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PROFESSIONAL AGREEMENT

BETWEEN THE

CAMPBELL-SAVONA TEACHERS ASSOCIATION

AND THE

BOARD OF EDUCATION

CAMPBELL-SAVONA CENTRAL SCHOOL DISTRICT

JULY 1, 2009 – JUNE 30, 2011

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PROFESSIONAL AGREEMENT

The Campbell-Savona Central School Board of Education, upon the basis of satisfactory evidence having been presented by the Campbell-Savona Teachers Association that it represents a majority of the teaching staff, including part-time teachers who are placed on the contract salary schedule, but hereinafter referred to as “teachers,” excluding psychologists, nurses, aides, guidance counselors, director of federal and special projects, long-term and per diem substitutes, administrators, and/or any combination of these job titles and teachers, does hereby recognize the Campbell-Savona Teachers Association as the exclusive representative of said group and that it is entitled to all the rights and privileges given to it under the “Public Employees Fair Employment Act.” (Contractual inclusion or exclusion of future job titles and/or positions will be mutually agreed upon between the Association and the District.)

Whereas, the Superintendent of the Campbell-Savona Central School, hereinafter referred to as the “District,” and the Campbell-Savona Teachers Association, hereinafter referred to as the “Association,” have agreed to certain conditions of employment and desire to be bound thereto for the conditions as set forth,

Now, therefore, it is agreed:

ARTICLE 1 – PAY PERIODS

- A. Teachers shall have the option of a ten (10) or twelve (12) month pay plan.
- B. Pay periods shall be on the 15th and 30th for the months of September through June, except that if the payday falls on a holiday, the payday shall be the business day before the holiday and except for the month of June where the last day of the work year will be the second (2nd) payday.

ARTICLE 2 – PAYROLL DEDUCTIONS

- A. In accordance with Section 3109 of the Education Law, the District will make provisions for payroll deductions for qualifying tax-sheltered annuities.
- B. The District shall deduct, from the salaries of its teachers, dues as set forth by the Association in accordance with the law. Dues deductions will be made each pay period and the District shall transmit the monies promptly to the Association unless the Association notifies the District of an agreement on an alternate payment method for a teacher.
- C. The District shall deduct from the salaries of its teachers requested deductions for the Steuben Educators’ Federal Credit Union. The standard form shall be used.
- D. In addition to the above, provision shall be made for payroll deduction for the United Way upon receipt of proper authorization.

ARTICLE 3 – EXTRA ASSIGNMENTS

- A. The following represents the method on which the salaries for extra assignments listed below will be determined providing that said positions are created and/or approved by the Board of Education.
- B. Extra assignment pay shall be calculated by multiplying the assigned percentage by the Step 1 amount of the “BA” column of the salary schedule for that year. The BA Step 1 amount shall be modified as provided for in the following chart. Years of experience need not be consecutive, but shall be in a similar sport or activity.

| YEARS | SALARY |
|----------------------------------|------------------------------|
| One (1) through Four (4) Years | Starting Salary |
| Five (5) through Eight (8) Years | Starting Salary plus \$1,500 |
| Nine (9) Years and Over | Starting Salary Plus \$3,000 |

- C. The positions listed in Article 3 will be classified as either seasonal or yearlong activities. At the beginning of the activity, the teacher shall choose one (1) of the following options for payment:
 1. Payment at the end of the activity;
 2. Equal payments at the halfway point and end of the activity; or,
 3. Payment at the end of the school year.

When a position becomes available, the opening shall be posted via e-mail to all eligible teachers.

| POSITION | LEVEL | PERCENTAGE |
|----------------------------|------------------------|------------|
| Athletic Director | | 23.0% |
| Boys Soccer | Varsity | 6.5% |
| Boys Soccer | JV | 5.0% |
| Boys Soccer | Junior High – Per Team | 3.0% |
| Girls Soccer | Varsity | 6.5% |
| Girls Soccer | JV | 5.0% |
| Girls Soccer | Junior High – Per Team | 3.0% |
| Boys & Girls Cross Country | Varsity | 6.0% |
| Boys & Girls Cross Country | Junior High | 3.0% |
| Girls Volleyball | Varsity | 6.5% |
| Girls Volleyball | JV | 5.0% |
| Girls Volleyball | Junior High – Per Team | 3.0% |
| Boys Basketball | Varsity | 10.0% |
| Boys Basketball | JV | 8.0% |
| Boys Basketball | Junior High | 7.0% |
| Girls Basketball | Varsity | 10.0% |
| Girls Basketball | JV | 8.0% |
| Girls Basketball | Junior High | 7.0% |
| Boys Wrestling | Varsity | 10.0% |
| Boys Wrestling | JV | 8.0% |

| | | |
|---|--|-------------------|
| Boys Wrestling | Junior High | 3.5% |
| Boys Track | Varsity | 6.5% |
| POSITION | LEVEL | PERCENTAGE |
| Girls Track | Varsity | 6.5% |
| Track | Junior High | 4.0% |
| Assistant Track and Field | Varsity | 4.0% |
| Boys Baseball | Varsity | 6.5% |
| Boys Baseball | JV | 5.0% |
| Boys Baseball | Modified | 4.0% |
| Girls Softball | Varsity | 6.5% |
| Girls Softball | JV | 5.0% |
| Girls Softball | Modified | 4.0% |
| Cheerleading | Varsity Basketball | 10.0% |
| Cheerleading | JV Basketball | 8.0% |
| Golf | Varsity | 5.5% |
| Golf | JV | 4.0% |
| Tennis | Fall | 6.5% |
| Tennis | Spring | 6.5% |
| Swimming | Varsity | 10.0% |
| Swimming | Junior High | 3.5% |
| Diving/Swimming Asst Coach | Varsity | 8.0% |
| Ski Club | | 2.0% |
| Varsity Club | | 7.0% |
| Youth to Youth Club | | 1.5% |
| Elementary Activities – Tutors/Club Advisors | | 14.0% |
| Freshmen Advisor | | 4.0% |
| Sophomore Advisor | | 4.0% |
| Junior Advisor | | 6.0% |
| Senior Advisor | | 6.0% |
| Student Council Advisor | High School | 2.5% |
| Student Council Advisor | Junior High | 1.5% |
| Academic All Stars | | 1.25% |
| National Honor Society | | 1.5% |
| ACE Teachers | | 1.0% |
| House Manager | Per Major Production | 1.0% |
| Teacher Mentor | Per Client (Up to 3) | 1.5% |
| Spelling Bee | | 1.0% |
| Spanish Club | | 1.0% |
| HEAL Club | | 1.0% |
| Newspaper | Junior/Senior | 1.5% |
| Yearbook | Production/Photography/ Finance/Sales | 10.0% |
| Drama Club | | 1.0% |
| Drama Director | Per Major Production | 5.5% |
| Music For Drama | Per Major Production | 5.0% |
| Musical Accompanist | Per Major Production | 4.0% |
| Stage Manager | Per Major Production | 2.0% |
| Costume Manager | Per Major Production | 2.0% |
| Musical Stage Lighting/ Sound Director | Per Major Production | 2.0% |
| Chamber Singers | | 1.0% |

| Solo & Music Festivals | | 1.5% |
|--|--|------------|
| Impressionists | | 2.5% |
| POSITION | LEVEL | PERCENTAGE |
| Marching Band Director | | 5.0% |
| Chess | | 1.75% |
| Computer-Entrepreneur Club | | 1.0% |
| Color Guard Director | | 2.0% |
| Majorette Instructor | | 3.0% |
| Elementary Reader's/Writer's Literary Coach | | 1.0% |
| Junior High Reader's/Writer's Literary Coach | | 1.0% |
| Chaperone | Hourly Rate Rounded to Nearest Nickel | .00035 |
| Sound Booth Operator (for events other than Musicals) | Rounded to Nearest Nickel | .00035 |

- D. **Core Department Chairs.** The stipend for a core department chairperson will be two and one-quarter percent (2.25%) of starting salary per position. If co-chairpersons are established, the rate will be split accordingly. The attached job description shall define the duties of the position.

| DEPARTMENT | LEVEL |
|-------------------|-------------------|
| ELA | Elementary School |
| ELA | High School |
| Math | Elementary School |
| Math | High School |
| Social Studies | Elementary School |
| Social Studies | High School |
| Science | Elementary School |
| Science | High School |
| Special Education | K-12 |

- E. **Content Department Chairs.** The stipend for a content department chairperson will be one and three-quarters percent (1.75%) of starting salary per position. If co-chairpersons are established, the rate will be split accordingly. The attached job description shall define the duties of the position.

| DEPARTMENT | LEVEL |
|--|-------|
| Business and Technology | 7-12 |
| Physical Education, Health, Home and Careers | K-12 |
| Fine Arts - Art and Music | K-12 |
| Foreign Language | |

- F. **Committee Chairs.** The stipend for a chairperson over a committee listed below will be three-quarters percent (0.75%) of starting salary per position. If co-chairpersons are established, the rate will be split accordingly.

| COMMITTEE | LEVEL |
|-----------------------------------|-------|
| Character Education Building Team | K-6 |
| Character Education Building Team | 7-12 |
| Shared Decision Making | K-6 |
| Shared Decision Making | 7-12 |
| Junior High Leadership Committee | 7-8 |

ARTICLE 4 - SALARY

- A. Teachers shall be placed on the appropriate step of the salary schedule in accordance with their educational preparation and years of credited service. New teachers shall be credited with up to three (3) years of service, one (1) step per year, for teaching in primary or secondary education. Additional prior service credit shall be at the discretion of the Superintendent.
- B. Any teacher with a Master's Degree shall receive a stipend of eight hundred dollars (\$800) as part of his/her permanent salary.
- C. Payment for graduate hours beyond the bachelor's degree shall be in accordance with the salary schedule.
- D. Each teacher shall be responsible for the verification of credits earned. Changes shall be reported to the District by October 1st, retroactive to September 1st, and March 1st, retroactive to February 1st, as the deadlines for submitting additional graduate credits for salary. Pay increases as a result of the additional credits would be effective as of those dates.
- E. The salary schedule for 2009-2010 is contained in Appendix A. The schedule reflects an increase in the pool of money used for salaries of three and two tenth percent (3.2%). The salary schedule for 2010-2011 is contained in Appendix B. The schedule reflects an increase in successive base salaries of three percent (3%). In addition to the step salary, each teacher shall receive three hundred seventy dollars (\$370) per block of six (6) approved credit hours to a maximum of seventy-eight (78).
- F. A teacher who has perfect attendance for the entire school year, exclusive of bereavement and/or conference days, will receive a payment based on an index of .00865 of the starting salary, rounded to the nearest ten dollars (\$10).
- G. The District will compensate for in-service credit according to the following guidelines.
1. In-service compensation will be reimbursed only for hours after the regular school day.
 2. Hourly reimbursement rate for in-service credit shall be indexed at .00035 (rounded to the nearest nickel) of the starting salary.

3. Forms and procedure for submission of in-service credit compensation requests will be established by the District.
 4. Total overall dollar limits shall be established yearly for the overall in-service program, as well as yearly for the individual teacher.
 5. Prior Superintendent approval of workshops, classes, training sessions, etc., from which in-service credit is derived, is necessary in order to ensure for payment of same.
- H. Tutors shall be paid for time actually spent tutoring at the rate of .00065 (rounded to the nearest nickel) of the starting salary per hour. Travel and preparation time is excluded.
- I. Teachers employed during the summer doing curriculum work will be paid at the rate of .00055 (rounded to the nearest nickel) of the starting salary per hour. Prior approval by the Superintendent will be required.
- J. **Payment for Unused Sick Days.**
1. Any teacher who retires from the District will be eligible for reimbursement for unused sick days. However, if an eligible teacher elects to participate in the retirement incentive in Article 5 below, no payment for unused sick days will be made because it is included in the retirement incentive.
 2. For the purpose of payment, the accumulated unused sick limit will be three hundred and five (305) days.
 3. The amount of reimbursement shall be calculated by multiplying a daily rate of .00065 (rounded to the nearest nickel) of the starting salary times the number of unused sick days. The payment shall be made on the payroll nearest the December 17th pay period of the calendar year in which s/he retires. For teaching assistants, the daily rate shall be .0004 (rounded to the nearest nickel) of the starting salary.
- K. A teacher who involuntarily relocates his/her classroom more than once during a two (2) school year period shall receive a two hundred dollar (\$200) payment within thirty (30) days of the second (2nd) relocation.
- L. Teachers residing outside the Campbell-Savona Central School District shall receive a tuition waiver for each of their children who wish to attend school in the District. This subdivision shall sunset on June 30, 2010, unless the parties agree otherwise.

ARTICLE 5 – RETIREMENT INCENTIVE

- A. Any teacher who meets the eligibility requirements specified in Article 5(B) shall be offered a lump sum payment of:
1. Option A: Forty-five percent (45%) of the BA Step 1 salary, plus a daily rate of .00065 (rounded to the nearest nickel) of the BA Step 1 salary for each accumulated, unused sick day up to a maximum of three hundred five (305) days; or,

2. Option B: Eleven thousand dollars (\$11,000) plus a daily rate of fifty dollars (\$50) for each accumulated, unused sick day up to a maximum of three hundred five (305) days.

The 2012-2013 school year is the last year that teachers may choose Option A.

The District shall report this lump sum payment as earnings for the last school year worked by the teacher. The payment shall be made on the payroll nearest the December 17th pay period of the calendar year in which s/he retires.

- B. In order to receive the full benefit, a teacher must meet all of the following conditions.
 1. The teacher must have worked in the District at least fifteen (15) years and have at least a total of twenty (20) years in the New York State Teachers' Retirement System (NYSTRS);
 2. In order to receive the benefit, the teacher must retire during the school year s/he becomes eligible for an undiminished retirement benefit under the rules and regulations of the NYSTRS, unless s/he voluntarily elects to retire sooner with a penalty; and,
 3. The teacher must notify the District of intent to retire on or before April 1st if retirement will occur prior to the next March 31st.

ARTICLE 6 – INSURANCE

A. Health Insurance.

1. The health insurance coverage shall be provided by the Steuben-Allegany Group Employee Healthcare Plan (hereinafter referred to as the Plan). For teachers hired before July 1, 1999, there shall be no loss of benefits, coverage or enrollment eligibility for any bargaining unit member as a result of the change from the Statewide or GHI insurance to the proposed Plan.
2. For teachers hired before July 1, 1999, the District will pay one hundred percent (100%) of the individual and ninety percent (90%) of the family plan premium for participating employees. For teachers hired on or after July 1, 1999, the District will pay seventy-seven and one-half percent (77.5%) of the health insurance premiums for participating teachers.
3. Teachers whose spouses have insurance coverage elsewhere may elect to receive coverage under the Supplemental Major Medical Plan available. For teachers hired before July 1, 1999, the District will pay one hundred percent (100%) of the premium for employees electing the supplemental coverage. For teachers hired on or after July 1, 1999, the District will pay seventy-seven and one-half percent (77.5%) of the premium for teachers electing the supplemental coverage.
4. Teachers who retire with ten (10) or more years of service to the District will be entitled to continue their existing coverage into retirement. Effective July 1, 2010, teachers hired before July 1, 1999 who retire with individual coverage will pay two hundred fifty (\$250) per year toward the premium.

5. **Prescription Coverage.** Effective January 1st, 2006, there will be a three (3) tiered Pharmacy Benefit Option with a five dollar (\$5.00) co-payment for Generic drugs, fifteen dollar (\$15) co-payment for Preferred Brand Name drugs and a forty dollar (\$40) co-payment for Non-Preferred Brand Name drugs.

B. Payment in Lieu of Health Insurance.

1. Any teacher eligible for health care coverage who elects not to participate in the Plan shall receive an annual payment of two thousand dollars (\$2,000) in lieu of insurance, provided that the teacher completes a waiver of health care coverage form and supplies the District with proof of health care coverage elsewhere.
2. The payment shall be made in the final payroll of the school year.
3. A teacher who terminates his/her service before the end of the school year shall have their annual payment prorated.
4. A teacher who re-enters the Plan once they have elected to receive the annual payment shall have their payment prorated.
5. A newly hired teacher whose effective date of employment occurs during the school year shall have his/her annual payment prorated.
6. If there are two (2) employees within the District who can be considered dependents of each other according to the Plan, no buyout provision payment will be made.

C. Dental Insurance. The District will pay one hundred percent (100%) of the premium for an individual plan and seventy-five percent (75%) of the premium for a family plan for the Campbell-Savona Dental Plan.

D. Both parties agree that either party may request a reopening of Article 6 in the event a National Health Insurance System is enacted.

ARTICLE 7 – FLEXIBLE BENEFIT PLAN

A. The District will maintain a qualified IRC 105(h) Health Reimbursement Account Plan for teachers. The District shall pay administrative expenses and may retain interest income generated by the funds. If a teacher or retiree dies with unused funds remaining in his/her account, then his/her spouse and dependents may use such for reimbursement of authorized expenses until exhausted. If a teacher or retiree dies with no spouse or dependent(s), then the unused funds shall be divided pro rata to the accounts of teachers and retirees still participating in the plan.

B. District contribution. The District shall make an annual contribution of two hundred dollars (\$200) to each teacher's and teaching assistant's Health Reimbursement Account. A teacher receiving a payment in lieu of insurance in a given year shall be ineligible for a District contribution to his/her Health Reimbursement Account that year.

ARTICLE 8 – LEAVES

A. Sick/Personal Leave.

1. Teachers shall be allowed, without loss of pay, fourteen (14) days for sick and personal use cumulative to a total of two hundred (200) days.

- a. A physician's note must be provided for absences of five (5) continuous school days or more and may be requested for an absence of three (3) or four (4) continuous school days.
- b. Sick leave may be used for personal illness, physical disability or visit to medical treatment facilities to attend to personal illness or disability or for an illness, disability or medical treatment visit for any person residing with the teacher. Such leave may also be used for an illness, disability or medical treatment visit or other family members up to five (5) days per year. Up to ten (10) additional days per year may be granted at the discretion of the Superintendent.

2. **Personal leave.**

- a. Two (2) of the days from each teacher's annual allotment may be used as personal leave at the discretion of the teacher. Additional personal leave from the annual allotment shall continue to be at the discretion of the Superintendent.
- b. In general, personal leave may not be taken on days preceding or following a holiday or vacation period. A teacher wishing to use a full day of personal leave on a day preceding or following a holiday or vacation period must submit a request for the leave to the Superintendent at least thirty (30) days in advance unless there is an emergency situation. No more than four (4) teachers from each building may use personal leave on a day preceding or following a holiday or vacation period. If more teachers submit requests, the leave shall be granted according to seniority on a rotating basis, if submitted thirty (30) days prior; otherwise, requests shall be granted on a first-come, first-serve basis. (For teaching assistants, see sub-paragraph (d) below.)
- c. In addition, if less than four (4) teachers request personal leave in a building, the balance may be used in the other building, providing that qualified substitutes; i.e., elementary substitutes or secondary substitutes, are available. (For teaching assistants, see sub-paragraph (d) below.)
- d. **Teaching Assistant Personal Leave** "Personal leave" for teaching assistants shall be defined as leave necessary for a teaching assistant to conduct business which cannot be conducted at a time other than during the workday. No more than three (3) teaching assistants may use personal leave on a particular day. If more than three (3) teaching assistants submit requests for a particular day, the leave shall be granted according to seniority on a rotating basis, if submitted thirty (30) days prior; otherwise, requests shall be granted on a first-come, first-serve basis.
- e. Emergency personal leave may be granted at the discretion of the Superintendent. In emergency situations, the prior notice provision will be waived; however, the teacher is required to provide a reason for the leave.

3. **Sick Leave Bank.**

- a. For the benefit of all teachers, a sick leave bank will be established. The purpose is to protect teachers from the loss of income because of prolonged illness that could result during their employment with the District. The

number of days in the sick leave bank will be capped at one hundred and eighty-eight (188).

- b. To be eligible to borrow from this sick bank, teachers must:
 - (1) Have used their accumulated sick/personal days.
 - (2) Have a doctor's excuse for such illness as required for borrowing from the sick bank.
 - (3) Make application to the Association or its designated representatives for approval before borrowing.
 - (4) Repay to the bank shall be as follows:
 - (a) Each year, six (6) sick days from the teacher's annual allotment will be repaid to the bank on September 1st and all unused sick/personal days as of June 30th will be repaid to the bank until the borrowed days are repaid. Teachers who have donated days to the bank shall not be required to repay back days to the extent they have donated.
 - (b) If the indebted teacher shall leave the District, s/he shall repay the District in cash equal to each day as paid by the District for his/her per diem salary at the time the leave was borrowed with such payment to be deducted from his/her last paycheck(s). If such is impossible or uncollectible, the Association agrees to repay the bank in days, balance due at the end of the school year.
- c. The sick leave bank shall be administrated jointly by the Association president and the Superintendent or their designees.
- d. If a teacher draws sick leave from the bank for three (3) consecutive years without having repaid the bank at least twenty-five percent (25%) of the days borrowed, they will be ineligible for further sick leave bank days until such days are repaid.
- e. A teacher new to the District shall be eligible to join the sick leave bank. In each such case, the teacher must donate a minimum of two (2) sick days to the bank.

B. Bereavement Leave. Teachers shall be entitled to up to four (4) days of paid bereavement leave per occurrence of death of a family member. Additional days may be granted at the discretion of the Superintendent for family or time for friends.

C. Parental Leave.

- 1. Each teacher shall be granted a parental leave, without salary, as requested by the teacher for duration not to exceed one (1) year. The teacher may apply for an extension up to one (1) additional year and said extension shall be granted.

2. The teacher on leave agrees that if a specific date for return to duty has not been set, or needs to be adjusted for some reason, that a minimum thirty (30) day advance notice will be given to the Superintendent in order to facilitate the planning.

D. Sabbatical Leave.

1. Professional staff applying for sabbatical leave must have a minimum of five (5) years of service in the District, although greater longevity will tend to have priority. Sabbatical is considered by the Board to be both a reward for prior service rendered at a high level of proficiency and a means to gain further knowledge and experience to enhance the capacity to help District students learn better and more broadly.
2. Staff receiving sabbatical leave will be expected to serve the District a minimum of two (2) years following the completion of such leave unless other mutually agreed upon arrangements are reached. Failure to meet this time requirement will necessitate full refund if post-sabbatical service is performed. One-half (0.5) of salary received during sabbatical leave will be refunded if the participant serves at least one (1) post-sabbatical year in the District but less than two (2) full academic years.
3. Salary for a summer or academic year sabbatical leave will be the designated fraction of the annual salary of the year immediately preceding the commencement of actual leave. Salary for the year following an academic year sabbatical may or may not reflect longevity for the year of absence at the discretion of the Board of Education. Professional staff receiving sabbatical leave may be required to give periodic reports on their program and its progress to the Superintendent. If the intent of the original program is altered, it may necessitate a reweighing of the grant and possible adjustments in salary allotted.
4. Sabbatical leave cannot and will not affect tenure status as long as tenure is legislatively mandated. However, this is not to be construed to mean that administration is forbidden to alter specifics of teaching assignments while candidate is on leave if in the best interest of the teaching process.
5. Sabbatical leave may be granted for one (1) semester, or less, at one-half (0.5) salary for the time the person is on leave. The base for this salary shall be the current year. When a one (1) semester, or less, sabbatical leave is taken, longevity steps and placement will not be affected.
6. Sabbatical leave may be granted for a full academic year at one-half (0.5) salary or for summer study over a period of three (3) or four (4) years. Except in extreme emergency, summers would be expected to run consecutively and would be remunerated at one-sixth (1/6th) annual pay if the three (3) summer program is elected, or one-eighth (1/8th) annual pay if the four (4) summer program is elected.
7. Application for sabbatical leave must be made in writing to the Superintendent by February 1st for the following fiscal year. The program planned and the enrichment anticipated must be clearly stated. The Superintendent must approve the plan as of value to the District. S/he, in turn, shall make a recommendation in writing to the Board of Education and present it with the original letter of application. A copy of this recommendation will be given to the applicant.
8. The Board of Education reserves the right to request an interview with an applicant before rendering a decision. The Board of Education also reserves the right to deny

any or all applications for sabbatical leave, but will be required to have the clerk write a letter to the applicant stating its reason for so doing.

9. Any applicant turned down by the Board of Education may request a hearing with the Superintendent to be followed, if desired, by a hearing with the Board of Education.
10. The Board of Education shall finalize all decisions such that the applicant will be notified within one (1) week after two (2) regular Board of Education meetings following the deadline for application.
11. Teaching assistants shall be ineligible for the benefits of this Article.

ARTICLE 9 – CONDITIONS OF EMPLOYMENT

- A. Each teacher shall be provided a minimum of one-half (0.5) hour duty-free lunch period each day while the cafeteria is open.
- B. Professional conference days may be planned cooperatively with staff and administration.
- C. A teacher shall be allowed Association representation of his/her own choosing at any meeting with a supervisor that the teacher reasonably believes may involve or result in disciplinary action. The teacher shall give reasonable notice to the supervisor of the choice and identity of the Association representative.
- D. The student discipline policy of the District shall be vigorously enforced. Supervisors shall make every reasonable effort to support teachers in the student disciplinary referral process. Teachers will recognize their responsibility to be proactive and responsible for the student discipline within their classroom and follow District policy and procedure.
- E. Whenever a vacancy occurs, the opening shall be posted via e-mail to all eligible teachers.
- F. In the event it becomes necessary to reduce the number of positions in the bargaining unit, the District shall notify, in writing, any person(s) affected as soon as the information is known to the District. The Association shall receive a copy of any such notification.
- G. Teachers shall be notified in writing at the beginning of each school year, with a deadline of on or before September 15th, of the amount of sick leave each has, including the current year's allotment.
- H. **Length of Work Year/Workday.** The teacher work year will be one hundred eighty-one (181) days. The teacher workday shall be seven (7) hours and fifteen (15) minutes in length. Teachers will be required to be in the District at least five (5) minutes prior to the arrival of students.
- I. The District reserves the right to grant teacher requests to leave the District during school hours.
- J. **Teacher Assignments.**
 1. The District has the right and responsibility to assign teachers to appropriate teaching and duty assignments, unless modified by the terms of this Agreement.

2. The District shall make a reasonable effort to notify teachers of their tentative grade level and/or subject assignments and location by June 30th. If the District puts the Association on notice by April 30th, 2010, then this sub-paragraph will fully terminate on June 30th, 2010.
- K. All teachers will be required to be a member of a core or content department. Teachers may voluntarily join other District committees.
- L. **After School Meetings.** Teachers shall be required to remain at the end of the workday to attend the following meetings.
1. Superintendent's general staff meetings or other meetings called by the Superintendent.
 2. School and District meetings called by administrators for the purpose of information sharing, planning, curriculum study, staff development, department, and faculty meetings.
 3. **Number per Month/Day/Duration/Scheduling.** The number of such meetings shall not exceed two (2) Wednesdays per month with each concluding within one (1) hour of the end of the normal workday. The total number of such meetings for the year will not exceed twenty (20). The schedule of these meetings shall be distributed to the staff on the first (1st) day of school.
 4. **Compensation for Additional Wednesday Meetings.** The District may require additional mandatory Wednesday meetings beyond the limit in Article 9.L.3 above. Such meetings shall be subject to the same scheduling and duration requirements. However, each attending teacher shall be compensated at the curriculum rate of .00055 (rounded to the nearest nickel) of the BA Step 1 salary per hour.
 5. Teaching assistants shall attend these meetings unless excused by the principal.
- M. We believe that it is the right of the learner and his/her teachers to explore, present, and discuss divergent points of view in the quest of knowledge and truth. In the event the question of censorship should arise concerning books and materials used in the learning situation or learning experiences from within or without the District, Board Policy numbers 1022 and 1025 will apply.
- N. The District shall make reasonable efforts to ensure that class sizes in elementary classrooms and secondary "core" subject areas do not exceed thirty (30) students; however, the District shall not be precluded from implementing new instructional formats as long as a teacher's daily student roster does not exceed one hundred fifty (150) students.

ARTICLE 10 – PREPARATION AND PLANNING TIME

- A. **Preparation Time**
1. **Preparation Time** is defined as duty-free time to be used by the teacher for the purpose of his/her individual classroom preparation. Teachers recognize that in extenuating circumstances preparation time may occasionally be required for District purposes such as periodic assemblies, field trips, parent

conferences and other District meetings. Despite this, the District will make every reasonable effort to uphold the primary definition of preparation time.

2. **Co-Preparation Time** is preparation time to be used by two or more co-teachers for the purpose of preparing for a particular class. The District will make every reasonable effort to schedule such time on a day when each attendee has multiple preparation times. If this is not possible, the affected teacher's supervisor will make an accommodation to their schedule, which may include the elimination of a duty, an assigned instructional time, or other mutually agreed upon accommodations.
3. **Amount of Preparation Time:** Each teacher shall have a minimum of 290 minutes per week of preparation time, not including duty-free lunches. All teachers shall have a minimum of one preparation period per day, with the elementary teachers receiving a minimum of 30 consecutive minutes each day.

B. **Other Planning Time**

1. **Common Planning Time** is planning time assigned to be used by elementary department or grade-level teams of teachers for the purpose of planning curriculum, instruction and student activities. Administrators may occasionally direct this time to be used on building and District projects. The District will schedule common planning time no more than one time per week.
2. **Team Time** is planning time assigned to be used by teams of junior/senior high teachers for the purpose of planning student activities, brainstorming student interventions and holding parent meetings as needed. The District will schedule team time no more than one time per cycle.

ARTICLE 11 – TEACHER EVALUATION

A. **Purpose.**

1. The chief purpose of the evaluation of teaching staff shall be to maintain a qualified, competent staff, and to promote its continuing development.
2. Each probationary teacher in the District shall have a minimum of two (2) observations by the end of March in the first two (2) years of the probationary period, and by March 1st of the final probationary year. In the event that a probationary teacher begins work after December 1st of any school year, the March date shall be changed to accommodate reasonable compliance with this Article.
3. Teachers with a permanent appointment shall be evaluated a minimum of one (1) observation each year.
4. Teachers may, at their request, be given additional evaluations for specific problems or needs.

B. **Conferences.**

1. Each written evaluation must be based on an observation of at least twenty (20) minutes duration. After each evaluation, a conference with the teacher shall be held within ten (10) school days. At these conferences, the supervisor will discuss the

completed evaluation with the teacher. The teacher will receive a copy of the evaluation or notes used by the supervisor during the conference.

2. The teacher will sign the evaluation form only as an indication that s/he has seen and discussed the evaluation. The teacher's signature does not constitute either approval or disapproval of the evaluation.
3. All formal observation and monitoring of the work performance of a teacher will be conducted openly, with full knowledge of the teacher.
4. Any information used to evaluate a teacher's performance, other than the above formal evaluations, must be fully documented.
5. Evaluations shall be based upon the evaluation format developed by the District and familiar to the teachers being evaluated.
6. If any teacher is to be recommended for dismissal, and the reason, or one of the reasons, is inadequate classroom performance, such inadequate performance shall be specified in the teacher's evaluation.
7. The Superintendent shall supplement the supervisor's reports as need and time require, and in accordance with the above procedures.
8. Additional evaluative summaries of a teacher's work shall be prepared by the supervisor each year for the Superintendent as s/he may require, in accordance with the above procedure.
9. Supervisor is defined as a District administrator.

ARTICLE 12 – TEACHER PERSONNEL FILE

- A. The District shall maintain one (1) teacher personnel file for each teacher. Any material used to evaluate the performance of the teacher, other than formal evaluation, shall be contained in this personnel file and shall be placed in the personnel file within twenty (20) calendar days of the administrator's awareness of the event or situation.
- B. Copies of all materials to be placed in the teacher's personnel file, other than confidential placement materials, will be transmitted to the teacher at the time of placement. The personnel file copy will be initialed and dated by the teacher to signify that s/he has examined the material.
- C. Before the record of any complaint from a non-student adult is placed in the teacher's personnel file, the teacher shall be afforded an opportunity to confront the complainant and to reply to the same. Complaints by students may be investigated by an administrator or the Superintendent's designee. Such investigations may be reduced to writing by the Superintendent or a teacher's immediate supervisor and placed in such teacher's personnel file. No derogatory material, letter or report (including an investigative memorandum referred to above) shall be placed in the teacher's personnel file without the teacher's knowledge and without affording the teacher an opportunity to make a written statement of defense or explanation to attach thereto.
- D. A teacher shall have the right to inspect and receive a copy of the contents of his/her personnel file (except pre-hire material) upon reasonable verbal notice to the

Superintendent's secretary without expense to the teacher or the Association. Any inspection shall occur in the presence of the Superintendent or his/her designee.

ARTICLE 13 – RIGHTS OF THE ASSOCIATION

- A. A maximum of six (6) days of unpaid leave will be granted to the Association for delegates to attend to Association business without deduction from sick or personal leave days. No more than two (2) delegates may be gone at any one time. No one delegate may be gone more than three (3) consecutive days.
- B. The internal mail system, a faculty bulletin board, and public announcement time for notification of meetings, meeting space and time, will be available to the Association.
- C. No Association meeting will be held during regular school hours, except where students may be dismissed early.

ARTICLE 14 – GRIEVANCE PROCEDURE

- A. **Purpose.** It is the policy of the District and the Association that all grievances be resolved informally or at the earliest possible stage of this grievance procedure. However, both parties recognize that the procedure must be available without any fear of discrimination because of its use. Informal settlements at any stage shall bind the immediate parties to the settlement, but shall not be precedents or rulings binding in a later grievance proceeding.
- B. **Definition.**
 - 1. A “grievance” is an alleged violation of this Agreement or any dispute with respect to its meaning or application.
 - 2. A “teacher” is any person in the bargaining unit covered by this Agreement.
 - 3. An “aggrieved party” is the teacher, group of teachers, or the Association who submits a grievance.
 - 4. Unless otherwise stated, “day(s)” shall mean school day(s).
- C. **Submission of Grievances.**
 - 1. Before submission of a written grievance, the aggrieved party must attempt to resolve it informally and in so doing shall give notice that a grievance is being raised.
 - 2. Each grievance not resolved informally as herein provided shall be submitted in writing on a form approved by the District and the Association and shall identify the aggrieved party, the provision of the Agreement involved in the grievance, the time when and the place where the alleged events or conditions constituting the grievance existed, and, if known, the identity of the person responsible for causing such events or conditions and a general statement of the grievance and redress sought by the aggrieved party.

3. A grievance shall be deemed waived unless it is submitted in writing within sixty (60) calendar days after the aggrieved party knew or should have known of the events or conditions on which it is based.
4. In the case of an Association grievance, the grievance may be submitted directly to the Superintendent.
5. An aggrieved party may be represented at any or all stages of the procedure by a person of his/her own choosing. The aggrieved party may request that the Association be present at any level of the procedure.
6. **Time Limits.**
 - a. Failure at any level of this procedure to communicate a decision to the aggrieved party within the specified time limit shall permit the lodging of an appeal at the next level of the procedure within the time that would have been communicated by the final day.
 - b. If a decision at one stage is not appealed to the next level of the procedure within the time limits specified, the grievance will be deemed to be discontinued and further appeal under this Agreement shall be barred.
 - c. The time limits in this procedure may be extended by mutual agreement in writing.

D. Grievance Procedure.

1. **Immediate Supervisor.**
 - a. A teacher having a grievance must discuss it with his/her immediate supervisor either directly or through a representative, with the objective of resolving the matter informally.
 - b. If the grievance is not resolved informally, it shall be reduced to writing and presented to the immediate supervisor. The immediate supervisor shall respond within five (5) days after the receipt of each grievance. If an aggrieved party is not satisfied with the response of the immediate supervisor or if no response is received within the specified time limit after the submission of the grievance, such aggrieved party may appeal to or submit a copy of the grievance within five (5) days thereafter to the Superintendent.
2. **Superintendent.** The Superintendent or his/her designated representative shall, upon request, hold a hearing with the aggrieved party and/or representative with respect to the grievance and shall deliver to the aggrieved party a written statement of his/her position with respect to it no later than ten (10) days after it is received by him/her.
3. **Board of Education.** Within five (5) days of the determination by the Superintendent, if the aggrieved party is not satisfied, s/he may make written request to the Board of Education for review and determination. The Board of Education, or subcommittee thereof, will hold a hearing within fifteen (15) days of receipt of the request. The Board of Education shall render a final decision in writing within ten (10) days after the hearing and transmit such decision to the grievant and the Association.

4. Arbitration.

- a. In the event that the Association is not satisfied with the response to the grievance, it may, within fifteen (15) days after receiving that statement, refer the grievance to the American Arbitration Association for a list of arbitrators to be submitted to both parties. A copy of such request shall be forwarded to the Superintendent.
- b. The arbitrator's decision will be in writing and will set forth his/her findings, reasoning, and conclusions on the issues submitted. The arbitrator will be without power or authority to make any decisions that require the commission of an act prohibited by law or that is violative of the terms of this Agreement. The decision of the arbitrator shall be final and binding upon all parties.
- c. The cost of the services of the arbitrator will be borne equally by the District and the Association.

ARTICLE 15 – TEACHING ASSISTANTS

- A. Teaching assistants shall be entitled to those terms and conditions of this Agreement as provided for in this Article as well as Articles 1, 2, 3, 4.F, 4.J, 6, 7.A, 8.A.1, 8.A.2.a, 8.A.2.d, 8.B, 8.C, 9.A, 10.A, 11, 12, 13, 14, 15, 16, and 17.
- B. **Salaries.**
 1. Salaries for teaching assistants shall be forty-eight percent (48%) of the amount of the appropriate step on the "BA" column of the applicable salary schedule, except for the two teaching assistants designated in the prior collective bargaining agreement who will continue to receive eighty percent (80%) of the appropriate step on the "BA" column of the applicable salary schedule.
 2. The starting salary for new teaching assistants who are not current employees of the District shall be forty-eight percent (48%) of the amount of the "BA" column of the appropriate step of the applicable salary schedule in accordance with their years of credited service. If a current employee of the District is appointed as a teaching assistant, his/her starting salary will be the greater of the appropriate salary as provided above, or one hundred six percent (106%) of his/her current salary.

ARTICLE 16 – GENERAL PROVISIONS

- A. This Agreement shall supersede any rules, regulations, or practices of the District that shall be contrary to or inconsistent with its terms.
- B. This Agreement may be altered, changed, added to, deleted from or modified only by the mutual consent of the parties.
- C. Any individual agreement or arrangement with any individual teacher shall be subject to and consistent with the conditions of this Agreement.

- D. If any provisions of this Agreement or any application of this Agreement to any teacher or group of teachers 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.

ARTICLE 17 – CONTRACT DURATION

This Agreement shall be for the period of July 1, 2009, to June 30, 2011.

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

SIGNATURES:

Chief Negotiator
Campbell-Savona Teachers Association

Date

Superintendent
Campbell-Savona Central School

Date

APPENDIX A – 2009-2010 SALARY SCHEDULE

| STEP | BA | BA+6 | BA+12 | BA+18 | BA+24 | BA+30 | BA+36 | BA+42 | BA+48 | BA+54 | BA+60 | BA+66 | BA+72 | BA+78 |
|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 38325 | 39195 | 39565 | 39935 | 40305 | 40675 | 41045 | 41415 | 41785 | 42155 | 42525 | 42895 | 43265 | 43635 |
| 2 | 39467 | 39837 | 40207 | 40577 | 40947 | 41317 | 41687 | 42057 | 42427 | 42797 | 43167 | 43537 | 43907 | 44277 |
| 3 | 40338 | 40708 | 41078 | 41448 | 41818 | 42188 | 42558 | 42928 | 43298 | 43668 | 44038 | 44408 | 44778 | 45148 |
| 4 | 41177 | 41547 | 41917 | 42287 | 42657 | 43027 | 43397 | 43767 | 44137 | 44507 | 44877 | 45247 | 45617 | 45987 |
| 5 | 42034 | 42404 | 42774 | 43144 | 43514 | 43884 | 44254 | 44624 | 44994 | 45364 | 45734 | 46104 | 46474 | 46844 |
| 6 | 42858 | 43228 | 43598 | 43968 | 44338 | 44708 | 45078 | 45448 | 45818 | 46188 | 46558 | 46928 | 47298 | 47668 |
| 7 | 43163 | 43533 | 43903 | 44273 | 44643 | 45013 | 45383 | 45753 | 46123 | 46493 | 46863 | 47233 | 47603 | 47973 |
| 8 | 43591 | 43961 | 44331 | 44701 | 45071 | 45441 | 45811 | 46181 | 46551 | 46921 | 47291 | 47661 | 48031 | 48401 |
| 9 | 43981 | 44351 | 44721 | 45091 | 45461 | 45831 | 46201 | 46571 | 46941 | 47311 | 47681 | 48051 | 48421 | 48791 |
| 10 | 44530 | 44900 | 45270 | 45640 | 46010 | 46380 | 46750 | 47120 | 47490 | 47860 | 48230 | 48600 | 48970 | 49340 |
| 11 | 44921 | 45291 | 45661 | 46031 | 46401 | 46771 | 47141 | 47511 | 47881 | 48251 | 48621 | 48991 | 49361 | 49731 |
| 12 | 45324 | 45694 | 46064 | 46434 | 46804 | 47174 | 47544 | 47914 | 48284 | 48654 | 49024 | 49394 | 49764 | 50134 |
| 13 | 45960 | 46330 | 46700 | 47070 | 47440 | 47810 | 48180 | 48550 | 48920 | 49290 | 49660 | 50030 | 50400 | 50770 |
| 14 | 46814 | 47184 | 47554 | 47924 | 48294 | 48664 | 49034 | 49404 | 49774 | 50144 | 50514 | 50884 | 51254 | 51624 |
| 15 | 47730 | 48100 | 48470 | 48840 | 49210 | 49580 | 49950 | 50320 | 50690 | 51060 | 51430 | 51800 | 52170 | 52540 |
| 16 | 48548 | 48918 | 49288 | 49658 | 50028 | 50398 | 50768 | 51138 | 51508 | 51878 | 52248 | 52618 | 52988 | 53358 |
| 17 | 49525 | 49895 | 50265 | 50635 | 51005 | 51375 | 51745 | 52115 | 52485 | 52855 | 53225 | 53595 | 53965 | 54335 |
| 18 | 50523 | 50993 | 51363 | 51733 | 52103 | 52473 | 52843 | 53213 | 53583 | 53953 | 54323 | 54693 | 55063 | 55433 |
| 19 | 51531 | 52001 | 52371 | 52741 | 53111 | 53481 | 53851 | 54221 | 54591 | 54961 | 55331 | 55701 | 56071 | 56441 |
| 20 | 52913 | 53283 | 53653 | 54023 | 54393 | 54763 | 55133 | 55503 | 55873 | 56243 | 56613 | 56983 | 57353 | 57723 |
| 21 | 53975 | 54345 | 54715 | 55085 | 55455 | 55825 | 56195 | 56565 | 56935 | 57305 | 57675 | 58045 | 58415 | 58785 |
| 22 | 55092 | 55462 | 55832 | 56202 | 56572 | 56942 | 57312 | 57682 | 58052 | 58422 | 58792 | 59162 | 59532 | 59902 |
| 23 | 56411 | 56781 | 57151 | 57521 | 57891 | 58261 | 58631 | 59001 | 59371 | 59741 | 60111 | 60481 | 60851 | 61221 |
| 24 | 57816 | 58186 | 58556 | 58926 | 59296 | 59666 | 60036 | 60406 | 60776 | 61146 | 61516 | 61886 | 62256 | 62626 |
| 25 | 59274 | 59644 | 60014 | 60384 | 60754 | 61124 | 61494 | 61864 | 62234 | 62604 | 62974 | 63344 | 63714 | 64084 |
| 26 | 60220 | 60590 | 60960 | 61330 | 61700 | 62070 | 62440 | 62810 | 63180 | 63550 | 63920 | 64290 | 64660 | 65030 |
| 27 | 61369 | 61739 | 62109 | 62479 | 62849 | 63219 | 63589 | 63959 | 64329 | 64699 | 65069 | 65439 | 65809 | 66179 |
| 28 | 62315 | 62685 | 63055 | 63425 | 63795 | 64165 | 64535 | 64905 | 65275 | 65645 | 66015 | 66385 | 66755 | 67125 |
| 29 | 63371 | 63741 | 64111 | 64481 | 64851 | 65221 | 65591 | 65961 | 66331 | 66701 | 67071 | 67441 | 67811 | 68181 |
| 30 | 64732 | 65102 | 65472 | 65842 | 66212 | 66582 | 66952 | 67322 | 67692 | 68062 | 68432 | 68802 | 69172 | 69542 |
| 31 | 65960 | 66330 | 66700 | 67070 | 67440 | 67810 | 68180 | 68550 | 68920 | 69290 | 69660 | 70030 | 70400 | 70770 |
| 32 | 67314 | 67684 | 68054 | 68424 | 68794 | 69164 | 69534 | 69904 | 70274 | 70644 | 71014 | 71384 | 71754 | 72124 |
| 33 | 68755 | 69125 | 69495 | 69865 | 70235 | 70605 | 70975 | 71345 | 71715 | 72085 | 72455 | 72825 | 73195 | 73565 |
| 34 | 70411 | 70781 | 71151 | 71521 | 71891 | 72261 | 72631 | 73001 | 73371 | 73741 | 74111 | 74481 | 74851 | 75221 |
| 35 | 71979 | 72349 | 72719 | 73089 | 73459 | 73829 | 74199 | 74569 | 74939 | 75309 | 75679 | 76049 | 76419 | 76789 |
| 36 | 73566 | 73936 | 74306 | 74676 | 75046 | 75416 | 75786 | 76156 | 76526 | 76896 | 77266 | 77636 | 78006 | 78376 |

Add an additional eight hundred dollars (\$800) for Master's Degree.

Teachers who continue to work past the last step will receive a two thousand dollar (\$2,000) increase in pay each year.

APPENDIX B – 2010-2011 SALARY SCHEDULE

| STEP | BA | BA+6 | BA+12 | BA+18 | BA+24 | BA+30 | BA+36 | BA+42 | BA+48 | BA+54 | BA+60 | BA+66 | BA+72 | BA+78 |
|------|------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 39407 | 39777 | 40147 | 40517 | 40887 | 41257 | 41627 | 41997 | 42367 | 42737 | 43107 | 43477 | 43847 | 44217 |
| 2 | 39990 | 40360 | 40730 | 41100 | 41470 | 41840 | 42210 | 42580 | 42950 | 43320 | 43690 | 44060 | 44430 | 44800 |
| 3 | 40651 | 41021 | 41391 | 41761 | 42131 | 42501 | 42871 | 43241 | 43611 | 43981 | 44351 | 44721 | 45091 | 45461 |
| 4 | 41548 | 41918 | 42288 | 42658 | 43028 | 43398 | 43768 | 44138 | 44508 | 44878 | 45248 | 45618 | 45988 | 46358 |
| 5 | 42412 | 42782 | 43152 | 43522 | 43892 | 44262 | 44632 | 45002 | 45372 | 45742 | 46112 | 46482 | 46852 | 47222 |
| 6 | 43295 | 43665 | 44035 | 44405 | 44775 | 45145 | 45515 | 45885 | 46255 | 46625 | 46995 | 47365 | 47735 | 48105 |
| 7 | 44144 | 44514 | 44884 | 45254 | 45624 | 45994 | 46364 | 46734 | 47104 | 47474 | 47844 | 48214 | 48584 | 48954 |
| 8 | 44458 | 44828 | 45198 | 45568 | 45938 | 46308 | 46678 | 47048 | 47418 | 47788 | 48158 | 48528 | 48898 | 49268 |
| 9 | 44899 | 45269 | 45639 | 46009 | 46379 | 46749 | 47119 | 47489 | 47859 | 48229 | 48599 | 48969 | 49339 | 49709 |
| 10 | 45300 | 45670 | 46040 | 46410 | 46780 | 47150 | 47520 | 47890 | 48260 | 48630 | 49000 | 49370 | 49740 | 50110 |
| 11 | 45866 | 46236 | 46606 | 46976 | 47346 | 47716 | 48086 | 48456 | 48826 | 49196 | 49566 | 49936 | 50306 | 50676 |
| 12 | 46269 | 46639 | 47009 | 47379 | 47749 | 48119 | 48489 | 48859 | 49229 | 49599 | 49969 | 50339 | 50709 | 51079 |
| 13 | 46684 | 47054 | 47424 | 47794 | 48164 | 48534 | 48904 | 49274 | 49644 | 50014 | 50384 | 50754 | 51124 | 51494 |
| 14 | 47339 | 47709 | 48079 | 48449 | 48819 | 49189 | 49559 | 49929 | 50299 | 50669 | 51039 | 51409 | 51779 | 52149 |
| 15 | 48218 | 48588 | 48958 | 49328 | 49698 | 50068 | 50438 | 50808 | 51178 | 51548 | 51918 | 52288 | 52658 | 53028 |
| 16 | 49162 | 49532 | 49902 | 50272 | 50642 | 51012 | 51382 | 51752 | 52122 | 52492 | 52862 | 53232 | 53602 | 53972 |
| 17 | 50004 | 50374 | 50744 | 51114 | 51484 | 51854 | 52224 | 52594 | 52964 | 53334 | 53704 | 54074 | 54444 | 54814 |
| 18 | 51011 | 51381 | 51751 | 52121 | 52491 | 52861 | 53231 | 53601 | 53971 | 54341 | 54711 | 55081 | 55451 | 55821 |
| 19 | 52142 | 52512 | 52882 | 53252 | 53622 | 53992 | 54362 | 54732 | 55102 | 55472 | 55842 | 56212 | 56582 | 56952 |
| 20 | 53180 | 53550 | 53920 | 54290 | 54660 | 55030 | 55400 | 55770 | 56140 | 56510 | 56880 | 57250 | 57620 | 57990 |
| 21 | 54500 | 54870 | 55240 | 55610 | 55980 | 56350 | 56720 | 57090 | 57460 | 57830 | 58200 | 58570 | 58940 | 59310 |
| 22 | 55594 | 55964 | 56334 | 56704 | 57074 | 57444 | 57814 | 58184 | 58554 | 58924 | 59294 | 59664 | 60034 | 60404 |
| 23 | 56745 | 57115 | 57485 | 57855 | 58225 | 58595 | 58965 | 59335 | 59705 | 60075 | 60445 | 60815 | 61185 | 61555 |
| 24 | 58103 | 58473 | 58843 | 59213 | 59583 | 59953 | 60323 | 60693 | 61063 | 61433 | 61803 | 62173 | 62543 | 62913 |
| 25 | 59550 | 59920 | 60290 | 60660 | 61030 | 61400 | 61770 | 62140 | 62510 | 62880 | 63250 | 63620 | 63990 | 64360 |
| 26 | 61052 | 61422 | 61792 | 62162 | 62532 | 62902 | 63272 | 63642 | 64012 | 64382 | 64752 | 65122 | 65492 | 65862 |
| 27 | 62027 | 62397 | 62767 | 63137 | 63507 | 63877 | 64247 | 64617 | 64987 | 65357 | 65727 | 66097 | 66467 | 66837 |
| 28 | 63210 | 63580 | 63950 | 64320 | 64690 | 65060 | 65430 | 65800 | 66170 | 66540 | 66910 | 67280 | 67650 | 68020 |
| 29 | 64184 | 64554 | 64924 | 65294 | 65664 | 66034 | 66404 | 66774 | 67144 | 67514 | 67884 | 68254 | 68624 | 68994 |
| 30 | 65272 | 65642 | 66012 | 66382 | 66752 | 67122 | 67492 | 67862 | 68232 | 68602 | 68972 | 69342 | 69712 | 70082 |
| 31 | 66674 | 67044 | 67414 | 67784 | 68154 | 68524 | 68894 | 69264 | 69634 | 70004 | 70374 | 70744 | 71114 | 71484 |
| 32 | 67939 | 68309 | 68679 | 69049 | 69419 | 69789 | 70159 | 70529 | 70899 | 71269 | 71639 | 72009 | 72379 | 72749 |
| 33 | 69333 | 69703 | 70073 | 70443 | 70813 | 71183 | 71553 | 71923 | 72293 | 72663 | 73033 | 73403 | 73773 | 74143 |
| 34 | 70818 | 71188 | 71558 | 71928 | 72298 | 72668 | 73038 | 73408 | 73778 | 74148 | 74518 | 74888 | 75258 | 75628 |
| 35 | 72523 | 72893 | 73263 | 73633 | 74003 | 74373 | 74743 | 75113 | 75483 | 75853 | 76223 | 76593 | 76963 | 77333 |
| 36 | 74138 | 74508 | 74878 | 75248 | 75618 | 75988 | 76358 | 76728 | 77098 | 77468 | 77838 | 78208 | 78578 | 78948 |

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