

COLLECTIVE AGREEMENT

between the

RONDOUT VALLEY CENTRAL SCHOOL DISTRICT  
BOARD OF EDUCATION

and the

RONDOUT VALLEY FEDERATION OF TEACHERS

July 1, 2022 - June 30, 2027

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## **PREAMBLE**

In Order to:

- a. effectuate the provisions of Article 14 of the Civil Service Law (the Public Employees' Fair Employment Act),
- b. encourage and increase effective and harmonious working relationships between the Rondout Valley Central School District Board of Education ("Board") and its professional employees represented by the Rondout Valley Federation of Teachers ("Federation"), and
- c. enable the professional employees more fully to participate in and contribute to the development of policies for the Rondout Valley Central School District (the "District"), the following Agreement is made and entered into between the Board and the Federation.

## **ARTICLE 1 - RECOGNITION**

**1.1** The Board, having determined that the Federation is supported by a majority of the employees in a unit composed of all certified teachers, senior crisis intervention counselors, school to career transition specialist, registered professional nurses, behavioral analysts, occupational therapists, physical therapists, school psychologists, school counselors, athletic trainers, certified occupational therapy assistants, and school social worker with the exception of all administrative and supervisory staff, hereby recognizes the Federation as the exclusive negotiating agent for the employees in such unit ("employees"). Such recognition shall extend for the maximum period allowed by law.

## **ARTICLE 2 - NEGOTIATIONS PROCEDURE**

**2.1** No later than January 1 of each expiration year, the parties will enter into good faith negotiations over a successor agreement.

**2.2** Neither party shall have any control over the selection of the representative of the other party, and each party may select its representatives from within or outside the District. The parties mutually pledge that their representatives will be invested with all necessary power and authority to make proposals, consider proposals, reach compromises in the course of negotiations, and initial tentative agreements.

## **ARTICLE 3 - GRIEVANCE PROCEDURE**

### **3.1 General Provisions**

A. A grievance is a claim by an employee or group of employees based upon any event or condition affecting their welfare or terms and conditions of employment as covered under the terms of this Agreement. It shall include grievances brought by the Federation on behalf of any employee or group of employees or by the Board against the Federation. An aggrieved party is any employee or group of employees who file a grievance under this procedure.

B. All grievances shall include the name and position of the aggrieved party, the time and place of the grievance, the identity of the person claimed to be responsible for the grievance, the contract provision allegedly violated and a general statement of the nature of the grievance and the redress sought.

C. A grievance shall be deemed waived unless it is submitted within 30 working days after the aggrieved party knew or should have known of the events or conditions on which it is based and, in no event, no later than five days after the end of the school year. Grievances occurring during the summer may be filed within five working days after the opening of school. Continuing alleged violations of this Agreement may be grieved at any time, provided, however, that any redress sought may not be retroactive prior to the date the grievance was filed.

D. The District and the Federation will facilitate any investigation which may be required and make available any and all material and relevant documents, communications, and records concerning the grievance.

E. The grievant shall have the right of representation at all stages of the grievance procedure and to confront and cross-examine all witnesses called against him or her, and to testify and call witnesses on his or her own behalf.

F. No interference, coercion, restraint, discrimination, or reprisal of any kind at any time will be taken by the District or by any member of the Administration against the Federation or any other participant in the grievance procedure.

G. Failure by the District to hold a hearing or submit decisions within the time limits set forth herein, shall be construed as a denial of the grievance and the grievance may be appealed to the next stage. The failure on the part of the Federation to advance a pending grievance to the next stage within the time periods set forth herein shall constitute an abandonment of the grievance. However, the parties may agree in writing to set aside the timelines at any stage of the grievance procedure.

H. A grievance shall be filed at the lowest level at which relief properly may be granted.

### **3.2 Grievance Procedure**

A. Stage I. The grievance shall be presented in writing to the appropriate building principal who shall hold a hearing within five working days of the submission of the grievance and render a written decision within five working days thereafter.

B. Stage II. Within five working days of the disposition of the grievance at Stage I, the grievant may appeal in writing to the Superintendent. The Superintendent shall hold a hearing within five working days of the submission of the appeal and render a written decision within five working days thereafter.

C. Stage III. Within ten working days of the disposition of the grievance at Stage II, the Federation may request the Board to schedule a further hearing with respect to the grievance or may file with the Superintendent and the American Arbitration Association (“AAA”) a Demand for Arbitration. If the Board agrees to hold a further hearing, the hearing, before the Board or a committee thereof, shall be held within fifteen working days of the submission of the request thereof. The written decision of the Board shall be rendered within five working days of the hearing. In the event the decision of the Board does not resolve the grievance or if the Board declines to schedule the hearing, the Federation may demand arbitration of the grievance by filing a Demand for Arbitration with the Superintendent and the AAA within ten working days of the date of the Board's decision or the date when the Board declined to schedule a further hearing.

### **3.3 Arbitration**

A. Following the submission of the Demand for Arbitration to the Superintendent, the parties shall select an arbitrator pursuant to the rules for voluntary arbitration of the American Arbitration Association.

B. All demands for arbitration and all arbitrations shall be processed pursuant to the Voluntary Labor Arbitration Rules of the American Arbitration Association.

C. The arbitrator shall be without power or authority to make any decision which requires the commission of any act prohibited by law or which is violative of the terms of this Agreement. The arbitrator shall have no power to alter, add to, or detract from the provisions of this Agreement.

D. The cost of the services of the arbitrator shall be divided equally between the Board and the Federation.

## **ARTICLE 4 - WORKING HOURS**

**4.1** The teachers' work day shall not exceed seven hours and ten minutes, including a 30 minute duty free lunch. No teacher shall be required to report to work more than 10 minutes before the arrival of students or to remain for longer than ten minutes after bus departure. In addition, teachers shall assume professional responsibilities that may fall outside of the regular school day e.g., parent conferences, staff and department meetings, providing students with individual assistance, and joining in parent-teacher organization activities where teacher participation is essential. There shall be two full staff or departmental meetings, or a combination thereof, each month of the school year. The District may schedule a third monthly meeting during 8 of the 10 months of the regular school year. The Federation may suggest topics to be addressed at this third monthly meeting. Additional meetings may be held in the event of an emergency situation that cannot be resolved during a regularly scheduled full staff or department meeting or which requires resolution prior to the next regularly scheduled meeting. Teachers who are assigned to two or more school buildings shall not be required to attend more than three regularly scheduled staff or departmental meetings each month, or a combination thereof, with the sites designated by the District. Half days may only be scheduled at the sole discretion of the Superintendent. Other provisions in this agreement to the contrary notwithstanding, the District shall have the right to schedule teachers according to a "flexible schedule" to be developed after consultation with the Federation. The teachers' work day under such a flexible schedule shall not exceed seven hours and ten minutes, including a thirty minute duty free lunch.

### **4.1A Substitute Coverage**

When a member provides substitute coverage for another member's class, they shall be compensated thirty-three dollars and seventy-five cents (\$33.75) for a single class period, which represents 27% of the applicable sub-rate. To be eligible for such compensation the member must provide a full period of classroom instruction and should be available for such coverage because it aligns with their prep period, lunch period, PLC period, or other period when they do not have assigned supervisory duties. However, if a member has assigned supervisory duties during the time needed for substitute coverage (ie. study hall, lunch duty, bus duty, etc.), they must first receive prior approval from a building administrator before providing the substitute coverage. If there are no volunteers for substitute coverage, a building administrator shall assign a member to substitute coverage for no more than one class period per day, and if a member covers another member's duties for an entire day, the member shall receive a per diem payment of seventy dollars (\$70.00) in addition to their regular daily rate, and if a member covers another member's duties for a half-day, the member shall receive a per diem payment of thirty-five (\$35.00) dollars in addition to their regular daily rate.

**4.2** Teachers in grades K through 12 will receive at least 39 consecutive minutes of preparation time per day. All special area teachers shall teach no more than six (6) classes per day in no less than thirty (30) minute blocks. Where possible, travel and preparation time shall be consecutively scheduled for teachers assigned to more than one school.

**4.3** Elementary teachers shall not be required to remain in the classroom while a special teacher is instructing.

**4.4** The last day of school shall be a non-student day for teachers in the elementary and in Grades 5, 6 and 7, 8.

**4.5 A.** The work year of employees shall not exceed 183.5 days. The additional days beyond 181 are not student attendance days. The work year for employees may begin on September 1 provided that it is a weekday. The Friday before Labor Day shall be a holiday. If September 1 is a workday for unit members, at least half of that day shall be designated for all unit members to prepare their workspace for the year.

**B.** Any day or portion thereof when schools are delayed in opening or close early due to emergencies or inclement weather that an employee is required to report for work for at least one hour shall be considered as a full working day.

**C.** Unused snow days shall be added to the District calendar by the Superintendent of Schools after receiving a recommendation from the Calendar Committee. Unused snow days will be returned to the District calendar in increments of not less than a full work day.

**4.6** A school calendar committee, consisting of three members appointed by the President of the Federation, shall meet with the Superintendent to present its recommendations concerning the school calendar. The Superintendent shall meet with the committee and shall report its recommendations to the Board which shall consider them before its final action adopting a school calendar.

**4.7** The District may establish a (9) nine period day for Grades 4-8 in accordance with the following:

1. 5 daily teaching periods of 40 minutes each for teachers in 7th and 8th grades.

2. 6 daily teaching periods of 40 minutes for teachers in 4th, 5th and 6th grades.

3. 1 preparation period of 39 minutes daily for teachers in grades 4 through 8.

4. 1 lunch period of 39 minutes daily for teachers in grades 4 through 8.

5. The ninth period within the day will be assigned as follows:

a. When the school is on an A/B day schedule there will be alternate periods for preparation and supervision.

b. When the school is on a traditional 5 day schedule, there will be 3 days with an additional preparation period and 2 days with an additional supervisory duty.



**4.8** Each teacher will be required to attend up to two (2) evening meetings per year. In addition, the Wednesday before Thanksgiving will be a half day for all unit members. Effective July 1, 2014, unit members shall not be required to work this half-day and the work year shall be reduced by one-half day in accordance with Article 4.5.A. Unit members shall work a third evening conference of no more than three (3) hours in duration. The date of the evening conference for each school will be scheduled and determined annually in accordance with Article 4.6 of this Agreement. Each meeting will not exceed three (3) hours.

## **ARTICLE 5 - CLASS SIZE**

**5.1** The Federation acknowledges the responsibility and the obligation of the Board to establish class sizes and staffing.

I. The Rondout Valley School District understands the need to maintain a class size which meets the goals of the educational programs of the District. It is mutually agreed that it is reasonable for a teacher not to have more than the following number of students in a class:

K-1: 23

2-6: 26

7-12: Maximum load of 125 with a mutual agreement that it is reasonable for a teacher to have no more than 30 students in a class.

II. Presently there exist within the District programs which require small class sizes, and which the Board has accepted as desirable. These classes contribute to the educational program and should be continued without affecting other existing programs.

III. The professional staff and the Board of Education concur that certain discrepancies in class size may arise from time to time due to lack of space, scheduling, or an unexpected and unforeseen growth in population. Continual (year to year) class size problems in any specific area, however, are not desirable, and all available means should be exercised to resolve the problems of the subject or grade in question.

IV. That it would be most desirable if the class size goals, which both the Board and teachers want, could be achieved systematically within a 4-year period.

V. To aid in the resolution of class size problems, there shall be a study committee which will consist of the following members:

a. The Superintendent of Schools

b. Min. 1, max. 2 - Board members

c. Min. 1, max. 2 - instructional staff from each level (elementary, grades 5, 6, 7, 8 and high school)

d. Administrators - one from each level (elementary, grades 5, 6, 7, 8 and high school)

The purposes of the committee are to:

a. resolve specific problems in class size which may arise after normal administrative channels have been followed (i.e., teacher to principal to Superintendent),

b. assist in the resolution of continuous class size problems,

c. help promote class sizes which enhance the educational program, and

d. in general provide an avenue of communication between the professional staff and the Board of Education in regard to an awareness of this important area.

The committee shall meet:

a. as a study committee each January prior to budget time for the purpose of recommending priority areas to the Superintendent,

b. as a review committee each October for the purpose of reporting progress made for the current school year, and

c. at other times as called into session by the Superintendent of Schools upon the request of the RVF President and/or the President of the Board of Education.

**5.2** Before or at the time of entry to a particular class, teachers shall be notified if a student appears likely to present needs not identified in an IEP or BIP.

## **ARTICLE 6 - TEACHING AND EXTRACURRICULAR ASSIGNMENTS**

### **6.1 Teaching Assignments**

A. Teachers shall not be assigned, except temporarily, and for good cause, outside the scope of their teaching certificates.

B. The District shall use its best efforts to notify teachers of their tentative assignments for the following school year by June 1 and, in any event, prior to the close of the current school year. Such notices shall include the school to which the teacher will be assigned, and the grade and subjects which he or she will teach. If changes in such assignments are made after the close of the school year, each teacher affected will be notified in writing by a letter directed to his or her address of record with the District.

C. Teachers being involuntarily transferred shall be notified of the positions available in their tenure area. Such teachers may request the positions, in order of preference, to which they desire to be transferred. Their preference may be a primary factor considered in making the transfer. The District has full discretion to make the final determination on issues involving involuntary transfers.

D. No teacher (in Grades 7 to 12) shall have, without his or her consent, more than five teaching periods a day or more than three separate subject matter preparations. No teacher below 7th grade shall have, without his or her consent, more than six teaching periods per day.

Courses entitled "Advanced," "Regents," "General" or "Practical" are separate subject matter preparations. When two courses have different titles, but substantially the same curriculum and materials, the subject matter preparations for these courses are the same. An accelerated course is not a separate subject matter preparation from the related RS course. Basic math and skill labs are single subject matter preparations regardless of grade level.

E. Within the definitions of D above and when unforeseen circumstances warrant (Grades 7 to 12), the District may assign a fourth subject matter preparation to be compensated at \$1,217 effective July 1, 2011. The District shall have the right to solicit an unlimited number of volunteers to teach a sixth period. Such teachers shall be compensated at the yearly rate of \$6,083 effective July 1, 2011. The District shall also have the right to assign up to four (4) teachers per year to a sixth period at the same rate of compensation so long as such assignment does not eliminate the position of any full-time teacher. There shall be no more than two (2) mandatory sixth assignments per department. Whenever possible, the District shall rotate such involuntary assignments so they shall not occur in two consecutive years.

F. The District may solicit volunteers annually to perform lunchroom, recess and bus duty supervisory assignments. After the assignments of such duties to such volunteers, supervisory assignments will be rotated, equitably, among employees.

**6.2** Employees who are assigned to more than one school shall be compensated for such inter-school travel at the current rate established by the IRS, from the point of first assignment to the point of assignment closest to the employee's home at the end of the day. Employees on extracurricular assignments, whose assignments take them out of the District, shall be compensated for mileage.

**6.3** Employees should be asked to supervise only those student activities that are clearly related to the educational program at the school.

**6.4** Employees shall be asked to sponsor or supervise only those student activities which are within their area of experience.

### **6.5 Extracurricular Assignments**

A. When a new extracurricular activity is approved by the Board, the extracurricular compensation shall be fixed by mutual agreement.

B. Compensation for extracurricular duties shall be made in accordance with the schedule listed in Appendix B.

**6.6** At the elementary level, every effort shall be made to schedule special subjects (i.e., art, music, physical education and library) in such a manner that each class shall have a special subject scheduled for each school day.

## **ARTICLE 7 - VACANCIES AND PROMOTIONS**

**7.1** All vacancies for positions within the bargaining unit shall be posted on the District's web site, clearly setting forth a description of and the qualifications for the position, including its duties and salary. In addition, an electronic copy of such postings shall be e-mailed to Federation unit members using the then-current all staff e-mail.

**7.2** When school is in session, such notice shall be posted as far in advance as practicable, and at least ten (10) school days before the final date when applications must be submitted.

**7.3** Employees who desire to apply for such vacancies shall submit their applications, in writing, to the Personnel Office, within the time limit specified in the notice.

7.4 Employees who desire to apply for a position which may become vacated or filled during the summer shall submit their names to the Personnel Office, together with a description of the position or positions for which they are qualified and/or certified and interested in applying. The Personnel Office shall post a list of positions to be filled during the summer on the District's web site and shall also send a copy thereof to Federation unit members using the then-current all staff e-mail.

7.5 All appointments to vacancies and openings within the negotiating unit shall be based on qualifications and experience. All such promotions and appointments shall be made without regard to age, race, creed, color, religion, nationality, marital status, sex, or ancestry, unless based upon a bona fide occupational qualification.

7.6 If an applicant for a position within the negotiating unit who is not selected requests the reasons, such reasons shall be given orally or in writing, as he or she specifies.

### **7.7 Appointments and Assignments**

The qualifications and experience required for appointments or assignment to a position within the negotiating unit shall be determined by the District. When qualifications and experience of applicants for a position are judged by the District to be relatively equal, the appointment or assignment to the position shall be granted to the most senior applicant in the tenure area of the position. This provision applies to vacancies in a building other than the building to which the unit member is currently assigned.

## **ARTICLE 8 - TEACHER AND COACHING EVALUATIONS**

### **A. Teacher Evaluations**

8.1 It is recognized that the primary objective of teacher evaluation is the improvement of instruction.

8.2 Formal observation of probationary teachers shall be of one lesson in duration. The duration of a lesson may vary according to grade level and the specific objectives of the teacher. Such observation shall be made openly and shall not be conducted secretly or by monitoring. The first formal observation of a first-year probationer shall be on notice to the teacher. The observation shall be made on appropriate forms by the person or persons making the observation and shall be signed by such person or persons. The parties agree to permit the development of alternate methods, standards, and procedures for the observation and evaluation of tenured staff. It is also agreed that prior to the implementation of any change, the concurrence of the Federation, affected individuals, and the District must be attained.

### **8.3 Procedures**

A. Evaluation of teachers shall be done by certified administrative personnel.

B. All new teachers shall be observed within the first 30 days of school. The purpose of this observation shall be to determine areas of potential strengths and weaknesses. The observation shall be followed by a consultation with the teacher, but no written report shall be filed.

C. Following the informal observation, the first-year probationer shall receive at least three formal observations within the year, at least two of which shall be one month apart. The first such formal observation shall be conducted prior to December 1.

D. Second- and third-year probationers shall receive at least two formal observations, one of which shall be conducted prior to December 1.

E. If needed, the observation report shall include constructive criticism and suggestions for improving performance. If the teacher's performance is adjudged to be unsatisfactory, he or she shall be given at least one additional observation in order to improve his or her performance.

**8.4** There shall be one evaluation form for all teachers and the use of this form will be uniform through the school system.

**8.5** After the formal observation, the person making the observation shall submit a written report to the teacher prior to inserting it in his or her file. The teacher shall have the right to read the observation at that time and shall sign the copy to be inserted in the file. Signing the observation shall not be determined to be an acceptance or signify agreement with any matter related therein.

**8.6** No more than five school days after receipt of the report, if requested by the teacher, there shall be a conference between the person making the observation and the teacher. If such conference cannot be held because of other business of the teacher, the conference shall be held not more than six days after receipt of the report.

**8.7** Teachers in their final probationary year shall be notified no later than 90 calendar days prior to the end of the school year if his/her employment will not be continued for the coming school year.

**8.8** Upon written notification and following specific reasons for denial of tenure, a probationary teacher shall have ten days in which to request a meeting with the Board. The Board may schedule a meeting within fifteen (15) school days after receipt of the request. The teacher may be represented at such meeting by the Federation

## **B. Coaching Evaluations**

**8.9** It is recognized that the primary objective of the evaluation of coaches is to improve the athletic program. This evaluation shall be done by properly certified administrative personnel. In addition to at least one observation per year, coaches shall receive a summative evaluation at least once per year. The evaluation form to be used is attached as a new Appendix F to the agreement. Coaches shall be evaluated at least once during the first season that they are coaching a sport.

**8.10** The Athletic Director and Administrator will meet with all coaches prior to the season to discuss standards and goals for the sports season.

A. If a complaint is made to the Athletic Director, the complaint shall be forwarded to the appropriate administrator who shall conduct an observation. This observation shall be made openly and shall not be conducted secretly or by monitoring.

1. If more than one coach is observed during a single visitation, the formal observation shall be announced at least one day prior to its occurrence.
2. It shall be at least 45 minutes in duration.
3. The observations shall be followed by a conference when requested by either the coach or the administrator.

B. Within ten working days of the formal observation or the conference, if held, the person making the observation shall submit a written report to the coach prior to inserting it in his or her file. The coach shall sign the copy to be inserted in the file. Signing the evaluation shall not be determined to be an acceptance or signify agreement with any matter related therein.

C. If the evaluator adjudges the performance to be unsatisfactory, he or she shall schedule a second observation which must take place prior to the end of the season.

D. All future formal observations shall follow the same procedures as those outlined for the first observation.

E. The coach may appeal the outcome of a complaint to a committee consisting of two Board of Education members and two Athletic Council members.

F. The absence of a negative observation by an administrator is equal to a positive performance for the coach and provides for continuing in the current position, if the coach applies for a position during the following season.

G. Unit members shall have a right of first refusal to vacant coaching positions. However, the District shall have the right to re-appoint a non-unit member incumbent to a coaching position regardless of whether a unit member applies for the position. Such coaching position shall not be considered vacant for purposes of this article. Nothing herein shall limit the ability of the District to terminate or not re-appoint a non-unit member coach.

**8.11** Appointment of coaches shall be at the June Board of Education meeting if the school district budget has been approved. Satisfactory evaluations and seniority are to be the basis for continuing in a coaching position.

## **ARTICLE 9 - TENURED EMPLOYEE PROTECTION**

**9.1** An employee shall be discharged, suspended, fined or reprimanded only for just cause.

**9.2** In all disciplinary proceedings, the employee shall be presumed innocent until proven guilty and the burden of proof in all matters shall rest upon the District.

**9.3** The disciplinary procedure established by this Article shall apply only to employees who would otherwise be subject to sections 75 and 76 of the Civil Service Law. With respect to such employees, such procedure, the other rights granted by this Article and the benefits provided by the other provisions of this Agreement which are in excess of the benefits otherwise provided by the Civil Service Law, shall apply only to employees who have executed an election in writing to be covered by the disciplinary procedure established in this Article and, in such cases, sections 75 and 76 of the Civil Service Law shall not apply to such employees and the procedure established in this Article shall be the exclusive method for the imposition of discipline upon such employees.

**9.4** Prior to the commencement of any disciplinary action against an employee, the Superintendent or his or her designee shall meet with the employee to review the allegations against the employee and to consider any factors and the employee's position with respect to such allegations. The employee shall be advised of the nature of such meeting and shall be given the opportunity to request the presence of a Federation representative at the meeting. A disciplinary action shall be initiated by the service of a notice of discipline, in writing, in person or by registered mail, which shall include the conduct for which discipline is sought to be imposed and the penalty to be imposed.

**9.5** The penalty proposed by the District may not be implemented (i) until the employee fails to file a grievance with respect thereto within 14 days of service of the notice of discipline, or (ii) having filed a grievance, until the employee fails to file a timely appeal to arbitration, or (iii) having appealed to arbitration, until and to the extent

that such appeal is upheld by the disciplinary arbitrator, or (iv) until the matter is settled. Nothing herein shall limit the ability of the District to suspend the unit member pending such arbitration within the limits set forth in the Civil Service Law.

**9.6** An employee who is served with a notice of discipline may file a grievance with the Superintendent at Stage II within ten (10) calendar days of such service, and shall thereby elect the disciplinary procedure established by this Article.

**9.7** The hearing by an arbitrator on a grievance alleging a violation of this Article shall be held on an expedited basis. The matter shall be assigned for hearing to the arbitrator who has the first available date for such hearing. The arbitrator shall render a decision within five days of the date of the close of the hearing, or within five days after receipt of the transcript, if either party has elected a transcript, or within such other period as *may* have been mutually agreed to by the Superintendent and the Federation.

## **ARTICLE 10 - PERSONNEL FILES**

**10.1** The official personnel files of each employee shall be maintained in the District office. The employee shall have the right upon request to review the contents of his or her file upon reasonable notice to the Superintendent's office and to have a Federation representative present during the review.

**10.2** No material, other than that of a routine financial nature, shall be placed in an employee's personnel file unless a copy is provided to the employee. The employee shall acknowledge that he or she has read such material by signing the copy to be filed. The employee shall have the right to submit a written answer to any material in the file and such answer shall be reviewed by his or her supervisor or the Superintendent and attached to the file copy of the material.

**10.3** Prior to a letter of counseling being placed in an employee's personnel file by an administrator, the employee must be given the opportunity to meet with the administrator regarding the problem. The employee and/or the administrator may request a Federation representative to be present for such a meeting.

## **ARTICLE 11 - FACILITIES**

**11.1** A desk and either a file or closet in which teachers may safely store instructional materials and supplies shall be provided in each classroom. At least one of the above facilities shall provide security by means of a lock.

**11.2** A teacher work area containing adequate equipment and supplies to aid in the preparation of instructional materials shall be provided in each building. The building staff may make recommendations to the building principal as to what is adequate.

**11.3** Each employee shall have an area in an office or room which can be used as his or her home base. Except in emergency situations, employees will be given one week's notice of any room change.

**11.4** The Board shall provide adequate parking facilities for employees at all schools.

**11.5** Reasonable efforts will be made to minimize the number of room changes a teacher will be required to make.

**11.6** Reasonable efforts will be made to provide a telephone for the use of staff which ensures privacy.

## **ARTICLE 12 - GROUP HEALTH AND ACCIDENT INSURANCE AND RETIREMENT BENEFITS**

**12.1** Effective July 1, 2022, the District shall pay 83% of the individual or family health insurance premium under the Orange Ulster School Districts Health Plan or any District-sponsored HMO. Effective July 1, 2023, the District shall pay 82% of the individual or family health insurance premium under the Orange Ulster School Districts Health Plan or any District-sponsored HMO. Effective July 1, 2024, the District shall pay 81% of the individual or family health insurance premium under the Orange Ulster School Districts Health Plan or any District-sponsored HMO. The Employee premium contributions will be automatically deducted by the District through the Section 125 Internal Revenue Code Plan. Additionally, the District's contribution to HMO premiums for individual and family coverage shall not exceed the cost of the individual or family premiums as provided for in the Orange Ulster School District Health Plan.

**12.2** Should the District select alternative health insurance coverage, the District agrees to the following guarantees:

- A. The plan shall be incorporated into and considered part of this Agreement.
- B. The District shall save harmless the Federation for any damages incurred as a result of lawsuits involving the plan.
- C. The District will return to the Statewide Plan if part of the alternative plan is declared illegal or problems arise with the payment of benefits or recognition from hospitals and doctors.
- D. Such plans shall include provisions whereby members leaving the District will be guaranteed the right to purchase health insurance.

**12.3** A. Should the District remain with the Statewide Health Insurance Plan - upon retirement from District service, the District shall continue to pay health insurance for the employee for life, provided that: (1) if the employee was a charter member of the health insurance program (1967), he or she has been in District service for at least five years or (2) if the employee was employed after 1967, he or she has been in District service for at least ten years.

B. Should the District select an alternate health insurance plan - with respect to employees who have retired or who retire from District service on or after July 1, 1981, upon such retirement, the District shall continue to pay health insurance for an employee for life in the plan in which the District is currently participating provided that: (1) if the employee was a charter member of the health insurance program (1967), he or she has been in District service for at least five years, or (2) if the employee was employed after 1967 he or she has been in District service for at least ten years, or (3) if the provisions of (1) or (2) are not applicable, then the District shall pay the percentage of premium payments that the District would have been required to make on account of the employee had the District been participating in the Statewide Plan.

**12.4** Unit members and retirees may elect to discontinue their district health insurance coverage through a "buy out" option as follows:

A. On or before April 1 of each year, existing unit members shall inform the District of their desire to opt out of the District's Health Plan effective the following July 1. In return for opting out, the unit member shall receive a payment of \$750 (family coverage) or \$500 (individual coverage) on the following December 1 from the District. If the employee remains out of District coverage, an additional \$750 (family coverage) or \$500 (individual coverage) shall be paid the following June 1. In no event shall the total amount for the 'buy out'



exceed \$1,500 (family coverage) or \$1,000 (individual coverage). (However, these provisions shall not apply to any unit member whose spouse is enrolled in any District-sponsored health insurance plan, and neither spouse shall be entitled to this 'buy out' option.)

B. To be entitled to the above referenced payment, the Unit Member must produce proof of health insurance coverage from another source at the time of application on April 1. Any Unit member who elects the "buy out" option must remain off the District's health insurance coverage for the duration of the insurance contract year except when, a) the spouse of an employee loses coverage through divorce or separation, b) the spouse furnishing health insurance dies, c) loss of health insurance coverage occurs due to termination of employment of spouse. Voluntary re-application for District health insurance coverage must be made 60 days prior to the expiration of the insurance contract year.

C. If early re-entry to District health insurance coverage is made, repayment of the "buy out" shall be made by the Unit member on a pro-rated basis of 1/12 of \$1,500 (family coverage) or 1/12 of \$1,000 (individual coverage) for each month applicable up to twelve months until the "buy out" total is repaid. If the employee ceases working before the full \$1,500 or \$1,000 has been repaid, the remaining obligation will be deducted by the District from any termination or retirement benefits due to the employee.

#### **12.4.1 Dual Health Coverage Restriction**

If both spouses are employed by the District, they shall be entitled to only one health insurance coverage. The spouses shall be entitled to one health insurance buy-out of \$2,000.00 payable in the same manner as described in paragraph 12.4(A) above, should they opt for a family coverage. Should the spouses insuring the family cease to remain entitled to coverage, the ineligible spouse shall become immediately entitled to readmittance into the District's program for family coverage, where applicable, making a pro-rated reimbursement of buy-out monies previously paid by the District, where applicable.

**12.5** District employees shall have the option of enrolling in the Health Maintenance Organization and discontinuing participation in the District Health Insurance Plan. The District's contribution toward the cost of such coverage shall not exceed the contribution otherwise made on account of such employee under the above sections.

**12.6** This Article shall survive the expiration of this Agreement.

**12.7** A governing board shall be established consisting of three representatives of the Federation selected by the President and three representatives selected by the Superintendent. The governing board shall meet on a demand basis in order to gather information necessary to keep employees informed, to provide a smooth transition out of the Statewide Plan into any alternative plan, and to review any changes in coverage. The committee shall continue to meet on a demand basis.

#### **12.8 Terminal Pay**

Terminal pay shall be granted to retiring employees at the rate of \$100 per day, to a limit of 250 days of accumulated unused sick leave.

#### **12.9 Early Retirement Incentive**

A. The District shall pay a retirement incentive of \$20,000 to teachers who submit an irrevocable letter of resignation by February 1 of the school year the teacher is first eligible to retire under the New York State

Teachers Retirement System without penalty at age 55 or older. Employees must submit appropriate documentation from TRS showing it is their first year of eligibility.

To be eligible for this retirement incentive and the retiree health insurance benefit as per Article 12, a unit member must be employed in the District for ten (10) consecutive years at the time of retirement.

Sick days used in excess of fifteen (15) days after submission of the letter of resignation shall be granted at the discretion of the Superintendent in a case of emergency.

### **12.10 Benefit Trust Fund**

The District shall contribute to the Benefit Trust fund established by the Federation the following payments for each full-time unit member prorated for each part-time unit member:

7/1/11      \$1,450

The Federation shall be the sole responsible party for the establishment and operation of this fund, subject to applicable statutes.

### **12.11 NYSUT Benefit Trust**

- A. The District agrees to provide a payroll deduction option for individual participation in the NYSUT Benefit Trust.
- B. The NYSUT Benefit Trust assumes responsibility for the proper withholding of funds from NYSUT members and agency fee payers and shall save harmless the School District for liability arising out of the withholding or lack of withholding of such funds for the purpose of paying for those benefits secured to members and agency fee payers by the Trust, unless such withholding or lack of withholding upon which liability is predicated is the result of a criminal act or acts on the part of the School District.

**12.12** As soon as practicable, the District shall adopt a flexible benefit plan for the purpose of health related expenditures pursuant to the provisions of the Internal Revenue code. A committee consisting of two (2) representatives from the Federation and two (2) representatives from the District, shall select a third party administrator for the plan at no cost to the District.

## **ARTICLE 13 - LEAVE BENEFITS**

### **13.1 Sick Leave**

A. In the first year of employment an employee shall receive, effective on his or her first day of employment, 10 days of sick leave credits prorated from September 1. After the first year of employment, employees shall receive 15 days of sick leave credits annually prorated from September 1. There shall be no limit on the accumulation of sick leave. Unit members may be required by the District to produce a doctor's note after five (5) consecutive sick leave day absences.

B. An employee absent from his or her duties shall make every reasonable effort to notify the designee of the building principal by 6:30 a.m. on the date of such absence.

## **13.2 Sick Leave Bank**

The Sick Leave Bank shall be continued according to the following provisions:

A. Effective July 1, 2022, all bargaining unit members not currently participating in the sick bank shall become members of the sick bank and shall have a minimum of one day of sick leave deducted from his or her regular sick leave accumulation on October 1, 2022. Unit members shall be allowed to withdraw membership from the sick bank upon written notice to the RVF and the District no later than September 30 of each school year, or within thirty days of hire. Unit members who have opted out will be allowed to re-join the sick bank upon written notice to the RVF and the District and by contributing one sick leave day to the sick bank.

B. The administration of the Sick Leave Bank shall be handled by a joint Federation-District Board. The Sick Bank Board shall consist of six members, three to be appointed by the Federation and three to be appointed by the Superintendent. It shall submit a record of its deliberations and judgments for annual review to both the Federation and the Board. Sick bank days may only be granted when a majority of the Board (at least four members) agrees to grant the request for sick days.

### **C. General Rules**

1. Payment for sick leave days drawn from the Sick Leave Bank will be at the rate of the regular salary of the recipient.

2. The Sick Bank Board shall grant up to 90 days to qualified applicants who have exhausted all accrued sick leave and who apply for days as a result of extended absences resulting from catastrophic illness or catastrophic injury that causes disability such as long-term cancer treatment, heart attack, etc. and which normally require hospitalization or long-term recuperation. First year teachers are limited to 20 sick bank days; second- and third-year teachers are limited to 30 sick bank days; fourth year teachers are limited to 40 sick bank days; fifth year teachers are limited to 50 sick bank days. In order to be eligible for sick bank days, teachers with more than five years of service in the District must have a minimum of 10 accumulated sick days at the onset of the catastrophic illness, injury or disability which led to the request for days from the sick bank.

3. Individuals must prove need to the Sick Bank Board by either a doctor's statement fully certifying that the illness/injury is catastrophic and requires hospitalization and/or long-term recuperation or by presenting any other proof required by the Sick Bank Board. Any expense incurred by a unit member as a result of the Sick Bank Board's decision requesting 'additional' proof beyond a doctor's statement, shall be paid by the District with the employee using his or her primary insurance. If the Sick Bank Board directs the employee to see another physician, the physician will be mutually agreed upon or the parties will use the District physician if they cannot mutually agree upon a physician.

4. Decisions of the Sick Bank Board shall be subject to the grievance and arbitration procedures set forth in Article 3.

5. Once a unit member is granted a sick bank day a unit member shall be ineligible for withdrawing from sick bank membership in the future.

6. The parties agree to form a joint committee to develop a document advising unit members of their parental leave rights. The committee shall complete its work no later than October 31, 2022.

## **C. Carry-over Procedures**

1. All days that remain in the Bank at the end of the year shall be carried over into the following school year.
2. The Sick Leave Bank shall remain at its current level except for the addition of new employees. Once the Sick Leave Bank has been exhausted it shall be renewed subject to the same terms upon which it was created.

## **E. Family Leave Day Donation**

To be eligible to receive family leave day donation, a unit member shall be an active member of the Sick Bank, as set forth in Article 13.2. Members of the teachers' unit shall be permitted to contribute accumulated sick days to any unit member who has exhausted his or her sick leave so that members can use donated sick days to care for an immediate family member and in as set forth in Article 13.4. Donated sick days shall not exceed twenty (20) days for the recipient, and ten (10) days for the donor. A unit member shall be eligible for this benefit for no more than two consecutive years. Contributed sick days shall not be carried over from one school year to the next, and may not be returned to the donor. The Sick Bank Committee shall review all requests for such days, and shall require supporting medical documentation establishing that:

1. A member of the immediate family has suffered a catastrophic illness, injury or disability such as long-term cancer treatment, heart attack, etc. and which normally require hospitalization or long-term recuperation, and/or
  2. A unit member has experienced the birth or adoption of a child.
- The Sick Bank Committee shall have the authority to convert such sick days to family sick days. Once a unit member is granted a family leave day a unit member shall be ineligible for withdrawing from sick bank membership in the future.

## **13.3 Personal Leave**

A. Employees may charge up to four days against accumulated sick leave credits annually for the transaction of personal business or religious observance that cannot be accomplished at times other than during school hours. Personal leave shall not be used as vacation time, for the pursuit of a hobby or avocation, or an additional vocation. Applications for use of such leave shall be made not fewer than three days in advance of each anticipated absence for personal reasons on a form annexed hereto as Appendix D, except in an emergency, to the designee of the Superintendent. The granting of such leaves is subject to the reasonable operating needs of the District, but the approval of such leave shall not be unreasonably withheld.

B. Personal leave shall not be available except in an emergency for days immediately preceding or following a recess, holiday or the beginning or end of the school year.

C. Personal leave shall not be available to any employee who has announced his or her intention to resign or retire during the six months immediately preceding the effective date of such resignation or retirement except with the permission of his or her supervisor, which permission will not be unreasonably withheld.

## **13.4 Family Illness**

It is the responsibility of each employee to make arrangements for the care of members of his or her immediate family who become ill and require care. Recognizing, however, that there will be situations where it may be impossible to effect such arrangements on an emergency basis, an employee shall be allowed to charge absences from work, which are required to provide bedside care arising out of an illness in the employee's

immediate family, against accrued sick leave credits, up to a maximum of five days in any one school year. As used in this section, "immediate family" shall be defined as the employee's spouse or child, parent or other dependent with whom the employee resides.

### **13.5 Family Bereavement**

An employee shall be granted leave without charge to other leave credits in the event of death in the employee's immediate family, up to a maximum of five (5) for any occurrence. As used in this section, "immediate family" shall be defined as the employee's spouse, child, parent, grandparent, sibling, grandchild, stepchild, stepparent, domestic partner, in-law (parents, siblings, and grandparent) or any other member of the employee's household for whom the employee is responsible. Relationship for bereavement shall be identified on the District form.

### **13.6 Additional Leave**

At his or her discretion, the Superintendent may permit the use of sick leave pursuant to section 13.4 or may grant additional leave pursuant to section 13.5 of this Article for the purpose of caring for or attending the funeral of a person other than those within the definition of immediate family in those sections.

### **13.7 Leave Without Pay**

A. Upon application by an employee to the Superintendent and upon his or her recommendation, the Board may grant leave without pay for a period not to exceed two years for such purposes as the Board may determine to be appropriate. Those purposes may include, but are not limited to, the extended illness of the employee requesting such leave, additional education, election to public office, participation in a teacher exchange program, and child rearing, where appropriate. A request for leave pursuant to this section must be submitted to the Superintendent not less than 60 days prior to the date such leave is requested to commence, except in an emergency.

B. An employee shall be granted child rearing leave for a period not to extend beyond the first day of the next semester following two years after the commencement of the leave. An employee on leave shall be able to terminate the leave upon written application to the Superintendent no less than 90 days in advance of the next occurring semester change. In cases where both parents are employees, only one parent shall be granted a child rearing leave for each child.

D. A full-time employee shall be granted a leave without pay for a period not to exceed one year for the purpose of acquiring educational credits necessary to acquire or maintain professional certification. The right to such leave shall be subject to the reasonable operating needs of the District, but approval therefore shall not be unreasonably withheld. Application for such leave shall be made a reasonable time in advance of the requested commencement date thereof.

E. Conditions for Leave Without Pay: Return to the exact position vacated is at the discretion of the Superintendent and the Board. However, every effort shall be made to return an employee to the same position held before the leave of absence. Such absence shall not qualify an employee for a year of service credit. Any employee granted a leave who, during such leave accepts any employment not stated in the application for such leave or otherwise approved by the Superintendent, shall be deemed to have resigned. However, a minor employment shall be accepted. Any employee granted such leave may continue group health and accident insurance coverage by making arrangements with the Superintendent to pay the entire cost himself or herself in advance of each quarterly period. A substitute employed to fill vacancies caused by such leave will be notified of his or her status upon employment. Written notice shall be filed with the Superintendent by March 15 of the leave year of the teacher's intention to return to his or her duties in the District.

E. An employee who is absent due to a workers' compensable injury, as defined in the Workers' Compensation Law and who is disabled from his or her performance of duties in the District may use his or her accumulated leave during the period of the workers' compensable injury. Any workers' compensable award will be received by the District with the employee receiving credit for loss of sick leave. This credit will be compiled to the nearest day by dividing the reimbursement received from the Workers' Compensation carrier by the employee's daily rate of compensation.

#### **ARTICLE 14 - TAX SHELTERED ANNUITY PLAN**

**14.1** Tax sheltered annuities shall be provided as allowed by law; provided, however, that the District shall not be required to process applications for participation in tax sheltered annuities to more than twenty (20) carriers.

#### **ARTICLE 15 - SUMMER STUDY STIPENDS AND DISTRICT CURRICULUM GRANTS**

**15.1** The Board of Education shall provide \$7,500 for six \$1,250 stipends for the Summer Study Stipend program in each summer. Eligibility for such stipends will be based on the following priorities:

1. Tenured teachers, permanently certified;
2. Tenure approved, permanently certified;
3. Teachers not falling into the above categories will not be eligible.

#### **15.2 District Improvement Grants**

There shall be a District Improvement Grant program, the purpose of which shall be to utilize employees during the school year and summer months to produce curriculum research for the District.

##### **A. Evaluation and Administration**

The project shall be administered by a committee of five teachers (one elementary, one secondary, one Grades 5, 6, 7 and 8 and two at large representatives) elected by the members of the unit. The committee shall, in conjunction with the Superintendent or his designee, conduct a needs assessment to determine and define the areas in which curriculum research projects will be funded each year. The committee shall invite applications from employees interested in working on projects in the defined areas and shall select the participants in the projects from among these applicants. The committee shall submit its recommendations to the Superintendent or his designee for final approval.

##### **B. Funding**

The project shall be funded in the amount of \$18,000 effective July 1, 2019, \$20,000 effective July 1, 2020 and \$22,000 effective July 1, 2021. Employees selected to participate in the project shall be paid at a rate per hour as follows:

Effective July 1, 2021 \$31

**15.3** Payment for District approved curriculum work and workshop assignments

Unit members performing District approved curriculum work shall be compensated at the following hourly rate.

Effective July 1, 2021 \$31

Unit members previously approved by the District to attend workshops scheduled outside the contractual workday shall be compensated at the following hourly rate:

Effective July 1, 2019 \$25

This provision shall survive the expiration of this Agreement.

**ARTICLE 16 - REIMBURSEMENTS**

**16.1** The District shall reimburse employees for reasonable costs of replacing or repairing dentures, eyeglasses, contact lenses, hearing aids, or similar body appurtenances not covered by Worker's Compensation, which are damaged, destroyed or lost as a result of any injury sustained in the discharge of his or her duties within the scope of employment, provided such damage, destruction, or loss was not due to the employee's negligence.

**16.2** The District shall reimburse employees for the reasonable cost of any clothing or other personal property damaged or destroyed while the employee was acting in the discharge of his or her duties within the scope of employment, or while the employee was disciplining or restraining a student or students or by student action, provided such damage or destruction was not due to the employee's negligence.

**ARTICLE 17 - PROFESSIONAL ACTIVITIES**

**17.1** Before implementation, all curriculum changes shall be discussed with the staff concerned.

**17.2** The entire staff of the District shall be informed, in writing, of major changes in the curriculum.

**17.3** Teachers who are required to appear at parent-teacher organization meetings, Board of Education meetings, or any other meetings at the request of an administrator to present a prepared program shall be remunerated at current contract chaperone fees.

**17.4** The Federation and the District agree that improvement of education is a collaborative effort. They further agree to participate jointly (or in partnership) in all areas of education reform. To this end, a committee, whose membership shall be appointed jointly by the Superintendent of Schools and the President of the Federation and including Board of Education representation shall oversee all education improvement programs in the District. The composition of any committee subsequently established pursuant to this provision shall also be appointed jointly by the Superintendent and the President.

**17.5** The Federation and the District agree to meet as necessary to jointly develop and recommend areas/topics of professional development. These recommendations to the Superintendent of Schools shall be designed to help achieve District goals in professional development. The composition of this committee shall be appointed jointly by the Superintendent and the President of the Federation.

**ARTICLE 18 - PROFESSIONAL  
AUXILIARY SERVICES**

**18.1** The Board and the Federation realize the necessity to make every reasonable effort in providing the following professional services: Guidance, Nursing, Library, Psychology, Social Services, Speech, Remedial Math, Audio Visual, Attendance, Physical Education, Art, Music and Remedial Reading by qualified specialists in these areas.

## **ARTICLE 19 - PARA-PROFESSIONAL AUXILIARY SERVICES**

**19.1** The Board and the Federation recognize the importance of relieving teachers of routine clerical and supervisory duties so that they may devote their time and skills to their professional duties.

## **ARTICLE 20 - PROFESSIONAL CONFERENCES**

**20.1** Each school year a minimum of one professional conference day for visitation day outside the District shall be made available to each teacher. Requests for attendance shall be made to the Superintendent at least two weeks in advance, such days shall be non-cumulative. Moneys for expenses shall cover all costs for lodging, transportation, and registration fees (exclusive of membership fees). Meal costs shall also be paid by the District up to a maximum of \$40 for a full conference or visitation day.

**20.2** The sum of \$8,000 shall be made available annually for teacher-initiated conference and visitation requests.

**20.3** The District reserves the right to disapprove specific conference or visitation requests based upon the reasonable operational needs of the District including, but not limited to, numbers of staff involved, other approved absences from primary responsibilities, distances to and from a conference and non-direct applicability of the conference theme to one's professional assignment.

**20.4** Employees, whenever possible, shall notify the District by October 30 each school year of their intent to attend a conference during that school year.

**20.5** A committee consisting of up to three members appointed by the Federation President and of up to three members appointed by the Superintendent will review the distribution of conference funds upon request of the RVF. This committee shall report in writing each year to the President of the Federation and the Superintendent no later than May 15.

## **ARTICLE 21 - LIAISONS**

**21.1** Liaisons and Grade Level Liaisons (Grades 5 & 6) shall have no responsibility for classroom visitation or observation of teachers.

**21.2** Compensation for service as a Liaison shall be provided in accordance with Appendix C.

**21.3** Liaisons shall receive an annual written evaluation.

## **ARTICLE 22 - SUBSTITUTE TEACHERS**

**22.1** The District shall provide substitute teachers for teachers who are absent from school, if such substitutes are available on the day needed.

**22.2** It shall be the responsibility of all teachers to provide lesson plans for substitute teachers.

**22.3** The building principals shall provide substitutes for special subject areas, such as art, music, physical education, and nursing. In the event a qualified special area substitute is not available, a regular substitute shall be provided, if such substitutes are available on the day needed. However, it shall be the responsibility of each special subject teacher to file with the appropriate building administrator a set of emergency plans for such a situation.



**ARTICLE 23 - EMPLOYEE RIGHTS IN THE EVENT  
OF THE ABOLITION OF POSITIONS**

**23.1** When the District determines that it may be necessary to reduce the size of its work force, it shall notify the Federation of that fact at least 60 days prior to the effective date of the contemplated abolition of any position. At the request of the Federation, the Superintendent shall meet with the President of the Federation or his or her designee to discuss the proposed reduction. The Federation may make proposals to avoid the necessity for the reduction, which proposals shall be considered and reacted to by the District prior to the effective date of the termination.

**23.2** The District shall use its best efforts to notify persons affected by the reduction in force at least 30 days prior to the effective date of their being placed on a preferred eligible list.

**23.3** In the event of a reduction in force, the District will make reasonable efforts to ensure that excessed employees be placed in other teaching situations for which they are qualified.

**23.4** Teachers on preferred eligibility lists shall be given first priority for substitute positions for which they are qualified.

**ARTICLE 24 - TEACHER SALARY SCHEDULE**

**24.1**

A. Appendix A Teachers' Salary Schedules, effective as of July 1, 2018, shall be increased by the following percentages on the following dates:

1.5%	Effective July 1, 2022
1.5%	Effective July 1, 2023
1.5%	Effective July 1, 2024
1.75%	Effective July 1, 2025
1.75%	Effective July 1, 2026

B. Effective October 1, 2020, no additional unit members will be eligible for salary payment beyond the M+50 column. This change will not impact unit members beyond the M+50 column who have reached the M+55 and M+60 columns prior to October 1, 2020. The deadline for submitting required paperwork for completed and approved graduate and in-service credits beyond the M+50 column shall be post-marked and submitted by October 1, 2020.

C. The Masters and Masters +5 column of Teachers Salary Schedule 2 shall be increased by adding Step 15 effective July 1, 2002; Step 16 effective July 1, 2003. The Masters, Masters +5 and Masters +10 shall be increased by adding Step 17 effective July 1, 2004; Step 18 effective July 1, 2005. The Masters, Masters +5, Masters +10 and Masters +15 shall be increased by adding Step 19 effective July 1, 2006. These additional steps shall be equal in amount to the difference between the two preceding steps after the application of paragraph A above has been made to the schedule.

D. A longevity shall be added to the salary schedule based upon the teacher having reached the 28<sup>th</sup> year of credited service in the District in the amounts of:

Effective July 1, 2021 \$4,486

An additional longevity shall be added to the salary schedules based upon the teacher having reached the 30<sup>th</sup> year of credited service in the District in the amounts of:

Effective July 1, 2021 \$5,128

E. In addition to the stipends set forth in the Appendices, after ten years of District service as a coach in the same sport, regardless of level, an employee will be eligible to receive an annual stipend of .65 percent of the Teachers Base Salary w/ Masters. After 15 years of service, the coach will receive an additional .65 percent.

F. A stipend will be granted for a Doctorate Degree in each year as follows:

Effective July 1, 2011 \$1,825

## **24.2 Payments for Graduate Credits**

A. All credits earned between the BA step and the MA step will be paid in blocks of 15 credits for teachers on or after July 1, 1993. However, implementation of this clause shall not adversely affect teachers already receiving payment for credits in blocks of less than 15 credits.

B. Applications for additional salary increases based on newly earned credits shall be available upon the first regular school day of the year. The employee shall return completed forms to the Superintendent no later than two weeks following that date. Delay in receiving official transcripts shall not negate application for the additional increases as part of the annual salary.

C. Earned Salary Increases, In-service Credit Approvals, and Requests to attend Conferences shall be subject to the procedures set forth in Appendix E.

**24.3** Salaries for registered professional nurses, senior crisis intervention specialists, school to career transition specialists and certified occupational therapy assistants are shown in Appendix A.

An additional stipend in the amount of \$487 shall be paid for each college degree earned (baccalaureate or above).

The workday and work year of the registered professional nurse shall be the same annually as those of a teacher. A differential in the amount of \$487 shall be paid to the registered professional nurse in schools in which the student enrollment exceeds 750 pupils.

## **24.4 Payment of Salary**

Salary payment shall be made on a two-week basis and shall be based upon one of the following plans:

- A. Full payment salary plan based on ten months
- B. Escrow payment plan whereby an employee may designate a deduction on each check to be paid at the last pay date in June.
- C. Except as set forth herein, unit members will advance one step on the salary schedule if they were in a paid status at least 50% of the workdays in the prior year.
- D. Unit members who do not attain a Master's degree before completing the school year when on Step 5 of the Bachelor's Schedule shall, upon attaining a Master's Degree, only move laterally to the same step on the Master's Schedule, but no higher than Step 5 regardless of the number of years that individual has been in the district. Thereafter, step movement shall be in accordance with Article 24.4(C).

## **24.5 Prior Service credit**

A. Experienced teachers may receive credit for prior teaching experience up to and including ten years of previous service.

B. Teachers may receive credit for up to and including five years of previous non-teaching service, where said experience is judged to be relevant to the Superintendent and approved by the Board.

## **24.6 Differentials**

A. Eleven-month school counselors shall receive 10% of their annual salaries for working 22 days between July 1 and August 31 as determined by the needs of the District. Such guidance counselors may work their 22 days on a flexible schedule as approved, in writing, by their building principal. In addition, school counselors will receive 1/200th of their ten month salary for each day employed in June and September that is not part of the school year calendar for teachers. These working days will be at the discretion of the District.

B. Ten-month employees who are required to work by the Superintendent any days in addition to the regular school calendar shall be compensated for such additional service at a daily rate of 1/200th of their annual compensation.

## **24.7 Part Time Teachers**

The compensation of part time teachers shall be prorated based upon the time spent in instruction. The instructional time of a part-time teacher who teaches three or more hours a day shall be computed as if he or she received a preparation period. Part-time teachers shall receive the leave benefits provided by Sections 13.1, 13.3, 13.4 and 13.6 of this Agreement, but the "days" provided shall be equivalent to the number of hours worked daily by such part-time teacher. Part-time teachers who work the minimum number of hours required by the health insurance plan provided by Section 12.1 of this Agreement shall receive the benefits of such plan.

## **24.8 Athletic Trainers**

The position of athletic trainer is a ten-month position with a work year of August 15<sup>th</sup> to June 15<sup>th</sup>.

Salaries for Athletic trainers shall be on the Teachers BA schedule for those employees that hold a bachelor's degree and the MA schedule for those employees that hold a master's degree.

In the event the Athletic Trainer is needed after June 15th or prior to August 15th or over a recess period the Athletic Trainer shall be paid their hourly rate for those days.

## **24.9 Behavior Analysts**

Salaries for behavior analysts shall be on the Teachers BA schedule for those employees that hold a bachelor's degree and the MA schedule for those employees that hold a master's degree.

## **ARTICLE 25 - STUDENT DISCIPLINE**

**25.1** Teachers shall bring to the attention of the appropriate building administrator situations in which acts of student misconduct have repeatedly disrupted the classroom or school management and in which his or her efforts to control the situation have not been successful.

**25.2** In the event a student is removed from a classroom for an act or acts of repeated misconduct, the student shall not be readmitted until the teacher and the building administrator have had an opportunity to discuss the problem and a course of action is determined.

**25.3** A building administrator shall refer to the Superintendent gross acts of repeated misconduct which continue despite action of the teacher and the administrator. Disciplinary action against students shall be undertaken only pursuant to the provisions of the Education Law.

**25.4** A faculty discipline committee, consisting of three members appointed by the Superintendent and three members appointed by the President of the Federation, shall be established to consider problems of student discipline and the procedures for dealing with discipline problems and convened upon request of the RVF or the Superintendent as needed. A written report by the committee, including recommendations, shall be submitted to the Superintendent and the Federation President.

## **ARTICLE 26 - DUES DEDUCTION**

**26.1** The District shall deduct dues from the salaries of employees for the Federation and its affiliates as said employees individually and voluntarily authorize in writing. Dues shall be transmitted promptly to the Federation.

**26.2** The Federation shall certify to the Board, in writing, the current rate of membership dues of the Federation and its affiliates on or before the first day of school.

## **ARTICLE 27 - FEDERATION RIGHTS**

**27.1** The Federation shall be granted the right to use school buildings and equipment for meetings both of the general membership and of various groups or committees. Such use of buildings and equipment shall be during times when they are not in use for normal educational purposes and shall not conflict with consent previously granted for the use of the requested facilities. Any extra expense incurred by such use shall be paid by the Federation.

**27.2** The Federation may use the school inter-building mailing system for distribution of its official communications to employees.

**27.3** Employees who are elected delegates to the New York State Teachers Retirement System shall be granted leave without charge to other leave credits to attend the annual meeting of the New York State Teachers Retirement System and shall receive such additional leave without pay as may be necessary and proper for the conduct of their elective offices.

**27.4** The elected delegates to the New York State United Teachers shall be granted leave without charge to other leave credits to attend the regularly scheduled annual conventions of said organization.

### **27.5**

A. The Federation president, TNT chairperson (in bargaining years) and grievance chairperson will be relieved of non-teaching supervisory assignments. The Federation shall be responsible for notifying the District in May of each school year of the names of the individuals affected. The District's obligation under this paragraph shall be limited to relieving no more than two employees per building of such assignments.

B. The schedules, including homeroom, study hall and other assignments of the senior building representatives and TNT chairperson (in non-bargaining years) will be constructed by the building principal in consultation with the affected individual, where feasible and consistent with the educational program of each school, with consideration of the responsibilities of such employees for the administration of this Agreement. Questions of scheduling hereunder shall be resolved between the affected individual and the building principal.

C. Where possible, the teaching day of the Federation President will be reduced to permit administration of this Agreement.

**27.6** The Federation shall be entitled to 17 days during the school year on which a Federation representative will be relieved of all regular assignments to administer this Agreement and attend NYSUT workshops or conferences. Notice of the date on which said leave is to be taken and the name of the Federation representative taking such leave shall be given to the Superintendent at the earliest opportunity. The Federation shall be responsible for reimbursing the District for the cost of any substitute teacher hired to replace a Federation representative. Nothing herein contained shall be construed as limiting in any way the use of personal leave days by Federation representatives for the professional business of the Federation.

## **ARTICLE 28 - MISCELLANEOUS PROVISIONS**

**28.1** The Board and the Federation agree that all negotiable items have been discussed during the negotiations leading to this Agreement and, therefore, also agree that negotiations shall not be reopened on any item during the life of this Agreement, except as provided by law or mutual agreement.

**28.2** This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

**28.3** Any individual arrangement or contract between the Board and an individual employee now in existence or reached during the duration of this Agreement shall be subject to and consistent with the terms of this Agreement.

**28.4** If any provisions of this Agreement or any application of this Agreement to any employee or group of employees shall be found contrary to law, rule or regulation, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, rule or regulation, but all other provisions or applications shall continue in full force and effect.

**28.5** Copies of this Agreement shall be printed at the expense of the Board and given to all employees now employed or hereafter employed by the Board, as soon as possible, but no later than four weeks after the execution of this Agreement.

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

**28.7** The Parties hereby incorporate the following Side Letters and Supplemental Memoranda of Agreement into the successor agreement: May 29, 2003 Recognition of New Positions (attached); October 13, 2009 Job Coach (attached); and June 12, 2008 Additional Health Insurance Plan (attached). Any Side Letters and Supplemental Memoranda of Agreement that are not expressly incorporated into the successor agreement shall be deemed ended.

## **28.8 Non-resident tuition waiver**

1. Non-resident unit members may enroll their children for which they serve as the legal parent or guardian in the Rondout Valley Central School District without paying the non-resident tuition under the following conditions:
  - a. The unit member agrees to donate a minimum of one hundred (100) hours per enrolled child per year toward a District sponsored duty such as coaching, tutoring, chaperoning, teaching night school, or any other activity approved by the Superintendent. The 100-hour requirement will be provided in consistent blocks of time, preferably in increments of 10 hours per month. This time frame can vary upon approval of the Superintendent.
  - b. The employee shall submit a written plan to the Superintendent of Schools no later than August 1 detailing the nature of the unit member's plan to meet the 100-hour requirement.
  - c. The enrollment of the student or students shall be subject to annual renewal at the request of the unit member and approval by the Superintendent of Schools.
  - d. If the employee fails to provide the full 100 hours of time required to meet this obligation, the unit member shall be responsible for the full tuition amount for the school year. If the unit member does not pay the full amount due prior to the start of the succeeding school year, the unit member and the union agree that the District shall deduct in equal amounts the amount from the employee's bi-weekly paychecks for the succeeding year until the tuition is paid in full.
  - e. This provision shall not be subject to the grievance process set forth in the parties' CBA and the decision of the Superintendent of Schools shall be final and binding. The decision of the Superintendent shall be unreviewable for any reason in any forum whatsoever, and no arbitrator, court or any reviewing body shall have any authority to substitute their judgment for that of the Superintendent on any aspect of this agreement.

## **28.9 Authenticator Application**

The District agrees not to use any authenticator application to track an employee's location or to access personal data on their personal device in any way.

The RVF agrees to use the authenticator application. Any RVF member that chooses not to, agrees to use an alternate style authenticator provided by the District.

**ARTICLE 29 - DURATION OF AGREEMENT**

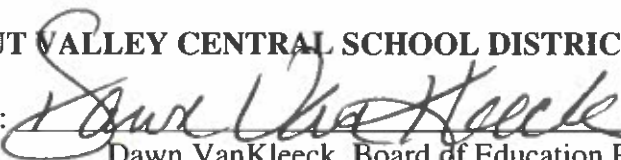
**29.1** This agreement shall be effective as of July 1, 2022 and shall continue in effect through June 30, 2027.

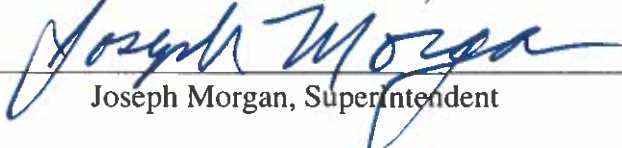
**IN WITNESS WHEREOF**, the parties have caused this Agreement to be signed by their respective representative on this 8 day of March, 2022

**RONDOUT VALLEY FEDERATION OF TEACHERS**

BY:   
Robert McDonough, President

**RONDOUT VALLEY CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION**

BY:   
Dawn VanKleeck, Board of Education President

BY:   
Joseph Morgan, Superintendent

RONDCOUT VALLEY CENTRAL SCHOOL DISTRICT

M E M O

Date: May 29, 2003

To: J. Haeslin, Pres. RVF

From: Dennis T. Geisler, *DTG*  
Timothy Wade *TW*

Re: Recognition of New Positions

It is respectfully requested that the following positions be incorporated under the recognition of the RVF Teacher Agreement:

- A. OCCUPATIONAL THERAPIST  
PHYSICAL THERAPIST
  - a) Salary per Teacher Schedule
  - b) Calendar per Teacher Calendar
  - c) May be required to work up to 20 days during summer at contract rate
  - d) Length of Day per Teacher Schedule
- B. CERTIFIED OCCUPATIONAL THERAPIST ASSISTANT (COTA)
  - a) Salary per Nurse Schedule
  - b) Calendar per Nurse Calendar
  - c) May be required to work up to 20 days during summer at contract rate
  - d) Length of Day per Nurse Schedule
- C. BEHAVIOR SPECIALIST
  - a) Salary per Nurse Schedule (except as noted in below in b & c)
  - b) Calendar - July 1 - June 30 (School Calendar plus 20 days)
  - c) Length of Day - eight (8.0) hrs per day exclusive of half hour lunch
  - d) Copy of proposed job description attached.

Thank you.

cc: Dr. Pirkle, Supt.

SO AGREED:

J. Haeslin  
J. Haeslin, Pres. RVF

6/5/03  
Date



SUPPLEMENTAL MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND THE BOARD OF EDUCATION OF THE RONDOUT VALLEY CENTRAL SCHOOL DISTRICT, hereinafter "the District" and THE RONDOUT VALLEY FEDERATION OF TEACHERS, hereinafter "the Federation";

The District and the Federation hereby agree to amend the July 1, 2007 through June 30, 2012 collectively negotiated agreement as follows:

1. Add the title "Job Coach" to the Recognition Clause (Article 1.1).
2. All provisions of the collectively negotiated agreement (other than those applicable solely to "teachers") shall be applicable to Job Coaches except as follows:
  - a. Article 4.1. The Job Coaches work day shall not exceed eight (8) hours per day exclusive of a 30 minute lunch.
3. Article 24.8 (New). Job Coaches shall be paid on the Nurses salary schedule.
4. This Agreement is subject to approval by the Board of Education.

SO AGREED this 13 day of October, 2009.

FOR THE DISTRICT

BY: Rosario Agostaro  
ROSARIO AGOSTARO  
SUPERINTENDENT OF SCHOOLS

FOR THE FEDERATION

BY: Sheryl DeLano  
SHERYL DELANO

BY: Gail Hutchins  
GAIL HUTCHINS  
PRESIDENT  
BOARD OF EDUCATION

RONDOUT VALLEY CENTRAL SCHOOL DISTRICT  
P.O. BOX 9  
ACCORD, NEW YORK 12404

MEMORANDUM

TO: Sheryl Delano, President RVF of Teachers  
FROM: Debra Kosinski  
DATE: 6/12/08  
SUBJECT: Additional health insurance plan

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This is to inform you that the District would like to offer an additional health insurance plan to the Rondout Valley Federation of Teachers unit members. The plan is the MVP PPO preferred plan. If Rondout Valley Federation of Teachers unit members would like to enroll in this plan they have until June 30, 2008 to do so.

It is agreed and understood by and between the Rondout Valley Federation of Teachers and the Rondout Valley Central School District that the MVP PPO plan will be added to Article 12 and the contributions for this plan would be the same as the other health insurance plans offered by the District.

So Agreed:

  
\_\_\_\_\_  
Sheryl Delano, President RVF of Teachers

6/14/08  
Date

  
\_\_\_\_\_  
Eileen Camasso, Superintendent of Schools

6/16/08  
Date

**APPENDIX A**  
**SALARY SCHEDULES**

**RONDOUT VALLEY CENTRAL SCHOOL DISTRICT**  
**2022-23 Salary Schedule**  
**BA**

STEP	BA	BA+5	BA+15	BA+20	BA+30	BA+35	BA+40	BA+45	BA+50	BA+55	BA+60
1	55,419		57,425								
2	58,814		60,881				60,766	61,433	62,102	62,770	63,440
3	62,208		64,339				64,328	65,018	65,708	66,396	67,086
4	65,602		67,796				67,890	68,601	69,311	70,020	70,733
5	68,995		71,251				71,452	72,184	72,916	73,646	74,379
6							75,016	75,769	76,520	77,271	78,025
7							76,660	77,413	78,165	78,919	79,671
8							78,306	79,057	79,811	80,563	81,315
9							79,952	80,704	81,456	82,210	82,963
10							81,596	82,349	83,102	83,854	84,607
11							83,242	83,995	84,749	85,500	86,253
12					85,030		84,889	85,642	86,393	87,146	87,899
13					86,673		86,534	87,286	88,038	88,792	89,544
14					88,320		88,181	88,933	89,686	90,438	91,190
15					89,965		89,826	90,577	91,329	92,083	92,835
16					91,611		91,470	92,223	92,977	93,730	94,481
17					93,257		93,117	93,870	94,621	95,375	96,128
18					94,901		94,762	95,515	96,267	97,019	97,772
19					96,547		96,407	97,160	97,913	98,666	99,419
20					98,194		98,055	98,807	99,558	100,311	101,062
21					99,839		99,698	100,451	101,202	101,956	102,707
22					101,485		101,346	102,097	102,848	103,602	104,354
23					103,130		102,990	103,742	104,494	105,248	106,000
24					104,777		104,635	105,388	106,140	106,892	107,645
25					106,420		106,281	107,032	107,785	108,539	109,291
26					108,067		107,925	108,679	109,431	110,184	110,936
27					109,711		109,573	110,325	111,076	111,829	112,582
28	107,595				111,357		111,217	111,970	112,723	113,475	114,228
29	109,242				113,003		112,861	113,615	114,369	115,121	115,874
30	110,885				114,649		114,509	115,261	116,014	116,767	117,519

Longevity @ 28 Years

4,486

Longevity @ 30 Years ADD

5,128

**RONDOUT VALLEY CENTRAL SCHOOL DISTRICT**  
**2022-23 Salary Schedule**  
**M/A**

STEP	M	M+5	M+10	M+15	M+20	M+25	M+30	M+35	M+40	M+45	M+50	M+55	M+60
1	60,766	61,433	62,102	62,770	63,440	64,108	64,775	65,445	66,112	66,780	67,449	68,118	68,788
2	64,328	65,018	65,708	66,396	67,086	67,775	68,464	69,154	69,843	70,512	71,179	71,849	72,518
3	67,890	68,601	69,311	70,020	70,733	71,442	72,154	72,864	73,573	74,243	74,912	75,579	76,249
4	71,452	72,184	72,916	73,646	74,379	75,109	75,842	76,574	77,305	77,974	78,642	79,312	79,979
5	75,016	75,769	76,520	77,271	78,025	78,778	79,531	80,284	81,036	81,705	82,373	83,041	83,711
6	76,660	77,413	78,165	78,919	79,671	80,424	81,175	81,928	82,680	83,349	84,018	84,687	85,355
7	78,306	79,057	79,811	80,563	81,315	82,067	82,821	83,576	84,328	84,996	85,663	86,331	87,002
8	79,952	80,704	81,456	82,210	82,963	83,715	84,468	85,219	85,971	86,641	87,309	87,979	88,648
9	81,596	82,349	83,102	83,854	84,607	85,359	86,112	86,866	87,617	88,285	88,955	89,624	90,292
10	83,242	83,995	84,749	85,500	86,253	87,005	87,758	88,512	89,264	89,932	90,600	91,270	91,938
11	84,889	85,642	86,393	87,146	87,899	88,652	89,404	90,156	90,909	91,577	92,246	92,915	93,585
12	86,534	87,286	88,038	88,792	89,544	90,296	91,049	91,801	92,555	93,223	93,892	94,559	95,230
13	88,181	88,933	89,686	90,438	91,190	91,943	92,695	93,447	94,201	94,868	95,536	96,206	96,875
14	89,826	90,577	91,329	92,083	92,835	93,588	94,340	95,093	95,845	96,514	97,182	97,853	98,518
15	91,470	92,223	92,977	93,730	94,481	95,234	95,987	96,740	97,491	98,160	98,829	99,496	100,167
16	93,117	93,870	94,621	95,375	96,128	96,880	97,630	98,383	99,136	99,805	100,473	101,143	101,810
17	94,762	95,515	96,267	97,019	97,772	98,522	99,277	100,030	100,782	101,451	102,121	102,788	103,456
18	96,407	97,160	97,913	98,666	99,419	100,171	100,924	101,674	102,426	103,096	103,764	104,435	105,102
19	98,055	98,807	99,558	100,311	101,062	101,815	102,568	103,320	104,074	104,743	105,412	106,080	106,747
20	99,698	100,451	101,202	101,956	102,707	103,461	104,214	104,967	105,719	106,388	107,057	107,723	108,394
21	101,346	102,097	102,848	103,602	104,354	105,106	105,860	106,612	107,365	108,032	108,702	109,370	110,038
22	102,990	103,742	104,494	105,248	106,000	106,751	107,504	108,257	109,009	109,679	110,347	111,017	111,684
23	104,635	105,388	106,140	106,892	107,645	108,398	109,151	109,905	110,655	111,324	111,994	112,661	113,331
24	106,281	107,032	107,785	108,539	109,291	110,043	110,795	111,548	112,301	112,970	113,640	114,308	114,975
25	107,925	108,679	109,431	110,184	110,936	111,688	112,442	113,194	113,947	114,615	115,285	115,952	116,622
26	109,573	110,325	111,076	111,829	112,582	113,335	114,088	114,840	115,593	116,262	116,928	117,598	118,267
27	111,217	111,970	112,723	113,475	114,228	114,979	115,732	116,485	120,409	121,077	121,746	122,415	123,083
28	112,861	113,615	114,369	115,121	115,874	116,626	117,379	118,132	120,460	121,128	121,796	122,465	123,134
29	114,509	115,261	116,014	116,767	117,519	118,271	119,022	119,777	120,510	121,178	121,847	122,516	123,185
30	116,153	116,906	117,658	118,412	119,165	119,917	120,409	120,409	120,561	121,229	121,898	122,567	123,236

Longevity @ 28 Years

4,486

Longevity @ 30 Years ADD

5,128

*ZW*

**RONDDOUT VALLEY CENTRAL SCHOOL DISTRICT**  
**2023-24 Salary Schedule**  
**BA**

STEP	BA	BA+5	BA+15	BA+20	BA+30	BA+35	BA+40	BA+45	BA+50	BA+55	BA+60
1	56,251		58,287								
2	59,697		61,795								
3	63,142		65,305								
4	66,587		68,813								
5	70,030		72,320								
6											
7											
8											
9											
10											
11											
12					86,306						
13					87,974						
14					89,645						
15					91,315						
16					92,986						
17					94,656						
18					96,325						
19					97,996						
20					99,667						
21					101,337						
22					103,008						
23					104,677						
24					106,349						
25					108,017						
26					109,689						
27					111,357						
28		109,209			112,122						
29		110,881			113,028						
30		112,549			114,554						
					115,464						
					116,369						
					117,133						
					117,896						
					118,660						
					119,423						
					120,189						
					120,953						

Longevity @ 28 Years

4,486

Longevity @ 30 Years

ADD

5,128

**ROUNDOUT VALLEY CENTRAL SCHOOL DISTRICT**  
**2023-24 Salary Schedule**  
**M/A**

STEP	M	M+5	M+10	M+15	M+20	M+25	M+30	M+35	M+40	M+45	M+50	M+55	M+60
1	61,678	62,355	63,034	63,712	64,392	65,070	65,747	66,427	67,104	67,782	68,461	69,140	69,820
2	65,293	65,994	66,694	67,392	68,093	68,792	69,491	70,192	70,891	71,570	72,247	72,927	73,606
3	68,909	69,631	70,351	71,071	71,794	72,514	73,237	73,957	74,677	75,357	76,036	76,713	77,393
4	72,524	73,267	74,010	74,751	75,495	76,236	76,980	77,723	78,465	79,144	79,822	80,502	81,179
5	76,142	76,906	77,668	78,431	79,196	79,960	80,724	81,489	82,252	82,931	83,609	84,287	84,967
6	77,810	78,575	79,338	80,103	80,867	81,631	82,393	83,157	83,921	84,600	85,279	85,958	86,636
7	79,481	80,243	81,009	81,772	82,535	83,299	84,064	84,830	85,593	86,271	86,948	87,626	88,308
8	81,152	81,915	82,678	83,444	84,208	84,971	85,736	86,498	87,261	87,941	88,619	89,299	89,978
9	82,820	83,585	84,349	85,112	85,877	86,640	87,404	88,169	88,932	89,610	90,290	90,969	91,647
10	84,491	85,255	86,021	86,783	87,547	88,311	89,075	89,840	90,603	91,281	91,959	92,640	93,318
11	86,163	86,927	87,689	88,454	89,218	89,982	90,746	91,509	92,273	92,951	93,630	94,309	94,989
12	87,833	88,596	89,359	90,124	90,888	91,651	92,415	93,179	93,944	94,622	95,301	95,978	96,659
13	89,504	90,267	91,032	91,795	92,558	93,323	94,086	94,849	95,615	96,292	96,970	97,650	98,329
14	91,174	91,936	92,699	93,465	94,228	94,992	95,756	96,520	97,283	97,962	98,640	99,321	99,996
15	92,843	93,607	94,372	95,136	95,899	96,663	97,427	98,192	98,954	99,633	100,312	100,989	101,670
16	94,514	95,279	96,041	96,806	97,570	98,334	99,095	99,859	100,624	101,303	101,981	102,661	103,338
17	96,184	96,948	97,712	98,475	99,239	100,000	100,767	101,531	102,294	102,973	103,653	104,330	105,008
18	97,854	98,618	99,382	100,146	100,911	101,674	102,438	103,200	103,963	104,643	105,321	106,002	106,679
19	99,526	100,290	101,052	101,816	102,578	103,343	104,107	104,870	105,636	106,315	106,994	107,672	108,349
20	101,194	101,958	102,721	103,486	104,248	105,013	105,778	106,542	107,305	107,984	108,663	109,339	110,020
21	102,867	103,629	104,391	105,157	105,920	106,683	107,448	108,212	108,976	109,653	110,333	111,011	111,689
22	104,535	105,299	106,062	106,827	107,590	108,353	109,117	109,881	110,645	111,325	112,003	112,683	113,360
23	106,205	106,969	107,733	108,496	109,260	110,024	110,789	111,554	112,315	112,994	113,674	114,351	115,031
24	107,876	108,638	109,402	110,168	110,931	111,694	112,457	113,222	113,986	114,665	115,345	116,023	116,700
25	109,544	110,310	111,073	111,837	112,601	113,364	114,129	114,892	115,657	116,335	117,015	117,692	118,372
26	111,217	111,980	112,743	113,507	114,271	115,036	115,800	116,563	117,327	118,006	118,682	119,362	120,042
27	112,886	113,650	114,414	115,178	115,942	116,704	117,468	118,233	122,216	122,894	123,573	124,252	124,930
28	114,554	115,320	116,085	116,848	117,613	118,376	119,140	119,904	122,267	122,945	123,623	124,302	124,982
29	116,227	116,990	117,755	118,519	119,282	120,046	120,808	121,574	122,318	122,996	123,675	124,354	125,033
30	117,896	118,660	119,423	120,189	120,953	121,716	122,216	122,216	122,370	123,048	123,727	124,406	125,085

Longevity @ 28 Years

4,486

Longevity @ 30 Years ADD

5,128

*RVA*

**RONDDOUT VALLEY CENTRAL SCHOOL DISTRICT**  
**2024-25 Salary Schedule**  
**BA**

STEP	BA	BA+5	BA+15	BA+20	BA+30	BA+35	BA+40	BA+45	BA+50	BA+55	BA+60
1	57,095		59,162								
2	60,593		62,722								
3	64,090		66,285								
4	67,586		69,846								
5	71,081		73,405								
6											
7											
8											
9											
10											
11											
12					87,601						
13					89,294						
14					90,990						
15					92,685						
16					94,381						
17					96,076						
18					97,770						
19					99,466						
20					101,163						
21					102,858						
22					104,554						
23					106,248						
24					107,945						
25					109,638						
26					111,335						
27					113,028						
28		110,848			114,724						
29		112,545			116,420						
30		114,238			118,115						

Longevity @ 28 Years

4,486

Longevity @ 30 Years

ADD

5,128



**RONDOUT VALLEY CENTRAL SCHOOL DISTRICT**  
**2024-25 Salary Schedule**  
**M/A**

STEP	M	M+5	M+10	M+15	M+20	M+25	M+30	M+35	M+40	M+45	M+50	M+55	M+60
1	62,604	63,291	63,980	64,668	65,358	66,047	66,734	67,424	68,111	68,799	69,488	70,178	70,868
2	66,273	66,984	67,695	68,403	69,115	69,824	70,534	71,245	71,955	72,644	73,331	74,021	74,711
3	69,943	70,676	71,407	72,138	72,871	73,602	74,336	75,067	75,798	76,488	77,177	77,864	78,554
4	73,612	74,367	75,121	75,873	76,628	77,380	78,135	78,889	79,642	80,332	81,020	81,710	82,397
5	77,285	78,060	78,834	79,608	80,384	81,160	81,935	82,712	83,486	84,175	84,864	85,552	86,242
6	78,978	79,754	80,529	81,305	82,081	82,856	83,629	84,405	85,180	85,869	86,559	87,248	87,936
7	80,674	81,447	82,225	82,999	83,774	84,549	85,325	86,103	86,877	87,566	88,253	88,941	89,633
8	82,370	83,144	83,919	84,696	85,472	86,246	87,023	87,796	88,570	89,261	89,949	90,639	91,328
9	84,063	84,839	85,615	86,389	87,166	87,940	88,716	89,492	90,266	90,955	91,645	92,334	93,022
10	85,759	86,534	87,312	88,085	88,861	89,636	90,412	91,188	91,963	92,651	93,339	94,030	94,718
11	87,456	88,231	89,005	89,781	90,557	91,332	92,108	92,882	93,658	94,346	95,035	95,724	96,414
12	89,151	89,925	90,700	91,476	92,252	93,026	93,802	94,577	95,354	96,042	96,731	97,418	98,109
13	90,847	91,622	92,398	93,172	93,947	94,723	95,498	96,272	97,050	97,737	98,425	99,115	99,804
14	92,542	93,316	94,090	94,867	95,642	96,417	97,193	97,968	98,743	99,432	100,120	100,811	101,496
15	94,236	95,012	95,788	96,564	97,338	98,113	98,889	99,665	100,439	101,128	101,817	102,504	103,196
16	95,932	96,709	97,482	98,259	99,034	99,810	100,582	101,357	102,134	102,823	103,511	104,201	104,889
17	97,627	98,403	99,178	99,953	100,728	101,500	102,279	103,054	103,829	104,518	105,208	105,895	106,584
18	99,322	100,098	100,873	101,649	102,425	103,200	103,975	104,748	105,523	106,213	106,901	107,593	108,280
19	101,019	101,795	102,568	103,344	104,117	104,894	105,669	106,444	107,221	107,910	108,599	109,288	109,975
20	102,712	103,488	104,262	105,039	105,812	106,589	107,365	108,141	108,915	109,604	110,293	110,980	111,671
21	104,411	105,184	105,957	106,735	107,509	108,284	109,060	109,836	110,611	111,298	111,988	112,677	113,365
22	106,104	106,879	107,653	108,430	109,204	109,979	110,754	111,530	112,305	112,995	113,684	114,374	115,061
23	107,799	108,574	109,349	110,124	110,899	111,675	112,451	113,228	114,000	114,689	115,380	116,067	116,757
24	109,495	110,268	111,044	111,821	112,595	113,370	114,144	114,921	115,696	116,385	117,076	117,764	118,451
25	111,188	111,965	112,740	113,515	114,291	115,065	115,841	116,616	117,392	118,081	118,771	119,458	120,148
26	112,886	113,660	114,435	115,210	115,986	116,762	117,537	118,312	119,087	119,777	120,463	121,153	121,843
27	114,580	115,355	116,131	116,906	117,682	118,455	119,231	120,007	124,050	124,738	125,427	126,116	126,804
28	116,273	117,050	117,827	118,601	119,378	120,152	120,928	121,703	124,102	124,790	125,478	126,167	126,857
29	117,971	118,745	119,522	120,297	121,072	121,847	122,621	123,398	124,153	124,841	125,531	126,220	126,909
30	119,665	120,440	121,215	121,992	122,768	123,542	124,050	124,050	124,206	124,894	125,583	126,273	126,962

Longevity @ 28 Years

4,486

Longevity @ 30 Years ADD

5,128

**ROUNDOUT VALLEY CENTRAL SCHOOL DISTRICT**  
**2025-26 Salary Schedule**  
**BA**

STEP	BA	BA+5	BA+15	BA+20	BA+30	BA+35	BA+40	BA+45	BA+50	BA+55	BA+60
1	58,095		60,198								
2	61,654		63,820								
3	65,212		67,445								
4	68,769		71,069								
5	72,325		74,690								
6											
7											
8											
9											
10											
11					89,135						
12					90,857						
13					92,583						
14					94,307						
15					96,033						
16					97,758						
17					99,481						
18					101,207						
19					102,934						
20					104,659						
21					106,384						
22					108,108						
23					109,835						
24					111,557						
25					113,284						
26					114,072						
27					115,006						
28		112,788			116,732						
29		114,515			118,458						
30		116,238			120,183						

Longevity @ 28 Years

4,486

Longevity @ 30 Years

ADD

5,128

**RONDOUT VALLEY CENTRAL SCHOOL DISTRICT**  
**2025-26 Salary Schedule**  
**M/A**

STEP	M	M+5	M+10	M+15	M+20	M+25	M+30	M+35	M+40	M+45	M+50	M+55	M+60
1	63,700	64,399	65,100	65,800	66,502	67,203	67,902	68,604	69,303	70,003	70,705	71,407	72,109
2	67,433	68,157	68,880	69,601	70,325	71,046	71,769	72,492	73,215	73,916	74,615	75,317	76,019
3	71,168	71,913	72,657	73,401	74,147	74,891	75,637	76,381	77,125	77,827	78,528	79,227	79,929
4	74,901	75,669	76,436	77,201	77,969	78,735	79,503	80,270	81,036	81,738	82,438	83,140	83,839
5	78,638	79,427	80,214	81,002	81,791	82,581	83,369	84,160	84,948	85,649	86,350	87,050	87,752
6	80,361	81,150	81,939	82,728	83,518	84,306	85,093	85,883	86,671	87,372	88,074	88,775	89,475
7	82,086	82,873	83,664	84,452	85,241	86,029	86,819	87,610	88,398	89,099	89,798	90,498	91,202
8	83,812	84,600	85,388	86,179	86,968	87,756	88,546	89,333	90,120	90,824	91,524	92,226	92,927
9	85,535	86,324	87,114	87,901	88,692	89,479	90,269	91,059	91,846	92,547	93,249	93,950	94,650
10	87,260	88,049	88,840	89,627	90,417	91,205	91,995	92,784	93,573	94,273	94,973	95,676	96,376
11	88,987	89,776	90,563	91,353	92,142	92,931	93,720	94,508	95,298	95,998	96,699	97,400	98,102
12	90,712	91,499	92,288	93,077	93,867	94,654	95,444	96,233	97,023	97,723	98,424	99,123	99,826
13	92,437	93,226	94,015	94,803	95,592	96,381	97,170	97,957	98,749	99,448	100,148	100,850	101,551
14	94,162	94,950	95,737	96,528	97,316	98,105	98,894	99,683	100,472	101,173	101,873	102,576	103,273
15	95,886	96,675	97,465	98,254	99,042	99,830	100,620	101,410	102,197	102,898	103,599	104,298	105,002
16	97,611	98,402	99,188	99,979	100,768	101,557	102,343	103,131	103,922	104,623	105,323	106,025	106,725
17	99,336	100,126	100,914	101,703	102,491	103,277	104,069	104,858	105,647	106,348	107,050	107,749	108,450
18	101,061	101,850	102,639	103,428	104,218	105,006	105,795	106,582	107,370	108,072	108,772	109,476	110,175
19	102,787	103,577	104,363	105,153	105,940	106,730	107,519	108,307	109,098	109,799	110,500	111,201	111,900
20	104,510	105,300	106,087	106,878	107,664	108,455	109,244	110,034	110,822	111,523	112,224	112,923	113,626
21	106,239	107,025	107,812	108,603	109,391	110,179	110,969	111,759	112,547	113,246	113,948	114,649	115,349
22	107,961	108,750	109,537	110,328	111,116	111,904	112,693	113,482	114,271	114,973	115,674	116,376	117,075
23	109,686	110,475	111,263	112,052	112,840	113,630	114,419	115,210	115,995	116,697	117,400	118,099	118,801
24	111,412	112,198	112,988	113,778	114,566	115,354	116,142	116,933	117,721	118,422	119,125	119,825	120,524
25	113,134	113,925	114,713	115,502	116,292	117,079	117,869	118,657	119,447	120,148	120,850	121,549	122,251
26	114,862	115,650	116,438	117,227	118,016	118,806	119,594	120,383	121,172	121,874	122,572	123,274	123,976
27	116,586	117,374	118,164	118,952	119,742	120,528	121,318	122,108	122,821	123,521	124,222	124,924	125,624
28	118,308	119,099	119,889	120,677	121,468	122,255	123,045	123,833	124,624	125,414	126,204	126,994	127,784
29	120,036	120,824	121,614	122,403	123,191	123,980	124,767	125,558	126,326	127,026	127,728	128,429	129,130
30	121,760	122,548	123,337	124,127	124,917	125,704	126,491	127,279	128,066	128,854	129,642	130,430	131,218

Longevity @ 28 Years

4,486

Longevity @ 30 Years ADD

5,128

**ROUNDOUT VALLEY CENTRAL SCHOOL DISTRICT**  
**2026-27 Salary Schedule**  
**BA**

STEP	BA	BA+5	BA+15	BA+20	BA+30	BA+35	BA+40	BA+45	BA+50	BA+55	BA+60
1	59,112		61,252				64,815	65,526	66,240	66,952	67,666
2	62,733		64,937				68,614	69,350	70,086	70,820	71,556
3	66,354		68,626				72,414	73,172	73,929	74,686	75,445
4	69,973		72,313				76,212	76,994	77,774	78,553	79,334
5	73,591		75,998				80,015	80,817	81,618	82,420	83,223
6							81,768	82,571	83,373	84,176	84,980
7							83,523	84,324	85,129	85,930	86,733
8							85,279	86,081	86,883	87,688	88,490
9							87,032	87,835	88,639	89,440	90,245
10							88,788	89,590	90,395	91,196	92,000
11					90,695		90,545	91,348	92,148	92,952	93,755
12					92,447		92,300	93,101	93,904	94,706	95,510
13					94,204		94,055	94,858	95,661	96,463	97,265
14					95,958		95,810	96,612	97,413	98,218	99,020
15					97,714		97,565	98,367	99,171	99,974	100,776
16					99,469		99,320	100,125	100,924	101,729	102,532
17					101,222		101,075	101,879	102,680	103,483	104,285
18					102,979		102,830	103,633	104,436	105,238	106,042
19					104,736		104,586	105,390	106,190	106,994	107,794
20					106,491		106,339	107,143	107,944	108,749	109,549
21					108,246		108,099	108,898	109,699	110,504	111,306
22					110,000		109,851	110,654	111,454	112,259	113,061
23					111,758		111,606	112,409	113,211	114,013	114,815
24					113,510		113,362	114,162	114,966	115,770	116,571
25					115,267		115,114	115,919	116,721	117,524	118,328
26					117,019		116,873	117,674	118,476	119,279	120,082
27					118,775		118,627	119,429	120,232	121,034	121,838
28					120,532		120,379	121,184	121,988	122,789	123,594
29					122,287		122,137	122,939	123,743	124,546	125,347
30							123,891	124,693	125,496	126,300	127,104

Longevity @ 28 Years

4,486

Longevity @ 30 Years ADD

5,128

**ROUNDOUT VALLEY CENTRAL SCHOOL DISTRICT**  
**2026-27 Salary Schedule**  
**M/A**

STEP	M	M+5	M+10	M+15	M+20	M+25	M+30	M+35	M+40	M+45	M+50	M+55	M+60
1	64,815	65,526	66,240	66,952	67,666	68,380	69,091	69,805	70,516	71,229	71,943	72,657	73,371
2	68,614	69,350	70,086	70,820	71,556	72,290	73,025	73,761	74,497	75,210	75,921	76,636	77,350
3	72,414	73,172	73,929	74,686	75,445	76,202	76,961	77,718	78,475	79,189	79,903	80,614	81,328
4	76,212	76,994	77,774	78,553	79,334	80,113	80,895	81,675	82,455	83,169	83,881	84,595	85,307
5	80,015	80,817	81,618	82,420	83,223	84,027	84,828	85,633	86,435	87,148	87,862	88,574	89,288
6	81,768	82,571	83,373	84,176	84,980	85,782	86,583	87,386	88,188	88,902	89,616	90,329	91,041
7	83,523	84,324	85,129	85,930	86,733	87,535	88,339	89,144	89,945	90,659	91,370	92,082	92,799
8	85,279	86,081	86,883	87,688	88,490	89,292	90,096	90,897	91,698	92,414	93,126	93,840	94,554
9	87,032	87,835	88,639	89,440	90,245	91,045	91,849	92,653	93,454	94,167	94,881	95,595	96,307
10	88,788	89,590	90,395	91,196	92,000	92,802	93,605	94,408	95,211	95,923	96,636	97,351	98,063
11	90,545	91,348	92,148	92,952	93,755	94,558	95,361	96,162	96,966	97,678	98,392	99,105	99,819
12	92,300	93,101	93,904	94,706	95,510	96,311	97,115	97,918	98,721	99,434	100,147	100,858	101,573
13	94,055	94,858	95,661	96,463	97,265	98,068	98,871	99,672	100,478	101,189	101,901	102,615	103,329
14	95,810	96,612	97,413	98,218	99,020	99,822	100,625	101,428	102,231	102,944	103,656	104,372	105,081
15	97,565	98,367	99,171	99,974	100,776	101,578	102,381	103,185	103,986	104,699	105,412	106,124	106,840
16	99,320	100,125	100,924	101,729	102,532	103,335	104,135	104,936	105,741	106,454	107,167	107,881	108,593
17	101,075	101,879	102,680	103,483	104,285	105,085	105,891	106,694	107,496	108,210	108,924	109,635	110,348
18	102,830	103,633	104,436	105,238	106,042	106,844	107,647	108,448	109,249	109,964	110,676	111,392	112,104
19	104,586	105,390	106,190	106,994	107,794	108,598	109,401	110,203	111,008	111,721	112,434	113,148	113,859
20	106,339	107,143	107,944	108,749	109,549	110,353	111,156	111,960	112,762	113,475	114,188	114,900	115,615
21	108,099	108,898	109,699	110,504	111,306	112,108	112,911	113,715	114,517	115,228	115,943	116,656	117,368
22	109,851	110,654	111,454	112,259	113,061	113,863	114,666	115,468	116,271	116,986	117,699	118,413	119,124
23	111,606	112,409	113,211	114,013	114,815	115,619	116,422	117,227	118,025	118,740	119,455	120,166	120,881
24	113,362	114,162	114,966	115,770	116,571	117,373	118,175	118,980	119,782	120,495	121,210	121,922	122,634
25	115,114	115,919	116,721	117,524	118,328	119,128	119,932	120,734	121,538	122,251	122,965	123,677	124,391
26	116,873	117,674	118,476	119,279	120,082	120,886	121,687	122,490	123,293	124,007	124,718	125,432	126,146
27	118,627	119,429	120,232	121,034	121,838	122,638	123,442	124,245	128,430	129,143	129,856	130,570	131,282
28	120,379	121,184	121,988	122,789	123,594	124,395	125,199	126,001	128,484	129,197	129,909	130,622	131,336
29	122,137	122,939	123,743	124,546	125,347	126,150	126,951	127,756	128,537	129,249	129,964	130,677	131,390
30	123,891	124,693	125,496	126,300	127,104	127,904	128,430	128,430	128,592	129,304	130,018	130,732	131,445

Longevity @ 28 Years

4,486

Longevity @ 30 Years ADD

5,128

**ROUNDOUT VALLEY CENTRAL SCHOOL DISTRICT  
NURSES SALARY SCHEDULE**

Step	2022-23	2023-24	2024-25	2025-26	2026-27
1	\$ 56,966	\$ 57,821	\$ 58,689	\$ 59,717	\$ 60,763
2	\$ 58,917	\$ 59,801	\$ 60,699	\$ 61,762	\$ 62,843
3	\$ 60,866	\$ 61,779	\$ 62,706	\$ 63,804	\$ 64,921
4	\$ 62,819	\$ 63,762	\$ 64,719	\$ 65,852	\$ 67,005
5	\$ 64,766	\$ 65,738	\$ 66,725	\$ 67,893	\$ 69,082
6	\$ 66,715	\$ 67,716	\$ 68,732	\$ 69,935	\$ 71,159
7	\$ 68,049	\$ 69,070	\$ 70,107	\$ 71,334	\$ 72,583
8	\$ 69,411	\$ 70,453	\$ 71,510	\$ 72,762	\$ 74,036
9	\$ 70,800	\$ 71,862	\$ 72,940	\$ 74,217	\$ 75,516
10	\$ 72,215	\$ 73,299	\$ 74,399	\$ 75,701	\$ 77,026
11	\$ 73,660	\$ 74,765	\$ 75,887	\$ 77,216	\$ 78,568
12	\$ 75,134	\$ 76,262	\$ 77,406	\$ 78,761	\$ 80,140
13	\$ 76,636	\$ 77,786	\$ 78,953	\$ 80,335	\$ 81,741
14	\$ 78,168	\$ 79,341	\$ 80,532	\$ 81,942	\$ 83,376
15	\$ 79,732	\$ 80,928	\$ 82,142	\$ 83,580	\$ 85,043

*RW*

## APPENDIX B

### APPENDIX “B-1” - COACHING STIPENDS

Coaching pay shall be calculated from - Appendix A - Teachers Base Salary w/ Masters by using the following percentages for each category beginning July 1, 2021:

<b>A - 10.75%</b>	<b>A-</b> Varsity/Head Coach- Football
<b>B1 - 9%</b>	<b>B1-</b> Varsity/Head Coach- Basketball, Wrestling
<b>B2 - 6.75%</b>	<b>B2</b> – Varsity Assistant/Modified Coach: Football Varsity Assistant/JV Coach: Football Varsity Assistants: Football, Wrestling JV Coach: Basketball
<b>C1 – 8%</b>	<b>C1</b> – Varsity/Head Coaches- Field Hockey, Soccer, Volleyball, Cross Country, Baseball, Softball, Spring Track and Field, Lacrosse, Winter Track and Field
<b>C2 – 5.75%</b>	<b>C2-</b> Varsity Assistants and JV Coaches for C1 sports
<b>D1 - 5%</b>	<b>D1</b> - Varsity Golf, Varsity Tennis, Varsity Ski, Varsity Swimming
<b>D2 – 4.75%</b>	<b>D2</b> – Modified: Basketball, Field Hockey, Softball, Baseball, Soccer, Track and Field, Volleyball, Lacrosse, Wrestling, Cross Country
<b>E1 - 3.25%</b>	<b>E1</b> – Unified Basketball Head Coach
<b>E2 - 2.17%</b>	<b>E2</b> – Unified Basketball Assistant Coach

#### **Longevity-**

In addition to the stipends set forth in the Appendices, after ten years of District service as a coach in the same sport, regardless of level, an employee will be eligible to receive an annual stipend of .65 percent of the Teachers Base Salary w/ Masters. After 15 years of service, the coach will receive an additional .65 percent.

#### **Postseason Weekly Stipend**

When a team listed in the categories above qualifies for a NYSPHSAA sectional or New York State tournament after the conclusion of regular season league play Head Coaches shall receive \$100 per week for each full week of service. Assistant coaches shall receive \$50 per week. To be eligible for a postseason stipend an Assistant Coach must first be approved by the Athletic Director

**Appendix B - Advisors and Chaperones**

	<b>% of M Step 1</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>	<b>2025-26</b>	<b>2026-27</b>
		\$ 60,766	\$ 61,678	\$ 62,604	\$ 63,700	\$ 64,815
<b>Minimum hours 15</b> Lip Sync Show Advisor	<b>0.94%</b>	\$ 571.00	\$ 580.00	\$ 588.00	\$ 599.00	\$ 609.00
<b>Minimum hours 20</b> Intramural Advisor (half sessions)	<b>1.21%</b>	\$ 735.00	\$ 746.00	\$ 758.00	\$ 771.00	\$ 784.00
<b>Minimum hours 30</b> Grade 9/10/11 Advisor	<b>1.83%</b>	\$ 1,112.00	\$ 1,129.00	\$ 1,146.00	\$ 1,166.00	\$ 1,186.00
<b>Minimum hours 35</b> School Newspaper Club Advisor (half sessions) Art Club Drama Club World Language Club Human Rights Club Technology Club Ultimate Frisbee Youth in Action Theater in the Arts Environmental Club Student Congress Yoga Club Science Olympiad Home & Careers/Cooking (JHS) Diversity Club (JHS) NYS Seal of Bi-literacy Coordinator (1-4 students)	<b>2.14%</b>	\$ 1,300.00	\$ 1,320.00	\$ 1,340.00	\$ 1,363.00	\$ 1,387.00
<b>Minimum hours 40</b> Grade 12 Advisor School Play Director Choreographer Musical Director	<b>2.43%</b>	\$ 1,477.00	\$ 1,499.00	\$ 1,521.00	\$ 1,548.00	\$ 1,575.00
<b>Minimum hours 50</b> Math Team Advisor National Honor Society Scholastic Matchup Advisor Yearbook Assistants (2) Memory Book (JHS) (1)	<b>3.05%</b>	\$ 1,853.00	\$ 1,881.00	\$ 1,909.00	\$ 1,943.00	\$ 1,977.00
<b>Minimum hours 60</b> Pep or Marching Band Stage Crew Director Mock Trial Team Advisor NYS Seal of Bi-literacy Coordinator (5-8 students)	<b>3.65%</b>	\$ 2,218.00	\$ 2,251.00	\$ 2,285.00	\$ 2,325.00	\$ 2,366.00
<b>Minimum hours 80</b> Cheerleading Advisor (football/basketball) Producer/Advisor (school play) NYS Seal of Bi-literacy Coordinator (9-13 students)	<b>4.87%</b>	\$ 2,959.00	\$ 3,004.00	\$ 3,049.00	\$ 3,102.00	\$ 3,156.00
<b>Minimum hours 85</b> Student Council Advisor Yearbook Chief Advisor (1)	<b>5.16%</b>	\$ 3,136.00	\$ 3,183.00	\$ 3,230.00	\$ 3,287.00	\$ 3,344.00
<b>Minimum hours 85</b> Future Farmers of America NYS Seal of Bi-literacy Coordinator (14+ students)	<b>6.68%</b>	\$ 4,059.00	\$ 4,120.00	\$ 4,182.00	\$ 4,255.00	\$ 4,330.00
	<b>% of M Step 1</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>	<b>2025-26</b>	<b>2026-27</b>
<b>Per Hour</b> Afterschool Detention/Home Teacher	0.08%	\$ 46.00	\$ 46.00	\$ 47.00	\$ 48.00	\$ 49.00
<b>Per Event</b> Sports Timer	0.09%	\$ 55.00	\$ 56.00	\$ 56.00	\$ 57.00	\$ 58.00
Chaperones, Sports Announcer	0.12%	\$ 73.00	\$ 74.00	\$ 75.00	\$ 76.00	\$ 78.00
Ticket Seller, Chorus/Band Director	0.18%	\$ 106.00	\$ 108.00	\$ 110.00	\$ 111.00	\$ 113.00



## APPENDIX C

Compensation for Liaisons will be as follows:

Yearly 2021-2022  
\$ 5,191

### **LIAISONS**

#### **ENGLISH/LANGUAGE ARTS/SOCIAL STUDIES/LIBRARY**

2 Elementary  
1 HS (9 - 12) English/Language Arts  
1 HS (9 - 12) Social Studies  
1 MS (4 - 8) English/Language Arts  
1 MS (4 - 8) Social Studies  
1 (K-12) Library

#### **MATH/SCIENCE/TECHNOLOGY**

2 Elementary  
1 HS (9 - 12) Math  
1 HS (9 - 12) Science  
1 HS (9 - 12) Tech  
1 MS (4 - 8) Math  
1 MS (4 - 8) Science  
1 MS (4 - 8) Technology

#### **ARTS/FOREIGN LANGUAGE/ESL/T&G**

1 (K - 12) Arts  
1 (K - 12) Music  
1 (K - 12) Foreign Language /ESL

#### **PE/HEALTH/HOME & CAREERS**

1 (K - 12) P.E./Health/HACS

**BUILDING LEVEL**

- 1 4<sup>TH</sup> GRADE LIAISON
- 1 5<sup>TH</sup> GRADE LIAISON
- 1 6<sup>TH</sup> GRADE LIAISON

**SPECIAL EDUCATION**

- 1 HS
- 1 MS
- 1 Elementary
- 1 Assistive Tech
- 1 School Counselor
- 1 Related Service

**NURSE**

- 1 Nurse Facilitator \$5,191 for ten (10) month  
\$5,710 for eleven (11) month  
\$6,230 for twelve (12) month
- 1 Athletic Nurse \$2,500

**APPENDIX D**

**RONDOUT VALLEY CENTRAL SCHOOL DISTRICT  
REQUEST FOR LEAVE**

NAME \_\_\_\_\_ DATE \_\_\_\_\_

SCHOOL \_\_\_\_\_ BARGANING UNIT \_\_\_\_\_

LEAVE  
CATEGORY \_\_\_\_\_ DATE(S) REQUESTED \_\_\_\_\_

If the leave category is "personal", please indicate whether religious, legal, medical, other (specify), or without pay (not charged against any particular leave credits).

REASON(S)  
FOR REQUEST \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

SIGNATURE \_\_\_\_\_

APPROVED/DISAPPROVED BY: \_\_\_\_\_ DATE \_\_\_\_\_

COMMENTS:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

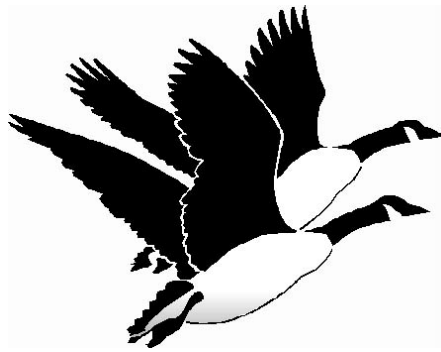
**NOTE:** This application for leave is to be submitted as per your unit's contractual provisions

White - Employee's Copy - Yellow - Principal's Copy - Pink - Superintendent's copy

**APPENDIX E**

**EARNED SALARY INCREASE GUIDELINES**

Rondout Valley Central School District  
P.O. Box 9  
Accord, New York



Guidelines for  
Earned Salary Increase  
In-service Credit Approvals  
Conferences  
And  
Documentation

## Overview

The Rondout Valley Central School District strongly endorses the professional development standards proposed by the New York State Education Department. Specifically, we want to establish a commitment to raising the knowledge, skills, and opportunities of our educators, in order to improve instruction and student achievement. The District believes in building our capacity through a focus on two essential core beliefs:

- Effective professional development will foster a culture of continuous improvement for all engaged in the learning endeavor.
- Professional development is most effective when it is job embedded, directly relevant to classroom practice, provided over time, and when it provides opportunity for practice of new strategies, time to reflect on changes, and time to integrate new learning into the teaching practice.

In-service courses will be offered to support professionals in developing skills in their area of specialization and interest.

### **In-Service Credit Procedures**

(A) Professional staff members may acquire in-service credit [one (1) in-service credit per an accumulation of 15 hours] through attendance and participation in workshops, which have been **pre-approved** by the Assistant Superintendent of Schools & Operations. An accumulation of fifteen (15) hours of workshops including but not limited to those offered by the Rondout Valley Central School District, Ulster BOCES and/or the Mid-Hudson Teacher's Center will be considered eligible if the workshops are directly related to the Professional staff members' assignment area and are scheduled for non-working hours. **Mylearningplan.com** lists the catalogs and workshops available.

A Request for In-service Credit form must be submitted and approved prior to attendance at a workshop if in-service credit is to be eligible for future salary adjustments.

Note: One (1) in-service credit equals an accumulation of 15 hours of workshops related to instructional area.

(B) The following procedures are to be followed to obtain in-service credit:

1. Approval of Course/Workshop: Please complete a request for approval of a workshop at least two weeks before the workshop is scheduled by logging onto **mylearningplan.com** and using the Request for In-service Credit form. Also, please attach a brochure or include a detailed description of the workshop and forward to the Assistant Superintendent of Schools & Operations if the workshop requested is not listed in the catalogs on **mylearningplan.com**. The Assistant Superintendent of Schools & Operations will review the request.

2. All participants in a workshop are expected to sign in for documentation purposes.
3. Submitting Confirmation of Attendance at Workshops: Upon completion of an approved workshop, please submit documentation to the Assistant Superintendent of Schools & Operations. This office will retain copies for a minimum of three (3) years.
4. District delivered in-service course offerings

Our goal is to establish a series of high-quality in-service courses for our staff. Additionally, it is our belief that this model will promote and encourage the proliferation of professional learning communities within and across multiple grade levels, content areas, and schools.

The district in-service process will function as follows:

- I. Our Professional staff members will develop in-service proposals for courses that they have an interest in delivering to our staff. Each course will have a maximum of 10 attendees. The *Instructor In-service Course Proposal Form* is provided in Appendix A.
  - a. For targeted audiences of Intermediate, Junior High, and High School staff ONLY, instructors will provide: Two (2) three (3) hour workshops from 2:45 – 5:45 pm at the District Office on approved dates.
  - b. For targeted audiences of Kerhonkson and Marbletown staff ONLY, instructors will provide: Three (3) two (2) hour workshops from 4:00 – 6:00 pm at the District Office on approved dates.
  - c. For targeted audiences for ALL Buildings, instructors will provide: Three (3) two (2) hour workshops from 4:00 – 6:00 pm at the District Office on approved dates.
- II. Professional staff members whose proposal have been approved, will be paid the following:
  - a. Three (3) hours of prep-time and six (6) hours for teaching the course, for a total of nine (9) hours at the contractual rate.
- III. An *In-Service Committee* consisting of 2 teachers and 2 administrators, including the Assistant Superintendent of Schools & Operations, will review the in-service proposals, interview perspective instructors, and rate the proposals according to the district goals. In-service course offerings will be posted on MyLearningPlan for selection by district staff.
- IV. The in-service courses will be delivered in the spring.
- V. Timeline for In-service course proposals, *In-service Committee*, and In-service courses offered.

In-service course proposals due to the Curriculum and Instruction office	Second week in January
<i>In-service Committee</i> meets and interview instructors that have submitted courses	Last week in January
In-service courses posted and staff can select on a first come first serve basis	Second week in February
In-service courses offered	March – May
Instructors submit final report/information to Curriculum and Instruction office	Second week of June

The in-service course offering must address one of the following eight (8) areas:

1. Content Knowledge: acquire the knowledge of the subject matter and curriculum.
2. Instructional Delivery: to improve instructional delivery with the goal of increased student achievement.
3. Preparation: to support the teacher in appropriately designing lesson plans, units, etc.
4. Student Development: to support the application of developmentally appropriate support and instructional strategies.
5. Assessment: to assist in the implementation of assessment techniques, both formative and summative, to measure academic, social or emotional growth.
6. NYS Learning Standards: to prepare professionals in the key shifts that the NYS Learning Standards requires and/or providing training for creating units of study aligned to the NYS Learning Standards.
7. Data Based-Inquiry/Data Teams: to provide professionals with a solid foundation to use data to inform instruction using research-based instruction.
8. Technology Integration: to prepare professionals to utilize and integrate technology in their content area.

**Requests for Earned Salary Increase**

(A) Upon completion of the requisite credits for your hiring date and degree status, please forward a *Request for Salary Change* form to the Personnel Office. Requests are to be submitted no later than October 1<sup>st</sup> for inclusion in payroll updates in that year. Full documentation with official transcripts from an accredited college or university and confirmation of completion of approved in-service credit workshops is expected. On the Official Transcript the individual coursework credits must be awarded prior to September 1<sup>st</sup>. The *Request for Salary Change Form* is provided in Appendix B.



**Note:** It is the responsibility of professional staff members to submit evidence of the successful completion of in-service programs and graduate credits for salary purposes to the Personnel Office. Acceptable evidence may include copies of official memorandums denoting completion of in-service programs or copies of certificates of participation from sponsoring in-service program agencies that specify the hours attended. Official graduate transcripts are required from the accrediting graduate institutions. All documentation should be forwarded together with the request.

- (B) The request and documentation will be reviewed and if all the documentation is in order, the Personnel Office will obtain approval from the Superintendent and then all approved payroll changes will be sent to the Central Business Office for processing.
- (C) In-service credit will not be awarded for professional staff members' participation in workshops which occur during the instructional school day. Professional staff members who seek and receive in-service credit for participation in workshops will not be reimbursed for the costs associated with the workshops.

If a professional staff member is **required** to attend a workshop (e.g. during the summer recess months) as a representative of the District, the participant will receive per diem payment (1/200<sup>th</sup>) and the District will pay costs associated with workshops. In-Service credit will not be awarded. (Note: Graduate Credit Option: In lieu of per diem payment (1/200<sup>th</sup>) the teacher may opt to pay tuition costs and receive graduate credit, if available).

Professional staff members registered for pre-approved workshops must attend the entire workshop to receive in-service credit for salary purposes.

### **Request to attend a Conference**

A Conference Request Form is available on **mylearningplan.com**. After logging onto **mylearningplan.com** on the left side will be **Activity Catalogs** listing: District Catalog, MHRIC Catalog, MHTC Catalog and Ulster BOCES. Click on one of these catalogs to enroll.

Then under Activity Catalog there will be **Fill-In Forms**. Select **Conference Request Form** and fill out all information needed. If conference is not listed in any of these catalogs, all information will need to be typed in by user. It is important to send the pre-printed registration form (if the conference is not listed in one of the catalogs) filled out with backup information to the Curriculum Office. Forms should be submitted at least three weeks prior to the conference date to allow enough time for processing. Only after the conference is approved will registration take place. Remember to check **mylearningplan.com** to know if the conference has been approved before attending. Please note: After attending the conference, a Conference Summary Report needs to be completed in order for claim forms to be processed.

**Definitions of terms:**

**Staff Development Days:** These staff development days will supplement traditional Superintendent's Conference Days. Attendance is required as per applicable contracts.

**Graduate Credit:** Graduate credit is defined as credit earned for successfully completing a course at the post Bachelor's degree level at an accredited college or university. Graduate credit is valid as long as the issuing institution considers the course credit valid for application to a program degree. No credits earned prior to the awarding of the Masters degree may be used either independently or in combination with in-service credits for further advancement on the salary schedule.

**In-Service Credit:** In-Service credit is offered by the District when teaching staff complete approved accumulation of 15 hours of workshops related to their instructional areas. Pre-approved in-service credit can also be applied to a *Request for Salary Change* form for a salary adjustment in September of each academic year.

For salary adjustments, the required combinations of graduate and/or in-service credits are grouped as follows for the 5-credit block for teachers.

- 3 graduate credits can be added to 2 approved in-service credits or
- 4 graduate credits can be added to 1 approved in-service credit or
- 5 graduate credits with no in-service credit or
- 10 approved in-service credits equals a 5 credit block

The Office of the Assistant Superintendent of Schools & Operations will retain records of RVCSD in-service credit offerings and attendance for at least three calendar years. However, it is strongly recommended that staff retain photocopies of any documentation they plan to submit for salary adjustments.

**Note:** In-service credit is not approved for courses/workshops taken during the workday, courses/workshops for which the district is paying, or for conferences for which the district is paying. One (1) in-service credit equals an accumulation of 15 hours of workshops related to instructional area. A Request for In-Service form has been developed for approval and documentation of in-service credit as well as attendance at workshops not offered by the Curriculum & Instruction Office. This form is available on [mylearningplan.com](http://mylearningplan.com).

**In-service:** In-service is a general term which can refer to any number of different workshops offered by the RVCSD, professional organizations, etc. These may/or may not qualify for the 15 hour in-service requirement of a related course for credit that could be applied to salary adjustments. **It is the responsibility of the staff members to obtain pre-approval for in-service that has not been previously approved if they intend to utilize the workshop for salary adjustments.** This is expected to occur before the course is taken, to eliminate any misunderstandings.

If you have any questions, please contact the Assistant Superintendent of Schools & Operations 687-2400 ext. 4805

**Appendix A**  
**Instructor In-service Course Proposal Form**

Presenter:	
Email:	
Title:	
Curriculum Area:	
NYS Learning Standards:	
<b>Target Audience:</b> Choose one: 1) Intermediate, Junior High, and High School staff ONLY 2) Kerhonkson and Marbletown staff ONLY 3) ALL Buildings	
<b>Dates from approved calendar</b> 1 <sup>st</sup> choice: 2 <sup>nd</sup> choice: 3 <sup>rd</sup> choice:	
<b>Time:</b> 1. 2:45 – 5:45 pm Intermediate, Junior High, and High School staff ONLY 2. 4:00 – 6:00 pm Kerhonkson and Marbletown staff ONLY 3. 4:00 – 6:00 pm ALL Buildings	
Course Description:	

Describe how this course is aligned with district goals.	
<p>Course addresses one of the following:</p> <ol style="list-style-type: none"> <li>1. Content Knowledge</li> <li>2. Instructional Delivery</li> <li>3. Preparation</li> <li>4. Student Development</li> <li>5. Assessment</li> <li>6. NYS Learning Standards</li> <li>7. Data Based-Inquiry/Data Teams</li> <li>8. Technology Integration</li> </ol>	
Describe how this course will positively impact the profession.	
Course Requirements of what an attendee needs to bring.	

Appendix B

Request for Salary Change Rondout Valley Central School District – Request for Salary Change

**TO: Superintendent of Schools**

**FROM:** \_\_\_\_\_

**BUILDING** \_\_\_\_\_

This is a request for salary adjustment (From: \_\_\_\_\_ To: \_\_\_\_\_) based on the completion of the graduate and in-service courses listed:

Graduate Course Title	College Attended	Credits Earned	Date Completed	Official Transcripts Attached	
In-Service Workshop Title	Sponsoring Agency	Hours Completed	Date Completed	Documentation Attached	

I certify that the above courses have been completed and have attached official transcripts and documentation forms.

**Signature of Employee** \_\_\_\_\_ **Date** \_\_\_\_\_

***I have reviewed the above request and accompanying documentation and approve the following salary adjustment:***

***(Specify # of Credits or Degree Change) From:*** \_\_\_\_\_ ***To:*** \_\_\_\_\_

**Signature of the Superintendent of Schools** \_\_\_\_\_ **Date** \_\_\_\_\_

**APPENDIX F**  
**COACH EVALUATION FORM**

**RONDOUT VALLEY CENTRAL SCHOOL DISTRICT**  
**ATHLETIC DEPARTMENT**

**COACH EVALUATION FORM**

Coach \_\_\_\_\_ Sport \_\_\_\_\_ Level \_\_\_\_\_ Season \_\_\_\_\_

**KEY:** 1 – Unsatisfactory      2 – Satisfactory      3 – Distinguished      N/A – Not Applicable

- ***Total Average*** (sum of #'s / # of questions) to be rated “satisfactory” overall must be 1.76 or greater.
- A score of “1” given for any category must have supporting documentation describing why a 1 was given.
- Any coach that receives a total score less than 1.76 will be afforded the opportunity to respond to the supporting documentation provided by the administrator, and attach it to the evaluation.

**ADMINISTRATIVE RESPONSIBILITIES**

- \_\_\_\_\_ Cooperates with athletic office regarding preseason paperwork (eligibility rosters, permission slips, and emergency cards).
- \_\_\_\_\_ Communicates with assistant coaches in regards to roles, duties, and expectations.
- \_\_\_\_\_ Abides by all relevant B.O.E. policies, administrative policies, MHAL and Section IX guidelines.
- \_\_\_\_\_ Attends League and Section meetings as appropriate.
- \_\_\_\_\_ Conducts a preseason parent informational meeting.
- \_\_\_\_\_ Recommends scrimmage and game scheduling requests to the athletic office in a timely manner.
- \_\_\_\_\_ Follows proper budget and purchase order procedures.
- \_\_\_\_\_ Effectively supervises game and practice areas, locker rooms, and bus when athletes are present.
- \_\_\_\_\_ Publicizes team and individual accomplishments to the media and school.
- \_\_\_\_\_ Demonstrates care of school facilities and team equipment.
- \_\_\_\_\_ Submits the end of the season summary report to the Athletic Office within two (2) weeks of the end of the season.

**RELATIONSHIPS**

- \_\_\_\_\_ Demonstrates enthusiasm working with student athletes.
- \_\_\_\_\_ Communicates with parents and the Athletic Office.
- \_\_\_\_\_ Establishes and maintains a good rapport with the faculty, administration, and coaching staff.
- \_\_\_\_\_ Builds positive morale and cooperation among coaching staff and student athletes.
- \_\_\_\_\_ Communicates with student athletes’ teachers to check on their academic standing, and sets consequences for athletes in academic jeopardy.
- \_\_\_\_\_ Develops a plan for success for athletes in academic jeopardy.
- \_\_\_\_\_ Supports team and individual accomplishments through written or verbal recognition.





