

*Agreement Between*

THE BOARD OF  
EDUCATION OF  
THE  
CONNETQUOT CENTRAL  
SCHOOL DISTRICT  
OF ISLIP

*and*

THE CONNETQUOT  
TEACHERS ASSOCIATION

*July 1, 2012 through June 30, 2017*



**AGREEMENT** entered into this 22<sup>d</sup> day of May 2014, by and between the BOARD OF EDUCATION, CONNETQUOT CENTRAL SCHOOL DISTRICT OF ISLIP, (hereafter referred to as the "Board") and the CONNETQUOT TEACHERS ASSOCIATION, (hereafter referred to as the "Association").

### **WITNESSETH**

**WHEREAS**, the Board of Education of the Connetquot Central School District and the Connetquot Teachers Association desire to work together to provide the most suitable educational experiences for the students of the Connetquot Public School System; and

**WHEREAS**, both groups recognize their responsibilities in an increasingly complex society to provide optimum educational opportunities, the Board of Education of the Connetquot Central School District recognizes that it is desirable and, therefore in the best interest of the District that there be continued involvement of the teachers and the Connetquot Teachers Association in the recommendation of policy in matters which affect teachers; and

**WHEREAS**, the Connetquot Central School District encourages all professional employees, or groups of employees, to use existing channels seeking to initiate policy changes, the Board of Education and the Connetquot Teachers Association believe that this is one of the District's strengths and, therefore, consider it vital to continue this philosophy; and

**WHEREAS**, the Laws of the State of New York and the voters of the District have specifically granted to the Board legal authority over the schools in the District, the decision-making responsibility must rest with the Board which assumes legal responsibility for the District consistent with Laws of the State and the Rules and Regulations of the Department of Education.

**NOW, THEREFORE**, it is mutually agreed as follows:

## **ARTICLE I RECOGNITION**

### **Section 1**

The Association and the Board affirm that they will abide by Civil Service Law, Article XIV, and the Laws of the State of New York in general.

### **Section 2**

Pursuant to Article XIV of the Civil Service Law, the Board recognizes the Association as the exclusive negotiating representative of all certified professional personnel directly and regularly employed by the Board of Education with the exception of substitute teachers, department chairpersons, building principals and their assistants, supervisors, subject area coordinators, directors, and Central Office administrators.

### **Section 3**

The association shall have the right to unchallenged representation status during the term of this contract.

### **Section 4**

The Association and the Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program. The Association therefore agrees that it shall not cause, condone, support, assist, or instigate strikes, work stoppages, or concerted refusal to perform work by the members of the unit represented by it during the term of this Agreement.

## **ARTICLE II DUES DEDUCTION**

### ***Section 1 --Deductions***

- A. The Board shall deduct from the salaries of its employees covered by this Agreement the dues as per authorization cards signed by members.
- B. The total annual dues as authorized by the said form shall be deducted in equal installments over twenty (20) pay periods, commencing with the. Second payday in September.
- C. (1) All dues authorization cards are to be submitted by the Association by September 20.  
(2) During the period between February 1 and February 15, additional authorizations be submitted and the dues shall be deducted, based upon the aforesaid authorization, in eight (8) equal installments beginning with the first payday in March.
- D. The Association may prepare a master list from said dues authorization cards by October 30, which list shall contain the names of the employees whose dues are to be deducted and the amounts to be deducted. The Board shall transmit the amounts so deducted promptly to the Association accompanied by a list of employees from whom dues were deducted and the individual amounts.

### ***Section 2 -- Savings Plan Deductions***

Salary deductions shall be made for savings plans provided there shall be no more than five (5) institutions with a minimum of ten (10) teachers enrolled for one such institution.

### ***Section 3-- Credit Union Deductions***

The Board shall deduct from each paycheck the amount requested by a teacher for deposit to the Teachers Credit Union account, and said deductions shall be delivered to the said Credit Union promptly by the Board.

### ***Section 4 -- Annuity Plan Deductions***

The Board shall provide opportunity to all teachers to enroll in a tax-sheltered annuity program provided that one company, acceptable to the Board, agrees to collect and distribute all such monies to the proper companies indicated by the teacher(s). Teachers shall hereby be permitted to change the tax sheltered annuities on a monthly basis upon submission of a salary reduction agreement to the district Business Office, and in accordance with prior practices.

### ***Section 5 -- Save Harmless***

That except for the ordinary diligence and care in the deduction and transmittal of the monies to the Association, Credit Union, and/or in accordance with Section 4 relating to annuity plan deductions, the Association agrees to hold the Board free from all liability in connection with dues deductions, Credit Union deductions, annuity plan deductions, agency shop free deductions, and savings plan deductions.

### ***Section 6-- Agency Shop Fee***

The Board shall deduct from the salary of any employee covered by this Agreement who is not a member of the Association a sum equal to the dues of the Association in equal installments over twenty (20) pay periods commencing with the second payday in September except that such an employee who commences employment subsequent to the first payday in October, the said fee shall be deducted in eight (8) equal installments beginning with the first payday in March. The agency shop fee is conditioned upon the following:

- A. That the Association shall maintain membership of at least 75 percent of the employees covered by this Agreement.
- B. That the Association maintains an appeals procedure available to any such employee who may object to the agency shop fee deduction as provided by Article XIV of the Civil Service Law.

ARTICLE III  
NEGOTIATIONS PROCEDURES

By December 15, 2016, either party may notify the other of its intention to negotiate a succeeding collective negotiations agreement. In the event such notification is given, each party shall submit proposals for negotiations no later than February 1, 2017.

ARTICLE IV  
ACADEMIC FREEDOM

*Section 1*

Teachers may provide the opportunity for the study of controversial subjects within the curriculum in an impartial manner according to the maturity, needs and age level of the students. This is not intended to delimit or restrict in any manner the authority of the Board over curriculum including controversial subjects and its implementation.

*Section 2*

The Association will make recommendations to the Board of Education for dealing with controversial issues.

ARTICLE V  
TEACHER-ADMINISTRATION LIAISON

*Section 1 -- Building Meetings*

An Association representative from each school building shall meet periodically with the building principal at a time mutually agreed upon for the purpose of discussing building problems.

*Section 2 -- President- Superintendent Meetings*

The Association President and the Superintendent shall meet periodically to review and discuss current school problems and practices.

*Section 3 -- Labor Management Committee*

A joint Labor-Management Committee comprised equally of Association and District representatives shall be established on January 1, 1991 to periodically discuss and review District policy initiatives, District-Union contract administration issues and where necessary, the parties will reopen negotiations on matters requiring contract adjustment regarding the nine (9) period day only.

ARTICLE VI TEACHER  
EMPLOYMENT

The Board of Education agrees to act promptly on the appointment of newly employed teachers.

ARTICLE VII  
TEACHER ASSIGNMENTS

*Section 1 -- Assignment Notices*

- A. No later than June 15<sup>h</sup>, teachers will be notified in writing of their tentative assignments for the coming year, including the school to which they will be assigned, the grade and/or subjects they will teach.
- B. In the event of a change, the teacher will be notified in writing and shall have the right to discuss the change with the appropriate administrator within one week of the receipt of notice.
- C. If a junior or senior high school teacher's tentative assignment is changed, he/she will be notified of the final assignment as soon as possible, preferably no later than August 15<sup>h</sup>. Teachers who are members of a teaching team shall be consulted whenever feasible concerning all changes in the membership of their team.
- D. A list of new teaching positions created by the Board within the District and all openings in positions or activities set forth on Schedule C and any new extra pay positions that may be

created by the Board shall be posted in each building as soon as possible listing the qualifications necessary and the application procedure to be followed.

*Section 2*

- A. A final master schedule of all teaching assignments in each building will be made available to all teachers in each building and the Association as soon as same is prepared.
- B. Consideration shall be given to the preference of teachers certified in more than one area, but the best interests of the District shall be controlling.

*Section 3*

For each of the years covered by this Agreement, the Board shall allocate, for non-instructional aides, no less than the amount of money allocated for that purpose in 1975-76.

*Section 4*

When assignments are made in the elementary schools, the principal shall take into consideration the value of scheduling each team to the same hours of common planning time and shall schedule all specified teams a minimum of three (3) periods of common planning time each week. If the building principal assigns only the minimum of three (3) common planning periods, he/she will discuss the matter with the building representative, if requested.

ARTICLE VIII  
TRANSFERS

*Section 1 -- Principles*

In reassignment or transfers of teachers, the best interests of the District shall be controlling. The desires of the teacher involved, the teacher competency and certification, instructional requirements, staff availability, and written recommendations of principals and supervisors shall be other factors to be considered. Where the foregoing factors are substantially equal, seniority in the District shall receive consideration.

*Section 2 -- Notice of Vacancies*

- A. A list of known teaching vacancies in the District shall be posted in each building periodically.
- B. The final list of all known vacancies shall be posted during the second week of June.

*Section 3 -- Voluntary Transfers*

A teacher requesting a lateral transfer within the same tenure area from one building, grade or subject area to another shall submit a request in writing to the principal or principals involved, stating the reason for the request. He/She shall be notified in writing of the action taken on his/her request within twenty (20) days after expiration of the posting period.

*Section 4 -- Involuntary Transfers (including transfers from one grade to another within the same building.)*

- A. Notice of a proposed involuntary transfer shall be given to the individual teacher as soon as possible. He/She shall have the right to discuss this with the principal involved.
- B. Wherever possible, no teacher will be subject to excessive involuntary transfer as compared to all other teachers in his/her grade level or major subject area.

ARTICLE IX  
PROMOTIONS

*Section 1 -- Definition of Promotional Position*

A promotional position is any position which pays a salary differential or position on the administrative or supervisory level, including but not limited to, positions as supervisor, director, principal, assistant principal, chairperson, and coordinator.

*Section 2 -- Notice of Promotional Positions*

- A. Notice of all vacancies in promotional positions shall be posted on faculty bulletin boards in all buildings and sent to bargaining unit members via school district email.
- B. Notices of such vacancies shall contain the title of position, job description, the qualifications for the position, the date the position is open, the final date for submitting application, the salary range, and instructions for filing applications.

- C. An Association representative shall contact the office of the Superintendent to ascertain if promotional vacancies for the next school year have occurred during the summertime.

**Section 3-- Notice of Appointment**

Prior to any general announcement of a Board of Education appointment to a promotional position, each teacher who applied for that position who was not selected will be sent notification of the appointment made by the Board.

**Section 4-- Extra Pay Positions**

The District may fill an extra pay position from without the Unit provided the position is posted for ten (10) school days (or a lesser period in case of a resignation during the season or other emergency) and further provided no member of the Unit who applies meets the qualifications set forth in the posting and a copy of the posting is emailed to all unit members.

**Section 5- Home Tutoring**

Effective as of February 23, 2009, the protocol relative to Section 4 above, relative to the assignment of home tutoring, shall be as follows:

- A. Prior to September 1<sup>st</sup>, all Association members shall be approved to serve as home tutors during that particular school year when the need arises.
- B. Each school year, an Association member interested in being a home tutor during that school year must notify the District's Pupil Personnel Services Offices as per item "d" below. If there are new hires to the District after the date noted herein, and those new Association members are interested in being a home tutor during that school year, that teacher must notify the District's Pupil Personnel Services Office of his/her desire to home tutor. Any teacher can remove himself or herself from consideration for home tutoring by removing his or her name from the "Ed Alert" system at any time.
- C. When a home tutoring assignment becomes available due to a student's medical absence, suspension or any other reason, notification shall be sent out to Association members who have notified the District of their desire to be a home tutor.
- D. Such notification shall be sent via the District's "Ed Alert" system only (e-mail and/or text messaging to an e-mail address and/or phone number provided by the teacher). Such e-mail and /or phone number shall be utilized by the District only for the purposes of notification of home tutoring assignments. The District will ensure that the e-mail account can be accessed by teachers during the school day. E-mail addresses utilized for "Ed Alert" home tutoring assignments or in responding to such assignments, will not be shared with the District for any other use. This use of e-mail will not be construed to imply agreement with any other use of e-mail between the District and its teachers.
- E. In order to comply with the New York state timelines for home tutoring, those Association members interested in accepting the home tutoring assignment shall notify the specified e-mail address by 3:00p.m. the following workday.
- F. The order in which the District shall assign such home tutoring shall be as follows:
  - (1) The student's specific teacher(s) during the particular school year who have notified the District's Pupil Personnel Services Office of his/her interest to home tutor;
  - (2) Association members assigned to teach within the student's building during the

particular school year who have notified the District's Pupil Personnel Services Office of his/her interest to home tutor and who is appropriately certified in the area of instruction;

- (3) Association members who have notified the District's Pupil Personnel Services Office of his/her interest to home tutor and who is appropriately certified in the area of instruction;
- G.** If none of the individuals identified in F. (1), (2), or (3) notifies the District of his/her interest in accepting the home tutoring assignment within the timeframe set forth in section (E) above, the District may assign such home tutoring to non-unit members and/or individuals from outside agencies, who are appropriately certified in the area of instruction within the next twenty-four (24) hours.
- H.** If an acceptable non-unit member or outside agency is not able to be obtained within the twenty-four (24) hour period as set forth in section (G), the provisions of section (J) below shall be utilized.
- I.** If after an Association member identified in F. (1), (2), or (3) notifies the District of his/her interest to home tutor and is assigned the home tutoring by the District, but is not available to provide such instruction at a mutually agreeable time with the parents, he/she must notify the District within 72 hours of the assignment so the District can assign such home tutoring to another Association member who has notified the District's Pupil Personnel Services Office of his/her interest to home tutor and who is appropriately certified in the area of instruction, or, in the case where none of the individuals identified in F. (1), (2), or (3) notifies the District of his/her interest in accepting the home tutoring assignment within 24 hours of the District's notification, the District may assign such home tutoring to non – unit members and/or to outside agencies, who are appropriately certified in the area of instruction.
- J.** In the event no teacher possessing certification in the required subject area can be obtained, within or outside the unit, the unit members will be re-pelled, so that an otherwise qualified teacher in a similar subject area can be assigned. If following there-pelling of the unit members, an otherwise qualified teacher cannot be obtained, the provisions set forth in section (G) above shall be utilized to obtain the services of a non-unit member or agency who is another qualified teacher for the purposes of home tutoring.
- K.** The District's Pupil Personnel Services Office shall submit to the Association quarterly notification of the home tutoring assignments during the particular school year on a form to be mutually developed and including at least member tutors and private tutors.

## **ARTICLE X PROTECTION OF TEACHERS**

### *Section 1*

If a teacher is assaulted in connection with his/her employment, he/she shall give the building principal written notice of that fact as soon as possible. The Board shall comply with a request from such teacher for non-confidential information in their possession relating to the incident or the persons involved.

*Section 2*

A teacher assaulted in the course of his/her employment in the proper discharge of his/her duties shall receive his/her full salary even though disabled from performing his/her duties as a teacher as a result of the assault for the period of such absence. The Board shall pay the difference between any amounts received from employer insurance carriers and the full sum of his/her salary and no part of such absence will be charged to his/her annual sick leave. The Board's obligation in this matter shall continue for a maximum period of one calendar year from the date of the assault. The Board may require the teacher to be examined by a physician selected by the Board.

*Section 3*

During the term of this Agreement no presently employed member of the bargaining unit shall be released by reason of the Board subcontracting.

*Section 4*

Disciplinary action taken against a teacher shall be based upon just cause. The foregoing shall not be applicable to:

- A. The discharge of a first-year probationary employee when the discharge is based upon performance-related deficiencies.
- B. Administrative criticism of a teacher so long as the same contains suggestions for improvement of performance.
- C. Tenured teachers who have been charged pursuant to Section 3020-A of the Education Law.

*Section 5*

Teachers who have been excessed under Education Law Section 2510 shall be entitled to appointment as regular substitutes to vacancies occasioned by teachers on long-term leave of absence such as maternity and illness, etc. The teacher must possess certification for the vacant position created by the leave. Said appointment shall be without loss of salary or benefits.

In addition to the foregoing, the District shall be obligated each year to provide that those teachers who have been excessed and cannot qualify for appointment as a regular substitute because of lack of certification shall be granted preference in per diem substitute assignments, as the same are available. This obligation of the District shall only apply to seven (7) such teachers. Said teachers shall be compensated at the daily rate of \$100. Said teachers shall receive no contract fringe benefits; however, at the option of the teacher, health, dental, and life insurance may be continued, the premium of each to be paid by the said teacher when billed by the District.

Any other excessed teacher who, because of lack of certification, cannot qualify for a regular substitute appointment for a teacher on long-term leave of absence shall be given preference in a per diem substitute assignment as same are available and shall receive no contract fringe benefits; however, at the option of the teacher, health, dental and life insurance may be continued, the premium of each to be paid by the said teacher when billed by the District. Said teachers shall be compensated at the daily rate of \$65.

ARTICLE XI  
TEACHER EVALUATION AND RECORDS

*Section 1 -- Principles*

- A. (1) All monitoring and formal observations of the work performance of a teacher shall be conducted with the full knowledge of a teacher.  
(2) It is understood that there are continual informal observations and evaluations of teachers by supervisory personnel.
- B. If discipline procedure goes beyond the building level, then a teacher may request that a representative of the Association be present.
- C. If necessary to criticize a teacher, it is understood that it is good practice to do so away from the hearing of others.



D. Formal observation and/or evaluation forms will be uniform throughout the School District.

*Section 2 -- Report Procedure*

All observation reports will be discussed with the teacher and written copies of the observation reports will be submitted to the teacher for his/her signature as soon as possible, preferably within one (1) week of each observation. The teacher will sign the report to show he/she has read it before the report goes into his/her folder. The teacher may write a comment on the observation report which will go in his/her folder. Teachers will receive carbon copies of all their observations or evaluation reports.

*Section 3-- Nontenured Teachers*

- A. Probationary teachers will be observed a minimum of three (3) times yearly, preferably once at the beginning, once in the middle, and once toward the end of the year. Nothing in this section should be construed to limit the right of administration to observe the teachers more frequently.
- B. A teacher who would be eligible for tenure at the start of the next school year shall receive notification by May 1<sup>st</sup> of the preceding year if he/she will not be recommended for tenure.

*Section 4-- Tenured Teachers*

Tenured teachers will be observed a minimum of once a year. Nothing in this section should be construed as limiting the right of the administration to observe the teacher more frequently.

*Section 5-- Personnel File/Teaching Staff*

- A. The contents of an individual teacher's personnel file shall not be available to the public unless required by law.
- B. Upon request and in the presence of an administrator of his/her designated representative, a teacher shall have access to his/her own personnel file, excluding confidential material such as pre-hire recommendations or evaluations, in the Central Administration Office during regular office hours. He/she shall be permitted to copy non-confidential documents in his/her file at the Central Administration Building. The teacher shall be entitled to be accompanied by a representative of the Association when examining his/her file.
- C. If any material is to be placed in a teacher's personnel file (other than the confidential material referred to in paragraph 8 of this Section), it must be shown to and a copy furnished to the teacher prior to it being placed in the file. The teacher will sign a statement to acknowledge receipt and may enter a response into the file.

ARTICLE XII  
TEACHER LOAD

*Section 1*

The daily student load of teachers in Grade 7-12 shall not exceed 125 pupils per day. However, in subject areas where scheduling flexibility is necessary for the proper implementation of the particular educational program involved, the daily load may exceed or be less than 125. These areas would include programs where physical facilities, curriculum content and organizational patterns such as team teaching and large group instruction warrant larger or smaller groups.

*Section 2*

It is recognized that the number of preparations assigned to a teacher clearly affects the quality of the instructional program. Student load, grouping patterns, the number of consecutive classes and the involvement of the teacher in the school program, will be taken into consideration in assigning preparations.

*Section 3*

The number of daily periods of classroom instruction in Grades 7-12 shall not exceed five (5). Where organizational changes warrant an increase, the administration may assign six (6) teaching periods with justification. If an individual teacher determines that his/her "teacher load" is not achieving the greatest possible educational good, he/she may request the Administration to examine and make recommendations to the Superintendent.

*Section 4*

- 1. The Parties agree that regularly appointed teachers may be assigned to provide instruction

during an additional instructional sixth period in their area of New York State Certification pursuant to Article XII Section 3 of the CBA, in place of an absent teacher, and such teachers shall be compensated as follows:

- a. Effective January 1, 2014, a teacher will receive sixty-eight (\$68) dollars for an additional Instructional sixth period for the first ten (10) consecutive school days in which the teacher provides an additional instructional sixth period in place of an absent teacher.
- b. Effective January 1, 2014, if a teacher continues to provide an additional instructional sixth period beyond ten (10) consecutive school days, then, beginning on the eleventh consecutive day, the teacher's rate of pay for the additional consecutive instructional sixth period given on consecutive school days will be his/her daily base salary rate increased by twenty percent (20%) based on the applicable teachers' salary schedule. In no case shall the teacher receive more than twenty percent (20%) total increase for the additional instructional sixth period.

2. Teachers will not be eligible for the compensation described in paragraph 1 for any additional period in which the teacher does not provide instruction in their area of New York State Certification including but not limited to study halls, extra help, etc.

3. There shall be no adjustment to the total amount paid to a teacher pursuant to this letter of agreement during the school year regardless of any salary schedule changes that may become effective as the result of a new collective bargaining agreement between the District and the CTA.

#### **Section 5**

Effort shall be made to assign all teachers a forty (40) minute duty-free lunch period. To this end, each building principal shall meet with the building representative of his/her school and shall attempt to work out the scheduling problems involved. To the degree that additional personnel are required to make the section workable, the Board will allocate forty-five thousand dollars (\$45,000) on a districtwide basis; and the plan shall be achieved at no more than this amount of money districtwide.

#### **Section 6**

Teachers shall not be required to schedule conferences during lunch periods, nor shall they be required to cover other teacher's classes for the purpose of scheduled parent conferences.

#### **Section 7**

The District will make all reasonable efforts before October 1<sup>st</sup> of the current year, through assignments and adjustments, to attain class sizes within a student enrollment range limitation of 24-30 in Grade K-6.

#### **Section 8**

A joint Board/Association Committee shall be established to study and make recommendations on teacher load, assignments, and class sizes of special subject teachers. The memberships of the Committee shall be designated by the Superintendent of Schools and the President of the Association. In addition, for the 2006/07 school year, a Board committee will be established to review Middle School programs and staff patterns in accordance with the Superintendent's letter to the CTA President dated September 6, 2006, a copy of which is attached.

#### **Section 9**

All teachers working a regular session shall have forty (40) minutes of planning in addition to their duty-free lunch period each day.

#### **Section 10**

Whenever possible, on a semester basis, the assignment of cafeteria duty in the secondary schools shall be rotated among the teachers of the school except teachers of Pupil Personnel Service positions (guidance counselors, psychologists, etc.), teachers who are not assigned a duty

period pursuant to a separate existing written agreement between the District and the Association, and Library-Media Specialists shall not be included in the rotation.

### **Section 11**

**A.** Notwithstanding the provisions of Sections 1 and 3 hereof, effective February 1, 2007 and thereafter, to the extent that grades 7-12 are organized pursuant to a 9 period day, teachers shall be assigned on a regular basis pursuant to a schedule established in accordance with Article VII Section 2, to 5 professional/service periods per week, during two of which periods per week, assignments shall be determined by the building principal. Such assignments shall be limited to:

- 1) extra help, AIS or similar support to students using the AIS model
- 2) professional meetings
- 3) parent conferences
- 4) mentoring, to be confidential, non-supervisory and non-evaluative
- 5) curriculum review
- 6) textbook and material review
- 7) provide information for and feedback on IEPs, FBAs and SIPS
- 8) teacher preparation

NOTE: This list will be reviewed by the parties upon request by either side and may be modified by mutual agreements.

**B.** The remaining professional periods per week shall be for teacher preparation unless the teacher agrees to the performance of another professional activity from said list. Teacher preparation includes the interaction between the teacher providing student support pursuant to this section and the classroom teacher in accordance with the AIS support model.

**C.** To the extent that a teacher is assigned to extra help, AIS or similar student support pursuant to this section, the following shall apply:

- 1) Students assigned by the building Principal, shall or may attend voluntarily.
- 2) The purpose shall be to remediate student performance.
- 3) No lesson plans shall be required.
- 4) No grades shall be issued to students assigned the program.
- 5) No formal observations or evaluations shall be conducted. However, the principal shall be entitled to take reasonable steps to ensure that support services are delivered in accordance with this section.
- 6) Class size on a particular day shall be limited to a maximum of 12 students.
- 7) A reasonable effort will be made by the Principal to ensure that a teacher is assigned pursuant to this section within his/her area of certification to subjects which he/she has taught within the last 3 years.
- 8) The distribution of assignments by the principal pursuant to this section shall be subject to review by the Superintendent of Schools.

**D.** To the extent that the District's Middle Schools remain organized pursuant to an 8 period day, the professional period shall be created during the time between the start of the teacher day and the start of the student day, or between student dismissal and the end of the teacher day on a per school basis.

**E.** The parties agree that the position of no teacher employed as of December 1, 2006 shall be eliminated solely by reason of the implementation of the AIS/Extra Help provision set forth above.

**F.** Elementary Professional Time: Pursuant to the extension of the elementary teacher day set forth in Article XIII, Section 1, the additional one-half hour addition to the elementary day shall be for the purpose of professional preparation.

### **Section 12**

The District shall establish email accounts for unit members and, if needed shall provide

appropriate training in using the District's e-mail software. Access to computers for this purpose shall be made available in each building. Acknowledging that some parents/caregivers may prefer to initiate contact with unit members via email, the unit member will respond to such contacts made to them via their District email address, by telephone, or by any other appropriate method as promptly as possible, but within two (2) school days from accessing email. Unit members may, in their reply, invite parents/caregivers to make an appointment to meet them personally or speak to them by telephone when the subject matter is deemed to be sensitive in nature.

Unit members shall not, in any event, be required to engage in protracted back-and-forth email exchanges with individual parents on the same subject matter, or be required to respond via email that includes time sensitive matters.

Unit members will be expected to check their assigned District email address for messages from the District, building administration, and parents/caregivers on a daily (school day) basis when unit members are in attendance and will be required to respond within two school days upon their return.

The District will ensure the use of appropriate SPAM filters and will not electronically publish the email directory.

### *Section 13*

All middle school and high school unit member teachers will be required to use the electronic grade book in the District's current student management system, or any other similar replacement system that may subsequently be purchased by the District. All middle school and high school teachers will be required to use the electronic grade book for report cards, test grades and assessments. Middle school and high school teachers shall not be required to maintain a paper grade book in addition to the electronic grade book. Assessments will be entered into the system as soon as practicable after the assessment is graded, but not later than two (2) weeks thereafter. Assessments will include, but are not limited to, tests, quizzes, lab results, grades on homework assignments, projects, and any other body of work that contribute to a child's quarterly, semester and/or final grade. The District recognizes the value of electronic homework posting. However, teachers shall not be required to post homework on the electronic grade book or a teacher website. The District will provide training in the use of this e-school application.

## ARTICLE XIII TEACHING DAY AND TEACHING YEAR

### *Section 1 -- Teaching Day*

A. Teachers' total workday shall not exceed six (6) hours and thirty (30) minutes at the elementary level and six (6) hours and forty (40) minutes at the secondary level. This increase in the workday shall not constitute justification for the assignment of six (6) teaching periods under Article XII, Section 3, or an additional duty period. Effective February 1, 2007 and thereafter, the length of the teacher day at all levels shall be 7 hours.

B. All teachers are required to stay for department meetings and faculty meetings until completion.

C. Notwithstanding the provisions contained in Paragraph A above, the twenty (20) minutes total of daily pre- and post-class time of teachers shall be class time for kindergarten teachers so long as Section 175.5 of the Commissioner's Regulations requiring two and one-half (2 ) hours daily instruction to qualify for state aid remains in force and effect.

It is the professional responsibility of teachers to provide extra help to pupils. If the teacher does not meet the said responsibilities, the Principal may direct the teacher to provide such extra help to pupils, which direction shall be reasonable.

### *Section 2 -- Teaching Year*

A. (1)The teacher work year for 2012-2013 shall conform to the teacher calendar for said year, which is annexed hereto and made a part hereof, and marked "Schedule A." The said calendar

can provide for one hundred eighty four (184) teacher workdays, including one (1) orientation day and one (1) conference day

(2) In the event that schools are not closed because of inclement weather or other emergencies prior to April 1, 2013, then the schools shall be closed on May 23 and 24, 2013.

- B. The teacher work year for 2012-2013 shall conform to a teacher calendar for said year, the arrangements of which shall be subject to consultation between the Board and the Association prior to May 1 of the preceding school year and the calendar shall become part of this Agreement. It is understood that the said calendar shall provide for all the conditions set forth under Paragraphs A(1) and A(2) of this Section. However, in the event that schools are not closed because of inclement weather or other emergencies prior to the commencement of the spring recess in any of the school years during the term of this contract, then the Memorial Day holiday for the year shall be extended for two (2) days; and if schools are closed for said reasons on only one (1) day prior to the Memorial Day holiday shall be extended by one (1) day. In the event schools are closed due to inclement weather or other emergencies for longer than two (2) days, the District shall designate the make-up days after consultation with the Connetquot Teachers Association.
- C. There shall be four (4) one-half days for students for the purpose of arranging parent-teacher conferences during the remainder of those days. The said four (4) one-half days shall be in addition to the parent-teacher conferences held on Election Day during which students shall not be in attendance. No more than two (2) one-half days in any one week and no more than two (2) consecutive one-half days shall be allowed. The selection of the days when students shall be in attendance for one-half of those days, as herein provided, shall be determined by the building principal after consultation with the building teachers. This paragraph shall apply only to Grades 1-9.
- D. During the fall semester all staff shall attend one (1) parent-teacher conference night to be scheduled by the administration.
- E. There shall be a parent-student counseling night scheduled by the administration during the spring semester at which all Guidance Counselors shall be in attendance. Said Guidance Counselors shall be given compensatory time off from their regular work day assignment for such attendance.

### *Section 3 -- End of Year Days (Elementary)*

The last three (3) days of the teacher calendar shall be one-half days for students in the elementary schools for the purpose of permitting elementary teachers to perform the necessary "end-of-year" work. The parties recognize the import and intent of regulation 175.5 of the Commissioner of Education; and so long as that regulation is in effect, the above clause shall not be effective. However, the District, in cooperation with the Association, shall make application within a reasonable period of time after the execution of this Agreement to obtain the Commissioner's approval for a variance of his regulation so that this clause may be applicable to as great an extent as possible.

### *Section 4 -- Individual Education Plan Committee*

A joint committee shall be established by the District and the Association consisting of three (3) members appointed by each of the parties for the purpose of studying and making recommendations to the Superintendent of Schools on the subject of the Individual Education Plan and its effect on the instructional responsibility and preparation time of Special Education Teachers.

### *Section 5 -- Individual Education Plan Days*

Special Education Teachers shall be relieved of student responsibility for at least two (2) days each school year for the preparation and writing of Individual Education Plans.

### *Section 6 -- Professional Development*

Effective July 1, 2001, all teachers shall be required to attend 6 hours of staff development activities as determined by the Superintendent of Schools in consultation with the District Staff Development Committee, without additional compensation. Effective July 1, 2002, this obligation

shall be increased to 10 hours. Effective July 1, 2003, and thereafter, this obligation shall be increased to 16 hours annually. Except as indicated below and excluding a maximum of 15 minutes to allow for travel between buildings, these activities shall be scheduled in two-hour increments contiguous to the end of the teacher workday on days when schools are otherwise in session.

On those occasions when the Superintendent determines to conduct staff development on other than a building-wide basis, the following principles shall apply:

Said session shall be of two hours duration and shall commence no later than 15 minutes after the end of the teacher workday at the last school to close from which teachers are participating in the session. Notwithstanding the above, for secondary school teachers, said sessions shall commence no later than thirty (30) minutes after the end of the secondary teacher workday during two such sessions in Year 1 of this agreement, two such sessions in Year 2 of this agreement and four such sessions in Year 3 of this agreement and thereafter.

A calendar of staff development sessions shall be created by the Superintendent of Schools and given to the staff no later than June 1<sup>st</sup> for the fall semester and no later than January 1<sup>st</sup> for the following spring semester. Staff development sessions missed by reason of use of sick leave entitlement on a school day shall be made up as determined by the principal in consultation with the teacher.

#### **ARTICLE XIV TEACHER AIDES**

The involvement of teacher aides in the learning process, their degrees of supervision by teachers, and the line of demarcation between tasks and teacher assistance may be discussed and studied by the Superintendent or his representative and the representative of the C.T.A.

#### **ARTICLE XV TEACHER LEAVE DAYS**

##### ***Section 1 -- Number of Excused Leave Days***

##### **A. Teacher Leave Days**

Each teacher shall be entitled to fifteen (15) teacher leave days per employment year, during the course of the school year, for any and all reasons, including sick leave. The best judgment of the teacher shall be exercised in taking the aforesaid leave days, but said leave days shall not be taken for purposes of a holiday, vacation, or other employment. Notwithstanding the foregoing, no more than five (5) days may be used for personal business. The foregoing five (5) day limitation shall not apply to: (1) leave for bereavement, provided proof is presented to the Principal; (2) leave for illness in family, but when such leave is for more than two contiguous days, proof of such illness shall be required unless the teacher charges such leave to the aforesaid five (5) personal business days; (3) leave to respond to subpoena, except where the teacher is subpoenaed as a witness on his/her own behalf; (4) and leave for other personal reasons as may be approved by the Superintendent.

However, teachers who do not have tenure and who fail to complete employment until the end of the teacher work year shall have the days accrue at the rate of one and one-half days per month, commencing in September. Accounting will be done at the close of the school year or at the termination of the teacher's employment, whichever is sooner. Unused leave days are cumulative each year to a maximum of two hundred (200) days. Absence for jury duty, conference days, and professional visitation days shall not be deducted from the teacher leave day entitlement. However, any professional visitation days or conference days must have prior approval of the Superintendent.

When a teacher has accumulated 200 days, the accumulation shall not be reduced until the number of annual leave days (fifteen (15) days with one (1) day per year deposited in the sick leave bank established by the Board of Education) remaining in an employment year have been applied to leave taken under this section during that employment year. When that number of annual leave days shall be exhausted, then any additional leave days shall be deducted from the accumulation.

**B. Sick Leave Bank**

(1) At the commencement of the 1973-74 school year, a sick leave fund shall be established by the Board. At the establishment of the fund, and on the commencement of each school year thereafter, the Board shall deduct one (1) day from the accumulated sick leave of each teacher as provided in the preceding paragraph, who is in the employ of the Board or subsequently employed and said days shall be deposited into the said fund. The term "Accumulated Sick Leave" shall include any sick leave entitlement as may be provided in paragraph A above.

The annual deduction shall continue until the fund accumulates a number of days equal to three (3) times the number of teachers covered by this Agreement. However, during the period of accumulation, the use of the fund, as hereinafter provided, shall be restricted only to the extent of the number of days available in the fund.

In the event that the fund is reduced by the use thereof to less than one thousand (1,000) days, then at the commencement of the school year immediately following such event and, if necessary, at the commencement of each succeeding school year, a further deduction of one (1) sick day from the accumulated sick leave of each teacher shall be made until the fund exceeds nine hundred ninety-nine (999) days to the extent resulting from a uniform annual deduction.

(2) The said fund may be drawn upon by a teacher when:

(a) Personal accumulated sick leave as provided in Paragraph A, above, is exceeded; and

(b) Disability from teaching continues for at least fifteen (15) calendar days, which continuous disability is certified in writing by the teacher's physician.

The teacher's entitlement to draw upon the said fund shall continue throughout the entire period of disability excluding one-third (1/3) of the number of workdays of the fifteen (15) calendar day waiting period referred to in the preceding paragraph. In the event a teacher who has drawn upon the fund returns to active duty, he/she shall not be precluded from drawing on the fund for a subsequent disability whether occasioned by the previous cause or a new cause.

(3) No employee shall accumulate sick days during the period he/she is receiving the benefits of the sick leave bank.

(4) The District shall receive the Worker's Compensation benefits for lost earnings, if any, due to a disability for which the sick leave fund was used. To the extent of the sums received by the District from Worker's Compensation benefits, the District shall restore to the sick leave fund the equivalent number of days based upon 1/200 of the teacher's annual salary.

(5) The District shall have the right to have a teacher receiving the benefits of the sick leave bank examined by a physician of its own choosing. In the event that said physician has determined that the disability has ceased and/or that the employee can return to work, the District shall have the right to terminate the teacher's participation in the sick leave bank, subject to the teacher's right to grieve the determination of the District's physician, which grievance shall be commenced at Level IV of the Grievance Procedure. All other provisions of the Grievance Procedure shall prevail.

(6) A teacher disabled by reason of an incident covered by "no-fault" insurance shall not be covered by the sick leave fund. However, in the event the "no-fault" insurance carrier denies the coverage to the teacher or the "no-fault" benefit is less than the teacher would have been entitled to under the sick leave fund, then the District will reimburse the teacher for the difference; and the deduction from the sick leave fund shall be prorated. The District's responsibility under this provision shall commence immediately upon the denial of said

coverage or the commencement of payment of the lesser benefit. The District shall be subrogated to the rights of the teacher, if any, in the event of a denial of coverage.

(7) After a teacher has received benefits under this fund for the same or related disability for a period of two (2) years, the District may institute proceedings, in which the teacher shall fully cooperate, to determine whether the teacher is eligible for disability retirement under the New York State Teachers Retirement System and, if eligible, the teacher will retire. In the event the teacher recovers from the disability, the teacher shall be restored to his/her position in the District at the salary level attained at the time of retirement. Effective July 1, 1982, after a teacher has received benefits under this fund for the same or related disability for a period of two (2) years, he/she shall no longer receive any salary and/or fringe benefits. Thereafter, the teacher may elect to seek disability retirement under the New York State Teachers Retirement System and, if eligible, the teacher will retire. Alternatively, if the teacher is not granted disability retirement, he/she shall be placed on unpaid sick leave of absence (during which he/she shall receive no salary or fringe benefits), for a period not to exceed four (4) years. In the event the teacher recovers from the disability, the teacher shall be restored to his/her position in the District at the salary level attained at the time of disability. Any teacher who is receiving sick leave bank benefits on June 30, 1982, shall receive the same pursuant to the 1979-82 labor contract, and not the foregoing.

(8) Excluded from coverage under this sick leave fund are absences caused by intentional self-inflicted injury of any kind, absences caused by voluntary drug addiction, and absences resulting from a normal pregnancy not resulting in a disability. The District represents to the Association that the foregoing provision relating to a normal pregnancy is not in violation of the Human Rights Law of the State of New York or the Constitutions of the United States or the State of New York, and will defend and save the Association harmless.

(9) Except as provided in Paragraph A, the Board shall not be obligated for any additional sick leave in excess of the number of days accumulated in the sick leave fund as herein provided.

**(10) Benefits Payable**

(a) Teachers qualified under the contract for participation in the sick leave bank shall be paid full salary for the first sixty (60) days of coverage and shall thereafter be paid at 75% of their salary for the balance of time on the sick bank.

(b) A teacher who during his/her course of employment with the District has received benefits under the sick bank cumulatively for two (2) years shall, after said two (2) cumulative years of benefits, be entitled to receive 60% of his/her salary in the event of different or unrelated disability.

(c) Deduction against the sick leave bank pursuant to subsections 1 and 2, above, shall be made at the rate of 75% of a sick day and 60% of a sick day respectively.

(d) Notwithstanding anything set forth above, teachers who were on sick bank leave as of September 4, 1986 shall continue to receive full pay benefits.

(e) A teacher who has been granted disability retirement benefits from Connetquot employment and subsequently returns or has previously returned to active teacher service shall not be eligible for sick leave bank benefits.

C. A teacher who must be absent from his/her duties should notify the building principal or his/her designee as soon as possible so that a substitute may be provided. Upon the teacher's return to duty, he/she shall comply with local building procedures relating to the reporting of absence and state the use of such days as illness, personal business, or death in the family. In the event that more than three (3) continuous personal business days are used, the District shall have the right to inquire as to the reason for use of such leave; and the teacher will be required to give sufficient particulars without infringing upon the teacher's privacy.

It is acknowledged that personal business leave is intended to provide teachers with time off from work to accomplish personal activities that cannot be accomplished on other than a work day.

Notwithstanding the foregoing, personal leave days shall not be taken in conjunction with a weekend, school holiday, vacation period, preceding or following a sick leave day(s) unless the specific reasons therefore are given by the teacher to his/her immediate supervisor. In the



event such reason does not fall within the definition of a personal leave day set forth above, the teacher shall not be paid for the day.

- D. All teachers will prepare two (2) emergency lesson plans and have same available in the event of absence.
- E. A joint District-Association committee shall be established to study and make recommendations to the parties concerning the furnishing of a physician's letter or employee affidavit after three (3) consecutive school days of absence due to personal illness. This committee shall meet quarterly.

**Section 2 -- Professional Travel Days**

- A. The Association shall be granted a maximum of fourteen (14) professional paid travel days each school year, not to be cumulative, for the purpose of attending professional conferences, workshops, and similar functions. The President of the Association may designate a member of the Association to represent him/her at any of the above-mentioned functions, but at no time shall more than two (2) persons absent themselves to attend said functions at the same time.
- B. All Association professional travel days must be requested of and approved by the Superintendent of Schools.
- C. All expenses incurred at such conferences, workshops, or similar functions shall be the responsibility of the Association.

**ARTICLE XVI  
EXTENDED LEAVES OF ABSENCE**

**Section 1-- Peace Corps, VISTA, and Teacher Corps**

- A. A teacher who joins and participates on a full-time basis in the Peace Corps, VISTA, or Teacher Corps, shall be granted a leave of absence without pay for a maximum of two (2) years.
- B. In the event the teacher claims teaching credit for salary purposes for the period of time of the aforesaid leave, the teacher must submit documentation to substantiate his/her claim. Such documentation will be evaluated by the Administration and the teacher will be placed on the appropriate step based on such evaluation by the Administration. It is understood that the evaluation is not subject to the arbitration provision of the grievance procedure.

**Section 2**

- A. **Child Care Leave** -- An employee shall be granted a child-care leave for a period of up to twenty-four (24) months after the birth of the child for child-rearing purposes. Such leave shall commence not earlier than the date of birth of the employee's child. In the event an employee is disabled due to pregnancy and has exhausted her sick leave accumulation, the employee may commence the child-care leave prior to the birth of the employee's child. At the expiration of this period of time, the employee may apply for an extension of this leave beyond such twenty-four (24) months and such leave may be extended upon the recommendation of the Superintendent of Schools and the approval of the Board of Education.

A teacher may return to school duties prior to the leave time requested provided the employee is fully capable of performing the full role of the teacher. The returning teacher will be placed on the same step as when the employee was granted leave. The teacher is required to give written notification to the Superintendent of Schools of the intention to return at least thirty (30) days prior to the date of return. However, a teacher may not terminate his/her leave of absence and return to work at a time other than the beginning of fall or spring semester.

The parties encourage those teachers who intend to apply for a child-care leave of absence to schedule the commencement of said leave, where reasonably practicable, so as to commence their leave prior to or at the end of a semester.

Child-care leave shall be without pay.

- B. Adoptive Leave** -- A child-care leave of absence shall be granted to an adoptive parent in accordance with Section 2A, above, except that said leave is to commence no sooner than one month after written notice of the date of adoption is given to the District.

**Section 3 -- Effect on Probationary Period**

The duration of time of a leave of absence as provided in this article shall not be included in the probationary period of the teacher. The period of service accumulated prior to the said leave of absence shall be retained and the probationary service shall continue at the conclusion of the said leave of absence.

**Section 4 -- Unpaid Leave of Absence**

Unpaid leave of absence for one (1) year for reasons other than those already specified in this Article XVI may be granted upon application. The Association may prepare and submit to the Board a set of guidelines as a basis for such leave. The Board, however, shall not be bound by such guidelines.

**ARTICLE XVII  
GRIEVANCE PROCEDURE**

**A. Basic Principles**

(1) It is recommended that the normal professional channels be exhausted before a grievance be submitted. Professional channels (a), (b) and (c), as outlined below, are descriptive of the informal machinery which exists for the settlement of disputes in this District. A professional staff member may wish to proceed immediately to Step 1, as outlined below, when a grievance arises. However, if the situation warrants, it is recommended that he/she exhaust the provisions of a or b below before proceeding with Step 1 below.

The normal professional channels, as they exist in Connetquot, are:

- (a) The Complainant may have recourse to his/her supervisor, his/her building principal, Assistant Superintendent for Instruction, and finally the District Superintendent, in that order.
  - (b) The Complainant may have recourse to the CTA Building Representative, who will present the complaint to the building principal, then to the CTA president, who will present the complaint to the District Superintendent.
  - (c) The Complainant may have recourse to the CTA Professional Rights and Responsibilities Committee. If, in the judgment of the committee a grievance exists, it shall so advise both parties to the dispute. It shall so advise both parties what it considers an equitable basis for settlement. Should the Committee's recommendations be unacceptable to either or both parties, the grievance may pass to Step 1 as outlined below.
- (2) Complainant with a personal grievance shall be guaranteed the right to appeal any policy or decision through duly established procedures with ample protection against any recrimination.
- (3) Attempts shall be made at all steps of this procedure as well as during the normal professional channels to solve the problem presented. Expeditious handling at all stages is desirable, and all time limitations set forth may be extended by mutual consent.
- (4) It is understood and agreed that Complainant may at any stage of the grievance procedure withdraw his/her grievance provided that, if the grievance has reached the written stage, he/she must do so in writing.
- (5) The provisions in this Agreement do not apply to those areas prohibited by State Law - Education Law 3102(3).
- (6) Nothing contained in the provisions hereof shall be construed as revoking or diminishing the duty and responsibility of every teacher to obey and carry out promptly the provisions of all lawful orders and instructions. Orders and instructions must be carried out and grievance invoked subsequently, if warranted.

**B. Definitions**

- (1) The term "Board of Education" means the duly elected Trustees of the Connetquot Central School District of Islip, Bohemia, New York.
- (2) The term "Superintendent" means the Superintendent of Schools.
- (3) The term "Principal" means the principal of the school or his/her designee.
- (4) The term "Teacher" means any teacher, supervisory personnel, guidance counselor, nurse-teacher, psychologist, librarian, and special teacher employed by the Connetquot Central School District of Islip.
- (5) "Grievance" shall mean any claimed violation, misinterpretation, or inequitable application of the existing laws, policies, rules, procedures, regulations, or administrative orders and, in addition, work rules affecting this School District which relate to or involve employees' health or safety, physical facilities, materials or equipment furnished to employees, or supervision of employees. The term "grievance" shall not include any matter involving an employee's retirement benefits. Effective September 1, 2006, "grievance" shall be limited to a claimed violation, misinterpretation or inequitable application of the provisions of the agreement.
- (6) "Group Grievance" is a grievance which affects more than one Complainant similarly situated and the relief sought can be applied to all the Complainants in one answer, or in like manner.
- (7) The term "Complainant" shall mean the Connetquot Teachers Association, or any professional employee who submits a grievance.
- (8) The term "Respondent" shall mean any person against whom a grievance is submitted.
- (9) A "Party in Interest" is the person making the claim and any person who might be required to take action or against whom action might be taken in order to resolve a grievance.
- (10) The term "Observer" shall mean a representative of the Connetquot Teachers Association. The observer is a non-participant in the hearing.
- (11) "Grievance Time Periods" shall exclude weekends, school holidays, and summer vacations (close of school to the opening of school). Every effort shall be made to speed a grievance situation pending prior to summer vacation periods. Alleged grievances occurring during the summer vacation period shall be processed after the school year commences. Any adjustment affecting salary shall be retroactive to the date of the grievance.
- (12) "Counsel" shall mean an attorney-at-law or any designated representative.
- (13) "Reviewing Authority" shall mean the principal or other supervisory personnel to whom a complaint is submitted.
- (14) "Educator" shall mean any person professionally trained in the field of education.
- (15) A grievance must be in the form of an affidavit sworn to by the Complainant before a Notary Public of the State of New York and shall contain the following information:
  - (a) Name and position of the aggrieved party, date of filing.
  - (b) Identity of the contract provision, if any, involved in the grievance.
  - (c) Time and place where the alleged events or conditions constituting the grievance existed.
  - (d) Identity of the party responsibly for causing the said events or conditions if known to the aggrieved party.
  - (e) A general statement of the nature of the grievance.
  - (f) A statement of the redress sought by the aggrieved party.

## **Grievance Procedure**

### **1. Step One**

- a. Complainant shall, within sixty (60) days of the alleged grievance, prepare five (5) copies of the affidavit of his/her grievance; one copy of which shall be given to his/her principal, two copies to the Respondent, and two copies to be retained by the Complainant. The Respondent shall also submit to the principal (Superintendent if the principal is the Respondent) an answer in an affidavit.
- b. The reviewing authority shall, within five (5) days, advise the Complainant and Respondent in writing of his/her findings and conclusions.
- c. If the Complainant determines the findings and conclusions are not satisfactory, he/she may then avail himself/herself of the second stage, providing, However, he/she

takes action not later than five (5) days after he/she has received written notice of the decision.

2. Step Two

a. Complainant shall notify his/her principal, in writing, of his/her intention to appeal.

b. Complainant or Respondent shall notify the Superintendent of the grievance by forwarding to him a copy of the grievance previously submitted under Step One hereof and all pertinent findings and conclusions thereto.

c. The Superintendent must notify the parties involved of his findings and conclusions, in writing, within five (5) days.

3. Step Three

If the Complainant or Respondent believes the decision at Step Two is not satisfactory, he/she may appeal the decision to the Board within fifteen (15) days. If the findings of the Board are inconsistent or not satisfactory to the Complainant or Respondent, he/she may utilize Step Four. The appeal must be processed within ten (10) days by the Board.

It is understood and agreed that, should the immediate supervisor or principal not comply with the time limitations set forth herein for making a decision, the Complainant may automatically proceed to the next step.

4. Step Four -- Arbitration

a. If the grievance arises out of a claimed violation of a provision of this contract, or term or condition of employment that is not contained in the contract, then the final appeal from the decision in Step Three shall be presented to the American Arbitration Association Educational Panel, provided that the Complainant or Respondent notifies the American Arbitration Association within five (5) days of the decision given in Step Three and notifies in writing the Complainant or Respondent at the same time. The procedure will then follow the guidelines as set by the American Arbitration Association Educational Panel, and its decision will be final and binding.

b. In any case, costs charged by the American Arbitration Association will be shared equally by the Board of Education and the Connecticut Teachers Association.

C. At their respective options, the Complainant or the Respondent may be accompanied by either an officer of the CTA or a supervisor of the District (Superintendent, Principal, Assistant Principal, Department Chairperson) and/or legal counsel at Step 4.

ARTICLE XVIII  
SALARIES

*Section 1*

Attached hereto and made a part of hereof are the Salary Schedule for 2012-13 marked as Exhibit B-1, the Salary Schedule for 2013-14 marked as Exhibit B-2, the Salary Schedule for 2014-15 marked as Exhibit B-3, the Salary Schedule for 2015-16, marked as Exhibit B-4, and the Salary Schedule for 2016-17, marked as Exhibit B-5.

*Section 2*

A. Salary Increase

(1) Effective July 1, 2012- the 2011-12 salary schedule shall be improved by 0%, plus increment.

(2) Effective July 1, 2013 - the 2012-13 salary schedule shall be improved by 0%, plus increment.

(3) Effective July 1, 2014- the 2013-14 salary schedule shall be improved by 1.2%. Teachers entitled to move on step shall receive one half (1/2) of the scheduled step increase, pursuant to the attached schedule (Exhibit B-3).

(4) Effective July 1, 2015- the 2014-15 salary schedule shall be improved by 1.2%. Teachers entitled to move on step shall receive the remaining one half (1/2) of the step increase, pursuant to the attached schedule (Exhibit B-4).

(5) Effective July 1, 2016 - the 2015-16 salary schedule shall be improved by 0% plus increment.

For the purpose of clarification regarding step movement, a teacher on Step 5 during 2013-14 shall receive an amount equal to one-half (1/2) the value of the increment between Step 5 and Step 6 during 2014-15 and shall move to Step 6 during 2015-16. Normal Step movement resumes effective July 1, 2016.

During those years where one-half (1/2) step movement is provided, teachers on unpaid leaves of absence for more than one semester shall not be credited with service time for the period of said leave and, upon return, one half (1/2) step movement shall be provided for a period equivalent to that served by teachers on active service. Similarly, the one-half (1/2) step moves set forth above shall apply to new hires during 2014-15 and/or 2015-16 so as to require that in the first two years of employment said new hires shall move a total of one step.

Except as referred to herein regarding new hires and unit members on leaves of absence, the parties expressly agree that effective July 1, 2016 and thereafter, full step movement shall resume.

#### **B. Longevity**

(1) Teachers who have completed twenty-two (22) years of District-credited service (salary-schedule credit) shall receive a \$1,250 longevity salary increase.

(2) Teachers who have completed twenty-four years of District-credited service (salary-schedule credit) shall receive an additional \$1,250 longevity salary increase.

(3) Teachers who have completed twenty-six (26) years of District-credited service (salary-schedule credit) shall receive an additional \$1,250 longevity salary increase.

(4) Teachers who have completed twenty-nine (29) years of District-credited service (salary-schedule credit) shall receive an additional \$1,250 longevity salary increase.

#### **C. MA+90**

Effective September 1, 1981, there shall be no advancement to the M.A.+90 Doctorate Column of the Salary Schedule except for (a) any teacher who shall have earned at least 76 credits beyond the Masters Degree by said date and (b) any teacher who has entered into a doctoral program by said date. For all other teachers who obtain a Doctoral Degree, such teachers shall receive a salary increment of \$500 in addition to the M.A.+75 Column salary.

#### **D. Registered Nurses' Salaries**

(1) Effective July 1, 2012 - the 2011-12 salary schedule shall be improved by 0%, plus increment.

(2) Effective July 1, 2013 - the 2012-13 salary schedule shall be improved by 0%, plus increment.

(3) Effective July 1, 2014- the 2013-14 salary schedule shall be improved by 1.2%. Nurses entitled to move on step shall receive one half (1/2) of the scheduled step increase, pursuant to the attached schedule (Exhibit N-2).

(4) Effective July 1, 2015 - the 2014-15 salary schedule shall be improved by 1.2%. Nurses entitled to move on step shall receive the remaining one half (1/2) of the step increase, pursuant to the attached schedule (Exhibit N-3).

(5) Effective July 1, 2016 - the 2015-16 salary schedule shall be improved by 0% plus increment.

(6) Nurses shall be granted two (2) vertical steps for every fifteen (15) new credits provided they meet the following criteria. The courses taken for such credit shall be in the area of medicine, nursing, drug abuse, child abuse and/or psychology. The registered nurse work day shall not exceed six (6) hours and forty (40) minutes at all schools. The registered nurses' per diem rate for services in excess of the teacher work year shall be 1/200 of the individual nurse's annual salary performing such service.

(7) Nurses' Longevity – Nurses who have completed twenty-two (22) years of district-credited service shall receive a \$750.00 longevity increase. Nurses who have completed twenty-four (24) years of district-credited service shall receive an additional \$750.00 longevity increase. Nurses who have completed twenty-six (26) years of district-credited service shall receive an additional \$750.00 longevity increase. Nurses who have completed twenty-nine (29) years of district-credited service shall receive an additional \$750.00 longevity increase.

### **Section 3 -- Extra Pay Program**

Salaries for all extra and co-curricular activities shall be paid in accordance with the schedules attached hereto, for each of the school years of this Agreement. These represent increases to the same extent as referred to in connection with Section 2A above. Payment of coaches to be made by separate checks at the end of the coach's season.

### **Section 4 -- New Hires**

- A. All teachers employed by the District after August 31, 1975, through September 1, 1982, shall be credited for salary purposes as follows:
- (1) An employee will receive one (1) year of experience credit for each one (1) year of teaching service in a public or nonpublic institution or school which is accredited by the state in which the institution or school is located up to a maximum of nine (9) years, provided the employee was a certified teacher in the said state.
  - (2) A teacher who was not so certified, but who held a baccalaureate degree shall receive one (1) year of credit for each two (2) years of teaching service in said institution or school up to a maximum of nine (9) years of credit. No credit shall be granted for less than two (2) years of such experience.
  - (3) Notwithstanding the foregoing, with respect to teacher hired on and after the date of the expired Agreement, the Superintendent of Schools may deviate from the foregoing restrictions, provided that the Superintendent submit such deviation, with reasons there-for, in writing, to the ACE Committee on or before thirty (30) days of the hiring for its recommendation as to whether there should be a deviation and to what extent. The recommendation of the ACE Committee shall not be binding upon the Superintendent provided that, in acting upon the ACE Committee recommendation, the Superintendent is not arbitrary, capricious, or discriminatory.
- B. Notwithstanding the foregoing, teachers hired after September 1, 1982, shall receive such teaching experience credit as may be granted by the District. However, such teacher shall be granted credit for prior full-time Connetquot teaching experience (regular or leave replacement) and for military service time as provided in the footnote to Schedule B.

### **Section 5 -- In-Service Agreement**

**FIRST:** Credit for horizontal salary schedule advances shall be granted in accordance with the following:

#### **A. Automatic credit shall be granted for:**

- (1) All graduate courses offered by any accredited institution of higher education except:
  - (a) Courses which are totally irrelevant to the field of education, or
  - (b) Courses having as their principal purpose the attainment of a professional degree or license outside the field of education. (As example for illustrative purposes only and not by way of limitation: Law, Medicine, Dentistry, Real Estate, Insurance.) With respect to such courses, credit shall nevertheless be granted where the course has relevance to the teacher's duties for the Connetquot Central School District or where the course is recognized by the New York State Department of Education toward attaining any certification granted by said Department for positions in public school education. However, salary credit shall be granted for the attainment of a Masters or Doctorate degree notwithstanding that the degree is outside the field of education.
- (2) Any undergraduate courses offered by any accredited institution of higher education:

{a) In the teachers' area or areas of certification, provided the course is not offered on a graduate level in Nassau-Suffolk area.

{3) All courses and/or workshops and/or seminars offered by BOCES, SCOPE, or Connetquot Public School District for which credit is assigned by those respective organizations. However, no more than twenty-five (25) of such credits may be used for salary advancements unless prior approval by the Superintendent is given to the courses in excess of twenty-five (25) credits. The foregoing restriction shall not apply where a salary advancement is based upon no more than twelve (12) such inservice credits.

B. Credit shall be granted for all other courses, workshops, seminars, and/or the preparation of mini-grant. Title IV(C), or equivalent grant proposals provided approval for the taking of the course or the preparation of the grant proposal is authorized by the Office of the Superintendent of Schools prior to the teacher taking the course or submitting the grant proposal to the funding institution. Approval shall be granted if the course is of benefit to the teacher in the performance of the teacher's duties or the grant for which a proposal is made is a benefit to the District. One (1) inservice credit shall be given for a grant proposal upon approval of the written proposal by the Office of Superintendent of Schools. In the event more than one teacher is involved in the writing of the grant proposal, a single (one) teacher shall be designated to receive the inservice credit as the person preparing the proposal. In the event that the grant proposal is approved by the granting institution and funds are received by the District by reason of such proposal, and the proposal was for a mini-grant or equivalent, then the designated teacher shall be given two (2) inservice credits. In the event that the District receives funding for a Title IV(C) or equivalent grant proposal, the teacher shall receive (3) inservice credits.

**SECOND:** The failure of a teacher to obtain the prior approval from the Office of the Superintendent of Schools, as described in Paragraph **FIRST B**, shall not be the sole basis for denial of credit for the course provided that the teacher submitted application for prior approval at least four (4) school days before the course commences except where circumstances beyond the teacher's control prevents the submission by such time. However, under any circumstances, the application must be submitted before the course commences.

**THIRD:** The procedure to obtain the prior approval of the Office of the Superintendent of Schools as set forth in Paragraph **FIRST B** shall be as follows:

The teacher must submit a "Prior Approval Form" accompanied by the course outline and/or description to the Office of the Superintendent of Schools. The Office of the Superintendent of Schools shall have four (4) school days to approve, disapprove or notify the teacher that additional information is needed to make a determination. If no response is given the teacher within the said period of time, the application will be deemed disapproved. Only in the event of disapproval by the Office of the Superintendent of Schools, the teacher may submit the application and its attachments to the ACE Committee for its review and recommendation within ten (10) school days after notification of disapproval. If the ACE Committee recommends that approval be given, it shall forward its recommendation to the Office of the Superintendent of Schools and shall inform the Office of the Superintendent of Schools the basis of its recommendation. The ACE Committee must act within fifteen (15) school days after submission to it. The Office of the Superintendent of Schools shall either accept the recommendation of the ACE Committee by approving the credit applied for or he may reject the said recommendation. However, a rejection of the recommendation shall not be arbitrary or capricious. The Office of the Superintendent of Schools shall act upon the recommendation of the ACE Committee within fifteen (15) school days after submission of same to him.

**FOURTH:** Horizontal salary advancement for courses completed or completion of degree requirements shall be made only upon the teacher providing the District with evidence from the institution involved of successful completion of the course or, in the case of the attaining of a degree, the completion of the requirements for the degree and the conferral of the degree. Such advancement for courses completed or degrees conferred during the fall semester shall be made

on February 1 or, if the evidence of completion or conferral is not provided in time for the February 1 adjustment, on the 2<sup>nd</sup> payday in April, during the spring semester on July 1, and during the summer semester on September 1 or, if the evidence of completion or conferral is not provided in time for the September 1 adjustment, on the 2<sup>nd</sup> payday in November. However, all adjustments shall be retroactive to the date of the completion of the courses and the degree requirements.

Effective July 1, 2014 and thereafter, advancement for courses or degrees completed prior to September 1<sup>st</sup> shall be effective September 1<sup>st</sup>. Advancement for courses or degrees completed between September 1<sup>st</sup> and February 1<sup>st</sup> shall be effective February 1<sup>st</sup>. Salary adjustments shall be prospective only and shall be effective as of September 1<sup>st</sup> or February 1<sup>st</sup> following the completion of the course provided evidence from the institution of successful completion of the course(s) is provided prior to October 1<sup>st</sup> for September advancement and prior to March 1<sup>st</sup> for February advancement. Failure to provide such evidence within the above time limits will delay horizontal advancement until the September 1<sup>st</sup> or February 1<sup>st</sup> following such provision. Teachers shall be allowed to move horizontally only one time per year.

**FIFTH:** No horizontal salary schedule advancement shall be granted beyond the Masters degree scale for credits earned prior to or simultaneously with the date of completion of requirements for the degree. Therefore, courses taken prior to the conferral of the Masters degree, but subsequent to the completion of the requirements for the degree shall be given credit for advancement beyond the Masters degree scale.

**SIXTH:** Notwithstanding anything here above set forth, the District agrees to place, prospectively from the date of September 7, 1984, all teachers who have attained or will attain a required sixty (60) credit Masters degree for certification in their specialty in the District on Masters step+30 of the Teachers' Salary Schedule.

**SEVENTH:** Notwithstanding any past practice or prior agreements between the parties, the Advisory Committee to Evaluate (ACE Committee) shall have no function whatsoever other than the functions described in this Agreement.

**EIGHTH:** Nothing herein contained shall prevent the parties granting credit for horizontal advancement in the salary schedule for other courses, workshops, or education as the Board of Education may agree to in writing. No such agreement shall be deemed to establish precedent or past practice.

**NINTH:** "CREDIT" means semester hour units as reported by the college or university. If the institution reports quarter-hour credits, same shall be converted as follows:

1 quarter-hour	=	3/4 semester hour
2 quarter-hours	=	1 1/2 semester hours
3 quarter-hours	=	2 1/4 semester hours
4 quarter-hours	=	3 semester hours

Credit for all other courses, workshops, and/or seminars shall be as stated by the organization giving said course, workshop, and/or seminar. If no credit is specified, credit shall be determined at the rate of one (1) inservice credit for each fifteen (15) fifty-minute sessions or the equivalent.

**TENTH:** A joint District-Association committee shall be established to study and make recommendations, if any, to the parties with respect to salary credit for inservice education. This committee shall meet quarterly.

## **ARTICLE XIX EQUAL EDUCATIONAL OPPORTUNITY**

The Association and the Board will seek to establish a task force composed of volunteer personnel from all levels of our community: Board members, administrators, teachers, students, and lay



citizenry; to seek assistance and guidance from those willing to give it in order to promote the greater education opportunity for all children of the District. The Association supports and endorses Title I Programs and other programs designed to promote equal educational opportunity.

ARTICLE XX SUMMER  
EMPLOYMENT

Teachers regularly employed in the District shall be hired for summer employment in preference to others, if all other factors are equal.

ARTICLE XXI  
ASSOCIATION RIGHTS

*Section 1 -- Physical Facilities*

- A. The Association may use school facilities according to the applicable school procedures for use of school buildings. The Association shall continue to use the bulletin boards assigned to them in each building.
- B. As the exclusive representative of the teachers, the Association shall continue to use the school mailboxes. The Association shall assume responsibility for the good taste of the material and the reasonableness of quantity of material. A courtesy copy shall be given to the principal of the building by the CTA representative prior to its being placed in the mailbox. The above rights shall be applied to Association business only and no other teacher organization shall have this right. The Association shall designate one teacher in each building who shall have the authority to use the mailboxes and to identify Association material.

*Section 2 -- Copies of the Agreement*

The Association will be provided with twelve (12) copies of the School Board's policies, rules, and regulations. Additional copies may be purchased by the Association. From time to time notices of deletions and copies of additions and amendments will be provided to the Association in similar numbers.

*Section 3 -- Information for Negotiations*

The Board agrees to furnish the Association, upon request, such public information only as required by law.

*Section 4 -- Released Time for the President of the Association or His/Her Designee*

- A. The President of the Connetquot Teachers Association, if he/she is a teacher in Grade 9 through 12, shall be excused from all non-teaching administrative assignments and shall be assigned no more than four (4) teaching periods per day in order to conduct and participate in the required business of the Association.
- B. In the event that an elementary school teacher is elected President of the Union, such teacher's assignment shall be no more than ninety (90) days per school year as a substitute teacher or resource teacher. Such assignment shall follow a biweekly three-day (Monday, Wednesday, Friday) two-day (Tuesday, Thursday) pattern during the school year with allowances for holidays. Said schedule shall be prepared by the District and given to the Union President with specific substitute assignments for each such biweekly period, two weeks in advance.
- C. The President may waive A and B of this *Section 4* and receive a full school year of absence without pay under the following conditions:
  - (1) the notification of the waiver shall be made to the Board no later than June 15 of the school year prior to the school year beginning the following September;
  - (2) the absence without pay shall be for the full school year and can be renewed for no more than a total of three (3) consecutive school years for the same individual by notification to the Board;
  - (3) if for the same individual, application for the fourth (4<sup>th</sup>) consecutive year for the same individual must be made to the Board which shall consider it but shall grant it only in its sole discretion;
  - (4) further consecutive leaves of absence for a full school year without pay for the same individual shall be at the sole discretion of the Board.

*Section 5 -- Hires, Resignations, and Retirements*

The District shall furnish the names, salary placement, and assignment of newly employed personnel covered by this Agreement as they are approved and the CTA shall be notified of resignations and retirements of personnel covered by this Agreement as they are approved.

ARTICLE XXII  
INSURANCE

*Section 1 -- Dental Insurance*

The Board of Education shall provide the benefits of the Dental Plan to the same extent as those administered by J.J. Newman & Company as of July 1, 1992, except as may have been agreed to between the parties in writing, with 100% of the premium for the covered employee paid by the Board. Effective February 1, 2007, the benefits provided shall be those of the dental plan administered by Fitzharris and Company pursuant to the attached schedule with 100% of the cost thereof for the individual employee paid by the District. Effective for the 2009/10 school year and thereafter, the District shall annually contribute the further sum of \$25,000 above its 2005/06 contribution. The parties agree that on or before April 1<sup>st</sup> of any year, the CTA can give notice to the District of its intention to assume total responsibility for the administration of the dental insurance program for unit members. Said assumption of responsibility shall become effective the July 1<sup>st</sup> immediately following said notice. Notwithstanding the assumption of responsibility set forth herein, the District's obligation to contribute shall remain as per this paragraph. The parties agree that provided the Dental Plan benefits are maintained, the Board shall have the right to change administrators and/or insurance carriers upon prior notice to and consultation with the CTA. The additional benefits will apply to covered dependents; however, the additional premium therefore will be paid by those employees electing dependent coverage.

The District shall contribute a combined total of \$345,000 to the Dental and Vision plans. All remaining funds of the District's total contribution toward the dental and vision plans in a given plan year shall roll over to the following plan year.

Effective July 1, 2014 and thereafter, the District shall contribute a total of \$261,000 annually to a dental plan selected by CTA. The \$261,000 contribution shall be adjusted annually based on whether the cost of the Vision Plan increases or decreases. In the event the cost of the Vision Plan increases, the contribution of the dental plan shall decrease by the same amount (e.g. vision plan \$87,000, dental plan \$258,000). In the event the cost of the Vision Plan decreases, the contribution to the dental plan shall increase by the same amount (e.g. vision plan \$80,000, dental plan \$265,000). The plan shall be of a self-insured (by District)/third party administrator format. The total cost of said plan shall be supported by an initial contribution of \$600 by all unit members participating in family coverage. This contribution shall be made in equal installments via payroll deduction.

On April 1<sup>st</sup> of each year (or the first workday thereafter) CTA shall provide the District with a report from the administrator of the plan with the total claims up until that date. CTA will also provide a report from the administrator as to the projected claims against the plan for the remainder of the school year. In the event the projected claims exceed the unexpended portion of the total District contribution for that school year, an additional contribution from each member participating in the family dental plan shall be deducted in equal installments from the remaining paychecks in that school year. The amount of the deduction from each such participant shall be determined by dividing the total projected claims in excess of the required District contribution by the number of unit members participating in family dental coverage.

In the event the combined contribution from the District and participating employees exceeds the cost of claims, the excess, measured as of June 30<sup>th</sup>, shall be deposited in a District Trust and Agency account for the purpose of offsetting the cost of employee contribution in a succeeding year should claims against the plan exceed the District's total contribution for that school year.

*Section 2 -- Health Insurance*

A. The Board of Education shall provide the New York State Empire Health Insurance Plan with Medical and Psychiatric Enhancements (or its successor plan) as the exclusive health insurance plan for the District. The cost of the premium for participation in this plan shall be paid by the District for individual/family coverage. The parties agree that provided the Health Insurance Plan benefits are maintained, the Board shall have the right to change administrators and/or insurance carriers upon prior notice to and consultation with the CTA. Effective for the 2006/07 school year and thereafter, members of the bargaining unit shall be required to contribute to the cost of individual/family coverage as follows:

2004/05	0% of the cost of said premium
2005/06	0% of the cost of said premium
2006/07	8% of the cost of said premium
2007/08	11% of the cost of said premium
2008/09	15% of the cost of said premium
2009/10 and thereafter	15% of the cost of said premium

(1) In the event an employee's spouse is covered by an insured prescription plan, the spouse's prescription must be first submitted under the spouse's prescription plan.

B. The District shall pay the full cost of individual health insurance premiums for all retirees who maintain enrollment in the District health insurance program upon retirement. For retirements effective September 1, 2006 and thereafter, retirees who maintain enrollment in the District health insurance program shall contribute to the cost of individual premium pursuant to the following schedule:

Retirements effective July 1, 2006 – June 30, 2007	8%
Retirements effective July 1, 2007 – June 30, 2008	11%
Retirements effective July 1, 2008 and thereafter -	15%

Bargaining unit members who otherwise qualify for health insurance in retirement pursuant to this contract shall be entitled to receipt of an individual contract establishing rights to health insurance coverage in retirement pursuant to the model attached as Appendix A.

Said payments shall be made during the term of this contract. Retirees may continue family health insurance coverage at their own cost. Such retirees may continue Empire family health insurance coverage at a cost to the District that does not exceed the minimum employer's cost pursuant to statute and the provisions of the plan. As to employees hired after January 18, 2007, the District's contribution to the cost of health insurance for retirees shall be limited to those employees who have completed at least 20 full years of service with the District as of the date of retirement.

C. A teacher may waive enrollment in the health insurance plan provided:

(1) The teacher gives written notice to the District that he/she waives health insurance coverage under the applicable District health insurance plan no less than thirty (30) days prior to the effective date of termination of coverage under the District's plan, but in any event, no less than the minimum notice required by the rules and regulations of the appropriate District plan.

(2) The employee provides the District with an affidavit attesting to his/her enrollment in an alternate health insurance plan.

(3) Six months after the date of termination of coverage and semi-annually thereafter, the District shall pay to the said teacher, by separate check, an amount equal to 50% of the District's cost for premium (individual or family coverage) had the teacher participated in Empire health insurance coverage during the previous six months.

(4) The District shall reinstate coverage to any teacher whose coverage was terminated pursuant to this provision under the following conditions:

(a) Reinstatement shall be limited to the selection of Empire Health Insurance coverage.

(b) Reinstatement shall be authorized only pursuant to the rules and regulations of the Empire Health Insurance Plan.

(5) The New York state Department of Civil Service's Memorandum of May 15, 2012, Number 122r3, purports to prohibit health insurance buy outs (receiving a payment for dropping health insurance coverage) where a spouse is covered by the New York State Health Insurance Plan ("NYSHIP").

Pending final resolution of current litigation, the District shall enforce the rule as set forth in the May 15, 2012 memorandum effective January 1, 2015.

In the event the rule is ultimately declared to be unenforceable in the above-referenced litigation or other litigation, employees who elected not to participate in the district's health insurance plan (other than through the plan of a spouse) shall be eligible for the benefit of this paragraph retroactive to January 1, 2015 or such other date finally determined by the Court or legislative action. In the event the rule set forth in the NYSHIP Memorandum Number 122r3 is ultimately upheld, this provision shall be deemed amended so as to be consistent with said rule.

**Section 3 • Unpaid Leaves of Absence**

The District shall provide for those on unpaid leaves of absence the continuation of the afore-said insurance plan, provided the employee reimburses the District each month for the premiums paid by the District during said leave.

**Section 4 -- Life Insurance**

The group life insurance in effect shall be for each member of the Unit in the face amount of Fifty Thousand Dollars (\$50,000).

**Section 5-- Flexible Benefits**

On or before January 1, 1998, the District shall have in effect an Internal Revenue Code Section 125 Flexible Benefits Plan.

**Section 6 – Vision Insurance**

Effective July 1, 2014 and thereafter, the District shall contribute a total of \$84,000 annually to a vision plan selected by CTA. The contribution rate shall be adjusted annually so that the plan is fully funded by the District. Any additional cost above and beyond the \$84,000 contribution to the vision plan by the District shall be subtracted from the \$261,000 contribution made by the District to the dental plan set forth in Section 1 of this article.

**ARTICLE XXIII COACHING  
APPOINTMENTS**

When a coach is to be removed from or not reappointed to his/her coaching position, he/she shall be notified in writing by the Board not later than sixty (60) calendar days after his/her season has closed, but in no event later than thirty (30) calendar days after the end of the school year. A teacher who serves as a coach in the same coaching position for three (3) consecutive years uninterrupted by termination of service and who is then appointed to serve as coach for a fourth (4<sup>th</sup>) consecutive season or does not receive the notice above after the third (3<sup>d</sup>) consecutive season and who thereafter receives notice of removal or notice of non-reappointment from his/her coaching position as provided above, upon his/her request in writing, shall be given reasons for removal. Such request in writing must be delivered to the Office of the Superintendent of Schools within ten (10) days from the time of receipt of such notice of removal or non-reappointment. The reasons for said removal or non-reappointment shall be delivered to the teacher in writing within ten (10) days. Such teacher shall have the right to have a plenary hearing before the Board of Education to determine whether the removal was arbitrary or capricious. Such teacher must request such a hearing by notifying the Superintendent of Schools in writing within ten (10) days of receipt by him of the reasons as provided for above. Said hearing shall then be held and determination made within thirty (30) days after receipt of the demand for the hearing. The determination by the Board of Education shall be final and

binding, except that such determination may be reviewed under Article 78 of the CPLR.

Notwithstanding the above, a coach whose teaching services are terminated by reason of excessing or abolishing of position shall not be entitled to notice of reason and the plenary hearing provided for above.

Effective September 5, 1986, the provision set forth above shall only be applicable during the term of this contract to those coaches who have achieved permanent status as of September 5, 1986, said Article XXIII shall no longer be applicable to coaches who have not achieved permanent status as of September 5, 1986, as well as to all subsequent coaching appointments. For the purpose of the foregoing paragraph, the following shall be applied:

- A. The prior consecutive service of coaches presently in position shall be counted in implementing the above provisions.
- B. Continuity of service shall not be deemed to be interrupted by leaves of absence or for periods during the year when no teaching or coaching service is required.
- C. Coaching positions referred to shall mean each coaching position set forth in the extra pay program for which there is separate compensation provided. By way of illustration only, the Varsity Football Coach, Varsity Assistant Football Coach, Junior Varsity Football Coach, and Freshman Football Coach are considered for the purpose of this provision as separate coaching appointments. By way of further illustration, a teacher who is employed as a Varsity Coach for two (2) years and a Junior Varsity Coach for two (2) years will not have three (3) years of continuous service as a coach to be entitled to the protection of this provision.

#### **ARTICLE XXIV RETIREMENT INCENTIVE**

- A. A retirement incentive of \$25,000 plus an amount equal to one day's pay for every two days of unused accumulated sick leave entitlement, measured at the time of termination of service from the District, to a total maximum of \$50,000, will be paid to a teacher who meets the following eligibility requirements:
  - (1) subject to the provisions of paragraph B hereof, resigns at the end of a school year,
  - (2) subject to the provisions of paragraph B hereof, gives written notice of such retirement to the district by January 1st of the school year of retirement, and
  - (3) has actually served at least twenty years in the District as of the effective date of retirement, except for teachers hired prior to January 18, 2007, in which case, the service eligibility requirement shall be ten years of district service as of the effective date of retirement; and
  - (4) Retirees from the New York State Teachers' Retirement System effective June 30 of the first year he/she is eligible to retire from the Retirement System without penalty.
- B. A teacher is eligible for the incentive referred to in paragraph A only in the first year when he/she has fulfilled the requirements set forth in sub-paragraphs (3) and (4) above.
- C. The benefit shall be paid not later than July 1<sup>st</sup> of the year of resignation, in a lump sum pursuant to the memorandum of agreement dated May, 2014 (attached as Appendix B) regarding 403(b) contributions. In the event the lump sum exceeds the maximum non-elective employer contribution for the given year, such additional monies shall be deposited as a non-elective employer contribution consistent with Appendix B.
- D. This incentive shall not be available for teacher terminated for cause.  
A teacher who elects to receive the above incentive shall not be entitled to the retirement salary adjustment provided below.
- E. For those members not eligible for said incentive outlined in Paragraph A of this Article, when a teacher shall notify the Superintendent, in writing, of his/her planned retirement one (1) year in advance, ten percent (10%) of the employee's then current salary shall be deposited as a non-elective employer contribution to the 403(b) plan consistent with Appendix B and shall be for retirements effective June 30, 2015 and thereafter. The benefit shall be paid not later than July 1<sup>st</sup> of year of resignation.
- F. Notwithstanding the provisions of Paragraph A (4) above, for retirements effective June 30, 2007 only, teachers who were first eligible to receive the incentive referred to herein prior to

June 30, 2007 and who elected not to avail themselves thereof shall be eligible for an incentive equal to 1 day's pay for every 2 days of unused accumulated sick leave entitlement, measured at the time of retirement to a maximum of \$25,000. Payment of this incentive shall be conditioned upon satisfaction of the remaining requirements of this article except that notice of retirement shall be submitted on or before February 1, 2007, and shall similarly disqualify a teacher from receiving the benefit of Paragraph E above.

**ARTICLE XXV SMOKE  
FREE SCHOOLS**

No smoking shall be permitted in the buildings or on the grounds of the Connetquot School District.

**ARTICLE XXVI DEFERRED  
COMPENSATION PLAN**

Effective as of November 11, 2009, the District shall provide an opportunity for unit members to participate in a Deferred Compensation Plan for elective contributions by unit members pursuant to Section 457 of the Internal Revenue code. Unit members' participation in the Deferred Compensation Plan shall be voluntary. The District's sole liability pursuant to this provision shall be limited to gross negligence in failing to make appropriate elective contributions as directed by the employees in accordance with the provisions of statute and the rules of the provider. Unit members shall bear all risks, and fees associated with participation in the deferred compensation plan. Unit members waive any and all claims against the District that they may have with respect to the Deferred Compensation Plan and their voluntary participation in said plan. The provision for elective contributions by unit members pursuant to Section 457 of the Internal revenue Code shall not be subject to Civil Service Law Section 209-a(1)(e).

**ARTICLE XXVII  
ANNUAL PROFESSIONAL PERFORMANCE REVIEW (APPR) PLAN**

- A. The attached APPR Plan documents set forth at Appendix "8" represent the District's complete APPR Plan for its teachers and has been agreed to by the parties.
- B. The parties shall utilize Appendix "8" to complete the electronic form created by the New York State Education Department ("NYSED") for submission of the District's APPR Plan to NYSED.
- C. The parties acknowledge that the APPR Plan is subject to the approval of the Commissioner of Education ("Commissioner") and that the submission of the APPR Plan to the Commissioner is subject to the approval of the Plan by the District's Board of Education.
- D. The collective bargaining agreement between the parties shall remain in full force and effect except as modified in the APPR Plan documents annexed hereto as Appendix "8".
- E. The parties have agreed to include the Appendix 8 of this agreement as an appendix to the collective bargaining agreement.
- F. Either party shall have the right to reopen the APPR for negotiations for future years beyond the 2017 – 2018 school year. All terms of the APPR Plan will continue until a successor Plan is agreed to by the Parties.

**ARTICLE XXVIII  
PERMANENT SUBSTITUTE TEACHERS**

To the extent that the District employs the positions of permanent substitutes, they shall be considered as part of the CTA bargaining unit. Said employees shall be paid annually pursuant to the BA-step 1 cell of the teachers' salary schedule in existence each year. To the extent employed, such employment shall be on an annual basis, which may be of a length not to exceed that of the regular teacher calendar. The positions shall remain within the category of substitutes and shall not

result in probationary appointments or eligibility for tenure. All claims for salary adjustments covering the period prior to January 1, 2001 are hereby waived. Individuals employed as permanent substitutes shall also be entitled to the benefits pursuant to the Collective Bargaining Agreement to the same extent as benefits are enjoyed by regular substitute teachers (leave replacements) and shall be eligible for membership in the CTA. Entitlement to benefits pursuant to this paragraph shall be as of May 1, 2001.

## **ARTICLE XXIX HEALTH AND SAFETY INSPECTORS**

- A. The Association and the District shall establish a Panel of Health and Safety Inspectors to conduct inspections when health and safety issues arise, as set forth in Exhibit "A".
- B. Both the District and the Association shall select mutually agreeable inspectors to be placed on the Panel of Health and Safety inspectors.
- C. When a health and safety complaint is raised by an Association member, the Association may collect information and data regarding the health and safety complaint from the Association member and forward the complaint, data, and information to the Building Principal and Central Administration.
- D. It is also understood that the Superintendent, Central Administration and/or Building Principal, at their discretion, may immediately act on a health and safety complaint.
- E. In the event that the District administration does not resolve the health and safety complaint, the information and data collected by the Association may be presented to the Superintendent of Schools or his designee with a list of suggested actions.
- F. After considering the information and data collected by the Association and any other information and/or data available, the Superintendent shall make a decision as to whether it is necessary for one of the inspectors from the panel to conduct an inspection. The Superintendent's decision shall not be arbitrary and capricious in nature.
- G. The cost of the health and safety inspector, if any, shall be borne by the District.
- H. Upon the conclusion of the health and safety inspection, the inspector shall issue a written report of his or her findings and recommendations to the District and the Association.
  - I. This article shall not preclude the Association from contacting any federal, state, or local agency that regulates health and safety standards. This article shall not preclude the District from initiating any investigation or inspection unilaterally with respect to health and safety concerns and/or abridge any rights, privileges or prerogatives of Board of Education or District administration with respect to health and safety issues.
- J. This article is settlement in full satisfaction of the pending Improper Practice dated May 29, 2008, and will not be precedent setting and may not be used by either party in any future proceedings except for the purpose of enforcing its terms. This article does not preclude the Association or District from enforcing the Collective Bargaining Agreement or any other source of right. The association withdraws Improper Practice Charge U-28392 with prejudice.
- K. Notwithstanding the provisions of the so called Triborough Doctrine, this article, the provisions herein and any and all rights arising from this article shall sunset as of the date the parties sign a successor agreement to the Collective Bargaining Agreement expiring on June 30, 2010 without any duty to negotiate the terms of this article.

## **ARTICLE XXX MISCELLANEOUS**

### ***Section 1***

The parties agree that all negotiable items have been discussed during the negotiations leading to this Agreement and further negotiations will not be had on any item, whether contained herein or not, except by mutual consent and as may be required by law.



**Section 2**

It is agreed by and between the parties that any provision of this Agreement requiring legislative action to permit the implementation by amendment of law, or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

**Section 3**

If any provision or application of this Agreement shall be found contrary to law, then only that provision or application will be deemed invalid; but all other provisions will continue in full force and effect.

**Section 4**

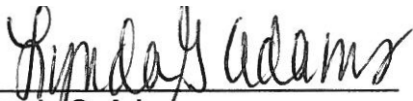
This Agreement shall supersede all conflicting rules, regulations, practices, and policies of the District; and its provisions shall be incorporated into and be considered part of the established policies of the Board.

**Section 5**

The Board and the Association will furnish each other with a written notice of official action ratifying this Agreement. This Agreement will be effective July 1, 2012, and will terminate on June 30, 2017.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this 5<sup>+k</sup> day of

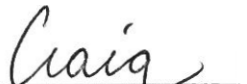
July, 2017.



Lynda G. Adams  
Superintendent of Schools  
Connetquot CSD



ANTHON FELICTO, JR/  
President, Connetquot Teachers' Association



CRAIG AMARANO  
President, Board Of Education



BRAD LINDELL  
Vice President, Negotiations

APPENDIX A

AGREEMENT by and between the BOARD OF EDUCATION, CONNETQUOT CENTRAL SCHOOL DISTRICT (hereinafter referred to as the DISTRICT) and \_\_\_\_\_ an employee of CONNETQUOT CENTRAL SCHOOL DISTRICT, residing at \_\_\_\_\_ (hereinafter referred to as the EMPLOYEE)

WHEREAS, the DISTRICT has agreed in its labor contract, revised January \_\_, 2007, with the CONNETQUOT TEACHERS' ASSOCIATION, to grant participation in the DISTRICT's Health Plan to the extent hereafter described for certain employees who retire on or after July 1, 2007; and

WHEREAS, the EMPLOYEE was actively employed by the DISTRICT on and before July 1, 2007; and

WHEREAS, this agreement has been made between the DISTRICT and the EMPLOYEE to establish a binding contractual obligation on the part of the DISTRICT to continue certain health benefits for the life of the retired EMPLOYEE, as the same is more particularly described below, during the EMPLOYEE's retirement.

NOW, THEREFORE, it is agreed as follows:

1. The EMPLOYEE represents to the DISTRICT that he/she is, or shall be on the effective date of retirement, fifty-five (55) years of age or older and will qualify for ordinary service retirement under the terms, provisions and regulations of the New York State Teachers' Retirement System.
2. The EMPLOYEE represents to the DISTRICT that he/she shall retire from active service effective on the day following date of resignation and that the EMPLOYEE has simultaneously submitted herewith a written resignation to the DISTRICT.
3. The DISTRICT herewith agrees to grant retiring EMPLOYEE's health coverage under conditions described as follows:

For staff hired prior to January 1, 2007:

Retirements effective July 1, 2006 – June 30, 2007 -	8%
Retirements effective July 1, 2007- June 30, 2008-	11%
Retirements effective July 1, 2008 through June 30, 2017 -	15%

Dated: \_\_\_\_\_

\_\_\_\_\_  
BOARD OF EDUCATION, CONNETQUOT  
CENTRAL SCHOOL DISTRICT

Dated: \_\_\_\_\_

\_\_\_\_\_  
EMPLOYEE

Dated: \_\_\_\_\_

\_\_\_\_\_  
Certified Clerk of the Board

## APPENDIX B

DISTRICT CERTIFICATION FORM: Please download this form, sign and upload to APPR form

By signing this document, the school district or BOCES certifies that this document constitutes the district's or BOCES' complete Annual Professional Performance Review (APPR) Plan, that all provisions of the APPR that are subject to collective negotiations have been resolved pursuant to the provisions of Article 14 of the Civil Service Law and that such APPR Plan complies with the requirements of Education Law §3012 and Subpart 30-3 of the Rules of the Board of Regents and has been adopted by the governing body of the school district or BOCES. By signing this document, the collective bargaining agent(s) of the school district or BOCES, where applicable, certify that this document constitutes the district's or BOCES' complete APPR Plan, that collective negotiations have been completed on all provisions of the APPR that are subject to collective bargaining, and that such APPR Plan complies with the requirements of Education Law §3012 and Subpart 30-3 of the Rules of the Board of Regents and has been adopted by the governing body of the school district or BOCES.

The school district or BOCES and its collective bargaining agent(s), where applicable, also certify that upon information and belief, all statements made herein are true and accurate and that any applicable collective bargaining agreements for teachers and principals are consistent with and/or have been amended and/or modified or otherwise resolved to the extent required by Article 14 of the Civil Service Law, as necessary to require that all classroom teachers and building principals will be evaluated using a comprehensive annual evaluation system that rigorously adheres to Education Law §3012-d as implemented by Subpart 30-3 of the Rules of the Board of Regents.

The school district or BOCES and its collective bargaining agent(s), where applicable, also certify that this APPR Plan is the district's or BOCES' complete APPR Plan and that such plan will be fully implemented by the school district or BOCES; that there are no collective bargaining agreements, memoranda of understanding, or any other agreements in any form that prevent, conflict, or interfere with full implementation of the APPR Plan; and that no material changes will be made to the Plan through collective bargaining or otherwise except with the approval of the Commissioner in accordance with Subpart 30-3 of the Rules of the Board of Regents.

The district/BOCES and its collective bargaining agent(s), where applicable, also certify that during the 2015-16 through 2018-19 school years, transition scores and ratings will be calculated for teachers and principals that exclude the results of grades 3-8 English Language Arts (ELA) and Math State assessments and any State-provided growth scores; that the district/BOCES will continue to provide teachers and principals with original APPR scores and ratings calculated based on the measures in their approved APPR plan without any modifications, substitutions, or replacements pursuant to §30-3.17 of the Rules of the Board of Regents during the transition period; and that original APPR scores and ratings will be provided for advisory purposes only, and will have no impact on employment decisions, including tenure determinations, or teacher and principal improvement plans.

The school district and its collective bargaining agent(s), where applicable, also acknowledge that if approval of this APPR Plan is rejected or rescinded for any reason, any State aid increases received as a result of the Commissioner's approval of this APPR Plan may be withheld or forfeited by the State pursuant to Education Law §3012-d(11), as added by Chapter 56 of the Laws of 2015.

The school district or BOCES and its collective bargaining agent(s), where applicable, also make the following specific certifications with respect to their APPR Plan:

Assure that, during the 2015-16 through 2018-19 school years, the overall transition rating will be used as a significant factor in employment decisions, including tenure determinations and teacher and principal improvement plans;

Assure that, during the 2015-16 through 2018-19 school years, the district or BOCES will continue to provide teachers and principals with original APPR scores and ratings calculated based on the measures described in this APPR plan without any modifications, substitutions, or replacements pursuant to §30-3.17 of the Rules of the Board of Regents;

Assure that, during the 2015-16 through 2018-19 school years, original APPR scores and ratings will not be used as the basis for employment decisions and will only be used for advisory purposes;

Assure that beginning in the 2019-2020 school year, the original overall APPR score pursuant to the district or BOCES approved APPR plan shall be used as the basis for employment decisions, including tenure determinations and teacher and principal improvement plans;

Assure that, during the 2015-16 through 2018-19 school years, the district or BOCES, shall provide teachers and principals whose Student Performance category measures are based, in whole or in part, on the grades 3-8 ELA/math State assessments pursuant to §30-3.17 of the Rules of the Board of Regents as soon as practicable, but in no case later than September 1 of the school year next following the school year for which the teacher's performance is being measured.

Assure that, during the 2015-16 through 2018-19 school years, the district/BOCES shall provide such teachers and principals with their original composite APPR rating by September 1 of the school year next following the school year for which the teacher's performance is being measured, or as soon as practicable thereafter.

Assure that, during the 2015-16 through 2018-19 school years, the district/BOCES shall continue to provide teachers and principals whose Student Performance category measures are not based on the grades 3-8 ELA/math State assessments or State-provided growth scores with their score and rating on the Student Performance category, if

available, and for the Teacher Observation category or Principal School Visit category of their annual professional performance reviews, in writing, no later than the last day of the school year for which the teacher or principal is being measured, but in no case later than September 1 of the school year next following the school year for which the teacher's or principal's performance is measured, and that the entire APPR will be completed for each teacher or principal as soon as practicable, but in no case later than September 1 of the school year next following the school year for which the classroom teacher or building principal's performance is being measured;

Assure that beginning in the 2019-20 school year, the entire APPR will be completed for each teacher or principal as soon as practicable, but in no case later than September 1 of the school year next following the school year for which the classroom teacher or building principals performance is being measured;

Assure that beginning in the 2019-20 school year, the district or BOCES shall compute and provide to the teacher/principal their score and rating on the Student Performance category, if available, and for the Teacher Observation category or Principal School Visit Category of a teacher's or principal's annual professional performance review, in writing, no later than the last day of the school year for which the teacher or principal is being measured, but in no case later than September 1 of the school year next following the school year for which the teacher's or principal's performance is measured;

Assure that the APPR Plan will be filed in the district office and made available to the public on the district's or BOCES' website no later than September 10th of each school year, or within 10 days after the plan's approval by the Commissioner, whichever shall later occur;

Assure that accurate teacher and student data will be provided to the Commissioner in a format and timeline prescribed by the Commissioner;

Assure that, during the 2015-16 through 2018-19 school year, the district or BOCES will continue to report both the original and transition individual category and subcomponent scores and the overall original and transition ratings to the State for each classroom teacher and building principal in a manner prescribed by the Commissioner;

Certify that the district provides an opportunity for every classroom teacher and building principal to verify the subjects and/or student rosters assigned to them;

Assure that teachers and principals will receive timely and constructive feedback as part of the evaluation process;

Assure that any training course for lead evaluator certification addresses each of the requirements in the regulations, including specific considerations in evaluating teachers and principals of English language learners and students with disabilities;

Assure that, during the 2015-16 through 2018-19 school years, any educators who receive a Developing or Ineffective rating as their overall transition rating will receive a Teacher Improvement Plan or Principal Improvement Plan, in accordance with all applicable statutes and regulations, by October 1 in the school year following the school year in which such teacher's or principal's performance is being measured or as soon as practicable thereafter.

Assure that, beginning in the 2019-2020 school year, any educator who receives a Developing or Ineffective rating on their original overall rating pursuant to this APPR plan will receive a Teacher Improvement Plan or Principal Improvement Plan, in accordance with all applicable statutes and regulations, by October 1 in the school year following the school year for which such teacher's or principal's performance is being measured or as soon as practicable thereafter;

Assure that such improvement plan shall be developed by the superintendent or his/her designee in the exercise of their pedagogical judgment, and shall be subject to collective bargaining to the extent required under Article 14 of the Civil Service Law;

Assure that all evaluators and lead evaluators, including Independent evaluators and peer evaluators, as applicable, will be properly trained and that lead evaluators will be certified and recertified as necessary in accordance with all applicable statutes and regulations;

Assure that the district or BOCES has collectively bargained appeal procedures that are consistent with the statute and regulations and that they provide for the timely and expeditious resolution of an appeal to the district/BOCES;

Assure that, for teachers, all observable NYS Teaching Standards/Domains of the selected practice rubric are assessed at least once a year across the total number of annual observations and, for principals, all observable ISLIC 2008 Leadership Standards/Domains of the selected practice rubric are assessed at least once a year across the total number of annual school visits;

Assure that it is possible for a teacher or principal to obtain each point in the scoring ranges, including 0, for each subcomponent and that the district and BOCES shall ensure that the process by which weights and scoring ranges are assigned to subcomponents and categories is transparent and available to those being rated before the beginning of each school year;

Assure that if a second measure for the Student Performance category is locally selected, then the same locally selected measures of student growth across all classrooms in the same grade/subject in the district/BOCES must be used in a consistent manner to the extent practicable;

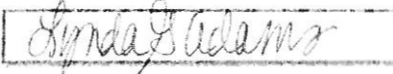
Assure that all growth targets represent a minimum of one year of expected growth, as determined by the superintendent or another trained administrator;

Assure that any material changes to this APPR Plan will be submitted to the Commissioner for approval by March 1 of each school year, on a form prescribed by the Commissioner, to the Commissioner for approval;

Assure that the alternate SLOs described in Tasks 2 and 7 of this APPR plan will be used as the basis for certain teachers-and principals' transition APPR scores and ratings, where applicable and consistent with section 30-3.17 of

the Rules of the Board Regents, during the 2016-17 through 2018-19 school years only;  
 Assure that, beginning in the 2019-20 school year, no transition scores and ratings will be generated and the district or BOCES' original APPR Plan will apply to all classroom teachers and building principals as defined in the statute, regulations, and SED guidance without any modifications, substitutions, or replacements as a result of the requirements of §3Q-3.17 of the Rules of the Board of Regents;  
 Assure that the district or BOCES will provide the Department with any information necessary to conduct annual monitoring pursuant to Subpart 30.3 of the regulations;  
 Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by State or Federal law for each classroom or program of the grade does not exceed, in the aggregate, one percent of the minimum in required annual instructional hours for such classroom or program of the grade; and  
 Assure that the amount of time devoted to test preparation under standardized testing conditions for each grade does not exceed, in the aggregate, two percent of the minimum required annual instructional hours for such grade. Time devoted to teacher administered classroom quizzes or exams, portfolio reviews, or performance assessments shall not be counted towards the limits established by this subdivision. In addition, formative and diagnostic assessments shall not be counted towards the limits established by this subdivision and nothing in this subdivision shall be construed to supersede the requirements of a section 504 plan of a qualified student with a disability or Federal law relating to English language learners or the individualized education program of a student with a disability.

**Signatures, dates**

Superintendent Signature: \_\_\_\_\_ Date: \_\_\_\_\_  


Teachers Union President Signature: \_\_\_\_\_ Date: 12/21/16  


Administrative Union President Signature: \_\_\_\_\_ Date: 12/21/16  


Board of Education President Signature: \_\_\_\_\_ Date: 12/21/16  


# Schedule A

CONNETQUOT CENTRAL SCHOOL DISTRICT OF SLIP  
 780 Ocean Avenue, Bohemia, NY 11716-3629  
 2015-2016 ACADEMIC YEAR CALENDAR

BOE Approved March 17, 2015

July 2015							August 2015							September 2015						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	●							1			1	se2IT031	*4	5	
5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	IFD8	9	10	11	12
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	ig.J	24	25	26
26	27	28	29	30	31	23	24	26	26	27	28	29	27	28	29	39				
							30	31												
October 2015							November 2015							December 2015						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3	1	2	TC3	4	5	8	7			1	2	3	4	5
4	5	6	7	8	9	10	8	9	10	QI	12	13	14	6	7	8	9	10	11	12
11	QI	13	14	15	16	17	15	16	17	18	19	20	21	13	14	15	16	17	18	19
18	19	20	21	22	23	24	22	23	24	26	26	27	28	20	21	22	23	24	25	26
25	26	27	28	29	30	31	29	30						27	28	29	30	31		
January 2016							February 2016							March 2016						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
						2	1	2	3	4	6	6			1	2	3	4	5	
3	4	5	6	7	8	9	7	8	9	10	11	12	13	6	7	8	9	10	11	12
10	11	12	13	14	15	16	14	15	16	11	18	19	20	13	14	15	16	17	18	19
17	DIJ	19	20	21	22	23	21	22	23	24	25	26	27	20	21	22	23	24	[2!]	26
24	25	26	27	28	29	30	28	29						27	SN28	29	30	31		
31																				
April 2016							May 2016							June 2016						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
						2	1	2	3	4	6	6	7				1	2	3	●
3	4	5	6	7	8	9	8	9	10	11	12	13	14	6	6	7	8	9	10	11
10	11	12	13	14	15	16	16	16	17	18	19	20	21	12	13	14	15	16	17	18
17	18	19	20	21	22	23	22	23	24	25	26	SN27	28	19	20	21	22	23	24	LD
24	25	26	21	28	29	30	29(2D	31						26	27	28	29	30		

Month	Day	Event
Sept 7		Independence Day
Sept 14-15		Labor Day
Sept 23		Rosh Hashanah
Oct 12		Yom Kippur
Nov 3		Columbus Day
Nov 11		Election Day
Nov 11		Veterans Day
Nov 26-27		Thanksgiving Recess
Dec 24-Jan 1		Holiday Recess
Jan 18		M. L. King, Jr. Day
Feb 15-19		Winter Recess
March 25		Good Friday
Apr 25-29		Spring Recess
May 30		Memorial Day

FD	Flint Day of School for students (9/8/15)
H	Holiday
LD	Lat Day of School for students (6/24/16)
SC	Superintendent's Conference Day (9/2/15) First Day for Teachers
TO	Teacher Orientation Day (9/3/15)
TC	Teacher Conference Day •(11/3/15)
SN	Snow Days • Schools Closed pending no snow days
	• Schools Closed for Students 11/3/15

Academic Year	
Total days of Instruction	181
Teacher Orientation Day	1
Superintendent's Conference Day	1
Parent-Teacher Conference Day	1
Total Calendar Days	184

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Sop	14
Oct	21
Nov	17
Dec	17
Jan	19
88	
Feb	16
Mar	22
Apr	16
May	21
Jun	18
93	

If there are no school closings due to emergencies and/or inclement weather, schools will not be in session on May 27 and March 28. If there are school closings during the year due to emergencies and/or inclement weather, schools will be open in the following sequence to comply with State requirements: May 27, March 28, April 29, 28, 27, 26, 25

SCHEDULE B-1 CONNETQUOT CENTRAL SCHOOL DISTRICT 2012-2013 TEACHERS' SALARY SCHEDULE

Step	BA	BA15	BA30	BA45	MAIBA60	MA15	MA30	MA45	MA60	MA75	MA75/Dr
1	47,420	48,898	50,062	51,622	55,469	56,914	59,368	61,466	63,493	65,513	67,545
2	51,695	53,177	55,199	57,263	59,949	62,482	65,005	67,070	69,098	71,123	73,103
3	54,224	55,712	57,732	59,795	62,482	65,005	67,564	69,598	71,621	73,643	75,672
4	56,757	58,277	60,; 60	62,319	65,005	67,564	70,106	72,164	74,157	76,177	78,200
5	59,290	60,803	62,791	64,854	67,564	70,106	72,634	74,701	76,724	78,703	80,727
6	61,856	63,332	65,360	67,380	70,106	72,634	75,163	77,226	79,249	81,269	83,255
7	64,384	65,864	67,884	69,952	72,634	75,163	77,688	79,756	81,785	83,804	85,784
8	66,918	68,392	70,418	72,479	75,163	77,688	80,228	82,283	84,304	86,331	88,355
9	69,446	70,956	72,942	75,012	77,688	80,259	82,750	84,851	86,840	88,863	90,884
10	71,975	73,487	75,515	77,535	80,259	82,793	85,318	87,383	89,403	91,389	93,414
11	74,540	76,023	78,044	80,104	82,793	85,318	87,848	89,910	91,938	93,958	95,949
12	77,070	78,548	80,574	82,640	85,318	87,848	90,371	92,439	94,464	96,488	98,515
13	79,602	81,079	83,106	85,162	87,848	90,371	92,951	94,967	96,993	99,016	101,040
14	82,125	83,648	85,625	87,693	90,371	92,951	95,472	97,534	99,527	101,54	103,567
15	84,693	86,179	88,194	90,217	92,951	95,472	98,004	100,06	102,09	104,07	106,094
16	87,227	88,712	90,731	92,784	95,472	98,004	100,53	102,59	104,62	106,64	108,628
17	89,754	91,232	93,254	95,324	98,004	100,53	103,06	105,12	107,14	109,17	111,196
18	92,284	93,765	95,785	97,846	100,531	103,06	105,63	107,65	109,67	111,69	113,726
19	94,811	96,338	98,321	100,37	103,066	105,63	108,15	110,22	112,20	114,22	116,260
20	98,841	100,28	102,15	104,11	106,656	109,08	111,48	113,44	115,32	117,25	1_19,_1\$4_

When a teacher shall notify the Superintendent in writing of his/her planned retirement one (1) year In advance, 10% shall be added to the final salary adjustment as per Policy #9300.

Course work for salary credit in advancing to the BA+45, BA+60, MA+60 columns must have been accrued after the July 1, 1960 salary adjustment. The same provision shall not alter the intent of Section 3103 of the Education Law. Military Service Credit – With respect to teachers employed after September 4, 1975, the following shall apply:

"Two years of credit (vertical step) will be allowed all professional employees whose teaching service wherever served has been Interrupted by continuous military service for a period of eighteen (18) months or more." Military service credit provision of 1973-75 Agreement shall apply to teacher employed prior to September 4, 1975, as follows: "Two years of credit (vertical step) will be allowed all professional employees whose lives have been interrupted by continuous military service for a period of eighteen (18) months or more."

All teachers required to work an extended teaching day, month or year, shall be reimbursed on a pro rata basis.

SCHEDULE B-2 CONNETQUOT CENTRAL SCHOOL DISTRICT 2013-2014 TEACHERS' SALARY SCHEDULE

Step	BA	BA15	BA30	BA45	MAIBA60	MA15	MA30	MA45	MA60	MA75	MA75/Dr
1	47,420	48,898	50,062	51,622	55,469	56,914	59,368	61,466	63,493	65,513	67,545
2	51,695	53,177	55,199	57,263	59,949	62,482	65,005	67,070	69,098	71,123	73,103
3	54,224	55,712	57,732	59,795	62,482	65,005	67,564	69,598	71,621	73,643	75,672
4	56,757	58,277	60,260	62,319	65,005	67,564	70,106	72,164	74,157	76,177	78,200
5	59,290	60,803	62,791	64,854	67,564	70,106	72,634	74,701	76,724	78,703	80,727
6	61,856	63,332	65,360	67,380	70,106	72,634	75,163	77,226	79,249	81,269	83,255
7	64,384	65,864	67,884	69,952	72,634	75,163	77,688	79,756	81,785	83,804	85,784
8	66,918	68,392	70,418	72,479	75,163	77,688	80,228	82,283	84,304	86,331	88,355
9	69,446	70,956	72,942	75,012	77,688	80,259	82,750	84,851	86,840	88,863	90,884
10	71,975	73,487	75,515	77,535	80,259	82,793	85,318	87,383	89,403	91,389	93,414
11	74,540	76,023	78,044	80,104	82,793	85,318	87,848	89,910	91,938	93,958	95,949
12	77,070	78,548	80,574	82,640	85,318	87,848	90,371	92,439	94,464	96,488	98,515
13	79,602	81,079	83,106	85,162	87,848	90,371	92,951	94,967	96,993	99,016	101,040
14	82,125	83,648	85,625	87,693	90,371	92,951	95,472	97,534	99,527	101,54	103,567
15	84,693	86,179	88,194	90,217	92,951	95,472	98,004	100,06	102,09	104,07	106,094
16	87,227	88,712	90,731	92,784	95,472	98,004	100,53	102,59	104,62	106,64	108,628
17	89,754	91,232	93,254	95,324	98,004	100,53	103,06	105,12	107,14	109,17	111,196
18	92,284	93,765	95,785	97,846	100,531	103,06	105,63	107,65	109,67	111,69	113,726
19	94,811	96,338	98,321	100,37	103,066	105,63	108,15	110,22	112,20	114,22	116,260
20	97,341	100,28	102,15	104,11	106,656	109,08	111,48	113,44	115,32	117,25	119,164

When a teacher shall notify the Superintendent in writing of his/her planned retirement one (1) year in advance, 10% shall be added to the final salary adjustment as per Polley #9300.

Course work for salary credit in advancing to the BA+45, BA+60, MA+60 columns must have been accrued after the July 1, 1960 salary adjustment. The same provision shall not after the Intent of Section 3103 of the Education Law. Military Service Credit- With respect to teachers employed after September 4, 1975, the following shall apply:

"Two years of credit (vertical step) will be allowed all professional employees whose teaching service wherever served has been interrupted by continuous military service for a period of eighteen (18) months or more." Military service credit provision of 1973-75 Agreement shall apply to teacher employed prior to September 4, 1975, as follows: "Two years of credit (vertical step) will be allowed all professional employees whose lives have been interrupted by continuous military service for a period of eighteen (18) months or more."

All teachers required to work an extended teaching day, month or year, shall be reimbursed on a pro rata basis.



SCHEDULE 8-3 CONNETQUOT CENTRAL SCHOOL DISTRICT 2014-2015 TEACHERS' SALARY SCHEDULE

Step	BA	BA15	BA30	BA45	MNBA60	MA15	MA30	MA45	MA60	MA75	MA75/Dr
1	47,989	49,485	50,663	52,241	56,135	57,597	60,080	62,204	64,255	66,299	68,356
1.5	50,152	51,650	53,262	55,096	58,402	60,414	62,933	65,039	67,091	69,138	71,168
2	52,315	53,815	55,861	57,950	60,668	63,232	65,785	67,875	69,927	71,976	73,980
2.5	53,595	55,098	57,143	59,231	61,950	64,508	67,080	69,154	71,204	73,252	75,280
3	54,875	56,381	58,425	60,513	63,232	65,785	68,375	70,433	72,480	74,527	76,580
3.5	56,156	57,678	59,704	61,790	64,508	67,080	69,661	71,732	73,764	75,809	77,859
4	57,438	58,976	60,983	63,067	65,785	68,375	70,947	73,030	75,047	77,091	79,138
4.5	58,720	60,254	62,264	64,350	67,080	69,661	72,226	74,314	76,346	78,369	80,417
5	60,001	61,533	63,544	65,632	68,375	70,947	73,506	75,597	77,645	79,647	81,696
5.5	61,300	62,812	64,844	66,910	69,661	72,226	74,785	76,875	78,922	80,946	82,975
6	62,598	64,092	66,144	68,189	70,947	73,506	76,065	78,153	80,200	82,244	84,254
6.5	63,877	65,373	67,421	69,490	72,226	74,785	77,343	79,433	81,483	83,527	85,534
7	65,157	66,654	68,699	70,791	73,506	76,065	78,620	80,713	82,766	84,810	86,813
7.5	66,439	67,934	69,981	72,070	74,785	77,343	79,905	81,992	84,041	86,088	88,114
8	67,721	69,213	71,263	73,349	76,065	78,620	81,191	83,270	85,316	87,367	89,415
8.5	69,000	70,510	72,540	74,630	77,343	79,921	82,467	84,570	86,599	88,648	90,695
9	70,279	71,807	73,817	75,912	78,620	81,222	83,743	85,869	87,882	89,929	91,975
9.5	71,559	73,088	75,119	77,189	79,921	82,504	85,042	87,150	89,179	91,208	93,255
10	72,839	74,369	76,421	78,465	81,222	83,787	86,342	88,432	90,476	92,486	94,535
11	74,137	75,652	77,701	79,765	82,504	85,064	87,622	89,710	91,759	93,786	95,818
11	75,434	76,935	78,981	81,065	83,787	86,342	88,902	90,989	93,041	95,085	97,100
12	76,715	78,213	80,261	82,348	85,064	87,622	90,179	92,269	94,319	96,366	98,399
12	77,995	79,491	81,541	83,632	86,342	88,902	91,455	93,548	95,598	97,646	99,697
13	79,276	80,771	82,822	84,908	87,622	90,179	92,761	94,827	96,877	98,925	100,975
13	80,557	82,052	84,103	86,184	88,902	91,455	94,066	96,107	98,157	100,204	102,252
14	81,834	83,352	85,378	87,465	90,179	92,761	95,342	97,406	99,439	101,482	103,531
14	83,111	84,652	86,653	88,745	91,455	94,066	96,618	98,704	100,721	102,759	104,810
15	84,410	85,932	87,952	90,022	92,761	95,342	97,899	99,986	102,020	104,043	106,088
15	85,709	87,213	89,252	91,300	94,066	96,618	99,180	101,267	103,318	105,327	107,367
16	86,992	88,495	90,536	92,599	95,342	97,899	100,459	102,547	104,597	106,626	108,649
16	88,274	89,777	91,820	93,897	96,618	99,180	101,737	103,827	105,876	107,926	109,932
17	89,552	91,052	93,096	95,183	97,899	100,459	103,020	105,107	107,155	109,205	111,231
17	90,831	92,327	94,373	96,468	99,180	101,737	104,303	106,388	108,434	110,484	112,530
18	92,111	93,608	95,654	97,744	100,459	103,020	105,601	107,668	109,714	111,761	113,811
18	93,391	94,890	96,934	99,020	101,737	104,303	106,899	108,948	110,994	113,038	115,091
19	94,670	96,192	98,218	100,302	103,020	105,601	108,176	110,247	112,273	114,318	116,373
19	95,949	97,494	99,501	101,584	104,303	106,899	109,454	111,546	113,551	115,598	117,655
20	97,988	99,489	101,444	103,475	106,119	108,648	111,140	113,177	115,132	117,128	119,125
20	100,02	101,48	103,38	105,366	107,936	110,398	112,827	114,808	116,713	118,658	120,594

When a teacher shall notify the Superintendent in writing of his/her planned retirement one (1) year in advance, 10% shall be added to the final salary adjustment as per Policy #9300.

Course work for salary credit in advancing to the BA+45, BA+60, MA+60 columns must have been accrued after the July 1, 1960 salary adjustment. The same provision shall not alter the intent of Section 3103 of the Education Law. Military Service Credit – With respect to teachers employed after September 4, 1976, the following shall apply:

"Two years of credit (vertical step) will be allowed all professional employees whose teaching service wherever served has been Interrupted by continuous military service for a period of eighteen (18) months or more." Military service credit provision of 1973-75 Agreement shall apply to teacher employed prior to September 4, 1975, as follows: "Two years of credit (vertical step) will be allowed all professional employees whose lives have been Interrupted by continuous military service for a period of eighteen (18) months or more."

All teachers required to work an extended teaching day, month or year, shall be reimbursed on a pro rata basis.

SCHEDULE B-4 CONNETQUOT CENTRAL SCHOOL DISTRICT 2015-2016 TEACHERS' SALARY SCHEDULE

Step	SA	BA15	BA30	BA45	MA/BA60	MA15	MA30	MA45	MA60	MA75	MA75/Dr
1	48,565	50,079	51,271	52,868	56,808	58,288	60,801	62,950	65,026	67,095	69,176
1(a)	50,754	52,270	53,901	55,757	59,102	61,139	63,688	65,820	67,896	69,967	72,022
2	52,943	54,461	56,532	58,646	61,396	63,991	66,574	68,689	70,766	72,840	74,868
2(a)	54,238	55,759	57,829	59,942	62,693	65,283	67,885	69,984	72,058	74,131	76,184
3	55,533	57,057	59,126	61,239	63,991	66,574	69,195	71,278	73,350	75,421	77,499
3(a)	56,830	58,371	60,420	62,531	65,283	67,885	70,497	72,592	74,649	76,719	78,794
4	58,127	59,684	61,715	63,824	66,574	69,195	71,799	73,906	75,947	78,016	80,088
4(a)	59,424	60,978	63,011	65,122	67,885	70,497	73,093	75,205	77,262	79,310	81,382
5	60,721	62,271	64,307	66,420	69,195	71,799	74,388	76,505	78,576	80,603	82,676
5(a)	62,035	63,566	65,623	67,713	70,497	73,093	75,683	77,798	79,869	81,917	83,971
6	63,349	64,861	66,938	69,007	71,799	74,388	76,978	79,091	81,162	83,231	85,265
6(a)	64,644	66,158	68,231	70,324	73,093	75,683	78,271	80,386	82,461	84,529	86,560
7	65,938	67,454	69,523	71,641	74,388	76,978	79,564	81,682	83,760	85,827	87,855
7(a)	67,236	68,749	70,821	72,935	75,683	78,271	80,864	82,976	85,050	87,121	89,172
8	68,534	70,043	72,118	74,229	76,978	79,564	82,165	84,270	86,339	88,415	90,488
8(a)	69,828	71,356	73,411	75,526	78,271	80,880	83,456	85,585	87,638	89,712	91,783
9	71,123	72,669	74,703	76,823	79,564	82,197	84,748	86,900	88,937	91,009	93,078
9(a)	72,418	73,965	76,021	78,115	80,880	83,494	86,063	88,196	90,249	92,302	94,374
10	73,713	75,261	77,338	79,407	82,197	84,792	87,378	89,493	91,562	93,595	95,669
10(a)	75,026	76,560	78,633	80,723	83,494	86,085	88,673	90,787	92,860	94,911	96,967
11	76,340	77,858	79,928	82,038	84,792	87,378	89,969	92,081	94,158	96,227	98,266
11(a)	77,635	79,151	81,224	83,337	86,085	88,673	91,261	93,376	95,451	97,522	99,580
12	78,931	80,444	82,519	84,635	87,378	89,969	92,553	94,671	96,745	98,818	100,894
12(a)	80,227	81,741	83,816	85,927	88,673	91,261	93,874	95,965	98,040	100,112	102,187
13	81,524	83,037	85,113	87,218	89,969	92,553	95,195	97,260	99,335	101,407	103,480
13(a)	82,816	84,352	86,402	88,514	91,261	93,874	96,486	98,574	100,632	102,700	104,774
14	84,108	85,668	87,692	89,810	92,553	95,195	97,777	99,889	101,930	103,993	106,068
14(a)	85,423	86,964	89,008	91,103	93,874	96,486	99,074	101,185	103,244	105,292	107,362
15	86,738	88,260	90,323	92,395	95,195	97,777	100,370	102,482	104,558	106,591	108,656
15(a)	88,035	89,557	91,622	93,710	96,486	99,074	101,664	103,778	105,852	107,906	109,953
16	89,333	90,854	92,922	95,024	97,777	100,370	102,958	105,073	107,147	109,221	111,251
16(a)	90,627	92,144	94,214	96,325	99,074	101,664	104,256	106,369	108,441	110,515	112,566
17	91,921	93,435	95,506	97,626	100,370	102,958	105,554	107,664	109,735	111,810	113,881
17(a)	93,217	94,732	96,802	98,917	101,664	104,256	106,868	108,960	111,031	113,102	115,176
18	94,512	96,029	98,098	100,208	102,958	105,554	108,181	110,255	112,326	114,395	116,472
18(a)	95,806	97,346	99,396	101,505	104,256	106,868	109,474	111,570	113,620	115,690	117,769
19	97,100	98,664	100,69	102,803	105,554	108,181	110,767	112,884	114,914	116,985	119,067
19(a)	99,164	100,68	102,66	104,717	107,393	109,952	112,474	114,535	116,514	118,533	120,554
20	101,22	102,70	104,62	106,631	109,231	111,763	114,181	116,186	118,114	120,082	122,041

When a teacher shall notify the Superintendent in writing of his/her planned retirement one (1) year in advance, 10% shall be added to the final salary adjustment as per Policy #9300.

Course work for salary credit in advancing to the BA+45, BA+60, MA+60 columns must have been accrued after the July 1, 1960 salary adjustment. The same provision shall not alter the intent of Section 3103 of the Education Law. Military Service Credit - With respect to teachers employed after September 4, 1976, the following shall apply:

"Two years of credit (vertical step) will be allowed all professional employees whose teaching service wherever served has been interrupted by continuous military service for a period of eighteen (18) months or more." Military service credit provision of 1973-75 Agreement shall apply to teacher employed prior to September 4, 1975, as follows: "Two years of credit (vertical step) will be allowed all professional employees whose lives have been interrupted by continuous military service for a period of eighteen (18) months or more."

All teachers required to work an extended teaching day, month or year, shall be reimbursed on a pro rata basis.

SCHEDULE B-5 CONNETQUOT CENTRAL SCHOOL DISTRICT 2016-2017 TEACHERS' SALARY SCHEDULE

SteQ	SA	BA15	BA30	BA45	MNBA60	MA15	MA30	MA45	MA60	MA75	MA75/Dr
1	48,565	50,079	51,271	52,868	56,808	58,288	60,801	62,950	65,026	67,095	69,176
2	52,943	54,461	56,532	58,646	61,396	63,991	66,574	68,689	70,766	72,840	74,868
3	55,533	57,057	59,126	61,239	63,991	66,574	69,195	71,278	73,350	75,421	77,499
4	58,127	59,684	61,715	63,824	66,574	69,195	71,799	73,906	75,947	78,016	80,088
5	60,721	62,271	64,307	66,420	69,195	71,799	74,388	76,505	78,576	80,603	82,676
6	63,349	64,861	66,938	69,007	71,799	74,388	76,978	79,091	81,162	83,231	85,265
7	65,938	67,454	69,523	71,641	74,388	76,978	79,564	81,682	83,760	85,827	87,855
8	68,534	70,043	72,118	74,229	76,978	79,564	82,165	84,270	86,339	88,415	90,488
9	71,123	72,669	74,703	76,823	79,564	82,197	84,748	86,900	88,937	91,009	93,078
10	73,713	75,261	77,338	79,407	82,197	84,792	87,378	89,493	91,562	93,595	95,669
11	76,340	77,858	79,928	82,038	84,792	87,378	89,969	92,081	94,158	96,227	98,266
12	78,931	80,444	82,519	84,635	87,378	89,969	92,553	94,671	96,745	98,818	100,894
13	81,524	83,037	85,113	87,218	89,969	92,553	95,195	97,260	99,335	101,407	103,480
14	84,108	85,668	87,692	89,810	92,553	95,195	97,777	99,889	101,930	103,993	106,068
15	86,738	88,260	90,323	92,395	95,195	97,777	100,370	102,482	104,558	106,591	108,656
16	89,333	90,854	92,922	95,024	97,777	100,370	102,958	105,073	107,147	109,221	111,251
17	91,921	93,435	95,506	97,626	100,370	102,958	105,554	107,664	109,735	111,810	113,881
18	94,512	96,029	98,098	100,208	102,958	105,554	108,181	110,255	112,326	114,395	116,472
19	97,100	98,664	100,695	102,803	105,554	108,181	110,767	112,884	114,914	116,985	119,067
20	101,227	102,702	104,626	106,631	109,231	111,723	114,181	116,186	118,114	120,082	122,041

When a teacher shall notify the Superintendent in writing of his/her planned retirement one (1) year in advance, 10% shall be added to the final salary adjustment as per Policy #9300.

Course work for salary credit in advancing to the BA+45, BA+60, MA+60 columns must have been accrued after the July 1, 1960 salary adjustment. The same provision shall not alter the intent of Section 3103 of the Education Law.

Military Service Credit - With respect to teachers employed after September 4, 1975, the following shall apply:

"Two years of credit (vertical step) will be allowed all professional employees whose teaching service wherever served has been interrupted by continuous military service for a period of eighteen (18) months or more."

Military service credit provision of 1973-75 Agreement shall apply to teacher employed prior to September 4, 1975, as follows: "Two years of credit (vertical step) will be allowed all professional employees whose lives have been interrupted by continuous military service for a period of eighteen (18) months or more."

All teachers required to work an extended teaching day, month or year, shall be reimbursed on a pro rata basis.

N-1  
NURSES' SALARY SCHEDULE-2012-13

STEP	SALARY	STEP	SALARY
1	44092	11	51965
2	44879	12	52751
3	45667	13	53539
4	46454	14	54326
5	47241	15	55113
6	48029	16	55901
7	48816	17	56687
8	49602	18	57475
9	50389	19	58261
10	51177	20	59049

N-2  
NURSES' SALARY SCHEDULE- 2013-14

STEP	SALARY	STEP	SALARY
1	44092	11	51965
2	44879	12	52751
3	45667	13	53539
4	46454	14	54326
5	47241	15	55113
6	48029	16	55901
7	48816	17	56687
8	49602	18	57475
9	50389	19	58261
10	51177	20	59049

**N-3**  
**NURSES' SALARY SCHEDULE-2014-15**

STEP	SALARY	STEP	SALARY
1	44621	11	52589
1.5	45019	11.5	52986
2	45418	12	53384
2.5	45816	12.5	53783
3	46215	13	54181
3.5	46613	13.5	54580
4	47011	14	54978
4.5	47410	14.5	55376
5	47808	15	55774
5.5	48207	15.5	56173
6	48605	16	56572
6.5	49004	16.6	56970
7	49402	17	57367
7.5	49800	17.5	57766
8	50197	18	58165
8.5	50595	18.5	58562
9	50994	19	58960
9.5	51392	19.5	59359
10	51791	20	59758
10.5	52190		

**N-4**  
**NURSES' 2015-1016 SALARY SCHEDULE**

STEP	SALARY	STEP	SALARY
1	45157	11	53220
1.5	45560	11.5	53622
2	45963	12	54025
2.5	46366	12.5	54428
3	46770	13	54832
3.5	47173	13.5	55235
4	47576	14	55638
4.5	47979	14.5	56041

5	48382	15	56444
5.5	48785	15.5	56847
6	49189	16	57251
6.5	49592	16.5	57653
7	49995	17	58056
7.5	50397	17.5	58459
8	50800	18	58863
8.5	51203	18.5	59265
9	51606	19	59668
9.5	52009	19.5	60071
10	52413	20	60475
10.5	52816		

**N-5**

NURSES' SALARY SCHEDULE- 2016-17

STEP	SALARY	STEP	SALARY
1	45157	11	53220
2	45963	12	54025
3	46770	13	54832
4	47576	14	55638
5	48382	15	56444
6	49189	16	57251
7	49995	17	58056
8	50800	18	58863
9	51606	19	59668
10	52413	20	60475

SCHEDULE C

Extra Pay Program -The following schedules shall prevail if the program is offered.

HS Clubs	number	2011-12, 2012-13 and 2013-14	2014-15	2015-16	2016-17
Achievement Test Instructor	2	\$2,323	\$2,351	\$2,379	\$2,379
Aerospace Club	1	\$1,163	\$1,177	\$1,191	\$1,191
Animation Club	1	\$1,091	\$1,104	\$1,117	\$1,117
Anti Bullying Club				\$2,560	\$2,560
Athletes Helping Athletes	3		\$2,000	\$2,024	\$2,024
Book Club	1	\$2,082	\$2,107	\$2,132	\$2,132
Breaking Boundaries	1	\$2,692	\$2,724	\$2,757	\$2,757
Brain Busters	1	\$1,367	\$1,383	\$1,400	\$1,400
Business Dept. Lead Teacher( Not funded since 06-07)	1	\$4,159	\$4,209	\$4,260	\$4,260
Business Honor Society	1	\$2,210	\$2,237	\$2,264	\$2,264
Business Summer Co-op Education	1	\$5,459	\$5,525	\$5,591	\$5,591
Ceramics	1	\$1,163	\$1,177	\$1,191	\$1,191
Class Advisor Grade 9	2	\$1,557	\$1,576	\$1,595	\$1,595
Class Advisor, Grade 10	2	\$1,757	\$1,778	\$1,799	\$1,799
Class Advisor, Grade 11	2	\$2,283	\$2,310	\$2,338	\$2,338
Class Advisor, Grade 12	2	\$3,699	\$3,743	\$3,788	\$3,788
Computer Club	1	\$2,210	\$2,237	\$2,264	\$2,264
Coordinator/Audio	1	\$2,527	\$2,557	\$2,588	\$2,588
DECA	1	\$4,015	\$4,063	\$4,112	\$4,112
DECA, Assistant	1	\$2,075	\$2,100	\$2,125	\$2,125
DECA, School Store	1	\$5,627	\$5,695	\$5,763	\$5,763
Dist. Ed. Summer Work Coordinator (Not funded since 06-07)	1	\$5,459	\$5,525	\$5,591	\$5,591
District WebMaster	1	\$4,428	\$4,481	\$4,535	\$4,535
Drama Club	1	\$3,184	\$3,222	\$3,261	\$3,261
Dramatics, Fall Play	1	\$3,519	\$3,561	\$3,604	\$3,604
Dramatics, Spring Play	1	\$3,519	\$3,561	\$3,604	\$3,604
Emotions in Motion			\$2,560	\$2,591	\$2,591
Fine Arts Club	1	\$3,501	\$3,543	\$3,586	\$3,586
Foreign Language Honor Society	1	\$2,210	\$2,237	\$2,264	\$2,264
Future Corp	1	\$2,082	\$2,107	\$2,132	\$2,132
Future Teachers	1	\$2,692	\$2,724	\$2,757	\$2,757

Future Secretaries	1	\$1,367	\$1,383	\$1,400	\$1,400
Habitat for Humanity	2	\$2,082	\$2,107	\$2,132	\$2,132
Helping Hands	1	\$2,458	\$2,487	\$2,517	\$2,517
Home Economics Club	1	\$2,313	\$2,341	\$2,369	\$2,369
Honor Society	1	\$1,650	\$1,670	\$1,690	\$1,690
Honor Society Assistant	1	\$1,290	\$1,305	\$1,321	\$1,321
Interact Club	1	\$2,203	\$2,229	\$2,256	\$2,256
International Club	1	\$1,274	\$1,289	\$1,304	\$1,304
Literary Magazine Sponsor	1	\$2,479	\$2,509	\$2,539	\$2,539
Math League	1	\$1,163	\$1,177	\$1,191	\$1,191
Model U.N.	1	\$2,471	\$2,501	\$2,531	\$2,531
Natural Helpers	1	\$1,913	\$1,936	\$1,959	\$1,959
News Club	1	\$2,646	\$2,678	\$2,710	\$2,710
Newspaper	1	\$4,490	\$4,544	\$4,599	\$4,599
Production Technical Advisor (Per Prod.)	1	\$1,764	\$1,785	\$1,806	\$1,806
Renaissance Club	1	\$2,601	\$2,632	\$2,664	\$2,664
Robotics Club Advisor		\$6,243	\$6,318	\$6,394	\$6,394
Robotics Club Assistant	1			\$4,500	\$4,500
SADD	1	\$2,082	\$2,107	\$2,132	\$2,132
Scholastic Coordinator	1	\$1,948	\$1,971	\$1,995	\$1,995
Stage Crew (Per Prod./ Max 3/year)	1	\$1,764	\$1,785	\$1,806	\$1,806
Student Exchange	1	\$1,989	\$2,013	\$2,037	\$2,037
Student Government	1	\$2,556	\$2,587	\$2,618	\$2,618
Student Government Assistant	1	\$1,757	\$1,778	\$1,799	\$1,799
Weightlifting Club	1	\$2,441	\$2,470	\$2,500	\$2,500
Yearbook	1	\$5,972	\$6,044	\$6,117	\$6,117
Yearbook Assistant	1	\$3,476	\$3,518	\$3,560	\$3,560
Homework Club (not funded since 2007-08)	1	\$1,706	\$1,726	\$1,747	\$1,747
Fashion Club (BOE approved to replace Homework Club)	1	\$1,706	\$1,726	\$1,747	\$1,747

MIDDLE SCHOOL Clubs	number	2011-12, 2012-13 and 2013-14	2014-15	2015-16	2016-17
6th Grade Intramurals	2	\$1,800	\$1,822	\$1,844	\$1,844
Art Club-	2	\$1,800	\$1,822	\$1,844	\$1,844
Audio Visual Coordinator	2	\$2,230	\$2,257	\$2,284	\$2,284



Chamber Orchestra RMS (formerly Conservation Club-changed 10/9/07)	1	\$1,249	\$1,264	\$1,279	\$1,279
Cheerleadino (OBMS only effective 10/9/07)	1	\$1,792	\$1,814	\$1,836	\$1,836
Chef Masters Club (formerly Film Club)	1	\$1,800	\$1,822	\$1,844	\$1,844
Chess Club	2	\$1,588	\$1,607	\$1,626	\$1,626
Community Service Club (OBMS only effective 10/9/07)	1	\$1,800	\$1,822	\$1,844	\$1,844
Computer Club	2	\$1,800	\$1,822	\$1,844	\$1,844
Craft Club, Grade 6	2	\$1,800	\$1,822	\$1,844	\$1,844
Craft Club, Grade 7 & 8	2	\$1,800	\$1,822	\$1,844	\$1,844
Drama Club	2	\$2,189	\$2,215	\$2,242	\$2,242
Fashion Club	2	\$1,706	\$1,726	\$1,747	\$1,747
Film Club - RMS only	1	\$1,800	\$1,822	\$1,844	\$1,844
Foreign Language Club	2	\$1,322	\$1,338	\$1,354	\$1,354
Garden Club (formerly Multi Media School Communications - OBMS)	1	\$1,823	\$1,845	\$1,867	\$1,867
Homework Club	2	\$1,727	\$1,748	\$1,769	\$1,769
Honor Society	2	\$1,149	\$1,163	\$1,177	\$1,177
Intramurals Assistant (formerly Aerospace Club-changed 10/9/07)	1	\$1,149	\$1,163	\$1,177	\$1,177
Leqo Club	1	\$2,472	\$2,502	\$2,532	\$2,532
Literary Magazine	2	\$2,189	\$2,215	\$2,242	\$2,242
Math League	2	\$1,149	\$1,163	\$1,177	\$1,177
Millennium Generation	2	\$1,681	\$1,701	\$1,721	\$1,721
Mock Trial RMS (formerly Community Service-changed 10/9/07)	1	\$1,800	\$1,822	\$1,844	\$1,844
Natural Helpers Club	1				
Newspaper	2	\$3,062	\$3,099	\$3,136	\$3,136
Peer Leadership Advisors	4			\$1,500	\$1,500
Photography Club - RMS ONLY	1	\$1,800	\$1,822	\$1,844	\$1,844
Quarterly	2	\$2,428	\$2,457	\$2,486	\$2,486
School News/Multimedia Club- OBMS only (formerly News Club)	2	\$2,525	\$2,555	\$2,586	\$2,586
School Store	2	\$1,513	\$1,531	\$1,549	\$1,549
Science Research Club	2	\$1,792	\$1,814	\$1,836	\$1,836
Security Watch	2	\$1,736	\$1,757	\$1,778	\$1,778
Show Choir	2	\$2,457	\$2,486	\$2,516	\$2,516
Stage Crew (Per Production)	2	\$1,019	\$1,031	\$1,043	\$1,043
Student Council	4	\$2,182	\$2,208	\$2,234	\$2,234
Student Council - 6th Grade Advisor - OBMS	1			\$2,187	\$2,187
Student Council - 7th Grade Advisor - OBMS	1			\$2,187	\$2,187
Technology Club	2	\$1,823	\$1,845	\$1,867	\$1,867

Tri-M Music Honor Society- OBMS ONLY (formerly Talent Variety Coordinator)	1	\$1,823	\$1,845	\$1,867	\$1,867
Yearbook	2	\$2,585	\$2,616	\$2,647	\$2,647
Yearbook Assistant	1	\$1,792	\$1,814	\$1,836	\$1,836
Yorker- Social Studies Club	2	\$1,800	\$1,822	\$1,844	\$1,844

<b>Elementary clubs</b>	<b>number</b>	<b>2011-12, 2012-13 and 2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>
	7/building	\$1,052	\$1,065	\$1,078	\$1,078

<b>2011-12</b>					
title	number	2012-13 and 2013-14	2014-15	2015-16	2016-17
<b>MUSIC</b>					
Accompanist Districtwide Elem. Chorus	1	\$ 1,157	\$ 1,129	\$ 1,143	\$ 1,157
Accompanist Musical Theatre Presentation	3	\$ 1,396	\$ 1,413	\$ 1,430	\$ 1,430
After School Activity/Session	1	\$ 73.13	\$74.00	\$74.89	\$74.89
Activity - Per Hour (Not to exceed 73.75 hours per year for NYSSMA, Jazz Ensemble, All County & Showcase of Arts)		\$ 52.15	\$52.77	\$53.41	\$53.41
Choreographer (Major Musical)	1	\$ 2,180	\$2,206	\$2,232	\$2,232.17
Conductor Districtwide Elem. Band	1	\$ 1,793	\$1,814	\$1,836	\$1,835.84
Conductor Districtwide Elem. Chorus	1	\$ 1,793	\$1,814	\$1,836	\$1,835.84
Conductor, High School (Major Musical)	1	\$ 1,793	\$1,814	\$1,836	\$1,835.84
District Recorders, Elementary (Districtwide)	1	\$ 1,793	\$1,814	\$1,836	\$1,835.84
Elementary Orchestra	1	\$ 1,793	\$1,814	\$1,836	\$1,835.84
High School Jazz Ensemble	1	\$ 1,793	\$1,814	\$1,836	\$1,835.84
High School Assoc. Marching Band Director	1	\$ 4,409	\$4,462	\$4,515	\$4,515.44
High School Kickline	1	\$ 6,352	\$6,429	\$6,506	\$6,505.82
High School Marching Band Assistant	3	\$ 3,532	\$3,574	\$3,617	\$3,616.84
High School Marching Band Director	1	\$ 5,292	\$5,356	\$5,420	\$5,420.27
High School String Ensemble Director	3	\$ 1,793	\$1,814	\$1,836	\$1,835.84
High School Vocal Director - Major Musical	1	\$ 1,793	\$1,814	\$1,836	\$1,835.84
Middle School School Choreographer	1	\$ 1,152	\$1,166	\$1,180	\$1,180.27
Middle School Jazz Ensemble	2	\$ 2,457	\$2,486	\$2,516	\$2,516.33
Middle School Kickline	2	\$ 3,844	\$3,890	\$3,937	\$3,937.14
Middle School Major Musical Presentation	2	\$ 2,930	\$2,966	\$3,001	\$3,001.15
Middle School Show Choir	2	\$ 2,457	\$2,486	\$2,516	\$2,516.33
Major Musical Presentation	1	\$ 4,985	\$5,044	\$5,105	\$5,104.95
Major Musical Production	1	\$ 1,793	\$1,814	\$1,836	\$1,835.84
Musical Theater Club, High School	1	\$ 2,697	\$2,729	\$2,762	\$2,761.86
National Art Honor Society	1	\$ 1,793	\$1,814	\$1,836	\$1,835.84
TriM Music Honor Society	1	\$ 1,793	\$1,814	\$1,836	\$1,835.84
Sound Advisor - Per Production	1	\$ 1,743	\$1,764	\$1,785	\$1,784.74
Vocal Jazz Ensemble, High School	1	\$ 1,793	\$1,814	\$1,836	\$1,835.84
<b>PER HOUR:</b>					
Curriculum Writer		\$ 61.59	\$62.33	\$63.08	\$63.08
Home Teacher		\$ 50.86	\$51.47	\$52.08	\$52.08
IEP Assistant		\$ 40.29	\$40.78	\$41.27	\$41.27
In-Service Instructor		\$ 90.08	\$91.16	\$92.25	\$92.25
Intramurals		\$ 34.94	\$35.36	\$35.78	\$35.78
Intramurals- 1-1/2 hours		\$ 52.15	\$52.77	\$53.41	\$53.41
Proctors (Per diem rate. Will match sub-teacher pay rate.)		\$ 94.94	\$96.08	\$97.23	\$97.23
Program Developer for Computer Software		\$ 43.08	\$43.60	\$44.12	\$44.12
Recreation		\$ 23.85	\$24.14	\$24.43	\$24.43
Spec. Ed. Work Study Coordinator		\$ 44.92	\$45.46	\$46.00	\$46.00
Summer School		\$ 64.25	\$65.03	\$65.81	\$65.81
sv.;mming R istration		\$ 23.85	\$24.14	\$24.43	\$24.43
title I Personnel		\$ 43.08	\$43.60	\$44.12	\$44.12
<b>PER ACTIVITY:</b>					
limers, Scorers, Cameraman		\$ 65.67	\$66	\$67	\$67
Chaperones		\$ 65.67	\$66	\$67	\$67
Any teacher who is scheduled to more than one school building housing students in the course of a day will be paid \$XXX over his/her annual salary.	49	\$ 806	\$815	\$825	\$825

Title	Number	2011-12, 2012-13 and 2013-14	2014-15	2015-16	2016-17
Summer School		\$ 64.25	\$65.03	\$65.81	\$ 65.81
Swimming Registration		\$ 23.85	\$24.14	\$24.43	\$ 24.43
Title I Personnel		\$ 43.08	\$43.60	\$44.12	\$44.12
PER ACTIVITY:					
Timers, Scorers, Cameraman		\$ 65.67	\$66.45	\$67.25	\$67.25
Chaperones		\$ 65.67	\$66.45	\$67.25	\$ 67.25

Any teacher who is scheduled to more than one school building housing students in the course of a day will be paid \$XXX over his/her annual salary.		\$ 806	\$815	\$825	\$825
<b>BOYS SPORTS:</b>					
Football - Varsity	1	\$ 7,145	\$7,230	\$7,317	\$7,317
Football - Varsity Assistant	2	\$ 5,172	\$5,234	\$5,297	\$5,297
Football- JV	2	\$ 5,172	\$5,234	\$5,297	\$5,297
Football- JV2	2	\$ 5,172	\$5,234	\$5,297	\$5,297
Football- Grades 7 & 8	4	\$ 3,989	\$4,037	\$4,085	\$4,085
Basketball - Varsity	1	\$ 7,145	\$7,230	\$7,317	\$7,317
Basketball - Varsity Assistant	1	\$ 5,172	\$5,234	\$5,297	\$5,297
Basketball - JV	1	\$ 5,172	\$5,234	\$5,297	\$5,297
Basketball - JV2	1	\$ 5,172	\$5,234	\$5,297	\$5,297
Basketball - Grades 7 & 8	2	\$ 3,989	\$4,037	\$4,085	\$4,085
Swimming - Varsity	1	\$ 7,145	\$7,230	\$7,317	\$7,317
Swimming - Varsity Assistant	1	\$ 5,172	\$5,234	\$5,297	\$5,297
Swimming - MS	2	\$ 3,734	\$3,778	\$3,824	\$3,824
Baseball - Varsity	1	\$ 6,167	\$6,241	\$6,316	\$6,316
Baseball- JV	1	\$ 4,658	\$4,714	\$4,771	\$4,771
Baseball - JV2	1	\$ 4,658	\$4,714	\$4,771	\$4,771
Baseball - Grades 7 & 8	2	\$ 3,989	\$4,037	\$4,085	\$4,085
Soccer - Varsity	1	\$ 5,614	\$5,681	\$5,749	\$5,749
Soccer- JV	1	\$ 4,069	\$4,118	\$4,168	\$4,168
Soccer - JV2	1	\$ 4,069	\$4,118	\$4,168	\$4,168
Soccer - Grades 7 & 8	2	\$ 3,989	\$4,037	\$4,085	\$4,085
Wrestling - Varsity	1	\$ 7,145	\$7,230	\$7,317	\$7,317
Wrestling - JV	1	\$ 5,172	\$5,234	\$5,297	\$5,297
Wrestling - JV2	1	\$ 5,172	\$5,234	\$5,297	\$5,297
Wrestling - Grades 7 & 8	2	\$ 3,989	\$4,037	\$4,085	\$4,085
Cross Country - Varsity	1	\$ 5,636	\$5,703	\$5,772	\$5,772
Cross Country- Middle School	2	\$ 3,989	\$4,037	\$4,085	\$4,085
Track - Varsity	1	\$ 6,167	\$6,241	\$6,316	\$6,316
Track - Varsity Assistant	1	\$ 4,658	\$4,714	\$4,771	\$4,771
Track - Varsity Assistant (split B&G)	1	\$ 4,658	\$4,714	\$4,771	\$4,771
Track - Middle School	2	\$ 3,989	\$4,037	\$4,085	\$4,085

Title	Number	2011-12, 2012-13 and 2013-14	2014-15	2015-16	2016-17
Winter Track - Varsity	1	\$ 7,145	\$7,230	\$7,317	\$7,317
Winter Track - Varsity Assistant	1	\$ 5,172	\$5,234	\$5,297	\$5,297
Winter Track - Varsity Assistant (split B&G)	1	\$ 4,658	\$5,234	\$5,297	\$5,297
Gymnastics - Varsity	1	\$ 6,167	\$6,241	\$6,316	\$6,316
Gymnastics - Middle School	2	\$ 3,734	\$3,778	\$3,824	\$3,824
Bowling - Varsity	1	\$ 7,145	\$7,230	\$7,317	\$7,317
Tennis- Varsity	1	\$ 6,167	\$6,241	\$6,316	\$6,316
Tennis- JV	1	\$ 4,658	\$4,714	\$4,771	\$4,771
Tennis- Middle School	2	\$ 3,989	\$4,037	\$4,085	\$4,085
Golf- Varsity	1	\$ 6,167	\$6,241	\$6,316	\$6,316
Golf - JV	1	\$ 4,658	\$4,714	\$4,771	\$4,771
Lacrosse - Varsity	1	\$ 6,167	\$6,241	\$6,316	\$6,316
Lacrosse - Varsity Assistant	1	\$ 4,658	\$4,714	\$4,771	\$4,771
Lacrosse - JV	1	\$ 4,658	\$4,714	\$4,771	\$4,771
Lacrosse - JV2	1	\$ 4,658	\$4,714	\$4,771	\$4,771
Lacrosse - Grades 7 & 8	2	\$ 3,989	\$4,037	\$4,085	\$4,085
Volleyball - Varsity	1	\$ 6,167	\$6,241	\$6,316	\$6,316
Volleyball - JV	1	\$ 4,658	\$4,714	\$4,771	\$4,771
Volleyball - JV2	1	\$ 4,659	\$4,715	\$4,771	\$4,771
Volleyball - Grade 7 & 8	2	\$ 3,989	\$4,037	\$4,085	\$4,085
Coach for Handicapped*	1	\$ 5,289	\$5,352	\$5,417	\$5,417
Assistant Coach for Handicapped	1			\$2,500	\$2,500
Athletic Coordinator - High School	2	\$ 7,823	\$7,916	\$8,011	\$8,011
Athletic Coordinator- Middle School	2	\$ 7,823	\$7,916	\$8,011	\$8,011

\* 2nd position for elementary students funded through Special Education grant funds - as needed and BOE approved

<b>GIRLS SPORTS</b>					
Field Hockey - Varsity	1	\$ 5,614	\$5,681	\$5,749	\$5,749
Field Hockey - JV	1	\$ 4,069	\$4,118	\$4,168	\$4,168
Field Hockey - JV2	1	\$ 4,069	\$4,118	\$4,168	\$4,168
Field Hockey - Grades 7 & 8	2	\$ 3,989	\$4,037	\$4,085	\$4,085
Basketball - Varsity	1	\$ 7,145	\$7,230	\$7,317	\$7,317
Basketball - JV	1	\$ 5,172	\$5,234	\$5,297	\$5,297
Basketball - JV2	1	\$ 5,172	\$5,234	\$5,297	\$5,297
Basketball - Grades 7 & 8	2	\$ 3,989	\$4,037	\$4,085	\$4,085
Golf- Varsity Team started in 2008-09	1	\$ 6,167	\$6,241	\$6,316	\$6,316
Golf- JV started in 2008-09	1	\$ 4,658	\$4,714	\$4,771	\$4,771

Title	Number	2011-12, 2012-13 and 2013-14	2014-15	2015-16	2016-17
Gymnastics - Varsity	1	\$ 6,167	\$6,241	\$6,316	\$6,316
Gymnastics - Varsity Assistant	1	\$ 4,658	\$4,714	\$4,771	\$4,771
Gymnastics - Middle School	2	\$ 3,989	\$4,037	\$4,085	\$4,085
Cheerleading -Varsity- Fall Season	1	\$ 3,905	\$3,952	\$7,317	\$7,317
Cheerleading - Varsity - Winter Season	1		\$7,230	\$7,317	\$7,317
Cheerleading- JV- Fall Season	1	\$ 3,264	\$3,303	\$5,297	\$5,297
Cheerleading - JV - Winter Season	1		\$5,234	\$5,297	\$5,297
Cheerleading (2 seasons each) - Grade 9 - Per Season	1	\$ 3,048	\$3,085	\$3,122	\$3,122
Cheerleading (2 seasons each) - Grades 7&8 Per Season	2	\$ 3,048	\$3 085	\$3,122	\$3,122
					\$0
Lacrosse - Varsity	1	\$ 6,167	\$6,241	\$6,316	\$6,316
Lacrosse - Varsity Assistant	1	\$ 4,658	\$4,714	\$4,771	\$4,771
Lacrosse - JV	1	\$ 4,658	\$4,714	\$4,771	\$4,771
Lacrosse - Grades 7 & 8	2	\$ 3,989	\$4,037	\$4,085	\$4,085
Volleyball - Varsity	1	\$ 6,167	\$6 241	\$6,316	\$6,316
Volleyball - JV	1	\$ 4,658	\$4,714	\$4 771	\$4,771
Volleyball - JV2	1	\$ 4,658	\$4,714	\$4,771	\$4,771
Volleyball - Grade 7 & 8	2	\$ 3,989	\$4,037	\$4,085	\$4,085
Softball - Varsity	1	\$ 6,167	\$6,241	\$6,316	\$6,316
Softball- JV	1	\$ 4,658	\$4,714	\$4,771	\$4,771
Softbail-JV2	1	\$ 4,658	\$4,714	\$4,771	\$4,771
Softball - Grade 7 & 8	2	\$ 3,989	\$4,037	\$4,085	\$4,085
Cross Country - Varsity	1	\$ 5,614	\$5,681	\$5,749	\$5,749
Track - Varsity	1	\$ 6,167	\$6,241	\$6,316	\$6,316
Track -Varsity Assistant	1	\$ 4,658	\$4,714	\$4,771	\$4,771
Track - Middle School	2	\$ 3,989	\$4,037	\$4,085	\$4,085
Track - Middle School Assistant	2	\$ 3,989	\$4,037	\$4,085	\$4,085
Winter Track -Varsity	1	\$ 7,145	\$7,230	\$7,317	\$7,317
Winter Track -Varsity Assistant	1	\$ 5,172	\$5,234	\$5,297	\$5,297
Tennis- Varsity	1	\$ 5,614	\$5,681	\$5,749	\$5,749
Tennis- JV	1	\$ 4,069	\$4,118	\$4,168	\$4,168
Tennis- Middle School	2	\$ 3,989	\$4,037	\$4,085	\$4,085
Swimming -Varsity	1	\$ 6,561	\$6,639	\$6,719	\$6,719
Swimming - Varsity Assistant	1	\$ 4,584	\$4,639	\$4,695	\$4,695
Soccer - Varsity	1	\$ 5,614	\$5,681	\$5,749	\$5,749

Title	Number	2011-12, 2012-13 and 2013-14	2014-15	2015-16	2016-17
Soccer- JV2	1	\$ 4,069	\$4,118	\$4,168	\$4,168
Soccer - Grades 7 & 8	2	\$ 3,989	\$4,037	\$4,085	\$4,085

Provisions of the Coaching Salary Schedule

I Coaching Longevity

For those coaches coaching the same sport in the Connetquot School District only:

5 years or more +250

10 years or more +250

15 years or more +250

20 years or more +250

(Out of District Coaching Experience does not count for Longevity Award)

(The foregoing shall apply to Athletic Coordinators)

II Extended Coaches Season

The official length of the coaching season will be set forth by Section XI each year. Any team or individual advancing beyond the League, Conference, and/or County Championships leading to the State Finals, the coach shall be entitled to an additional \$300 per week provided that competition extends beyond the official length of the sports season set forth by Section XI. Any assistant coach or junior varsity coach authorized to join the team during an extended season shall be entitled to an additional \$150 per week provided that competition extends beyond the official length of the sports season set forth by Section XI.