
Agreement

between the

RED CREEK
TEACHERS' ASSOCIATION

and the

RED CREEK
CENTRAL SCHOOL DISTRICT

July 1, **2020** - June 30, **2022**

Table of Contents

<u>Article</u>		<u>Page</u>
	Preamble	3
I	Association Rights and Responsibilities	3
II	Negotiations Procedures	4
III	Leaves	5
IV	Sick Leave Bank	7
V	Teaching Hours and Class Loads	8
VI	Teacher Protection and Student Discipline	10
VII	Teacher Evaluation	10
VIII	Professional Training	12
IX	Grievance Procedure	14
X	Conditions of Service	16
XI	Miscellaneous	21
	Appendix Schedule A - Salary Schedules 2020-2022	22
	Appendix Schedule B - Extra Duty Pay Schedule	24

Preamble

The Red Creek Central School District and the Red Creek Teachers' Association in mutual consent, having formulated the following "Agreement" to encompass the terms and conditions of employment and standards of service expressly affirm the following statements.

The primary purpose of the Red Creek Central School District is the instruction and education of pupils within its geographic boundaries.

The Red Creek Central School District recognizes that members of the teaching profession are qualified to assist in formulating policies and programs to improve the educational standards of the District.

The Red Creek Teachers' Association recognizes that the District has the responsibility and public charge for education of pupils.

ARTICLE I Association Rights and Responsibilities

A. RECOGNITION

The Red Creek Central School District recognizes the Red Creek Teachers' Association as the exclusive representative of all regularly employed teachers including nurse teachers, guidance counselors, school psychologists, **occupational therapists, physical therapists,** and permanent substitutes to bargain terms and conditions of employment and represent affected employees in the resolution of grievances.

B. DUES DEDUCTION

The District agrees to deduct from the salaries of its teachers' dues for the Red Creek Teachers' Association. Such dues shall be authorized on a form provided by the Association and will be deducted in equal installments throughout the school year **from individuals who have voluntarily agreed to join the union.**

The District will transmit such monies to the Association bimonthly.

The District will not accord dues deduction or similar check off rights to any organization other than the Red Creek Teachers' Association.

The District will provide the Association with a list of authorized deductions by October 1 of each calendar year.

C. NYSUT BENEFIT TRUST DEDUCTION

The employer shall check-off and remit payments to the NYSUT Benefit Trust upon submission of a signed authorization to the payroll office for anyone within the bargaining unit. Such signed authorization may be discontinued at the end of its term upon written notice by the employee to the employer. The employer shall remit to the NYSUT Benefit Trust the payments deducted and shall furnish the Plan with a list of all employees from whose salaries such deductions have been made. Such list shall be furnished not more than once per school year.

The Association agrees to indemnify and hold the District completely harmless from any and all claims which may result from the implementation of this provision.

D. OUTSIDE AGREEMENTS

Any individual arrangement, agreement, or contract between the District and an individual teacher heretofore executed, shall be subject to and consistent with the terms and conditions of this agreement and any individual arrangement, agreement, or contract hereafter executed shall be expressly made subject to and consistent with the terms of this or subsequent agreements to be executed by the parties. If an individual arrangement, agreement, or contract contains any language inconsistent with this Agreement, this Agreement during its duration shall be controlling. The foregoing does not apply to compensation for non-bargaining unit work.

E. ASSOCIATION BUSINESS

Upon due notification to the building principal, duly authorized representatives of the Association shall be permitted to transact official Association business on school property at all reasonable times (as judged by the Superintendent), provided that this shall not interfere with or interrupt normal school operations. The Association shall go through proper channels to obtain the use of the building.

F. USE OF THE BULLETIN BOARDS

The Association may post notices of its activities and matters of Association concern on teacher bulletin boards at least one of which shall be provided in each faculty room. The Association may use teacher mailboxes **and/or District e-mail** for communications to **members**. Upon prior arrangements with the building principal, announcements of meetings may be listed in school activity bulletins and the public address system may be used for announcing the date, time, and place of meeting.

G. The building principal shall be notified at least five (5) days prior to days off for the Representative Assembly unless a last minute replacement is necessary.

H. Three days shall be provided for attendance by an elected representative at the Representative Assembly. No more than one member of the Association shall be absent on any one day for this purpose. The cost of the Representative Assembly shall be borne by the Association. The representative involved shall suffer no loss of compensation.

ARTICLE II

Negotiations Procedures

A. It is in the public interest to provide the opportunity to mutually discuss terms and conditions of employment. The parties accordingly agree to cooperate in arranging meetings, selecting representatives for discussion, furnishing necessary information and otherwise constructively considering and resolving any such matters.

B. Neither party in any negotiations shall have any control over the selection of the negotiators or negotiating representatives of the other party and each party may select its representatives from within or outside the school district. While no final agreement shall be executed without ratification by the Association and the Board of Education, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to

make proposals, consider proposals, and reach compromises in the course of negotiations.

ARTICLE III **Leaves**

A. **SICK LEAVE**

Sick leave is absence from employment because of illness of the employee or a member of his/her immediate family. Immediate family is defined as parent, spouse, child, or person residing in the same house with the employee.

All employees covered by this agreement shall **receive** twelve (12) full days of sick leave annually. Sick leave shall be accumulated to 310 days of which 210 may be used for sick leave purposes. Accumulated sick leave from 211 days to 310 days will be paid out in a 403b employer contribution at retirement (see Article X, Section E.).

B. **PERSONAL LEAVE**

Personal leave is absence from employment for reasons other than illness or disability.

Personal leave shall not be used for recreational purposes. Personal leave is only to be used for business matters, i.e. banking, house closings, legal appointments, etc. which cannot be scheduled outside of working hours.

Three (3) personal leave days per year shall be granted upon request in writing. Except in the event of an emergency the request will be made at least 3 days prior to use, with no explanation necessary.

The approval of the Superintendent of Schools is required for any request not in writing.

Personal leave shall not be granted before or after a vacation period or holiday, except at the discretion of the Superintendent.

Unused personal leave days will be credited toward the teacher's sick leave accumulation at the end of each school year.

C. **ADOPTION PROCEEDINGS**

A unit member may take up to five (5) days of accumulated leave time (sick and/or personal) for the adoption of a child.

D. **JURY DUTY**

All teachers are to be paid their regular schedule of daily pay for time served on jury duty. However, all compensation excluding travel allowance, received for jury duty shall be transferred to the treasurer of the Board of Education. The employee will attempt to reschedule jury duty obligations with the Commissioner of Jurors to occur during summer vacation periods.

E. **BEREAVEMENT LEAVE**

Up to five (5) days are available for death in the immediate family. Immediate family shall be defined as follows: Mother, Mother in-law, Father, Father in-law, Husband, Wife, Children, Brothers, Sisters, Grandparent, Stepchild, or person living in household. Up to three (3) days are available for death of a grandparent in-law, brother-in-law or sister-in-law,

and one (1) day is available for aunts, uncles, first cousins and nephews/nieces.

Bereavement leave should be used within 15 days of the death or service. A request may be made to the Superintendent of Schools for special circumstances. The decision is at the discretion of the Superintendent of Schools. Settling of estate or other legal business will require use of personal time.

F. MATERNITY LEAVE

1. Maternity Leave for Period of Disability. The Superintendent and/or the building principal shall be notified in writing by the individual as soon as possible after the diagnosis of pregnancy is made by the teacher's personal physician. At such time, the teacher will inform the building principal of the approximate date that she will be disabled due to pregnancy, so that adequate plans can be made for hiring of a substitute.
2. The determination of the date of disability due to pregnancy will be made by the unit member in consultation with her physician.
3. The length of such leave for the period of disability shall be determined by the unit member in consultation with her physician. If the District so desires, a corroborating judgment by an obstetrician of the District's choice may be obtained. In such circumstances, the District shall pay for the services of the obstetrician. If the decision of the physician selected by the District contradicts the decision of the physician selected by the teacher, a mutually acceptable third party (physician) shall be selected to settle the matter.
4. Disabilities caused by or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom, are for all job related purposes temporary disabilities and should be treated as such under any health or temporary disability insurance or sick leave plan available in connection with employment.
5. All benefits including but not limited to sick leave under the terms of this agreement, law, tradition, past practice, or school district policy shall accrue to members of the unit on maternity leave.
6. Unpaid days shall not count towards the accrual of seniority.

G. EXTENDED CHILD REARING LEAVE OR ADOPTIVE LEAVE

1. Extended child rearing leave without pay shall be granted to a teacher for the purpose of child rearing and/or adoption for a period not to exceed one (1) year immediately following the birth and/or adoption of the child.

A second year may be granted with the approval of the Board of Education. Upon approval, the two year consecutive limit shall be regarded as a total family limit per birth where both parents/guardians are RCTA unit members.

2. The Superintendent and/or the building principal shall be notified by the individual as soon as possible after the diagnosis of pregnancy or notification of adoption is made by the teacher's personal physician or the adoption agency of the time he/she wishes to commence his/her extended child rearing leave.

3. At the same time, the teacher shall notify the Superintendent or building principal of the date he/she wishes to terminate the extended leave. Such termination date shall be at the beginning of each quarter or marking period, which is consistent with the length of such leave.
4. For salary purposes, teachers who complete one teaching semester of the school year before beginning an extended child rearing or adoptive leave will be entitled to the next numerical step on the salary schedule if they have not reached the maximum automatic step.

H. WORK RELATED INJURY AND ABSENCE

Whenever a regularly employed teacher is absent from employment and unable to perform his/her duties as a result of personal injury caused by an accident or incident occurring in the course of his/her employment and the teacher has not been personally negligent with reference to the incident, he/she will be paid his/her full salary for up to two years during their absence from employment. The amount of any weekly worker's compensation award made for temporary disability due to said injury will be paid to the District in full by the employee and no part of such absence will be charged to their annual or accumulated sick leave during the period of disability and recovery as decided by the compensation board.

I. UNPAID LEAVES

1. A unit member, upon written request to the Superintendent, may be granted a leave of absence, without pay, up to one year at a time, upon the approval of the Board of Education. Approval will be at the discretion of the Board of Education. Such leave may be taken in one-half year increments.
2. During the period of absence, the unit member may continue his/her health insurance coverage through the District's group program by making monthly payments at the full premium rates to the District.

ARTICLE IV
Sick Leave Bank

- A. In order to be eligible to use the sick leave bank, a teacher must donate two (2) days of accumulated sick leave to the bank.
- B. The bank will be open for donations between the opening of school and September 30. A teacher hired after the official opening of school in September will have a period of thirty (30) days after the date of his/her employment to join the bank. Forms for donating to the bank will be supplied to the teachers by the District Office.
- C. The bank will contain only the number of days donated, but at no time can accept more than two times the number of people covered under the recognition clause of this contract.
- D. To be eligible to use the bank, a person must have exhausted their accumulated sick days, and have a prolonged certified illness of twenty-five (25) days or greater, and must apply to use the bank in writing to the Superintendent. This application which must specify the

number of sick days requested will be reviewed by a committee consisting of the Chief School Officer and the Association President, a member appointed by the Chief School Officer and another member of the Association appointed by the Association President. Upon review of the application, the committee will determine whether or not a member is eligible and how many bank days may be used. In the event the allocated sick days are used up, the teacher may reapply to the committee for additional sick days. If the additional days are granted by the committee there will be no interruption of sick day benefits.

- E. Once in the bank, a member cannot withdraw except in writing to the Superintendent, and the days contributed would be forfeited. If a member leaves the district, the sick days contribution to the bank goes with the member.
- F. Twice a year, in September and February, the bank will be replenished from a list of new members and then an alphabetical listing of members already in the bank at the rate of one per day until the limit of the bank is reached.
- G. The accounting and administration of the bank other than stated above, is the responsibility of the District. The Association shall indemnify and protect the District against liability and claim which arise by reason of the District's compliance with this Article.

ARTICLE V

Teaching Hours and Class Loads

- A. On a regular type schedule, a teacher (7-12) in the academic fields of English, math, science, and social studies will have no more than five (5) teaching classes per day, or no more than 30 obligation periods per week exclusive of activity period and homeroom period. A teacher may accept an additional class if he/she desires - in lieu of a study hall or to help out where an emergency situation exists.
- B. Notwithstanding A. above the District may assign a sixth (6th) teaching class to a teacher in the academic fields of English, math, science, or social studies for the purpose of reducing class size or for additional academic courses added to current offerings. Before making the sixth teaching assignment, however, the District will seek volunteers from those unit members who are qualified to teach the course. In the event no qualified applicants are forthcoming, the District may assign the sixth teaching class to a teacher provided such assignment does not result in more than four (4) teaching preparations for such teacher. The teacher will be relieved of a study hall
- C. Every effort will be made at all levels (K-12) to keep class loads at ratios which are effective with consideration for students' needs, type of activity, facilities, and safety. Elementary teachers shall receive 40 consecutive minutes of preparation time each day.
- D. The school day shall be:

Teachers UPK-12: seven and three fourths (7 3/4) hours except for teachers responsible for supervision until the second bus leaves

It is understood and agreed that the one-quarter (1/4) hour increase in the working day at Article V, Teaching Hours and Class Loads, D. from the 1994-96 contract to the 1996-99

contract is not for regular instruction. Instead, the one-quarter hour increase is to be with student(s) who need extra help. District representatives will consult with Association representatives in terms of adding the one-quarter hour increase in the morning or afternoon.

It is understood and agreed that the one-quarter (1/4) hour increase for UPK-6 in the working day at Article V, Teaching Hours and Class Loads, D. from the 2011-13 contract to the 2013-16 contract that no teacher shall have their instructional time increased. This additional time shall be added to the morning schedule.

In case of a significant emergency, the Superintendent has the authority to make appropriate adjustments to these school day times for the duration of the emergency.

E. A junior/senior high school teacher who is assigned a minimum of five (5) teaching assignments shall be considered a full time employee for salary and benefit purposes.

F. PROFESSIONAL OBLIGATIONS

1. Two (2) parent-teacher conferences per school year.
2. One extra-duty evening designated by the Administration other than a basketball game, and exclusive of parent-teacher conferences. In the interest of effective discipline, the persons designated for such duty will be selected from the faculty in the building where the event originates.
3. The chaperoning of all events, home and away, shall be voluntary. In the event of an inadequate coverage or number of volunteers, assignment will be made by the building principal. The payment of a home activity will be \$25.00 and payment for an away activity will be \$35.00. Payment by the District will be limited to those activities that are sponsored by the District.
4. The teacher shall be directly responsible to the building principal and administration. He shall discharge his duties in accordance with the written policies and rules and regulations of the District.
5. The teacher shall attend all meetings called by the Administration, Coordinators, and Chairpersons unless excused by the convener. Such meetings will be scheduled with reasonable advance notice, and every effort will be made to terminate the meeting no later than one hour following the end of the normal school day. There shall be not more than eleven (11) faculty meetings per year, except emergencies. Advance notice of these meetings and a tentative agenda shall be given no later than the Friday immediately prior to the meeting.
6. Whenever possible, CSE meetings will be scheduled during the school day during a teacher's planning time or other non-instructional time. Sometimes, due to parent work schedules and availability, CSE meetings must be scheduled after school hours. As such, teachers may be required to stay until 5:00 p.m. up to two (2) times per year, per teacher for CSE meetings, scheduled by the CSE office. Should a teacher lose his/her planning time as a result of a scheduled CSE meeting, that teacher will not be required to stay beyond the normally scheduled work day for a CSE meeting on the same day.

ARTICLE VI
Teacher Protection and Student Discipline

- A. In the case of a discipline dispute involving a member of the faculty and a member or members of the student body, the Administration will strive to obtain all of the facts from all involved parties in the case prior to rendering a decision.
- B. The teacher is responsible for maintaining a climate in which education can take place. Since he/she is responsible for this, then he/she should have a strong voice in determining acceptable student conduct and teaching methods provided that these judgments fall within the scope of the general school regulations as outlined by the District policy.
- C. Should an Administrator feel that a teacher needs guidance in dealing with an academic or discipline problem, he/she should be given guidance in a situation which guarantees privacy, and allows the teacher to educationally profit from the conference. In the event of a serious disagreement, the teacher has the right to have a representative from the Association present, if he/she wishes.
- D. The procedures for dealing with serious disciplinary action are outlined in the Faculty Handbook. Any student who addresses a teacher in a flagrantly disrespectful manner or physically threatens or attacks a teacher shall be dealt with appropriately by the building principal. (The teacher has a right to file legal charges in case of assault in the performance of duty and utilize the school attorney. The teacher must file a detailed written report of the incident with the Administrator.)

ARTICLE VII
Teacher Evaluation

- A. APPLICABILITY
Classroom teachers covered by the Annual Professional Performance Review (APPR) Plan as required by Education Law and the Rules of the Board of Regents shall be evaluated in accordance with the agreed upon APPR plan. Nothing in this agreement shall supersede any provision of the agreed upon APPR plan.

All other unit members shall be evaluated in accordance with the language found in B, below.

- B. UNIT MEMBERS NOT SUBJECT TO APPR
 - 1. Process
All unit members not subject to APPR shall be evaluated. The evaluation shall have as its primary purpose the determining of the unit member's performance and continued development.

Non-tenured unit members shall have a minimum of two (2) formal observations per year. The first observation of a non-tenured unit member will be completed during the first school semester. The second classroom observation of a non-tenured unit member will be completed by May 1.

Unit members can request administrative evaluations. Other evaluations will be at the discretion of the administration.

These minimum formal observations will be done by a building administrator. If the administrator finds the performance of the non-tenured unit member unsatisfactory, at least two (2) additional formal evaluative classroom observations must be done.

For dismissal on grounds of incompetence, adequate evaluation support must be in evidence.

2. Open Observations

All observations of the work performance of a unit member will be conducted with the full knowledge of the unit member.

3. Post Observation Conferences and Written Report

Formal observations will have post-observation conferences within five (5) school days of the observation. Following that conference the unit member will receive a written report within seven (7) school days giving strengths, weaknesses, and recommendations. This report will also clearly state whether teacher performance is satisfactory or unsatisfactory.

A written report of the observations is to be signed by both the evaluator and the unit member at the post-evaluation conference.

Unit member signature does not indicate agreement with the evaluation, but indicates that he/she has seen a copy of the report.

Evaluators will familiarize non-tenured unit members with the evaluation devices used and expectations during the observation. This could be done at the orientation for new unit members.

4. Response

The unit member will be given the opportunity to attach comments to an evaluation prior to such report becoming part of the personnel record.

5. Advisory Committee

The formation of an advisory faculty committee to assist a unit member in the recommendations made by the evaluator shall be within the province of the Red Creek Teachers' Association.

C. TEACHERS ELIGIBLE FOR TENURE

Probationary teachers eligible for tenure shall have their final classroom observation at least 30 days prior to the meeting, at which the Board of Education will render its tenure decision.

D. DISMISSAL OR TERMINATION

In the event the District decides to dismiss or terminate any teacher, a written notice of such action shall be sent to the teacher. The teacher shall have the right to a hearing with representation if desired before the Chief School Officer. The Chief School Officer shall notify the affected teacher in writing of his decision within five (5) school days. This does not waive any rights under the Education Law of the State of New York.

E. PERSONNEL FILES

Every teacher shall have the right upon written request to review the contents of his/her personnel file, except letters of reference and recommendation, and teachers shall be entitled to insert in the file written response to materials contained in the file. The teacher shall be permitted to reproduce any materials in his file, with the exception of letters of reference and recommendation.

No material derogatory to a teacher's conduct, service, character or personality will be placed in his/her personnel file unless the teacher has had an opportunity to review the material. The teacher shall acknowledge that he/she has had the opportunity to review such material by offering their signature to the copy to be filed, with the expressed understanding that such signature in no way indicates agreement with the contents thereof.

ARTICLE VIII

Professional Training

A. **ABOLITION OF POSITION**

In the event of the abolition of positions, the provisions of Section 2510 of the New York State Education Law will be utilized.

B. **LAYOFF AND RECALL**

Layoff and recall procedures shall be in accordance with existing New York State Education laws, regulations, and amendments thereto.

C. **GRADUATE HOURS**

Effective July 1, 2016, all work beyond the Bachelor's Degree level will be compensated at the rate of \$74.00 per credit hour in blocks of 3 credit hours.

Effective July 1, 2017, all work beyond the Bachelor's Degree level will be compensated at the rate of \$74.00 per credit hour in blocks of 3 credit hours.

Effective July 1, 2018, all work beyond the Bachelor's Degree level will be compensated at the rate of \$77.00 per credit hour in blocks of 3 credit hours.

Effective July 1, 2019, all work beyond the Bachelor's Degree level will be compensated at the rate of \$80.00 per credit hour in blocks of 3 credit hours.

Before credit hours are taken and granted for salary beyond the B.S. + 30 level, approval must be obtained from the Superintendent. Salary compensation for graduate credit course hours earned during the fall semester will be paid in regular pay checks upon official notice (i.e. transcripts) to the Superintendent that such course work has been successfully completed by the teacher. Payment at the beginning of the second semester will be 50% of that recognized at the beginning of the school year. No more than ten inservice credit hours may be used for salary purposes. This is not retroactive.

Salary compensation for graduate credit course hours earned during the spring semester and summer months will be paid in regular pay checks upon official notice (i.e. transcripts) to the Superintendent that such course work has been successfully completed by the teacher.

D. SABBATICAL LEAVE

1. At the recommendation of the Superintendent, the Board may grant sabbatical leaves for graduate work, research, and other activities which will be for the benefit of the District and the employees.
2. Sabbatical leaves may be granted when, in the opinion of the Board of Education, the leave will benefit the school system. Requests for such leaves must be submitted in writing to the Superintendent by March 1 of the school year immediately preceding the fiscal year for which the sabbatical is requested, with an intended course of study so that a recommendation to the Board may be forthcoming.
3. Only those persons presently certified and who have served in the Red Creek Central School District for a period of five (5) consecutive years shall be considered eligible. Not more than two (2) persons shall be on sabbatical leave during the school year.
4. A teacher on sabbatical leave will be paid full pay for a half year, or half pay for a full year, and upon return shall be given credit towards salary increments for the period of the leave. If for any reason the course of study indicated in Section E.2. has not been fulfilled, there is no obligation on the Board to pay for such leave. In the event of illness or disaster, the recipient of the leave will receive half pay.
5. A teacher accepting a sabbatical leave must agree in writing to return to the District for a period of not less than two (2) years following leave. In the event that a teacher does not remain in the District for a full two (2) years, the salary received will be refunded to the District on a prorated basis as follows: Less than one year full refund; one to two years half refund. Regular monthly reports during the sabbatical leave will be required to be sent to the Superintendent so that he/she is aware of the progress of the leave at all times.

E. SPEECH LICENSE FEE

The District shall reimburse up to \$155 for the speech license fee, with the understanding that these employees keep their license/certification current.

ARTICLE IX
Grievance Procedure

A. DECLARATION OF PURPOSE

Whereas, the establishment and maintenance of a harmonious and cooperative relationship between the Board of Education and its teachers is essential to the operation of the school, it is the purpose of the procedure to secure, at the lowest possible administrative level, equitable solutions to alleged grievance of teachers without coercion, interference, restraint, discrimination, or reprisal.

B. DEFINITION

A Grievance - is a claim by any teacher or group of teachers in the negotiation unit based upon any event or condition affecting their welfare and/or terms and conditions of employment which is in violation of the currently negotiated contract or changes in

established or newly adopted written policy of the Board of Education.

C. PROCEDURES

1. All grievances shall include the name and position of the aggrieved party, the identity of the provision of law, this agreement, policies, etc., involved in the said grievance, and a general statement of the nature of the grievance and the redress sought by the aggrieved party.
2. If a grievance affects a group of teachers and appears to be associated with system-wide policies, it may be submitted by the Association directly to the Superintendent or his/her designee.
3. Forms for filing grievances will be mutually agreed upon by both parties.
4. All documents, communications and records dealing with the processing of a grievance shall be filed separately from personnel files of the participants.
5. Except for informal decisions, all decisions shall be rendered in writing.
6. The existence of the procedure hereby established shall not be deemed to require any teacher to pursue the remedies here provided and shall not, in any manner, impair or limit the right of any teacher to pursue any other remedies available in any other form.
7. The Board of Education and the Association agree to make available relevant records concerning the alleged grievance.

D. TIME LIMITS

1. No written grievance will be entertained as described below, and such grievance will be deemed waived unless written grievance is forwarded at the first available stage within thirty (30) school days after the teacher knew or should have known of the act or condition on which the grievance is based.
2. If a decision at one stage is not appealed to the next stage of the procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this agreement shall be barred.
3. Failure at any stage of the grievance procedure to communicate a decision to the aggrieved party, his representatives and the Association within the specified time limit shall permit the lodging of an appeal at the next stage of the procedure within the time which would have been allotted had the decision been communicated by the final day.
4. In the event a grievance is filed on or after June 1st, upon request by or on behalf of the aggrieved party, the time limits set forth herein will be reduced pro-rata so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is possible.

E. STAGES OF GRIEVANCE

1. Before the submission of a written grievance an attempt by the aggrieved party to resolve the problem informally must be made with the immediate supervisor. The aggrieved party may be accompanied by a representative of the Red Creek Teachers'

Association.

2. If the grievance is not resolved informally within five (5) school days, it may be reduced to writing and presented to the building principal within the next five (5) school day period.
3. A determination shall be made by the immediate supervisor within five (5) school days of receipt of the grievance with a copy of the determination sent to the Association.
4. If the aggrieved party is not satisfied with the disposition of the grievance, the decision may be appealed by notifying the Superintendent or his designee in writing within five (5) school days.
5. The Superintendent or his designee shall hold a hearing with the aggrieved party within ten (10) school days upon receipt of the appeal and render a decision within five (5) school days after the conclusion of the hearing. A copy of the decision shall be sent to the Association. The aggrieved party may be represented by a representative of the Association.
6. If the aggrieved party is not satisfied with the disposition of the grievance by the Superintendent or his designee, the decision may be appealed by notifying the Board of Education within five (5) school days after receipt of the decision.
7. The Board of Education shall hold a hearing, in executive session, with the aggrieved party, within ten (10) school days upon receipt of the appeal and shall render a decision within ten (10) school days after the hearing. The Association shall be sent a copy of the decision. The aggrieved party may be represented by a representative of the Association.
8. If the grievance is not resolved to the satisfaction of the aggrieved party and the Association, the Association may notify the Board of Education within ten (10) school days that the Association plans to submit the grievance to arbitration.

F. ARBITRATION

1. Arbitrators shall be selected from the American Arbitration Association panel pursuant to the rules of procedures of the American Arbitration Association and the arbitration shall be so conducted.
2. The selected arbitrator will hear the matter promptly and will issue his decision not later than thirty (30) calendar days from the date of the close of the proceeding. The arbitrator's decision will be in writing and will set forth his findings of fact, reasoning and conclusions on the issues.
3. The arbitrator shall have no power or authority to make any decision which requires the commission of an act prohibited by law, or which is violative of the terms of this agreement.
4. The decision of the arbitrator shall be final and binding upon the parties.
5. The costs for the services of the arbitrator, including expenses if any, will be borne

equally by the Board of Education and the Red Creek Teachers' Association.

ARTICLE X

Conditions of Service

A. HEALTH INSURANCE

1. Active Employees

The District will provide health care insurance through the Finger Lakes Area School Health Plan (FLASHP) and currently offers the following plans:

- Blue Point 2 High (\$5/\$10 Copay, \$0/\$30/\$50 drug rider)
- Blue Point 2 Low (\$15/\$15 Copay, \$0/\$30/\$50 drug rider)
- Healthy Blue Option 1 (Adult \$15/\$25 Copay, Children up to age 19 \$0 copay, \$5/\$25/\$50 drug rider)
- Healthy Blue Option 2 (Adult \$25/\$40 Copay, Children up to age 19 \$0 copay, \$5/\$25/\$50 drug rider)
- Healthy Blue Option 3 (\$30/\$50 Copay, \$5/\$35/\$70 drug rider)

All teachers hired on or after July 1, 2003 who select coverage must enroll in either the Healthy Blue Option 1, Healthy Blue Option 2, Healthy Blue Option 3 or the Blue Point 2 Low policies.

The Board shall contribute 85% and the employee 15% towards the individual, two-person, family no-spouse, or family health care insurance premium. Health Insurance provided will be subject to the limitations and eligibility standards of FLASHP. Dependent coverage shall be provided to 26 years of age.

All teachers hired on or after July 1, 2013 who select coverage will be eligible to receive Healthy Blue Option 3 at 85% contribution from the District. Should the employee wish to enroll in a more expensive plan (excluding Blue Point 2 High), the unit member will be responsible for paying the difference in cost.

Beginning July 1, 2017, all current and future teachers will be offered the Healthy Blue Option 3 Health Plan (Base Plan). The District will contribute 85% towards the plan. Employees will be allowed to buy-up to another plan with the difference to be paid in total by the employee.

Beginning January 1, 2017, the following will be offered as an option and added to the contract.

High Deductible Health Plan (Healthy Blue HDHP – 100% Deductible HSA Contribution) in accordance with the provisions below:

- A. The District shall pay 100% of the premium for the Healthy Blue High Deductible Health Plan during the period of this contract for unit members the first time they

elect this plan option, 90% of the premium in the second year after they first elect this plan, and 85% in the following years after they first elect this plan.

B. HSA Account Funding: The District shall fund a Health Savings Account (HSA) for the High Deductible Health Plan in the following manner:

1. When a unit member elects the High Deductible Health Plan for the first time during an open enrollment, the District will contribute 100% of the current Annual Minimum Required Deductible to be used by the unit member during the following 12-month period. Unit members electing the High Deductible Health Plan for the first time must stay on the plan for the next 12-months. If for any reason a unit member does not stay on the plan for a full 12-months a proportional amount of the deductible will be returned to the District.

2. After the initial enrollment period, the District shall contribute 100% of the Annual Minimum Required Deductible into the unit member's HSA account during the calendar year. Fifty percent (50%) of the Annual Minimum Required Deductible amount will be deposited into the unit member's HSA account within the first two weeks of January but as close to the first business day as practicable in January, and the other fifty percent (50%) of the Annual Minimum Required Deductible amount will be deposited within the first two weeks of July but as close to the first business day as practicable of that year.

3. The combined total of the District's HDHP premium contribution and the HSA amounts shall not exceed the District's Healthy Blue Option 3 contribution. If so, the difference in total cost shall be applied to the premium, which will be paid by the unit member. If a contribution is owed by a unit member under paragraph B.1. (the first election of the High Deductible Health Plan), the District will waive up to \$200 of the unit member's contribution, in subsequent years the employee will be responsible for any difference.

2. Retired employees

The District will pay 70% of the retiree's healthcare insurance premium. In order to be eligible for this benefit, a unit member must have completed fifteen (15) consecutive years in the Red Creek Central School District and be eligible for retirement pursuant to the rules established in the New York State Teachers' Retirement System. Teachers retiring on or after July 1, 2017, who are below age 65, will be offered the Healthy Blue Option 3 (Base Plan) or the Healthy Blue High Deductible Health Plan.

If an eligible retiree selects the Healthy Blue High Deductible Health Plan the District will contribute fifty percent (50%) of the Annual Minimum Required Deductible amount, which will be deposited into the unit member's HSA account within the first two weeks of January but as close to the first business day as practicable in January, and the other fifty percent (50%) of the Annual Minimum Required Deductible amount will be deposited within the first two weeks of July but as close to the first business day as practicable of that year. The combined total of the District's HDHP premium contribution and the HSA amounts shall not exceed the District's Healthy Blue Option 3 contribution. If so, the difference in total cost shall be applied

to the premium, which will be paid by the unit member.

Retirees enrolled in Blue Point 2 High or Blue Point 2 Low, retiring on or after July 1, 2013 shall have the \$0/\$30/\$50 drug rider. Employees will be allowed to buy-up to another plan with the difference to be paid in total by the employee. Retirees age 65 and over may enroll in one of the following plans:

- Medicare Blue Choice PPO
- Medicare Supplement B (only when Medicare Blue Choice PPO is not an option due to geographic availability)

B. DENTAL INSURANCE

1. Active Employees

The District shall contribute 80% towards individual or family dental insurance plans offered by FLASHP. FLASHP may eliminate, add to, or alter its dental products, but currently offers the following plans: Dental Blue Option 3 and Dental Blue Option 1 Modified.

At the District's discretion, it may change the Dental Program to a self funded plan. Savings will be used for additional dental benefits above and beyond the presently identified program. If the District changes such plan, it will provide advance notice to the Association.

C. **SURVIVOR HEALTH COVERAGE**

In the event that a unit member dies in service, health/dental insurance will be provided to the surviving spouse/dependent children provided the spouse/dependent(s) was enrolled in the district health/dental insurance plan at the time of the member's death. The District will provide coverage for up to one year with the surviving spouse/dependent paying the same amount of contribution as the member was paying at the time of their death. After one year, the surviving spouse/dependent(s) may remain in the group by paying the full cost of all premiums. The surviving spouse/dependent must complete an eligibility affidavit annually and dependents will not be covered after reaching the age of twenty-six (26). If the surviving spouse/dependent(s) elect to withdraw from insurance coverage at any time, they will not be eligible to reenroll.

D. MILEAGE ALLOWANCE

Teachers will be reimbursed on approved mileage at the I.R.S. allowance rate per mile for travel, or furnished a car at the discretion of the Superintendent of Schools.

E. ANNUITY

The District agrees to make available deductions for Tax Sheltered Annuity. The District Business Office shall maintain a current listing of participating companies. Interested employees must notify the District Treasurer by September 1 or February 1 of the year in which the employee wishes to begin participation.

F. PAYMENT FOR UNUSED SICK DAYS AT RETIREMENT

For those unit members who retire July 1, 1999, or after, the payment for accumulated sick days will be at the rate of \$75.00 per day. To be eligible for this payment, a unit member must have completed fifteen (15) consecutive years in the Red Creek Central School District and be eligible for retirement pursuant to the rules established in the New York State Teachers' Retirement System.

Sick leave days accumulated up to 210 days will be paid at \$75 per day and will be applied to the retiree's health insurance premium until such time as the health insurance premiums exhaust the money for the sick day payment, or \$75.00 per day paid out in a 403(b) employer contribution at retirement to be paid out in two equal installments. (This payment is in addition to the 70% health insurance premium payment made by the District for those unit members who retired after July 1, 1989).

In the event that the retiree dies prior to the time when this sick day payment is used up the remaining payments will continue to be applied to the health insurance of the surviving spouse and legal dependents.

For those unit members who retire July 1, 2013, or after, sick leave days accumulated between 211 and 310 will be eligible for payment at \$75.00 per day in the form of a contribution to the employee's 403(b). To be eligible for this additional payment, a unit member must have completed eighteen (18) consecutive years in the Red Creek Central School District and be eligible for retirement pursuant to the rules established in the New York State Teachers' Retirement System.

For unit members who select payments to a 403(b) account, those payments will be made on August 1st or January 1st depending on date of retirement and whether the District has at least sixty (60) days notice of retirement.

F. NON-SCHOOL DAY ACTIVITIES

All teachers participating in teacher related mandatory non-school day activities shall be paid at 1/200 of the first step of the salary schedule for the current school year. A non-school day is a day not on the school calendar, to exclude days for makeup of regular calendar days.

G. SCHOOL CALENDAR

1. **Effective July 1, 2021**, work year for the certified staff shall consist of a maximum of 186 days and includes all days when attendance is required.
2. Such work year shall begin with the day after Labor Day and end no later than June 30.

H. Notification of teaching positions and/or other responsibilities, covered under Schedule D of this contract, existing in the school system shall be posted insofar as possible in the teachers' room in all buildings.

I. QUALIFICATIONS AND ASSIGNMENTS

1. Teachers who desire a change in their present teaching assignment will file a written request with their Building Principal as early in the school year as possible. Any change in assignment must be approved by the building principal.
2. **Effective July 1, 2021**, administration **shall provide a tentative master schedule to unit members** concerning their schedules, building assignments, and room

assignments for the coming year by **May 15**.

3. It is the responsibility of the Administration to obtain qualified substitutes, according to New York State School Law, Section 6.28, when a teacher is absent. A teacher may recommend a particular substitute from the list of available substitutes as compiled by the Superintendent.

J. SALARY (See Appendix - Schedule A and B)

All teachers are to be paid on the step of credited years of service. Credit for incoming and newly hired teachers shall be determined by the Board of Education.

- K. Members of the bargaining unit who are employed less than full time shall receive a proportionate share of all benefits of this agreement.

L. ACADEMIC FREEDOM

Members covered by this agreement shall be guaranteed academic freedom.

Definition: Academic freedom is a teacher's right to express his point of view, including the right to analyze and offer constructive suggestions in a highly professional and ethical manner. This includes the policies and programs of the schools, and the right to assist colleagues when their academic freedom seems threatened. The private and personal life of a teacher is not the District's business.

M. ALTERNATIVE TO TENURE HEARING

In the event the Red Creek Central School Board of Education finds probable cause to prefer tenure charges pursuant to section 3020-a of the New York Education Law the teacher may choose to have the tenure charges heard before an arbitrator. The teacher must elect within ten (10) days of the service of the notice of determination of probable cause to either seek a hearing before a tenure hearing panel as set forth in education law or seek a hearing before an arbitrator as set forth under Article IX Grievance Procedure section F. Arbitration. The teacher may not choose both options and an election of one option shall clearly constitute a waiver of the non selected option. If the teacher does not make an election within ten (10) days, then he will have waived his right to a hearing and the Board of Education shall proceed within fifteen (15) days, by vote of a majority of all the members of the Board to determine the case and fix the penalty or punishment, if any, to be imposed.

In the event the teacher selects to have a hearing pursuant to section 3020-a of the New York Education Law then the matter will proceed in accordance with Education Law.

N. COMMUNITY CENTER

The District will pay the annual fee for a teacher's individual membership in the Community Center.

ARTICLE XI **Miscellaneous**

A. PROVISIONS FOUND TO BE CONTRARY TO LAW

If any provision of this agreement or any application of the agreement to any teacher or group

of teachers shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

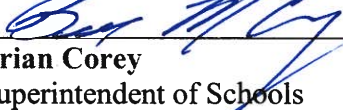
B. CONTRACT CONTINUATION CLAUSE

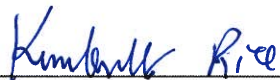
Effective the second year, it is contemplated that the terms and conditions of employment provided in this agreement shall remain in effect until the expiration date of the contract, with the exception of fringe benefits; all leaves, Health Insurance, Sick Leave Bank, Annuity, Retirement Credit, which will remain in effect. State Law, if and when in effect, will supersede this agreement on continuation clause.


C. DURATION OF THE AGREEMENT

This contract shall be effective as of July 1, 2020, with a full understanding there shall be no new grievances submitted as a result of changes in this contract for the year ending June 30, 2020. This contract shall continue in effect through June 30, 2022.

In witness whereof, the Superintendent of the Red Creek Central School District has placed his hand and seal and the Red Creek Teachers' Association has caused these presents to be signed by its duly authorized officer after ratification of this agreement by its membership this 25th day of March, 2021.

By 
Brian Corey
Superintendent of Schools

By 
Kimberly Rice, Co-President
Red Creek Teachers' Association

By 
Robert Keim, Co-President
Red Creek Teachers' Association

APPENDIX
Schedule A

Red Creek Central School District
SALARY SCHEDULE

	Base Pay Bachelor's Degree	Base Pay Bachelor's Degree	Base Pay Bachelor's Degree
	2019-2020	2020-2021	2021-2022
STEP 1	39,600	40000	40400
STEP 2	40,385	40709	41120
STEP 3	41,386	41516	41849
STEP 4	42,514	42545	42679
STEP 5	43,591	43705	43737
STEP 6	44,348	44812	44929
STEP 7	45,115	45590	46067
STEP 8	45,939	46379	46867
STEP 9	46,953	47226	47677
STEP 10	47,987	48268	48548

Teachers at (top step) or beyond (off step) shall receive a base wage increase for 2020-21 of two and eight-tenths percent (2.8%) above their base 2019-20 wages.

Teachers at (top step) or beyond (off step) shall receive a base wage increase for 2021-22 of two and eight-tenths percent (2.8%) above their base 2020-21 wages.

Round all base wage salaries up to the nearest one dollar (\$1) increment.

Master's Degree payment shall be \$750 effective July 1, 2020 for the 2020-21 school year.

Master's Degree payment shall be \$750 effective July 1, 2021 for the 2021-22 school year.

School psychologists shall receive an additional salary payment over and above their regular salary step equal to three percent (3%) of their regular salary step. This amount shall be added to their regular salary and distributed in equal amounts with their regular paychecks.

Upon starting 15, 20 and 25 years of service in the Red Creek Central School District, teachers shall receive the following longevity payments:

Longevity	
	2020-2021
	2021-2022
15 Years	\$400
20 Years	\$800
25 Years	\$1,350

This longevity payment is not part of the teacher's base salary but is computed into the teacher's salary as is the payment for a Master's degree.

APPENDIX
Schedule B

Red Creek Central School District
EXTRA DUTY PAY SCHEDULE

A joint RCTA/RCCSD committee made of an equal number of participants shall be formed to review and recommend adjustments to this Appendix prior to the commencement of negotiations for a successor contract.

	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
<u>CLASS ADVISORS</u>				
Senior	3,154	3,257	3,355	3,439
Junior	1,894	1,956	2,015	2,066
Sophomore	949	980	1,010	1,036
Freshman	949	980	1,010	1,036
Eighth	639	660	680	698
Seventh	639	660	680	698
Sixth	639	660	680	698
<u>OTHER ADVISORS</u>				
Student Council, HS	2,376	2,454	2,528	2,592
Student Council, MS	1,264	1,306	1,346	1,380
Student Council, Elem.	639	660	680	\$698
Centralite Advisor	2,376	2,454	2,528	2,592
Centralite Bus. Mgr	1,579	1,631	1,680	1,723
Centralite Photography	1,267	1,309	1,349	1,383
Red Cricket Advisor	1,267	1,309	1,349	1,383
Red Cricket Bus. Mgr.	639	660	680	\$698
Sudden Light Advisor	1,267	1,309	1,349	1,383
Senior Play	2,376	2,454	2,528	2,592
Stage Band	1,579	1,631	1,680	1,723
Select Choir	1,579	1,631	1,680	1,723
All School Play & Drama Club	4,081	4,214	4,341	4,450
All School Musical	4,081	4,214	4,341	4,450
MS Play & Drama Club	2,645	2,731	2,813	2,884
<u>LEAD TEACHERS</u>	2986	3084	3177	3257
<u>AV COORDINATORS</u>				
Elementary School	3,154	3,257	3,355	3,439
High School	3,154	3,257	3,355	3,439
<u>COMPUTER COORD.</u>				
Elementary School	4,425	4,569	4,707	4,825
Jr-Sr High School	4,425	4,569	4,707	4,825
<u>CLUBS</u>				
Debate Club	1,264	1,306	1,346	1,380
French Club	810	837	863	885

Future Homemakers	810	837	863	885
Future Teachers	810	837	863	885
Health Careers	810	837	863	885
International Student Club	810	837	863	885
Inventive Minds	810	837	863	885
Library Club	810	837	863	885
Tech/I.A. Club	1,264	1,306	1,346	1,380
Movie Club	810	837	863	885
Guitar Club	810	837	863	885
Baseball Card Club	810	837	863	885
MS Journalism Club	810	837	863	885
MS Reading Club	810	837	863	885
Stage Technician Club	1,264	1,306	1,346	1,380
Varsity Club	810	837	863	885
Math Club	810	837	863	885
Nat. Honor Society -HS	949	980	1,010	1,036
Jr. Nat.Honor Society	949	980	1,010	1,036
Outing Club	949	980	1,010	1,036
Photography Club	810	837	863	885
Science Club	810	837	863	885
Science Honor Society	810	837	863	885
Ski Club	1,579	1,631	1,680	1,723
Spanish Club	810	837	863	885
Spanish Honor Society	810	837	863	885
Yorker Club	810	837	863	885
SADD	810	837	863	885
Future Business Leaders	810	837	863	885
Rocket Club	810	837	863	885
Chess Club	810	837	863	885
MS Art Club	810	837	863	885
MS Science Olympiad	810	837	863	885
HS Art Club	810	837	863	885
HS Arts & Crafts Club	810	837	863	885
HS Science Olympiad	810	837	863	885
Sailing Club	810	837	863	885
Model Club	810	837	863	885
Web Page Club	810	837	863	885

BUS DUTY SUPERVISOR

Elementary (per shift)	949	980	1,010	1,036
Jr-Sr High School (per shift)	949	980	1,010	1,036

ATHLETICS

Director of Phys Ed. & Athletics

1st Year	4,835	4,993	5,143	5,272
2nd Year	4,893	5,053	5,205	5,336
3rd Year	4,950	5,111	5,265	5,397

4th Year	5,011	5,174	5,330	5,464
5th Year	5,080	5,246	5,404	5,540
Soccer (Boys & Girls) Same				
Varsity (10 wks)				
1st Year	3,220	3,325	3,425	3,511
2nd Year	3,259	3,365	3,466	3,553
3rd Year	3,297	3,405	3,508	3,596
4th Year	3,338	3,447	3,551	3,640
5th Year	3,384	3,494	3,599	3,689
Jr. Varsity (10 wks)				
1st Year	2,714	2,803	2,888	2,961
2nd Year	2,746	2,836	2,922	2,996
3rd Year	2,779	2,870	2,957	3,031
4th Year	2,813	2,905	2,993	3,068
5th Year	2,852	2,945	3,034	3,110
Jr. High (8 wks)				
1st Year	2,035	2,102	2,166	2,221
2nd Year	2,059	2,126	2,190	2,245
3rd Year	2,083	2,151	2,216	2,272
4th Year	2,110	2,179	2,245	2,302
5th Year	2,139	2,209	2,276	2,333
Basketball (Boys & Girls Same)				
Varsity (14 wks)				
1st Year	4,507	4,654	4,794	4,914
2nd Year	4,560	4,709	4,851	4,973
3rd Year	4,614	4,764	4,907	5,030
4th Year	4,671	4,823	4,968	5,093
5th Year	4,735	4,889	5,036	5,162
Jr. Varsity (14 wks)				
1st Year	3,797	3,921	4,039	4,140
2nd Year	3,841	3,966	4,085	4,188
3rd Year	3,887	4,014	4,135	4,239
4th Year	3,935	4,063	4,185	4,290
5th Year	3,989	4,119	4,243	4,350
Jr. High (10 wks)				
1st Year	2,539	2,622	2,701	2,769
2nd Year	2,569	2,653	2,733	2,802
3rd Year	2,601	2,686	2,767	2,837
4th Year	2,632	2,718	2,800	2,871
5th Year	2,668	2,755	2,838	2,909
Soccer Cheerleading (10 wks)				
1st Year	1,868	1,929	1,987	2,037

2nd Year	1,890	1,952	2,011	2,062
3rd Year	1,913	1,976	2,036	2,087
4th Year	1,936	1,999	2,059	2,111
5th Year	1,963	2,027	2,088	2,141

Basketball Cheerleading (14 wks)

1st Year	2,611	2,696	2,777	2,847
2nd Year	2,642	2,728	2,810	2,881
3rd Year	2,673	2,760	2,843	2,915
4th Year	2,706	2,794	2,878	2,950
5th Year	2,743	2,833	2,918	2,991

Wrestling

Varsity (14 wks)

1st Year	4,507	4,654	4,794	4,914
2nd Year	4,560	4,709	4,851	4,973
3rd Year	4,614	4,764	4,907	5,030
4th Year	4,671	4,823	4,968	5,093
5th Year	4,735	4,889	5,036	5,162

Jr. Varsity (14 wks)

1st Year	3,797	3,921	4,039	4,140
2nd Year	3,841	3,966	4,085	4,188
3rd Year	3,887	4,014	4,135	4,239
4th Year	3,935	4,063	4,185	4,290
5th Year	3,989	4,119	4,243	4,350

Jr. High (10 wks)

1st Year	2,539	2,622	2,701	2,769
2nd Year	2,569	2,653	2,733	2,802
3rd Year	2,601	2,686	2,767	2,837
4th Year	2,632	2,718	2,800	2,871
5th Year	2,668	2,755	2,838	2,909

Baseball & Softball

Varsity (10 wks)

1st Year	3,220	3,325	3,425	3,511
2nd Year	3,259	3,365	3,466	3,553
3rd Year	3,297	3,405	3,508	3,596
4th Year	3,338	3,447	3,551	3,640
5th Year	3,384	3,494	3,599	3,689

Jr. Varsity (10 wks)

1st Year	2,714	2,803	2,888	2,961
2nd Year	2,746	2,836	2,922	2,996
3rd Year	2,779	2,870	2,957	3,031
4th Year	2,813	2,905	2,993	3,068
5th Year	2,852	2,945	3,034	3,110

Jr. High (8 wks)				
1st Year	2,035	2,102	2,166	2,221
2nd Year	2,059	2,126	2,190	2,245
3rd Year	2,083	2,151	2,216	2,272
4th Year	2,110	2,179	2,245	2,302
5th Year	2,139	2,209	2,276	2,333

Volleyball

Varsity (10 wks)				
1st Year	3,220	3,325	3,425	3,511
2nd Year	3,259	3,365	3,466	3,553
3rd Year	3,297	3,405	3,508	3,596
4th Year	3,338	3,447	3,551	3,640
5th Year	3,384	3,494	3,599	3,689

Jr. Varsity (10 wks)				
1st Year	2,714	2,803	2,889	2,962
2nd Year	2,746	2,836	2,922	2,996
3rd Year	2,779	2,870	2,957	3,031
4th Year	2,813	2,905	2,993	3,068
5th Year	2,852	2,945	3,034	3,110

Track

Varsity (10 wks)				
1st Year	3,220	3,325	3,425	3,511
2nd Year	3,259	3,365	3,466	3,553
3rd Year	3,297	3,405	3,508	3,596
4th Year	3,338	3,447	3,551	3,640
5th Year	3,384	3,494	3,599	3,689

Jr. High (8 weeks)				
1st Year	\$2,035	\$2,102	2,166	2,221
2nd Year	\$2,059	\$2,126	2,190	2,245
3rd Year	\$2,083	\$2,151	2,216	2,272
4th Year	\$2,110	\$2,179	2,245	2,302
5 th Year	\$2,139	\$2,209	2,276	2,333

Indoor Track

Varsity (14 wks)				
1st Year	4,507	4,654	4,794	4,914
2nd Year	4,560	4,709	4,851	4,973
3rd Year	4,614	4,764	4,907	5,030
4th Year	4,671	4,823	4,968	5,093
5th Year	4,735	4,889	5,036	5,162

Jr. High (10 wks)				
1st Year	2,539	2,622	2,701	2,769
2nd Year	2,569	2,653	2,733	2,802
3rd Year	2,601	2,686	2,767	2,837
4th Year	2,632	2,718	2,800	2,871

5th Year	2,668	2,755	2,838	2,909
Tennis				
Varsity (10 wks)				
1st Year	3,220	3,325	3,425	3,511
2nd Year	3,259	3,365	3,466	3,553
3rd Year	3,297	3,405	3,508	3,596
4th Year	3,338	3,447	3,551	3,640
5th Year	3,384	3,494	3,599	3,689
Jr. Varsity (10 wks)				
1st Year	2,714	2,803	2,888	2,961
2nd Year	2,746	2,836	2,922	2,996
3rd Year	2,779	2,870	2,957	3,031
4th Year	2,813	2,905	2,993	3,068
5th Year	2,852	2,945	3,034	3,110
Jr. High (8 wks)				
1st Year	2,035	2,102	2,166	2,221
2nd Year	2,059	2,126	2,190	2,245
3rd Year	2,083	2,151	2,216	2,272
4th Year	2,110	2,179	2,245	2,302
5th Year	2,139	2,209	2,276	2,333
Bowling (12 wks)				
1st Year	3,861	3,987	4,107	4,210
2nd Year	3,907	4,034	4,156	4,260
3rd Year	3,953	4,082	4,205	4,311
4th Year	4,002	4,133	4,257	4,364
5th Year	4,057	4,189	4,315	4,423
Golf (10 wks)				
1st Year	3,220	3,325	3,425	3,511
2nd Year	3,259	3,365	3,466	3,553
3rd Year	3,297	3,405	3,508	3,596
4th Year	3,338	3,447	3,551	3,640
5th Year	3,384	3,494	3,599	3,689
Cross Country (10 wks)				
1st Year	3,220	3,325	3,425	3,511
2nd Year	3,259	3,365	3,466	3,553
3rd Year	3,297	3,405	3,508	3,596
4th Year	3,338	3,447	3,551	3,640
5th Year	3,384	3,494	3,599	3,689
Intramurals (per week)				
1st Year	102	106	110	113
2nd Year	103	107	111	114

3rd Year	104	108	112	115
4th Year	106	110	114	117
5th Year	107	111	115	118

NOTES:

1. All Extra Duty Pay (Schedule B) and post-season pay shall be rounded up to the nearest whole dollar when calculated.
2. It is assumed that the average coaching assignment will require a minimum of 15 hours per week.
3. Post season pay shall be reimbursed at 1/8th, 1/10th, 1/12th, or 1/14th of the position salary (dependent upon the weeks associated with the position as stated above), for each additional week worked. (A week shall be defined as three or more days). The stipend for each coach includes the first round of sectional play when the team or individual automatically qualifies for sectionals (not dependent upon its competitive record). Any advancing round after that will qualify for post-season pay.
4. When a coach moves up to a higher level of sport (Junior High to Junior Varsity, etc.) the coach shall be placed at a salary interval that is immediately higher than the salary of the previous assignment. When a coach moves down to a lower level sport, the coach will retain the number of years of experience in the same sport.
5. Coaches who start the season late, or who terminate their services early, will have their salary prorated for the number of weeks worked.
6. Coaches will not be allowed to move on the salary schedule beyond credit for the third year, unless they are fully certified.
7. All assignments are annual, subject to reappointment by the Board of Education annually.
8. In situations where joint advisors or coaches are appointed, the salary will be split accordingly.
9. Credited service shall be for in district coaching experiences in the same sport.
10. Current coaches off step (above 5th year) will receive a negotiated 4.0% in 2016-17, 3.25% in 2017-18, 3.0% in 2018-19, and 2.50% in 2019-20. Coaches' salaries will be discussed during the next negotiation session for competitive levels.
11. Coaches will not cancel practices unless authorization is obtained from the Athletic Director or his/her designee. Unauthorized cancellation of practices may be subject to loss of pay.