be accomplished outside the regular school day, and is not for recreational purposes.
3. While personal leave may be granted for the days(s) preceding or following a holiday or vacation period, and when the need therefore is determined in advance by the Superintendent, it will not be permitted for the purpose of extending vacations or holidays. Violation of this provision shall be considered to be a serious infraction and may subject the offender to disciplinary proceedings.
4. At the discretion of the Superintendent or his designee, teachers who have exhausted their annual paid personal/family leave allowance may be allowed additional paid personal leave in the event of emergency or unforeseen circumstances beyond the control of the teacher. Such additional leave shall be subtracted from such teacher's accumulated sick leave.
5. In the event of an extreme emergency caused specifically by illness or injury to a spouse, child, mother or father, the Superintendent may, at his discretion, grant additional days to be subtracted from the Teacher's accumulated sick leave.

6. In catastrophic situations that have caused a teacher's accumulated sick leave to be exhausted, the Superintendent may, at his discretion, grant additional personal leave days.

C. Death Leave:

It is the purpose of this policy to authorize the payment of full salary for a period not to exceed five (5) days to any Teacher who is absent as the result of a death in the family.

1. For the purpose of this policy, the term family shall include: father, mother, husband, wife, child, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandmother and grandfather.
2. Notification shall be given by the Teacher to the appropriate principal so that necessary arrangements for substitute Teachers can be made.
3. The limitation of five (5) days is for each occurrence.

D. Jury Duty:

Any school employee called upon by the court to serve on jury duty shall be compensated at full pay for time served subject to the following conditions:

1. In departments where work schedules may be adjusted, the employee's work schedule may be adjusted.
2. That the employee notifies the supervisor or building principal promptly of his notice to appear for jury duty.
3. That when the employee is dismissed before noon from jury duty he will report to work for the remainder of his normal work day.

E. Pregnancy and Child Rearing Leaves of Absence:

The Association and the Board will not show partiality nor will they discriminate in the granting of leaves of absence for reasons of pregnancy, or child rearing, and the following policies shall be adhered to in the granting of such leaves:

1. Long Term Illness/Disability Leave:

Leaves requested for long term illness or disability will be granted under the sick leave provisions of the contract, or if necessary under the unpaid leave of absence provisions. Requests for such leaves, including those for pregnancy disability, shall commence and terminate upon the date of disability or recovery there from as certified in writing by the Teacher's physician and/or a physician appointed and paid by the Board.

2. Child Rearing Leaves:

Either parent may request an unpaid leave of absence for child rearing following a pregnancy disability or upon child adoption and such request may be granted at the discretion of the Board. Such request must set forth the dates the leave request will commence and terminate and shall be considered in the same manner as any other request for an unpaid leave of absence such as for extended illness or any other reason for which the Board might consider the granting of an unpaid leave of absence. Subject to the requirements of the Family and Medical Leave Act, the length of such leave will not exceed two (2) school years and it shall terminate the day prior to the beginning of a new semester except that the Board may change the termination date upon the mutual agreement of the Teacher and the Superintendent.

A Teacher on child rearing leave who desires to change his or her return date must request such change prior to April 15th of the preceding school year if scheduled to return for the fall semester and prior to October 15th of the preceding semester if scheduled to return for the spring semester.

During the first twelve weeks of such leave, the District contribution for health insurance shall be at the same rate as provided under the terms of this agreement for active employees. The Board will permit the teacher to remain in the District's health plan, providing the teacher meets all the costs of said plan throughout the remainder of such child-rearing leave.

A Teacher returning after the expiration of the Child Rearing Leave shall, if seniority permits, be assigned to the same position which was held at the time the leave commences, or if that position is no longer in existence, to a substantially equivalent position, if seniority permits. "Position" as referred to above means the same tenure area.

F. Sabbatical Leave Policy:

1. The Board of Education agrees to budget for paid sabbatical leave(s) for the duration of this agreement.
2. Sabbatical leaves will be granted for further study or planned educational travel under the auspices of approved university sponsorship for which graduate credit will be earned, when in the opinion of the Superintendent, it will be of benefit both to the candidate and the system.
3. A paid sabbatical leave shall be a full year for one (1) professional staff member at 70% of his pay or a half year of leave at 70% of the professional's pay for two (2) members of the staff.
4. The final selection of the candidate will be by the Board of Education as recommended by the Superintendent.
5. The following criteria must be met to be eligible for consideration for full or half-year leave:
 - a. A Teacher with six (6) years of service in the Camden Central School System and permanent certification in the field of instruction is eligible for this extended professional leave.
 - b. The individual on leave will retain seniority, retirement, and all other rights afforded by the school district. Any additional benefits granted to regular employees will automatically apply to Teachers on sabbatical leave.
 - c. The recipient shall be required to sign a declaration of intent to serve on the Camden Central School staff for at least two (2) years following the sabbatical leave, and in the event he fails to fulfill this requirement, he shall be required to refund the money received for the leave on a prorata basis within three (3) years, provided that the reason for not completing the required two (2) years is not death, or permanent disability or other acts of God.

G. Educational Leave of Absence:

1. Leaves of absence for a period not to exceed one (1) school year for the purpose of further graduate study may be granted by the Board of Education as recommended by the Superintendent to not more than three (3) Teachers a year who fulfill all criteria listed below:
 - a. The Teacher shall be on a tenure status.
 - b. The Teacher has matriculated into a graduate program leading to an advanced graduate degree.
 - c. The teacher carries a full graduate load of at least twelve (12) graduate hours for each semester of leave.
 - d. The Teacher's main objective is the pursuit of a course of study that will benefit the District as well as the Teacher.
 - e. No two (2) members of the same department in the same school building will be granted leaves in one (1) year.
 - f. All applications for such leave must be submitted by March 1.
2. Leaves of absence granted for further study will be without compensation, with no seniority benefits of any kind accruing to the Teacher for this year of absence. The Board will permit the Teacher to remain in the District health plan, providing the Teacher meets all the costs of said plan.
3. A Teacher returning after the expiration of the educational leave of absence shall, if seniority permits, be assigned to the same position which was held at the time the leave commenced, or if that position is no longer in existence, to a substantially equivalent position, if seniority permits. "Position" as referred to above means the same tenure area.
4. A Teacher on an educational leave of absence who desires to change his or her return date must request such change prior to April 15th of the preceding school year if scheduled to return for the fall semester and prior to October 15th of the preceding semester if scheduled to return for the spring semester.
5. The Board may change the termination date upon mutual agreement of the Teacher and the Superintendent.

H. Unpaid Leaves of Absence:

1. Unpaid leaves of absence for a period not to exceed one (1) full school year, for personal reasons, may be granted to tenured teachers by the Board of Education as recommended by the Superintendent to not more than three (3) Teachers during any school year. No two (2) members of the same department, in the same school building, will be granted such leaves in any one (1) school year.
2. Granted unpaid leaves of absence will have no seniority benefits of any kind accruing to the Teacher for this period of absence. The Board will permit the Teacher to remain in the District health plan, providing the Teacher meets all the costs of said plan.
3. A Teacher returning from an unpaid leave of absence shall, if seniority permits, be assigned to the same position which was held at the time the leave commenced, or if that position is no longer in existence, to a substantially equivalent position if seniority permits. "Position" as referred to above means the same tenure area.

4. A Teacher on an unpaid leave of absence who desires to change his or her return date must request such change prior to April 15th of the preceding school year if scheduled to return for the fall semester and prior to October 15th of the preceding semester if scheduled to return for the spring semester.
5. The Board may change the termination date upon the mutual agreement of the Teacher and the Superintendent.

I. Sick Leave Bank

1. A Sick Leave Bank shall be established and shall be administered in accordance with the guidelines set forth herein.
2. Each member of the teachers' bargaining unit may contribute two (2) days of available Sick Leave toward the establishment of the Sick Leave Bank, with such contribution being made on appropriate authorization forms to be supplied by the District and filed by October 15th. The District will contribute fifty (50) days. Newly employed unit members may join the Sick Leave Bank at any time within forty-five (45) calendar days of their initial employment.

At no time may the number of available days in the Sick Leave Bank exceed two times the number of employees in the teachers' bargaining unit, except for the days which are contributed by newly enrolled members of the Sick Leave Bank or days paid back to the Sick Leave Bank.

3. To draw from the Sick Leave Bank, the teacher must:
 - a. Have made a contribution to the Sick Leave Bank from his/hers own available Sick Leave;
 - b. Have utilized all but six (6) days of current and accumulated Sick Leave entitlement available to him/her.
 - c. Submit a request for use of the Sick Leave Bank to the Sick Leave Committee;
 - d. Provide such medical evidence as may be required at such intervals deemed appropriate by the Sick Leave Bank Committee in order to verify the requested withdrawal.
4. The accumulated total of the Sick Leave Bank shall be maintained through the combined efforts of the Association and the District.
 - a. Sick Leave days borrowed from the Bank shall be repaid at a rate agreed to by the user-teacher and the Sick Leave Bank Committee with a minimum of five (5) days per year.
 - b. Days contributed to the Sick Leave Bank by any member of the Bank who later elects to discontinue his participation in the Bank shall remain in the Bank. Sick days will not be restored to the individual credit of the member.
 - c. Days donated by resignees between January 1 and September 1 of the year of resignation shall be deducted from the Bank total on the effective date of such resignations. All other contributed Leave days shall remain in the Bank.
 - d. At such time as the total available days in the Bank shall fall below fifty (50) days, the Sick Leave Bank Committee will call upon its members to contribute an additional two (2) days per member and the District will contribute fifty (50). Only members who make the contribution shall be eligible to draw from the Bank. Such total is not to exceed the established limits of the Bank.

- e. Once each year, before October 15th, the Sick Leave Bank Committee may solicit new members for the Bank from among the members of the bargaining unit who are not participants of the Bank. Such new members shall be entitled to full privileges of the Bank upon contributing two (2) Sick Leave days from their individual entitlement.
5. The Sick Leave Bank Committee shall consist of the President of the Association or his/her designee, the Superintendent or his/her designee, one other member approved by the Superintendent, and one other member of the Association appointed by its Executive Committee. The Sick Leave Bank Committee shall review each request of withdrawal of sick time from the Bank and make a determination relation thereto. The Committee shall also conduct such other activities as may be required to fulfill the obligations of the Sick Leave Bank. Decisions of the Sick Leave Bank Committee will not be subject to the Grievance Procedure.

Article XXIV

Insurances and Benefits

A. Health Insurance:

Teachers are eligible to participate in the District-Sponsored Health Insurance Plan. In the event that such Teachers select a health plan offered by the District other than the District Plan, he/she will be responsible for the payment of any premium in excess of the District's contribution to the District Plan. The cost of the Health Insurance program will be borne by the Board and the employee with the Board paying the following ratios:

Single 95%
Family 95% Individual - 90% Family Members

The prescription co-pay shall be:

\$10 for generic mail Rx / \$20 for name brand mail Rx
\$10 for generic retail Rx / \$20 for name brand retail Rx

The District agrees to establish an IRS Section 105 Plan for the term of this agreement for members of the bargaining unit enrolled in the District Sponsored Health Plan. The District will establish an annual balance of \$50 for each employee enrolled in the individual plan and \$100 for each employee enrolled in the family coverage, in each year of the successor agreement, to be utilized for the purpose of reimbursement for co-payment amounts related to prescription drug benefits purchased through the health plan. The reimbursement for prescription drug co-payments will be limited to the amount of co-payment up to a maximum of \$10 per generic medication filled at a retail pharmacy, \$20 per brand name medication filled at a retail pharmacy, \$10 per generic medication filled through a mail order pharmacy and \$20 per brand name medication filled through the mail order pharmacy; all of which will be subjected to an annual aggregate benefit of \$50 for eligible employees enrolled in individual coverage and \$100 per year for eligible employees enrolled in family coverage. All other expenses will be excluded from coverage.

It is understood that only members participating in the new prescription co-pay rates above are eligible for this benefit.

Those Teachers who retire prior to July 2005, will maintain the following benefit:

\$0 for generic mail Rx / \$0 for brand name mail Rx
\$5 for generic retail Rx / \$10 for brand name retail Rx

The following conditions shall also apply to the Health Insurance Plan:

1. The District shall maintain confidentiality with respect to medical data and records. The District agrees that it will not discriminate against an employee because the employee files claims under the Health Insurance Plan.
2. In the event there is a dispute concerning benefit coverage or payment, except for "hospitalization", the claim shall be processed through the Health Insurance Plan resolution procedures as contained in its regulations. Should the final step of an appeal lead to the New York State Insurance Department and should the Insurance Department fail to act as the final arbitrator, the District guarantees that an impartial panel shall be chosen to expeditiously resolve any open complaint. The panel shall be composed of three (3) persons: one chosen by the District, one by the Association, and a third by the two selected panelists.
3. Conversion rights will be guaranteed to terminated employees and to covered dependents of deceased employees. This right shall enable such persons to convert to another health plan at his/her own expense. Conversion privileges and regulations governing same shall be contained in the Health Insurance Plan rules and regulations.
4. The District and the Association agree to jointly study alternate arrangements for health insurance coverage, and if a mutually agreeable alternative to Article XXIV, or any part thereof is found, the agreement may be further modified at that time.
5. A Teacher who is a member of the New York State Teacher's Retirement System and who has had at least five (5) years of service (not necessarily continuous) as a teacher in the Camden Central School System may continue coverage under the Plan in effect upon retirement if he/she has been enrolled in the plan one full year at their effective date of retirement, and participation as a retiree may be maintained only at the type of coverage in effect for said employee during his/her employment. All teachers who have retired prior to June 30, 1984, may retain rates of 95% single and 95% - 90% family. All teachers retiring after June 30, 1984, may maintain rates at the time of retirement.

Health insurance coverage for current and future retirees who received health insurance coverage as an active employee under the District plan shall be provided health insurance under any subsequent District plan.

Retirees who were enrolled in an HMO plan in accordance with paragraph 9 of this article shall be permitted to continue retirement health coverage under that HMO, with the stipulation that the District will not be required to pay more for the employee's participation in the HMO than it would have paid for participation in the District's basic health plan.

6. If the Plan, for any reason, cannot meet its financial obligations to the insured employees of the District, the Board of Education will guarantee payment of benefits due under the Plan.
7. In lieu of membership in the regular District Health Plan, Teachers will be permitted to elect membership in a Health Maintenance Organization (HMO) as defined by Article 44 of the New York Public Health Law. The District and Association will agree upon a list of two or three HMOs, from which such selection can be made. In no event, however, shall the District pay more on account of an employee's membership in the HMO than it would have for the employee's basic health plan.
8. Employees or retirees who previously elected HMO membership may return to any District Health Plan they are otherwise eligible to participate in at the appropriate annual or semi-annual period without restriction or insurability test.

9. The decision to participate in the health insurance program or to decline coverage will be made annually during the month of May. If a Teacher chooses to decline health insurance coverage he/she will receive an annual payment of \$500. When a Teacher declines participation in the health plan, it is with the understanding that if he/she chooses to re-enter the plan the following May, there will be a 3 month waiting period before coverage will begin. The annual payment will occur at the second pay period in September. In exceptional circumstances the Superintendent may approve a Teacher's reentry into the health program provided such reentry is permitted by the plan, and provided the Teacher repay a prorated portion of the \$500 payment.
10. In the event that an employee and spouse are both employees of the Camden Central School District, they (both employees) are limited to choose one of the following options:
 - a. Each employee will select individual coverage in a district offered health insurance program with the Board paying 100% (100% health and 100% individual dental) of the total cost of each plan;
 - b. The employees will select a family coverage in a district offered health insurance program with the Board paying 100% (100% health and 100% family dental) of the total cost of the plan;
 - c. One of the employees will select a family coverage in a district offered health insurance program with the Board paying 95% - 90% and spouse will choose to decline health insurance coverage under Paragraph #9 above;
 - d. Each employee will select to decline participation in the health insurance coverage as set forth in Paragraph #9 above.

If an employee and spouse are both employees of the District, they may not have concurrent health coverage in the district health plan and a HMO unless it conforms to one of the options stated in this section.

When an eligible family chooses paragraph b or c above the person in whose name the policy is held is known as the "insured". If this person predeceases his/her spouse, the spouse will become the "insured" and the district will continue its coverage and payments as defined above.

11. The current benefits of the District Plan, as defined in the 2001-2002 school year, will not be significantly diminished or altered except as mutually agreed by the parties. Any Teacher who elected the special insurance buy-down provision prior to September 2002 will continue to be bound by and receive the benefits of that agreement for the remainder of their employment with the Camden Central School District unless said benefits are altered by mutual agreement of the parties.

B. Tax Sheltered Annuities and College Savings Programs:

1. All Teachers in the Camden Central School System may participate in a tax sheltered annuity program and/or the New York State College Savings program if they so exercise their option to participate. Provisions and the amounts of these programs are at the option of the participating Teachers and must comply with the statute provisions regarding such programs. Such programs shall start only on January 1 or September 1 of any year.
2. The District agrees to make a non-elective employer contribution for those members of the Association, with an effective retirement date of July 1, and who avail themselves to the District's negotiated retirement incentive and/or payment for accumulated leave days.

The contribution will be placed into a mutually agreed upon 403(b) Program subject to any restrictions that the provider may place on said non-elective employer contributions. The Program provider will assure the District and the Association it is capable of transferring within twenty days of receipt of such funds, the employer contribution to any 403(b) Program selected by an individual employee, without any further charge to the employee. The contribution amounts for the retirement incentive and accumulated leave days are spelled out in the collective bargaining agreement.

The District will remit the contribution by July 31, following the retirement date.

The contribution shall be subject to the contribution limits as outlined in the Internal Revenue Code.

For purposes of Tier I members with membership dates prior to June 17, 1971, the employer contribution will be reported as non-regular compensation to the New York State Teachers' Retirement System.

In the event that the contribution exceeds acceptable contribution limits, the employer agrees:

- a. To pay any excess over the limits as compensation to the employee in the year of retirement if such employee has a NYSTRS membership date prior to June 17, 1971, or,
- b. If the employee has a NYSTRS membership date subsequent to June 16, 1971, to remit any remainder in the year(s) following retirement, to the 403(b) program in accordance with the maximum amount permissible under the Internal Revenue Code.
 - (1) If any penalty or other assessment is charged against the District by the Internal Revenue Service (IRS) as a result of an improper contribution to any 403(b) account or the improper withholding or non-withholding of any required deductions, the employee shall hold the District harmless for such penalty or other assessment.

C. Workers' Compensation:

Teachers absent due to an injury covered by the conditions as set forth by Workers' Compensation will be given sick leave under the existing sick leave policy (Article IX, Section II-A) and paid accordingly. If the injury necessitates absence beyond the amount of their accumulated sick leave, the remaining days will be covered under the Workers' Compensation Insurance. Upon receipt of reimbursement from the Compensation Insurance carrier for the loss time provision of the Workers' Compensation Insurance the Board will credit the employee's sick leave days for an amount equal to the actual pay per day divided into the loss time reimbursement.

In the event of an injury sustained in the performance of duty where Workers' Compensation is allowable, sick leave may be used in substitution of, but not in addition to, compensation insurance benefits.

D. Disability Insurance:

Teachers are eligible to participate in a group long-term disability insurance program as agreed upon by the Board and the Association. The cost of the disability insurance program will be borne by the employee and the Board in the following ratio:

10% - Employee
90% - Board

E. Dental Insurance

The district shall contribute 95% of the cost for an individual's premium for a dental insurance plan mutually agreed upon. Should the Camden Teachers' Association elect to participate in an enhanced benefit plan, the district contribution for an individual will not exceed the amount it would have incurred with the District's dental plan. The District shall contribute a fixed amount for family dental coverage based on the following schedule:

2005-2009 \$167

F. Vision Insurance

The District agrees to supply teachers with a mutually agreed upon vision care insurance plan. The District will pay 95% of individual Teacher premiums and 90% of family costs for District plan participants. The vision plan's benefit may not be diminished or otherwise altered except by mutual agreement.

G. Tuition

Full-time employees not residing within the District may enroll their child(ren) in the District. The calculated tuition charge will be reduced by the District's established tuition (appropriate for the grade level) for the regular education of an out-of-District student.

Transportation of the child shall be the responsibility of the employee.

Article XXV

Compensation

A. Salary Schedules

1. Salary schedules for the 2005-2009 years are incorporated in this agreement as Appendices A-D.
2. The BA+30, BA+60, BA/MA+30 refer to graduate and other approved courses only.

B. Career Increments

A career increment will be paid to a teacher who has provided twenty-five years of service in the District based on the following:

2005-2006	\$2,499
2006-2007	\$2,604
2007-2008	\$2,708
2008-2009	\$2,816

C. Retirement Increment

A retirement increment in the form of terminal leave is available to any Teacher who meets the following criteria.

1. The Teacher must have a minimum of ten (10) years of service in the Camden Central School District.
2. Application to the Superintendent for such increment must be made in writing prior to May 1 of the previous school year in which the increment is to be paid. The making of such an application will indicate the applicant's intent to retire during or at the conclusion of the following school year.
3. Approval of this increment will be given when applicant's written resignation for the purpose of retirement only has been approved by the Board of Education. If a Teacher plans on retiring on June 30th of the school year, such letter of resignation must be submitted by the third Monday in January, of the school year in which the Teacher retires. If a teacher plans on retiring on any other date, such letter must be submitted 120 days prior to the effective retirement date in the school year in which the Teacher retires.

4. Payment will be made at a rate per day for each accumulated sick day posted to the individual's account, calculated to the date of payment up to a maximum of 300 days. This rate will be based on the following schedule:

2005-2006	\$50
2006-2007	\$52
2007-2008	\$54
2008-2009	\$56

Additionally, payment will be made at a rate per day for each accumulated unused sick day posted to the individual's account calculated to the day of payment in excess of 300 days up to a maximum of 400 unused sick days. This rate will be based on the following schedule:

2005-2006	\$25
2006-2007	\$27
2007-2008	\$29
2008-2009	\$31

No payment shall be made unless an applicant has an accumulation of at least 75 unused sick days at the time of retirement.

5. Payment will be made in a lump sum at the close of the school year or upon retirement if such takes place prior to the close of the school year.
6. Additional payment will be made to any Teacher who retires under the New York State Teachers Retirement System effective the first year of full retirement eligibility. Full retirement eligibility is established for teachers based on the TRS tier they are assigned to. To receive this additional payment, the Teacher must also meet all of the above requirements.

2005-2006	\$12,000
2006-2007	\$12,000
2007-2008	\$13,000
2008-2009	\$13,000

D. Off Step

The annual increment for employees beyond Step Q shall be a percentage increase equal to the average percentage of increments steps "A" through "Q" and will have their base pay increased by any change in the amount on Step Q.

E. Graduate Hours and Experience Credit

1. Graduate hours will be honored at a rate for each block of three hours based on the following schedule:

2005-2006	\$224
2006-2007	\$233
2007-2008	\$243
2008-2009	\$252

Salaries will be adjusted on a prorata basis and the graduate hours paid upon receipt of official transcripts or official university report cards. Beginning with the 1999-2000 contract year, where master's degree programs require more than thirty-three graduate hours, the credits beyond thirty-three will be honored as credits beyond the degree.

2. In determining a Teacher's salary, care must be exercised by the Administration in evaluating both course work and experience. To receive credit, all courses must meet the following criteria.
 - a. The course must be on the graduate level.
 - b. The courses must be taken in a recognized, accredited educational institution.
 - c. Transcripts must be sent to the Personnel Office by the university before credit is allowed.
 - d. Courses other than on a graduate level may be approved by the Superintendent if in his opinion the course contributed significantly to the Teacher's background and no graduate course is available. Prior permission must be secured for all undergraduate work.
 - e. Inservice courses may be approved for salary credit if, in the Superintendent's judgment the following criteria are met;
 - (1) The course is being presented by the Teacher Center, an accredited institution or other appropriate organization.
 - (2) The course will provide information and training appropriate for use by the Teacher in his/her teaching assignment.
 - (3) The course must contain at least fifteen (15) hours of instruction time.

In all cases, prior permission from the Superintendent of Schools or his designee must be granted or in-service credit will not be credited. Blocks of three in-service credits will receive salary credit at the same rate as graduate credits. Teachers are encouraged to take in-service courses in full credit increments. (One credit must contain at least fifteen hours of instructional time).
 - f. The incorporation of this policy shall in no way deprive a Teacher of money for hours earned under any previous policy. However, such Teacher's status would be studied for future course credit.
3. To receive experience credit, the experience must meet the following criteria:
 - a. Experience must be acquired in a recognized accredited elementary or secondary school in the United States and may be recognized by the Camden School District in full or in part. College experience may count if such experience is useful at the public school level.
 - b. A maximum of fifteen (15) years experience may be utilized for placing a Teacher on the salary schedule.
 - c. Experience in the armed services, industry or business may be counted with a maximum of two years if such service is in the teaching field of a person. A written statement of such experience must be placed on file by the candidate.
4. The Superintendent shall be responsible for evaluating all prior experience and all course work of the professional staff and for placing the staff member on the proper salary step with the proper graduate credit as defined in this policy.
5. Teachers having a C.A.S. degree will receive a stipend based on the following schedule:

2005-2006	\$563
2006-2007	\$586
2007-2008	\$610
2008-2009	\$634

6. Teachers having earned Ph.D. or Ed.D. degree will receive a stipend based on the following schedule:

2005-2006	\$688
2006-2007	\$717
2007-2008	\$745
2008-2009	\$775

F. Mileage

Teachers utilizing their own vehicles for authorized travel between buildings (except within the Village) or on other authorized school business, shall be compensated at the District's regular mileage rate.

G. Chaperon Duty at School Activities

1. All chaperones required for various High School Athletic contests and Middle School and High School dances will be paid per event according to the following schedule:

2005-2006	\$56
2006-2007	\$59
2007-2008	\$61
2008-2009	\$63

All reasonable attempts will be made to secure unit members. In the event that there are not sufficient unit members who wish to perform the duties of a chaperon, the District may seek volunteers for such duties before being required to hire non-unit employees for compensation.

2. All other chaperones duties for the school sponsored events will be paid per event according to the following schedule:

2005-2006	\$45
2006-2007	\$47
2007-2008	\$49
2008-2009	\$50

All reasonable attempts will be made to secure unit members. In the event that there are not sufficient unit members who wish to perform the duties of a chaperon, the District may seek volunteers for such duties before being required to hire non-unit employees for compensation.

3. The Coordinator of Athletics will be paid at the above athletic chaperon rate for each evening home contest date. It is expected that the Coordinator will attend all home contests.

4. Teachers employed to Video Tape Events will be paid at the above Athletic Chaperon rate. Any video taping of events will be District directed.

H. Middle School Office Detention

A minimum of five (5) teachers will be appointed, from a list of volunteers, to perform Middle School Office Detention at a rate of \$13.00. In the event that there are not at least five (5) volunteers, the Building Administrator will be authorized to select Teachers for this assignment in a fair and equitable manner.

I. Athletic Salary Schedule 2005-2009

- Level I: Varsity Boys Wrestling
Varsity Boys Football - Head Coach
Varsity Boys Basketball
- Level II: Varsity Girls Basketball
Varsity Field Hockey
Varsity Boys Soccer
Varsity Girls Soccer
Varsity Boys Baseball
Varsity Boys Football - Assistant Coach
Varsity Nordic Skiing
Junior Varsity Boys Football - Head Coach
Junior Varsity Boys Wrestling
- Level III: Varsity Girls Volleyball
Varsity Girls Softball
Varsity Girls Track - Head Coach
Varsity Boys Track - Head Coach
Winter Cheerleading
Junior Varsity Boys Basketball
Junior Varsity Girls Basketball
Junior Varsity Field Hockey
Junior Varsity Girls Volleyball
Junior Varsity Boys Soccer
Junior Varsity Girls Soccer
Junior Varsity Boys Baseball
Junior Varsity Boys Football - Assistant Coach
Frosh Boys Basketball
Modified Boys Football - Head Coach
- Level IV: Varsity Girls Track - Assistant Coach
Varsity Boys Track - Assistant Coach
Varsity Coed Cross Country
Varsity Girls Tennis
Varsity Boys Tennis
Varsity Girls Golf
Varsity Boys Golf
Varsity Girls Bowling
Varsity Boys Bowling
Fall Cheerleading
Junior Varsity Girls Softball
Modified Girls Field Hockey
Modified Girls Volleyball
Modified Girls Softball
Modified Boys Wrestling
Modified Boys Soccer
Modified Girls Soccer
Modified Boys Baseball
Modified Boys Football - Assistant Coach
Modified Girls Basketball
Modified Boys Basketball
Modified Girls Volleyball
Assistant JV Cheerleading - Winter

- Level V: Modified Girls Track (2)
- Modified Boys Track (2)
- Assistant JV Cheerleading - Fall

Guidelines

1. Assignments:

- a. All coaching assignments are for a one year period of appointment. Selection will be based upon theoretical training, competition in the sport in high school and at the collegiate level, personal competence in the sport, the ability to competently teach the sport, consideration of unit membership, excellent evaluations (in the case of an incumbent coach seeking reappointment to the same position), and the affirmative effect of the coach upon the team members, without regard for the sex of the coach.
- b. All assignments will be made on a non-discriminating basis and all employees shall be granted equal terms, conditions and privileges of employment regardless of race, color, creed, national origin, age or sex.
- c. Experience will be given in the same sport coached only. Moving up levels in the same sport will be counted at 1/2 the experience in that sport. Experience will be granted at 8% per year not to exceed 5 years of experience granted.
- d. Additional coaches may be added and compensated at the appropriate level.

3. Cheerleader Advisors:

All cheerleader advisors must accompany the team to all football and basketball contests.

Coaches Salary Schedule

Level	Step 1	2005-2006	2006-2007	2007-2008	2008-2009
I		\$3,150	\$3,400	\$3,536	\$3,677
II		\$2,688	\$2,938	\$3,056	\$3,178
III		\$2,220	\$2,470	\$2,569	\$2,672
IV		\$1,768	\$2,018	\$2,099	\$2,183
V		\$1,337	\$1,587	\$1,650	\$1,717
Coordinator of Athletics		\$1,810	\$2,060	\$2,142	\$2,228

A coach or Coordinator of Athletics initially appointed will be placed on the appropriate level of the above schedule.

A coach or Coordinator of Athletics continuing an appointment in one of the above will have his/her previous year's salary in the position incremented based on the following schedule:

2005-2006	\$250
2006-2007	\$250
2007-2008	4%
2008-2009	4%

Compensation for coaches whose teams or individual members of the team who qualify for sectional or state level competition will be adjusted as follows: For each contest beyond the regularly scheduled season the varsity or head coach will receive an additional \$122, 2005-2009. Board appointed varsity assistants will receive an additional \$65 for each sectional or state contest, 2005-2009. Where there is no varsity assistant, the heard coach may select one Board appointed coach from any level in the same program to assist during the post-season. That individual will be compensated as a varsity assistant during this post-season period.

J. Extracurricular Schedule

- Level I: Student Council - HS
Marching Band Director - MS
Marching Band Director - HS
Yearbook Advisor – HS
Yearbook Business Advisor - HS
- Level II: Senior Class Advisor - HS
Drama Club - HS
Saints/Madrigals - HS
American Field Service - HS
Musical Production Director - HS
- Level III: Junior Class Advisor - HS
Dramatics Directors - HS
Color Guard - MS
Color Guard - HS
Newspaper Advisors - HS
Newspaper Advisor – MS
Assistant Marching Band Director - MS
Assistant Marching Band Director - HS
Stage Band - HS
Service Club - MS
Service Club 6th Grade - MS
Student Council 7th and 8th Grade - MS
Honor Society - HS
Student Council - CE
Musical Production Director - MS
Honor Society – MS
Etudes - MS
- Level IV: Sophomore Class Advisor - HS
Ski Club - HS, MS, Elementary
Musical Choreographer -HS
Musical Instrumental Director - HS
Musical/Play Set Director- HS
Student Council 6th Grade - MS
Student Council Elementary - MV, AV, NB
Musical Music Director - MS
Costume Advisor - HS
- Level V: Freshman Class Advisor - HS
Stage Band - MS
Young Astronauts Club - MS
Advanced Band - MS
Yearbook Advisor - MS
Varsity Club - HS
Mathletics
Odyssey of the Mind
SADD Advisor
Teenage Task Force

Level VI: Future Homemakers of America - HS
 Future Business Leaders of America - HS
 Foreign Language Club - HS
 Science Club - HS
 Manager of District Music Events

NOTE: All drama stipends will be paid per production.

EXTRA CURRICULAR PAY SCHEDULE 2005-2006

<u>Level 1</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
I	\$1,754	\$2,013	\$2,277
II	\$1,290	\$1,481	\$1,711
III	\$1,010	\$1,149	\$1,329
IV	\$ 696	\$ 751	\$ 920
V	\$ 449	\$ 522	\$ 606
VI	\$ 331	\$ 375	\$ 431

EXTRA CURRICULAR PAY SCHEDULE 2006-2007

<u>Level 1</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
I	\$1,827	\$2,098	\$2,372
II	\$1,344	\$1,543	\$1,783
III	\$1,052	\$1,198	\$1,384
IV	\$ 725	\$ 783	\$ 959
V	\$ 468	\$ 544	\$ 632
VI	\$ 345	\$ 391	\$ 450

EXTRA CURRICULAR PAY SCHEDULE 2007-2008

<u>Level 1</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
I	\$1,900	\$2,182	\$2,467
II	\$1,398	\$1,605	\$1,854
III	\$1,094	\$1,246	\$1,440
IV	\$ 754	\$ 814	\$ 997
V	\$ 487	\$ 566	\$ 657
VI	\$ 359	\$ 407	\$ 467

EXTRA CURRICULAR PAY SCHEDULE 2008-2009

<u>Level 1</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
I	\$1,976	\$2,269	\$2,566
II	\$1,454	\$1,669	\$1,928
III	\$ 1,138	\$1,295	\$1,498
IV	\$ 784	\$ 847	\$1,037
V	\$ 506	\$ 588	\$ 683
VI	\$ 373	\$ 423	\$ 486

Guidelines For Review of Extra-Curricular Schedule

1. An extra-curricular activity advisory committee will be formed as the need arises or during years where there is no formal negotiation process. This committee will be convened at the request of a member or the District in light of changing circumstances which constitute an increased or decreased work expectation. Said change in work expectation must be agreed upon by advisors and District officials before such changes take place and before changes can be credited or considered for an alteration in compensation. The committee's purpose will be to authenticate any agreed upon work expectation change and place the job title properly within the extra-curricular schedule.
2. The committee will examine any request for status change on an annual basis prior to June 1st. Requests will be made in writing and submitted to the Superintendent of Schools in December and January.
3. Any staff member wishing to start a new organization must submit a request to his/her building principal. The building principal will forward those requests deemed appropriate, along with a recommendation, to the Superintendent for consideration. Upon approval by the Superintendent, the extra-curricular activity will be paid at a rate of \$175 in the first year. The extra-curricular activity advising committee will determine placement on the Extra-Curricular Schedule.
4. The committee review is intended to permit extra-curricular level and stipend alteration apart from the regular negotiation process. Within the normal negotiation process, these same issues may be addressed without the formation of a separate committee. This committee may also be used to determine the placement of new clubs or organizations.
5. The committee will be composed of 2 administrators appointed by the Superintendent and 2 CTA members appointed by the CTA President. One of the CTA members must be an active extra-curricular advisor. Any decision of this committee must be supported by 3 of the 4 members.

K. Schedule for Additional Duties 2005-2009

<u>Position</u>	<u>2005-2006</u>	<u>2006-2007</u>	<u>2007-2008</u>	<u>2008-2009</u>
Event Site Supervisor	\$ 73	\$ 76	\$ 79	\$ 82
Athletic Business Manager	\$ 67/event	\$ 69	\$ 72	\$ 75
Athletic Alternate Event Mgr.	\$ 56/event	\$ 59	\$ 61	\$ 63
Audio Visual Coordinator - HS**	\$ 850	\$ 867	\$ 902	\$ 938
MS**	\$ 750	\$ 781	\$ 813	\$ 845
CE**	\$ 500	\$ 521	\$ 542	\$ 564
AV	\$ 325	\$ 339	\$ 352	\$ 366
MV	\$ 325	\$ 339	\$ 352	\$ 366
NB	\$ 325	\$ 339	\$ 352	\$ 366
Intramurals *	\$ 23/hr.	\$ 24/hr.	\$ 25/hr.	\$ 26/hr.
Musical Business Manager	\$ 163	\$ 169	\$ 176	\$ 183
Musical Accompanist	\$ 292	\$ 304	\$ 316	\$ 329
Stage Manager	\$ 874	\$ 911	\$ 947	\$ 985
Light & Sound Manager	\$ 874	\$ 911	\$ 947	\$ 985
Teacher-in-Charge	HS \$ 718	\$ 748	\$ 778	\$ 809
MS	\$ 718	\$ 748	\$ 778	\$ 809
(without Asst. Principal)	CE \$1,003	\$1,046	\$1,087	\$1,131
(with Asst. Principal)	CE*** \$ 718	\$ 748	\$ 778	\$ 809
AV**	\$ 718	\$ 748	\$ 778	\$ 809
MV**	\$ 718	\$ 748	\$ 778	\$ 809
NB**	\$ 718	\$ 748	\$ 778	\$ 809
Mentor Teacher	\$ 755	\$ 787	\$ 819	\$ 851

* A schedule of intramurals shall be submitted to the Principal and Director of Physical Education prior to starting intramural sessions.

** Teachers currently holding this position will continue to be paid at the 2003-2004 rate, if such amount is greater, as long as they are employed in this assignment.

*** Teachers currently holding this position will continue to be paid at the rate without an Assistant Principal.

L. Schedule for Department Chairpersons and Coordinators

<u>STEP 1</u>	<u>2005-2006</u>	<u>2006-2007</u>	<u>2007-2008</u>	<u>2008-2009</u>
Level 1 2-3 Teachers	\$ 892	\$ 929	\$ 967	\$1,005
Level 2 4-5 Teachers	\$1,149	\$1,198	\$1,246	\$1,295
Level 3 6 Teachers	\$1,458	\$1,519	\$1,580	\$1,644
Level 4 7 or more Teachers	\$1,896	\$1,976	\$2,055	\$2,173

All Department Chairs and High School and Middle School Coordinators, in addition to the above compensation, will be assigned an instructional period of time for the purpose of department supervision and/or coordination. All Elementary Coordinators, in addition to the above compensation, will be assigned one instructional period of time per week for the purpose of coordination.

The High School, Middle School, and Camden Elementary School Coordinators will be placed on Level 4. The positions covered by this provision include:

- HS English Department Chairperson
- HS Math Department Chairperson
- HS Science Department Chairperson
- HS Social Studies Department Chairperson
- HS Business Department Chairperson
- MS English Department Chairperson
- MS Math Department Chairperson
- MS Science Department Chairperson
- MS Social Studies Department Chairperson
- 6 - 12 Technology Department Chairperson
- 7 - 12 Foreign Language Department Chairperson
- DW K-12 Music Department Chairperson
- DW Media Chairperson
- DW K-12 PE Department Chairperson
- MS Special Education Department Chairperson
- HS Special Education Department Chairperson
- MS Compensatory Program Coordinator
- HS Compensatory Program Coordinator
- CES Compensatory Program Coordinator Area School
- Elementary Special Education Coordinator

The following positions will be placed on Level I and are covered by this provision.

- North Bay Compensatory Program Coordinator
- Annsville Compensatory Program Coordinator
- McConnellsville Compensatory Program Coordinator

A Teacher continuing in an appointment in one of the above positions will have his or her previous year's salary in the position incremented by the following percentage:

2005-2006	4.2%
2006-2007	4.2%
2007-2008	4.0%
2008-2009	4.0%

A Teacher who changes levels because of a change in department size will move to the appropriate level and have his/her salary for the position adjusted on a pro-rated basis.

M. Schedule for Counselors and Speech Specialists

<u>Step</u>	<u>2005-2006</u>	<u>2006-2007</u>	<u>2007-2008</u>	<u>2008-2009</u>
1	\$1,756	\$1,830	\$1,903	\$1,979
2	\$1,884	\$1,963	\$2,042	\$2,123
3	\$2,242	\$2,337	\$2,430	\$2,527
4	*\$2,832	*\$2,951	*\$3,069	\$3,192

*This step is available only to individuals working September 1st - June 30th

Article XXVI

Duration of Agreement

A. This contract shall be effective as of July 1, 2005 and shall continue in effect through June 30, 2009.

Dated at Camden, New York this 13th day of January, 2005

FOR THE CAMDEN TEACHERS ASSOCIATION

BY: David J. LaGatta 1/13/05
Mr. David J. LaGatta, President Date

FOR THE CAMDEN CENTRAL SCHOOL DISTRICT

BY: Rocco J. Longo 1/13/05
Mr. Rocco J. Longo, Superintendent Date

AGREEMENT
FOR
DISTANCE LEARNING
ADDENDUM

To the 2005-2009 Agreement between the Camden Central School District and the Camden Teachers Association concerning participation in the Oneida-Herkimer-Madison BOCES Distance Learning Program.

It is agreed that the Camden Teachers Association and the Camden Central School District may participate in this Distance Learning Program under the following conditions.

I. GENERAL

- A. The parties acknowledge and confirm that participation in the 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, in whole or in part, involves bargaining unit work in the provision of educational services to the children of the district.
- B. No member of bargaining unit on effective date of this agreement in a tenure area shall be subject to a reduction in force, in whole or in part, as a result of the district sending/receiving courses in that tenure area through a Distance Learning Program.
- C. The parties agree that training for participants will be provided. The cost(s) of appropriate training shall be established and borne by the district. Compensation, if any, for such training for the participants shall be subject to the applicable provisions of the district's contract with the CTA.
- D. The District's Advisory Committee on Distance Learning shall be made up of five (5) persons. The Union President shall appoint two (2), and the Superintendent shall appoint three (3).

II. TRANSMITTING From Camden Central Schools

- A. Any program delivered from this school district, for the purpose of educating children, shall be taught by a volunteer from the bargaining unit. During the life of this agreement, if no volunteer is available, then the host district may utilize staff from other than the bargaining unit. Due to the interactive nature of the technology, the transmission must be live; subsequent use of taped recordings of the live transmission must be for the purposes of current student review of participating students and/or makeup.
- B. The time of the transmission will be determined by the district, within the normal confines (starting and ending time) of the daily schedule of classes.

Because of variations in schedules between districts, transmission may include time immediately prior to or after the normal schedule in order to resolve the resultant conflict.

- C. The teacher shall not have responsibility to maintain or repair any equipment used in transmitting the lesson or any equipment used in responding to the inquiries of those receiving the broadcast. Operational responsibilities shall be minimal and appropriate training provided.

- D. The number of students in a class, including those at receiving sites, shall not exceed that which is traditional in the host district for teachers in the particular discipline being offered.
- E. All grading of school work and tests shall be done in the host school by the transmitting teacher who will cooperate with a designated person in the receiving school for these purposes. If the grades need to be translated into a different system to agree with the receiving school's system, that shall not be the responsibility of the host school's teacher. The transmitting teacher will send grades to the receiving school at the time, and in the manner, when he/she turns in grades in the host district.
- F. The teacher shall not be expected or required to attend any functions in the receiving school districts, but will be available to receiving students and their parents in the same manner that he/she is available to host school students and parents. (As an example, the out-of-district parents will be invited to Open House in the same manner as host school parents, and the host teachers will not be expected to, or required to, attend the receiving school's Open House.) The teacher and the receiving district may make mutually acceptable arrangements including compensation, if necessary, for attendance at such functions beyond the limits as described above.
- G. In the event of the transmitting teacher's absence, the host district shall be expected to provide a trained substitute when it elects to transmit.
- H. Evaluation of the host teacher will be done in accordance with the provisions of the collective bargaining agreement of the host district. Any complaint with respect to the host teacher's performance originating in a receiving district will be made known to the host teacher. No evaluation of the teacher will be made except in the normal manner in the classroom.
- I. Any audio-visual tapes of the classes made in the host district are the property of the host district and the district shall make such tapes available for the teacher's personal, professional, non-commercial use.
- J. The calendar of the host district shall be used for each course being taught.
- K. Textbooks for Distance Learning courses shall be determined by the host district in accordance with normal procedures.
- L. Once courses to be taught are determined, other matters that will be subject to local option are additional plan time, compensation, manner of assignment and such others as the parties may wish to address. Negotiations of local options by collective bargaining agreement shall not prevent the Distance Learning Program from going forward even if such negotiations are incomplete at the time of the program's inception.
- M. Teachers will be permitted and encouraged to transmit at least once each semester from each district that receives his/her course. The school district will provide adequate time. Appropriate expenses will also be paid by the District.

III. RECEIVING.

- A. The introduction and continuation of Distance Learning in a receiving district shall not replace a course being currently taught or a course taught in the past five (5) years by current staff unless the local union and district mutually agree in writing. A course may not be offered if it falls within the tenure area of a qualified employee on a recall list unless said individual declines the offer of part-time employment.

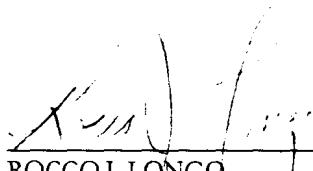
Transmission shall originate within New York State.

- B. The receiving district shall not require its bargaining unit employees to be responsible for grading, extra help, or lesson planning of any received classes.

- C. A district employee may be assigned to the receiving class to provide assistance to the students and be available to operate cameras or other equipment and be available to liaison with the sending teacher. If the employee thus assigned is a bargaining unit member, maintenance of equipment shall not be his/her responsibility. If the unit member assigned is a teaching assistant and is required to attend meetings in the sending school, the district shall be responsible for mileage and meals when appropriate. If the person assigned is requested to attend meetings outside of normal work time, the meetings must be at mutually agreeable times. The district shall compensate such employee.
- D. If the district assigns a teacher to a receiving class, such assignment shall count in the teacher's normal load in accordance with the provisions of the collective bargaining agreement.
- E. The district shall not make any audio/visual tapes without the knowledge and consent of the sending teacher. It is expected that the teacher will consent to making of tapes for the sole purpose of aiding students enrolled in the course. All tapes shall be erased or destroyed at the end of the school year at the discretion of the teacher.
- F. College courses which give no high school credit may be received during the school day for offering to students who have or are scheduled to complete district offered course requirements for graduation.

SUCCESSOR AGREEMENT:

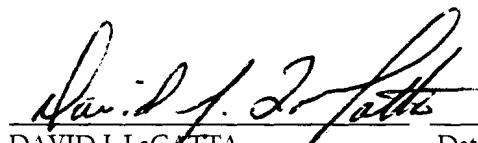
This agreement shall remain in effect for a period of four years, or from July 1, 2005, to June 30, 2009. Parties agree that the first year shall be considered a pilot or trial period and that at the end of the first year the parties shall meet for the purpose of reviewing and, if necessary, modifying this agreement. Notwithstanding applicable provisions of Article 14 of the Civil Service Law relating to the Taylor Law's Triboro Amendment (209(a)(1)9e)), the parties expressly stipulate that this agreement shall expire on June 30, 2009, unless it is extended or modified in writing by the parties.



 ROCCO J. LONGO
 Superintendent of Schools
 Camden Central School District

1/13/05

 Date



 DAVID J. LaGATTA
 President & Chief Negotiator
 Camden Teachers Association

1/13/05

 Date

APPENDIX A

SALARY SCHEDULE FOR 2005-2006

STEP	BA	BA+30	MA	BA+60	M+30
A	\$32,305	\$34,475	\$35,411	\$36,645	\$37,583
B	33,705	35,903	36,838	38,101	39,039
C	35,104	37,331	38,265	39,557	40,495
D	36,503	38,759	39,693	41,014	41,950
E	37,902	40,187	41,121	42,471	43,407
F	39,300	41,614	42,549	43,927	44,863
G	40,700	43,042	43,976	45,382	46,319
H	42,099	44,470	45,404	46,838	47,776
I	43,499	45,898	46,832	48,294	49,232
J	44,897	47,323	48,258	49,751	50,687
K	46,183	48,638	49,574	51,093	52,029
L	47,466	49,951	50,886	52,436	53,371
M	48,751	51,265	52,200	53,777	54,714
N	50,036	52,577	53,514	55,120	56,056
O	51,322	53,892	54,827	56,462	57,399
P	51,322	55,176	56,111	59,059	59,996
Q	52,693	56,548	57,483	60,431	61,367

CAS:	\$ 563
25-Year Longevity:	\$2,499
Add Hours in Blocks of Three:	\$ 224
Ph.D.:	\$ 688

- All Teachers continuing in employment will move one letter step down the schedule.
- All off-step Teachers will have their last rate of pay increased by 3.1% and will have their base pay increased by any change in the amount on Step Q.
- The District may offer a signing bonus to any new Teacher hired on Step A only. This is a one-time bonus that will not exceed \$1,000.

APPENDIX B

SALARY SCHEDULE FOR 2006-2007

STEP	BA	BA+30	MA	BA+60	M+30
A	\$32,693	\$34,889	\$35,836	\$37,085	\$38,034
B	34,109	36,334	37,280	38,558	39,507
C	35,525	37,779	38,724	40,032	40,981
D	36,941	39,224	40,169	41,506	42,453
E	38,357	40,669	41,614	42,981	43,928
F	39,772	42,113	43,060	44,454	45,401
G	41,188	43,559	44,504	45,927	46,875
H	42,604	45,004	45,949	47,400	48,349
I	44,021	46,449	47,394	48,874	49,823
J	45,436	47,891	48,837	50,348	51,295
K	46,737	49,222	50,169	51,706	52,653
L	48,036	50,550	51,497	53,065	54,011
M	49,336	51,880	52,826	54,422	55,371
N	50,636	53,208	54,156	55,781	56,729
O	51,938	54,539	55,485	57,140	58,088
P	51,938	55,838	56,784	59,768	60,716
Q	53,325	57,227	58,173	61,156	62,103

CAS:	\$ 586
25-Year Longevity:	\$2,604
Add Hours in Blocks of Three:	\$ 233
Ph.D.:	\$ 717

- All Teachers continuing in employment will move one letter step down the schedule.
- All off-step Teachers will have their last rate of pay increased by 3.1% and will have their base pay increased by any change in the amount on Step Q.
- The District may offer a signing bonus to any new Teacher hired on Step A only. This is a one-time bonus that will not exceed \$1,000.

APPENDIX C

SALARY SCHEDULE FOR 2007-2008

STEP	BA	BA+30	MA	BA+60	M+30
A	\$33,020	\$35,238	\$36,194	\$37,456	\$38,414
B	34,450	36,697	37,653	38,944	39,902
C	35,880	38,157	39,111	40,432	41,391
D	37,310	39,616	40,571	41,921	42,878
E	38,741	41,076	42,030	43,411	44,367
F	40,170	42,534	43,491	44,899	45,855
G	41,600	43,995	44,949	46,386	47,344
H	43,030	45,454	46,408	47,874	48,832
I	44,461	46,913	47,868	49,363	50,321
J	45,890	48,370	49,325	50,851	51,808
K	47,204	49,714	50,671	52,223	53,180
L	48,516	51,056	52,012	53,596	54,551
M	49,829	52,399	53,354	54,966	55,925
N	51,142	53,740	54,698	56,339	57,296
O	52,457	55,084	56,040	57,711	58,669
P	52,457	56,396	57,352	60,366	61,323
Q	53,858	57,799	58,755	61,768	62,724

CAS:	\$ 610
25-Year Longevity:	\$2,708
Add Hours in Blocks of Three:	\$ 243
Ph.D.:	\$ 745

- All Teachers continuing in employment will move one letter step down the schedule.
- All off-step Teachers will have their last rate of pay increased by 3.1% and will have their base pay increased by any change in the amount on Step Q.
- The District may offer a signing bonus to any new Teacher hired on Step A only. This is a one-time bonus that will not exceed \$1,000.

APPENDIX D

SALARY SCHEDULE FOR 2008-2009

STEP	BA	BA+30	MA	BA+60	M+30
A	\$33,350	\$35,590	\$36,556	\$37,831	\$38,798
B	34,795	37,064	38,030	39,333	40,301
C	36,239	38,539	39,502	40,836	41,805
D	37,683	40,012	40,977	42,340	43,307
E	39,128	41,487	42,450	43,845	44,811
F	40,572	42,959	43,926	45,348	46,314
G	42,016	44,435	45,398	46,850	47,817
H	43,460	45,909	46,872	48,353	49,320
I	44,906	47,382	48,347	49,857	50,824
J	46,349	48,854	49,818	51,360	52,326
K	47,676	50,211	51,178	52,745	53,712
L	49,001	51,567	52,532	54,132	55,097
M	50,327	52,923	53,888	55,516	56,484
N	51,653	54,277	55,245	56,902	57,869
O	52,982	55,635	56,600	58,288	59,256
P	52,982	56,960	57,926	60,970	61,936
Q	54,397	58,377	59,343	62,386	63,351

CAS:	\$ 634
25-Year Longevity:	\$2,816
Add Hours in Blocks of Three:	\$ 252
Ph.D.:	\$ 775

- All Teachers continuing in employment will move one letter step down the schedule.
- All off-step Teachers will have their last rate of pay increased by 3.1% and will have their base pay increased by any change in the amount on Step Q.
- The District may offer a signing bonus to any new Teacher hired on Step A only. This is a one-time bonus that will not exceed \$1,000.

MEMORANDUM OF UNDERSTANDING

It is agreed by and between the Camden Teachers Association and the Camden Central School District that, notwithstanding the conditions and other provisions of Section C of Article XXV of the parties' collective bargaining agreement, an alternative retirement benefit will be available only during the 2004-2005 school year to any teacher in the bargaining unit who meets the following criteria:

1. The teacher must be eligible for, file an application and be approved for a regular retirement with the New York State Teachers Retirement System ("TRS"), with the retirement actually taking effect no later than June 30, 2005.
2. The teacher need not be in his/her first year of eligibility for a regular retirement with TRS, but must have a minimum of ten (10) years of service in the Camden Central School District.
3. An application to the Superintendent for this alternative retirement benefit must be made in writing on or before February 18, 2005, which application shall include the teacher's irrevocable notice of retirement on a specified date occurring no later than June 30, 2005.
4. A teacher who qualifies for this alternative retirement benefit may not also receive a retirement increment under Paragraph 6 of Section C of Article XXV of the collective bargaining agreement.

Payment of this alternative retirement benefit shall be made in a lump sum at the close of the school year. The amount of the alternative retirement benefit for teachers retiring during the 2004-2005 school year shall be fifteen thousand dollars (\$15,000).

This Memorandum of Understanding shall take effect upon execution by the parties and ratification by the Board of Education. The parties agree that, notwithstanding the requirements of Section 209-a(1)(e) of the Civil Service Law, this Memorandum of Understanding shall expire on June 30, 2005, and the benefit it provides shall not be available in subsequent school years.

CAMDEN TEACHERS ASSOCIATION

By: David J. Z. Latta Dated: 1/13/05, ~~2004~~

CAMDEN CENTRAL SCHOOL DISTRICT

By: Kenneth J. Foy Dated: 1/13/05, 2004